



City of Weed

Historic Lumber Town Incorporated 1/25/1961

550 Main Street
P. O. Box 470
Weed, CA 96094

(530) 938-5020

(530) 938-5096 (FAX)

www.ci.weed.ca.us

CITY COUNCIL AGENDA Regular Meeting

Date of Meeting: September 11, 2025
Time of Meeting: 5:30 p.m.
Place of Meeting: City Hall Council Chambers 550 Main Street Weed, CA 96094

The City of Weed does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or provision of services. In compliance with the Americans with Disabilities Act, if you need assistance to participate in this meeting, please contact the City Clerk at (530) 938-5020. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting. (28 CFR 35. 102-35. 104 ADA Title II)

PUBLIC NOTICE:

GOVERNMENT CODE, TITLE 5. LOCAL AGENCIES [50001. - 57550.] (Title 5 added by Stats. 1949, Ch. 81.) DIVISION 2. CITIES, COUNTIES, AND OTHER AGENCIES [53000. - 55821.] (Division 2 added by Stats. 1949, Ch. 81.), PART 1. POWERS AND DUTIES COMMON TO CITIES, COUNTIES, AND OTHER AGENCIES [53000. - 54999.7.] (Part 1 added by Stats. 1949, Ch. 81.)

CHAPTER 9. Meetings [54950. - 54963.] (Chapter 9 added by Stats. 1953, Ch. 1588.) 54954.2. (a) (2) No action or discussion shall be undertaken on any item not appearing on the posted agenda, except that members of a legislative body or its staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under Section 54954.3. In addition, on their own initiative or in response to questions posed by the public, a member of a legislative body or its staff may ask a question for clarification, make a brief announcement, or make a brief report on his or her own activities. Furthermore, a member of a legislative body, or the body itself, subject to rules or procedures of the legislative body, may provide a reference to staff or other resources for factual information, request staff to report back to the body at a subsequent meeting concerning any matter, or take action to direct staff to place a matter of business on a future agenda.

(b) Notwithstanding subdivision (a), the legislative body may take action on items of business not appearing on the posted agenda under any of the conditions stated below. Prior to discussing any item pursuant to this subdivision, the legislative body shall publicly identify the item.

(1) Upon a determination by a majority vote of the legislative body that an emergency situation exists, as defined in Section 54956.5.

(2) Upon a determination by a two-thirds vote of the members of the legislative body present at the meeting, or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the local agency subsequent to the agenda being posted as specified in subdivision (a).

(3) The item was posted pursuant to subdivision (a) for a prior meeting of the legislative body occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken.



I. PLEDGE OF ALLEGIANCE

II. ROLL CALL

Council Members: Mark Mazzoni, Ken Palfini, Phet Virasonh, and Melissa Whetstine.

Mayor: Darrell Parham

III. ACCEPTANCE OF AGENDA/ URGENCY ITEMS:

Move to accept agenda as posted or move to add or delete items.

To add item, the Council is required to make a majority decision that an urgency exists (as defined in the Brown Act) and a 2/3rds determination that the need to take action arose subsequent to the agenda being posted.

IV. NON-AGENDA PUBLIC COMMENT

The agenda is a lawful tool used by the City Council to conduct the public's business. Subject to Government Code §54954.3, members of the public have the opportunity to address the legislative body on any item of interest that is within the Council's jurisdiction and not listed on this agenda. Comments relating to items on this agenda will be taken at the time the item is heard.

No action may be taken by the Council on matters *not* on this agenda. The Council has the discretion to determine the appropriate disposition of the matter presented. Three members of the Council must agree to add the matter to a future agenda. Pursuant to open meeting laws, no discussion or action, other than a referral, shall be taken by the Council on any issue brought forth.

*The Council encourages public participation, but many members of the public will be denied the opportunity to speak and to have Council action taken at a reasonable hour, if at all, if limits on time and decorum are not placed on all speakers. Individual speakers will be limited to **3 minutes each with a 20-minute maximum for public comment**. Additional opportunity for public comment may be available at the end of the meeting at the discretion of the City Council.*

Please keep comments concise and observe time limits. All remarks shall be addressed to the Council as a body and not to a single Council Member or to the audience. No person, other than the Council and persons having the floor, shall be permitted to enter into any discussion, either directly or through a member of the Council, without the permission of the presiding officer. **No question shall be asked of or by a Council Member or City staff except through and with the permission of the presiding officer**

V. COUNCIL MEMBER ANNOUNCEMENTS, MEETING REPORTS AND COMMENTS

*Pursuant to Government Code §53232.3(d) members of a legislative body shall provide brief reports on **meetings attended at the expense of the local agency** at the next regular meeting of the legislative body.*

VI. CONSENT AGENDA

All items listed under the Consent Agenda are routine and will be approved by one motion with a vote. There will be no separate discussion of these items unless the Council request specific items be removed prior to the time the Council votes on the motion. All resolutions and ordinances on this agenda, or added hereto, shall be adopted by title only and the full reading thereof is hereby waived.

Any items removed will be considered after the motion to approve the Consent Agenda.

- A. By Motion – Council will consider entering into a Memorandum of Understanding (MOU) with Teamsters Local 137.
- B. By Motion – Council will consider Resolution No. 26-2025 approving salary adjustments for unrepresented employees.
- C. By Motion – Council will consider Resolution No. 27-2025 approving the On-Call Planner Pool for FY 25/26 through 28/29.
- D. By Motion – Council will consider Resolution No. 28-2025 adopting a Reinspection Policy and Fee.
- E. By Motion – Council will consider approving minutes from August 14, 2025, Regular Meeting.
- F. By Motion – Council will consider approving payment warrants dated August 8, 2025, including any voided warrants and manual issued items totaling \$1,226,553.08.
- G. By Motion – Council will approve and file month end report for August 2025.

VII. ITEMS REMOVED FROM CONSENT

VIII. PRESENTATION(S)

A. Proclamation – The Mayor will read proclamations honoring past City Council Members Calvin Vanderhoof and Stacey Green.

B. Ron Dickens, Measure O Committee Chair to present the Measure O Committee recommendations for Fiscal Year 2025/2026. Council will consider Resolution No. 29-2025 approving budget adjustments for the recommended Measure O allocations and consider entering into agreements with Weed Recreation and Parks Department and Weed Family Resource Center providing senior services to Weed seniors through the Measure O Tax allocation(s).

IX. COUNCIL BUSINESS

All items listed under the Council Business below require action which may include any and/or all of the following: report, review, consideration, discussion, approval, disapproval, acceptance and rejection. Public input is invited. Individual speakers will be limited to 3 minutes each with a 20- minute maximum per item. As a rule, and unless otherwise expressly permitted by the presiding officer, after a motion is made by a member of the Council on the matter under consideration, no member of the public shall address or be permitted to address the Council.

- A.** League of California Cities – Council will consider appointing Melissa Whetstine as the Voting Delegate, and ask for nominations for Voting Delegate Alternate, for the League of CA Cities in Long Beach October 8 through October 10, 2025

X. STAFF REPORTS

XI. ADJOURN TO CLOSED SESSION

XII. CLOSED SESSION

A. Conference with Legal Counsel; Anticipated Litigation (Gov. Code § 54956.9(d)(2)).

A point has been reached where, in the opinion of the City Council on the advice of its legal counsel, based on the below-described existing facts and circumstances, there is a significant exposure to litigation against the City.

Number of Potential Cases: One (1)

Receipt of Claim pursuant to Tort Claims Act or other written communication threatening litigation (copy available for public inspection in City Clerk's office).

(Gov. Code § 54956.9(e)(3)).

Name of Person or Entity Threatening Litigation: Lee M. Deckard

XIII. ADJOURN TO OPEN SESSION

Announcement of action taken, if any, by the City Council in Closed Session required by the Ralph. M. Brown Act (Gov. Code, §§ 54950 et seq.)

XIV. ADJOURNMENT

Staff reports and/or other written documentation pertaining to the items on the agenda are on file in the Office of the City Clerk and are available for public inspection during normal weekday business hours. Information may be obtained by calling (530) 938-5020. City Council Minutes and Agendas may also be available on the City's website: <http://www.ci.weed.ca.us>. Materials related to an item on this agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office at 550 Main Street during normal business hours, or on the City's website at www.ci.weed.ca.us.

Privileged and confidential documents exempted.

Posting statement: On Monday September 8, 2025, a true and correct copy of this agenda was posted on the front door at 550 Main Street, (city hall).

MEMORANDUM OF UNDERSTANDING

between

THE REPRESENTATIVES OF THE CITY OF WEED



and

**GENERAL TEAMSTERS LOCAL 137
PROFESSIONAL, HEALTH CARE
and PUBLIC EMPLOYEES**



Effective: July 1, 2025 through June 30, 2027

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING, made and entered into this 1st day of July, 2025, by and between the representatives of the City Of Weed (a public agency as defined in Section 3 501 (c) of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as the City, and the representatives of the General Teamsters, Professional, Health Care and Public Employees Local 137 (a recognized employee organization as defined in Section 3501(b) of Chapter 1 0 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as Union,

WITNESSETH that:

WHEREAS, the parties hereto desire to facilitate the peaceful adjustment of differences that may from time to time arise between them, to promote harmony and efficiency to the end that the City, the Union and the general public may benefit therefrom, and to establish fair and equitable wages, hours and working conditions for certain hereinafter designated employees of the City,

NOW, THEREFORE, the parties hereto do agree as follows:

ARTICLE 1 Preamble

1.1 This Memorandum of Understanding supersedes and replaces all previous Memoranda of Understanding and Letter Agreements between the parties as well as all previous Minute Orders, Resolutions and Ordinances of the City Council which conflict with this Memorandum of Understanding.

1.2 The parties acknowledge the provisions of Chapter 10 (Sections 3500, et. seq.) of Division 4 of Title 1 of the Government Code of the State of California.

1.3 It is the policy of the City and the Union not to illegally interfere with, intimidate, restrain, coerce or discriminate against any employee because of race, creed, sex, age, color or national origin or Union membership or non-membership or the exercise of rights contained in Sections 3500, et. seq., of the Government Code of the State of California.

1.4 The City is engaged in rendering services to the public, and the City and the Union recognize their mutual obligation for the continuous rendition and availability of such services.

1.5 The City and the Union shall cooperate in promoting harmony and efficiency among City employees.

1.6 The parties have met and conferred in good faith and have reached agreement on procedures set forth in this Memorandum of Understanding for resolution of disputes between the parties. The parties agree that they will follow the procedures as set forth in this Memorandum of Understanding or the bargaining process required by the Meyers-Milias- Brown Act and will make every effort to persuade their members to also use the established procedures, rather than to use any other method or forum such as appeals directly to the news media or the City Council for resolution of problems or disputes arising out of this Memorandum of Understanding or the bargaining process.

ARTICLE 2 Recognition

2.1 The City recognizes the Union as the Exclusive Representative of all employees of the City of Weed who hold a classification listed on Exhibit "A" of this Memorandum of Understanding.

2.2 The provisions of this Memorandum of Understanding hereinafter set forth shall apply only to those employees of the City for whom the Union is the established Exclusive Representative.

2.3 The Union is entitled to an annual total of three (3) days per year for a Shop Steward to be used for the purpose of excusing Shop Stewards from City duty, without pay, to participate in Union seminars or conferences.

ARTICLE 3 Management Rights

3.1 It is understood and agreed that the City retains all its powers and authority to direct, manage, and control to the full extent of the law. Further, it is agreed by the parties that City Rights include, by way of illustration and not by way of limitation, the following: (a) full and exclusive control of the management of the City, (b) The supervision of all operations, methods, processes and means of performing work, (c) The control of the property and the composition, assignment, direction and determination of the size and the work hours of its working forces, (d) The right to determine the work to be done by employees, (e) The right to establish reasonable qualifications for employment, (f) The right to establish reasonable work and productivity standards, (g) The right to assign overtime, (h) The right to make and enforce reasonable rules and regulations which are not in conflict with the provisions of this Memorandum of Understanding, (i) The right to change or introduce new or improved operations, methods, means or facilities. U) The right to establish budget procedures and financial allocations, (k) The right to hire, classify, schedule, promote, demote, transfer, evaluate, release, lay off and increase or reduce work hours of employees. (l) The right to suspend, discipline and discharge employees for just cause, (m) The right to contract out work to be done or services to be rendered consistently with past practices, (n) The right to transfer work into or out of the bargaining unit consistently with past practices, (o) The right to otherwise maintain an orderly, effective and efficient operation.

3.2 The City's exercise of its powers, rights, authority, duties, and responsibilities, the adoption of policies, rules and regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Memorandum of Understanding, and then only to the extent such specific and express terms are in conformance with law.

ARTICLE 4 Union Rights

4.1 Official representatives of the Union will be permitted access to City property to confer with City employees on matters of employer-employee relations, but such representatives shall not interfere with work in progress without agreement of Management.

4.2 The City will provide the Union with adequate bulletin board space in a location accessible to all employees for the purpose of posting thereon matters relating to official Union business.

4.3 Any employee, at the employee's request, shall be permitted representation by a Union representative. The foregoing shall apply to reprimands and disciplinary actions, providing there is no unreasonable delay in obtaining representation.

4.4 Joint Union-Management meetings shall be held as often as agreed upon by the Union and Management. The purpose of these meetings shall be to promote harmony and efficiency and to improve communications between employees and all levels of management. The meeting agenda shall be determined by those in attendance and there shall be no restrictions on the subject matter; provided, the meetings shall not substitute for normal grievance procedures or for formal negotiations between the parties. The meetings may be summarized in written minutes. Except that the provisions of this Section shall be observed, the meetings shall be self-organizing.

ARTICLE 5 Union Security

5.1 (a) Except for temporary employees, the Employer shall provide the exclusive representative with the name, job title, department, work location, home and personal cellular telephone numbers, personal email addresses, and home address of newly hired employees within 30 days of hire or by the first pay period of the month following hire. The Employer must also provide the exclusive representative with this information for all employees in the bargaining unit at least every 120 days, except as specified.

5.1 (b) Any employee appointed to any classification out of the bargaining unit covered by this Memorandum of Understanding may withdraw their membership in Union and the employee's dues shall be suspended for the duration of such period as the individual is working for City in a job classification not covered by this Memorandum of Understanding.

5.2 Any employee who is or who becomes a member of Union shall, recognize and maintain good standing in accordance with its Constitution and Bylaws.

5.3 The City shall deduct from their wages the regular membership dues of employees who are members of the Union who individually and voluntarily authorize such deductions in writing.

5.4 Deductions shall be made each pay period and a check for the total monthly deductions shall be submitted to the General Teamsters Professional, Health Care and Public, Employees Local 137 within five (5) working days after the end of each month. The City will notify the Union each month at the time of the due's transmittal to Union of any changes since the previous due's transmittal and the reason for the change. The form of payroll deduction authorization shall be approved by both the City and the Union.

5.5 The Union will be afforded an opportunity to make a 30-minute presentation during each orientation session for new employees. The Union or Shop Steward will make this presentation just prior to the official lunch break. Management will provide the Union with timely notice of the date, time, and place at the time the orientation is scheduled. The Union may leave its literature in a location where the employees leaving the orientation have access to the materials. The Union's membership/payroll deduction authorization form will be furnished to the City by the Union.

ARTICLE 6 Concerted Activities

6.1 It is agreed and understood there will be no strike, work stoppage, slowdown, picketing, or refusal or failure to fully and faithfully perform job functions and responsibilities, or other interference with the operations of the City by the Union or by its officers, agents, or members during the term of this Memorandum of Understanding. Further, it is agreed and understood that the City shall not impose any lockout.

6.2 The Union recognizes the duty and obligation of its representatives to comply with the provisions of this Memorandum of Understanding, and to make every effort toward inducing all employees to do so. In the event of a strike, work stoppage, slowdown, or other interference with the operations of the City by employees who are represented by the Union, the Union agrees in good faith to take all necessary steps to cause those employees to cease such action.

6.3 It is agreed and understood that any employee violating this Article may be subject to discipline up to and including termination by the City.

ARTICLE 7 Grievances

7.1 A grievance is defined as any dispute or disagreement which may arise between the union or an employee within the City with respect to interpretation or application of any of the terms of this Memorandum of Understanding. A grievance procedure shall not apply to any disciplinary action taken pursuant to Article I 0.0.

7.2 A "grievant" is a unit member. A "day" is a calendar day.

7.3 Informal Level Before filing a formal written grievance, the grievant shall attempt to resolve it by an informal conference with the grievant's department head.

7.4 Formal Level I: Within fifteen (15) days after the occurrence of the act or omission giving rise to the grievance, the grievant must present the grievance in writing on the appropriate form to the grievant's department head. This statement shall be a clear, concise statement of the grievance, the circumstances involved, the specific contract provision alleged to have been violated, the decision rendered at the informal conference, the specific remedy sought, and the names of all persons or witnesses having knowledge or believed to have knowledge of the facts.

The department head shall communicate the decision to the unit member in writing within ten (10) days after receiving the grievance. If the department head does not respond within said ten (10) days, the grievance shall be deemed denied and the grievant may appeal to the next level.

7.5 Level II: In the event the grievant is not satisfied with the decision at Level I, or if the department head doesn't respond at Level I, the grievant may submit the grievance to mediation by so notifying the City Manager in writing, within ten (10) days of receipt of the department head's decision or if the department head does not respond within the ten (10) days specified above, then on the tenth day after the last day when the department head could have responded. The grievant and the City shall then coordinate the calendaring of a mediation to be conducted by a mediator as jointly selected by the grievant and the City, or if they are unable to agree upon a mediator, then a mediator, as assigned by the California State Mediation and Conciliation Service. If the mediation does not result in a resolution of the grievance, then the grievant may appeal the grievance in writing

to the City Manager by submitting a request for grievance hearing within ten (10) days of the date of the mediation. This Level II is optional and the grievant is not required to participate in mediation and may move directly to Level III.

7.6 Level III: In the event the grievant is not satisfied with the decision at Level I or at mediation, the grievant may appeal the decision in writing within ten (10) days to the City Manager. The ten (10) days runs from the date of the Level I decision or after the last day the department head could have responded or on the date the mediation occurred.

The City Manager shall render a final and binding determination of the grievance. An action to overturn or modify the determination of the City Manager shall be filed in a court of competent jurisdiction within ninety (90) days of the date of the determination by the City Manager.

7.7 General Provisions: The City or the employee involved in the grievance, at any level/step, may have one (1) representative present during the proceeding.

During the pendency of any proceeding, and until a final determination has been reached, all proceedings shall be private, and any preliminary disposition shall not be made public without the written agreement of all parties.

A decision rendered at any step in these procedures becomes final unless appealed within the time limit specified.

Time limits set forth in these procedures may be modified by written agreement of the parties involved.

If the same complaint or substantially the same complaint is made by more than one (1) unit member patty, only one (1) unit member, on behalf of the unit member and other complainants, may process the grievance or complaint through the grievance procedure. Names of all aggrieved parties shall appear on all documents related to the processing of the grievance, The filing of a grievance shall in no way interfere with the right of the City to proceed in carrying out its management responsibilities, subject to the final determination of the grievance. The grievant shall continue to perform all work, directives, and assignments pending final determination of the grievance unless unsafe conditions exist.

Nothing contained herein will be construed as limiting the right of any grievant to discuss the matter informally with any appropriate member of the administration and to have the grievance adjusted.

ARTICLE 8 Safety

8.1 The City desires to maintain a safe place of employment for and shall make all reasonable provisions necessary for the safety of employees in the performance of their work.

8.2 Regular safety meetings will be held for the purpose of reviewing accidents and preventing their recurrence, eliminating hazardous conditions and familiarizing employees with safe work procedures and applicable State Safety Orders, and training in first aid.

8.3 Employees shall report unsafe equipment or working conditions to their immediate supervisor who shall determine the appropriate corrective action.

ARTICLE 9 Industrial Disability

9.1 The City, the Union, and individual employees agree that they will comply with all aspects of Workers' Compensation and Industrial Disability laws and will support the rights of both the injured employee and the City in complying with these laws.

9.2 Whenever an employee is absent from work as a result of a work related disability, and is receiving temporary disability indemnity payments provided for by the Labor Code of the State of California, such employee may elect to utilize State Disability Insurance, accumulated sick leave, compensatory time off for overtime work, and accumulated vacation credits to supplement the employee's temporary disability indemnity payments up to a maximum of full salary.

9.3 An employee who is absent because of industrial disability may be returned to work by the City and given temporary light duties within the employee's ability to perform determined by the physician. The duration of any such period of temporary work shall be determined by the City.

Such employees shall be compensated at their regular rate of pay while engaged in such temporary duties. The City may require an employee requesting to return to work after an absence caused by industrial disability to submit to a medical examination, at no expense to the employee, by a physician or physicians approved by the City for the purpose of determining that such employee is physically and mentally fit and able to perform the duties of the employee's position without hazard to the employee, or to fellow employees, or to the employee's own permanent health.

9.4 Employees who are receiving Workers' Compensation temporary disability benefits, may, at their option, maintain their group insurance coverage during the period in which they are receiving temporary disability compensation for up to a maximum of a cumulative total of six (6) months at the City's expense. Thereafter, the employee may maintain group insurance coverage at the employee's own expense during the period of receipt of Workers' Compensation temporary disability payments.

ARTICLE 10 Employee Status

10.1 Employees will be designated as regular, probationary, temporary, or part-time regular, depending upon the purpose for which they are hired and their length of continuous service with the City.

10.2 A regular employee is defined as an employee who has 12 months or more seniority with the City in full-time employment.

10.3 A probationary employee is defined as an employee hired for a full-time position that has been regularly established as an authorized position and is of indeterminate duration.

The City may hire a trainee that does not meet the minimum qualifications for any classification at a trainee salary, defined as five percent (5%) less than Step A until the employee attains the minimum qualifications for the job at which time the employee shall receive the additional five percent (5%),

or current Step A rate. A probationary employee meeting minimum qualifications shall receive not less than the minimum rate for the job. All new employees shall be eligible for sick leave pay, vacation pay, holiday pay, retirement plan participation, insurance coverage and items of a similar nature, as the employee becomes eligible. Upon completion of twelve (12) months of continuous full-time service with the City, a probationary employee shall be given the status of a regular employee. The City may extend the probationary period for new hires up to an additional 6 months with the agreement of both parties. Notwithstanding any other provision of this Article, an employee's probationary period shall be extended by the duration of any unpaid absence of ten (10) or more consecutive workdays.

A part-time regular employee is defined as an employee hired for employment of less than full-time (8 hours per day, 5 days per week) or whose work period is not necessarily regularly scheduled and who normally works less than full-time, and who has worked more than one-thousand (1,000) hours in a fiscal year and is regularly assigned to work more than half-time. A part-time regular employee, employed for 30 hours per week or more shall receive not less than the minimum rate for the job, and shall be eligible for sick leave pay, holiday pay, vacation pay, retirement plan participation, and items of a similar nature, on a prorated basis.

ARTICLE 11 Wages and Longevity

11.1 Employees shall be paid the wage established for their classification. Upon initial appointment to a classification an employee shall normally be paid the lowest wage rate for that classification. An employee may, however, be paid at a high wage rate based on prior work history and experience. The effective date of promotion to a new classification or higher wage step shall be the first day of the pay period following qualification for the promotion. Whenever an employee is appointed to a higher paying classification, the employee shall be paid at the wage rate of the classification to which the employee is appointed, which is next higher to the employee's present wage rate, but not less than 3% percent higher, and in any event not more than the top wage rate of the new classification. After one (1) full year of employment on any salary step except the top step, an employee shall be advanced to the next salary step effective the first day of the pay-period following completion of one (1) full year of service in the previous step, except that appointment to the next "merit" step shall only occur upon completion of an evaluation expressing that the employee meets or exceeds standards for work

11.2 Wages shall be paid at bi-weekly intervals on Friday for a pay period ending no earlier than the preceding Friday. If payday falls on a holiday, payment shall be made on the preceding workday.

11.3 When an employee is temporarily assigned to work in a higher classification, for a minimum of three working days, he employee shall be paid at a minimum of step 1 of the higher classification, but not less than five percent (5%) higher than their current wage, in any event not more than the top wage rate of the temporary classification. Employees so assigned shall continue to be covered by the provisions of this M.O.U.

11.4 When an employee is temporarily assigned to work in a classification lower than the employee's regular classification, the employee's rate of pay will not be reduced.

11.5 Attached hereto and made a part hereof is Exhibit "A" titled "Schedule of Wage Rates."

11.6 **Educational Incentive Program:** Because it is in the best interest of the City to keep members of the Public Works Department informed and up to date on current techniques and procedures, the following incentive program is instituted:

- A. Specialized Certificates and Educational Degrees are specified in Appendix "B".
- B. A member attaining any Specialized Certificate will be entitled to 3% special pay for each certificate above the base salary up to 1 2% (four certificates).
- C. Three percent (3%) specialized certificate increases shall be granted upon approval by the Public Works Director and the City Manager. Only one certificate will be eligible for an increase per year. Employees are not eligible for backpay on certificates.

11.7 **Longevity Pay.** In recognition that senior employees gain skills and abilities over time such that employees accomplish more, and their work performance is excellent, the City has adopted the following longevity pay program:

- A. Five percent (5%) increase in salary on the employee's tenth anniversary.
- B. An additional five percent (5%) increase in salary on the employee's 15th anniversary; and
- C. An additional five percent (5%) increase in salary on the employee's 20th anniversary.

Incentives are added to the employee's base salary plus educational incentives.

ARTICLE 12 Hours and Overtime

12.1 Each employee shall report for work at a regularly established base of operations and shall return thereto at the conclusion of the day's work, except as otherwise directed by the employee's immediate supervisor. Time spent travelling between an employee's base of operations and the work site shall be considered as time worked.

12.2 Except as otherwise provided herein, a work week is defined to consist of seven (7) consecutive calendar days, Saturday through Friday. The basic workweek shall consist of five (5) consecutive workdays of eight (8) hours each with an unpaid meal break near the middle of the work period. The foregoing work hours, workdays, and work schedules may, however, be modified from time to time by the department head as deemed necessary for the needs of the City.

12.3 Each employee shall be entitled to two paid rest breaks daily of fifteen (15) minutes each. Missed breaks shall not be accumulated, nor shall the employee receive added compensation for missed breaks.

12.4 During the term of this Memorandum of Understanding, the City and Union may meet and confer to propose and consider adopting alternate work schedules.

12.5 Overtime is defined as:

- a) time worked in excess of 40 hours in a one-week period,
- b) time worked on a non-workday, and
- c) time worked on a holiday. Overtime work shall be computed to the nearest one- quarter (1/4) hour. For purposes of calculating overtime, "time worked" means actual hours worked on the job.

12.6 Compensation for overtime work shall be paid at a rate equivalent to one and one- half (1 1/2) times the employee's regular rate of pay with the exception that any hours worked in excess of twelve continuous hours shall be paid at two (2) times the employee's hourly rate. Employees may accrue Compensated Time Off (CTO) instead of overtime. Maximum accrual of CTO will be 80 hours. Once the employee reaches the maximum accrual, overtime will be paid in the current pay period that overtime was worked.

12.7 Employees will be compensated for overtime work at a rate of one and one-half (1.5) times their regular pay rate. However, any hours worked beyond twelve continuous hours will be paid at a rate of two (2) times the employee's hourly rate. Employees also have the option to accrue Compensated Time Off (CTO) instead of receiving overtime pay. They may accumulate up to 160 hours of CTO in a calendar year. However, by the second pay period in December, employees must ensure that their CTO balance does not exceed 80 hours in order to carry over into the next calendar year. If an employee's CTO balance is greater than 80 hours, the City will cash out the amount exceeding 80 hours.

Overtime worked may be selected as pay or compensatory time (CTO) at the discretion of the employee within the applicable payroll period.

Employees whose employment with the City is terminated for any reason shall, at the time of termination, receive compensation for any unused CTO previously earned.

12.8 Approved sick leave, vacation leave and CTO utilized by the employee will be counted as time worked for the purpose of computing overtime.

12.9 Standby: Standby is mandatory for all employees within the bargaining unit and is governed by the City's Standby Pay Program set forth in Appendix "C" attached to this Memorandum of Understanding.

ARTICLE 13 Promotion and Transfer

13.1 All promotions and transfers shall be in accordance with standards and procedures as determined by the City.

13.2 Whenever new or additional positions are created by the City Council or vacancies other than temporary vacancies occur, the City shall post such position vacancies for ten (10) calendar days, in order to give employees the opportunity to apply for such position vacancies. In filling such positions, the City shall give first consideration to regular employees who are fully qualified (fully/equally means all employees who hold permanent status and possess the special skills and/or

background required for the position as proscribed by management and set forth in the job posting) for such position vacancies prior to employing a person from outside the bargaining unit. Promotions shall be based on the most qualified candidate.

13.3 All promotional appointments will be for a probationary period of 12 months. Whenever an employee's promotional appointment is terminated during the trial period, the employee shall either be returned to the previous classification in which either the probationary period or a previous trial period was completed or to another classification which is mutually acceptable.

ARTICLE 14 Demotion and Layoff

14.1 When it becomes necessary for the City to lay off regular employees, the City will give employees involved as much notice as possible; but in no event will such employees receive less than two (2) weeks' notice of layoff. Where probationary, temporary, or part-time employees are to be laid off, no notice of layoff need be given. Within each classification, all employees, other than regular employees, shall be laid off prior to regular employees being laid off. Regular employees shall be laid off in the reverse order of City seniority with the least senior employee being laid off first.

14.2 An employee whose position has been abolished may elect to displace another employee in the bargaining unit provided the employee either is qualified to perform the duties of the other classification, or previously satisfactorily performed the duties of the other classification, and the employee has greater City seniority than the employee to be displaced. Employees who elect to displace to another classification shall be probationary for six (6) months unless the employee has previously served at least six (6) months in the other classification. Whenever an employee is demoted to a lower-paying classification the employee shall be placed on the salary step which has a wage rate closest to the employee's previous wage rate.

14.3 Laid-off employees' names shall be kept on a re-employment list for a period of one (1) year from the date of layoff and shall have preferential re-hire rights to the classification from which laid off in the reverse order of layoff. Whenever it becomes necessary for the City to notify a laid off employee of a re-employment opportunity, the City shall do so by use of registered mail to the employee's last known address. If an employee does not accept such offer of re-employment within seven (7) calendar days, the employee's name shall be removed from the reemployment list, and the employee shall no longer have re-employment rights.

14.4 Employees who have elected to demote into a lower paying classification shall have preferential promotion rights to the classification from which they demoted in the reverse order of demotion for a period of one year from the date of the employee's demotion. If an employee does not accept an offer of promotion to the classification from which the employee was demoted, the employee will lose all preferential rights to re-promotion.

ARTICLE 15 Leave of Absence

15.1 Leave of absence without pay may be granted to regular employees by the City Manager for urgent and substantial reasons, up to a maximum of one (1) year, providing satisfactory

arrangements can be made to perform the employee's duties without undue interference with the normal routine of work. Inability to return to work after an employee's sick leave has been exhausted shall be considered as an urgent and substantial reason.

15.2 A leave of absence will commence on and include the first workday on which the employee is absent and terminates with and includes the workday preceding the day the employee returns to work.

15.3 All applications for leave of absence shall be made in writing except when the employee is unable to do so. The conditions under which an employee will be restored to employment on the termination of leave of absence shall be clearly stated by the City in conjunction with the granting of a leave of absence. Upon an employee's return to work after a leave of absence, the employee will be reinstated to the employee's former position and working conditions, providing that the employee is capable of performing the duties of the employee's former position, except that if there has been a reduction of forces or the position has been eliminated during said leave, the employee will be returned to the position the employee would be in, had the employee not been on a leave of absence.

15.4 An employee's status as a regular employee will not be impaired by such leave of absence and the employee's seniority will accrue.

15.5 If an employee fails to return immediately on the expiration of the employee's leave of absence or if the employee accepts other full-time employment while on leave, the employee will thereby forfeit the leave of absence and terminate employment with the City.

15.6 An employee on a leave of absence of more than thirty (30) days as provided herein shall not accrue vacation or sick leave benefits nor maintain group insurance coverage. An employee may, however, at the employee's option and expense, maintain the employee's group insurance coverage providing the full monthly premium is received by the City on or before the first day of the month for which the premium is intended.

ARTICLE 16 Expenses

16.1 Whenever an employee uses the employee's personal automobile for the City's convenience, the employee will be reimbursed therefor at the rate per mile as established by the City from time to time, except however that the mileage rate shall not be reduced below the level established at the time of execution of this Memorandum of Understanding.

16.2 Employees who are assigned to temporary work at such distance from their regular headquarters that it is impractical for them to return thereto each day, or to their regular place of abode, will be allowed expenses for board and lodging in amounts as established by the City from time to time for the duration of such assignment, provided they board and lodge at places to be designated by the City. Future modifications of the City's policies relating to the foregoing shall not result in a reduction in the reimbursement rates as established as of the date of execution of this Memorandum of Understanding.

ARTICLE 17 Sick Leave

17.1 Sick leave with pay shall be accumulated for each regular and probationary employee at the rate of eight (8) hours per calendar month (96 hours per year).

17.2 Sick leave shall be allowed for a non-work related absence due to the inability of an employee to be present or perform the employee's duties because of personal illness, off-duty injury, confinement for medical treatment, or serious illness or disability of a member of the employee's immediate family up to a maximum of twenty-four (24) hours. Immediate family as used herein shall be as defined in Section 18.1. Whenever any employee is entitled to receive sick leave with pay and also disability insurance benefits, sick leave compensation shall be added to all disability insurance benefits up to a maximum of full pay but in any event the combination of sick leave compensation and disability insurance pay shall not exceed one- hundred percent (100%) of the employee's regular payrate.

17.3 In case of illness extending beyond three (3) consecutive days, the employee may be required to furnish evidence of sickness or disability, including a doctor's note, before payment for sick leave will be made. The City may also require an employee requesting to return to work after sick leave or leave of absence for medical reasons to submit to a medical examination by a physician or physicians approved by City for the purpose of determining that such employee is physically fit and able to perform the duties of the employee's former position without hazard to the employee, or to fellow employees, or to the employee's own permanent health.

17.4 If a holiday which an employee is entitled to have off with pay occurs on a workday during the time an employee is absent on sick leave, the employee shall receive pay for the holiday as such, and it shall not be counted as a day of sick leave.

17.5 Whenever an employee takes sick leave, such sick leave shall be charged at the same number of hours per shift for which each employee is assigned whether 8-, 9-, 10-, or 12-hour shifts.

ARTICLE 18 Bereavement Leave

18.1 All regular full-time employees with at least 30 days tenure with the City are entitled to up to five (5) workdays of bereavement leave for an immediate family member as defined in this Section. Employees shall be entitled to bereavement leave without loss of pay up to a maximum of twenty-four (24) working hours for each death in the immediate family. Any remaining bereavement leave time up to the maximum total of five (5) workdays per immediate family death will be unpaid unless an employee at their own option chooses to use any available accrued paid leave (e.g., sick leave, vacation). Employees with less than 30 days seniority with the City are entitled to bereavement leave without pay. Bereavement leave need not be taken in consecutive days; however, must be used within three (3) months of the date of death of the immediate family member.

18.2 Immediate family means father, mother, brother, sister, spouse, domestic partner, child, stepchild, mother-in-law, father-in-law, grandparents, grandchildren, great grandparents and spouse's grandparents and great grandparents. At the request of the District, the employee shall furnish a death certificate and proof of relationship.

ARTICLE 19 Catastrophic Leave Transfer

19.1 City employees of this unit may donate an unlimited amount of sick leave hours (in whole hours) to another City employee of this unit who has sustained a life threatening or debilitating illness, injury or condition and has exhausted their sick leave. The donating employee shall retain a minimum of forty (40) hours in their sick leave account. The transfer shall be on an hour-for-hour basis and shall be paid at the rate of pay of the receiving employee.

19.2 All donated hours must be voluntary.

19.3 The City agrees to maintain the privacy of the donating employee should they wish to remain anonymous.

ARTICLE 20 Holidays

20.1 Regular full-time and probationary employees, except as otherwise provided herein, shall be entitled to have the following holidays off with pay:

1. July 4, "Independence Day"
2. First Monday in September, "Labor Day"
3. November 11, "Veterans Day"
4. Thanksgiving Day
5. The day following Thanksgiving Day
6. December 25, "Christmas Day"
7. January 1, "New Year's Day"
8. Third Monday in January, "Dr. Martin Luther King Jr.'s birthday"
9. Third Monday in February, "President's Day"
10. Last Monday in May, "Memorial Day"

In addition, each employee shall be entitled to four (4) "Floating" holidays in each calendar year.

If any of the foregoing holidays fall on a Sunday, the Monday following shall be observed as the holiday, except by those employees who are regularly scheduled to work on Sunday, other than on an overtime basis. Employees who are regularly scheduled to work on Sundays shall observe such holidays on Sunday. If any of the foregoing holidays fall on a Saturday, the preceding Friday shall be observed as a holiday except by those employees who are regularly scheduled to work on Saturday, other than on an overtime basis. If any of the foregoing holidays fall on any day from Monday through Friday, inclusive, and that day is a regularly scheduled non-workday for an employee, such employee shall be entitled to receive eight (8) hours pay at the employee's regular hourly wage rate. Notwithstanding the foregoing, employees may be scheduled to work on holidays, in which event any such employee will, in addition to the employee's holiday pay, be compensated therefore at the overtime rate of pay for all time worked on such days.

20.2 If an employee is in a non-paid status on both workdays immediately adjacent to the holiday, the employee shall not receive pay for the holiday.

ARTICLE 21 Vacations

21.1 Regular and probationary employees of the City shall accrue vacation units on an hourly basis with pay as follows:

Months of Employment	Vacation Hours Accrued Per Pay Period
1 - 36 months	3.69 hours (96 hours per year)
37-1 80 months	5.23 hours (1 36 hours per year)
1 81 months and on	6.77 hours (1 76 hours per year)

21.2 Vacation cannot be accrued while an employee is in a non-paid status.

21.3 Vacations (including Compensated Time Off) shall be scheduled by the department head after consideration of the wishes of the employee and the needs of the service. No employee shall be permitted to take more than twenty (20) consecutive working days of vacation without the authorization of the City Manager. No employee may take accumulated vacation time prior to the completion of six (6) full months of service to the City. No less than one (1) hour of vacation may be taken at any one (1) time.

21.4 The City shall not require an employee to take the employee's vacation in lieu of sick leave or leave of absence on account of illness.

21.5 If a holiday which an employee is entitled to have off with pay occurs on a workday during the time an employee is absent on vacation, the employee shall receive pay for the holiday as such, and it shall not be counted as a day of vacation.

21.6 A maximum of two (2) years of vacation may be accrued.

21.7 Employees whose employment with the City is terminated for any reason shall, at the time of termination, receive compensation for any unused vacation period previously earned.

21.8 Whenever an employee takes vacation/CTO leave, such vacation/CTO leave shall be charged at the same number of hours per shift for which each employee is assigned whether 8, 9, 10, or 12-hour shifts.

ARTICLE 22 Uniforms

22.1 The City will provide uniforms and protective clothing for those employees who are required as a condition of employment to wear such uniforms while on duty. Such employees will provide all maintenance and cleaning for such uniforms.

22.2 The City will provide raincoats with hoods or rain hats, and rain pants for all employees who are required to work outdoors during inclement weather.

22.3 The City will reimburse each employee up to two hundred fifty dollars per year, for the purpose of boot maintenance (including soling of footwear), footwear replacement or clothing (i.e., pants, shirts, socks, etc.).

ARTICLE 23 Employee Evaluations

23.1 Each employee shall be evaluated in writing by their management-level supervisor at least once each year. The supervisor shall discuss the evaluation with the employee and shall provide the employee with a copy of the written evaluation. The employee shall have the right to respond to negative evaluations and to attach a written response to the evaluation.

A positive evaluation shall be necessary to receive the merit increase as noted in Section 1 1.2

23.2 Probationary employees shall be evaluated after three months of employment and prior to attaining regular status.

23.3 An employee who disagrees with the evaluator's statements or conclusions with respect to the employee evaluation report shall have the right to review such evaluation report with the department head and upon request shall have the right to have a Union representative present. The employee shall also have the right to attach a written rebuttal within thirty (30) days of the date of the review of the evaluation.

ARTICLE 24 Employee Discipline

24.1 **Probationary Period:** Probationary employees shall be subject to disciplinary action, including termination, and shall not have the right to a hearing nor the right to file a grievance with respect thereto except, however, such employee shall have the right to meet with the department head to discuss the disciplinary action. Upon completion of the probationary period employees shall be subject to disciplinary action for just cause as prescribed herein.

24.2 The City has the right to take appropriate disciplinary action against regular status employees including, but not limited to, oral or written reprimand, suspension with or without pay, reduction in compensation, retention on the same step of the salary schedule, transfer, demotion and discharge. The City will follow progressive disciplinary steps.

24.3 No disciplinary action shall be taken for any cause which arose prior to the employee becoming regular, unless such cause was concealed or not disclosed when it can be reasonably assumed that the employee should have disclosed the facts to the City.

24.4 Causes for disciplinary action include, but are not limited to, the following:

- a) Use of or being under the influence of intoxicating beverages or illegal drugs on the job.
- b) Conviction of any criminal law which affects employee's ability to function on the job.
- c) Insubordination.
- d) Dishonesty.
- e) Absence without proper advance notification to the City unless it is impossible to provide such notice.
- t) Willful misconduct to the detriment of the City.
- g) Inefficiency in the performance of an employee's duties.

- h) Filing false claims for sick leave or workers' compensation benefits.
- i) Willful damage to public property or equipment or waste of public supplies.
- j) Fraud in securing employment.
- k) Interference with other employees in the performance of their duties to the detriment of the City.
- l) Carelessness or negligence in the use of public property or equipment.
- m) Discourteous, offensive, or abusive conduct or language toward other employees or the public.
- n) Providing false information to the City, including information supplied on employment application forms, employment records, or any other documents in connection with an employee's duties.
- o) Violation of, or refusal to obey, reasonable rules and regulations of the City or laws or regulations of the State of California.
- p) Repeated or unexcused tardiness.
- q) Failure to possess or keep in effect any required license, certificate, or similar employment requirements specified in the employment class specification, or as otherwise necessary for the employee to perform the duties of the position.
- r) Violation of City Policies

24.5 Prior to the imposition of discipline of a regular status employee other than an oral or written reprimand or a suspension of five (5) or fewer days, the City shall serve personally on the employee or mail to the employee's last known address by registered mail a Notice of Proposed Disciplinary Action containing the specific charges in writing, stating the cause for the disciplinary action, the proposed type of discipline, as well as copies of any documents or evidence proposed to be used against the employee. The notice shall indicate the effective date of the disciplinary action and shall contain a statement of the right to a hearing on such charges, and the right of representation. The time within which such hearing may be requested shall not be less than five (5) calendar days after service of the notice on the employee. Failure of the employee to file a request for hearing within the time specified shall constitute a waiver of the employee's right to a hearing. If the employee does appeal, the department head shall hear the appeal and shall notify the employee in writing of the disposition of the appeal.

ARTICLE 25 Miscellaneous

25.1 A regular or probationary employee who is summoned for jury duty and is unable to perform the employee's regular duties will be paid for the time lost at the employee's regular rate of pay.

25.4 No derogatory material shall be placed in an employee's personnel file without the employee's knowledge. Any employee, at the employee's request, shall be permitted to review the employee's own personnel file and to receive a copy of any document contained therein. The file may not, however, be removed from the Office.

25.5 Qualification for employment and continued employment is dependent upon the applicant and the employee meeting the City's medical, mental, and physical standards.

25.6 Whenever any employee is required to have a State of California driver license of a class level higher than the normal California driver license, the City will pay the additional state license fee and the periodic physical examination cost. The City will also allow the employee time off with pay during regular working hours to take any state-required driver license tests.

25.7 Whenever the City requires an employee to have a certificate or license for water or wastewater treatment or pesticide handling, the City will pay the employee's cost of obtaining and maintaining the required certificate or license, provided the City approves the expense in advance. If an employee fails, the first test the City will only pay for the first test and one (1) additional test.

ARTICLE 26 Employee Benefit Programs

26.1 **Retirement Plan:** Classic and PEPR) All regular and probationary employees are covered by the State of California Public Employees' Retirement System (PERS) supplemental to Social Security pursuant to a contract with PERS. The Classic benefit formula is known as 2% at age 60 retirement plan. The PEPR benefit formula is 2%@62. The option of granting Public Employees' Retirement System benefit credit for unused sick leave is to be included.

26.2 Medical, Dental and Vision Insurance:

- A. The City will continue the flexible benefit plan for employee health benefits in accordance with the Internal Revenue Code Section 125.
- B. Effective January 1, 2026, the City of Weed (Public Works bargaining unit) will participate in the Northern California General Teamsters Security Fund (NCGTSF), be bound by the Agreement and Declaration of Trust thereof, and execute a subscription agreement providing for contributions to the Fund as set forth below. The Employer will remit the required contribution to the Trust each month as established by the Board of Trustees for all covered employees, although it may implement employee wage withholdings for a share of the contribution consistent with this Agreement.
- C. Employees shall be eligible for benefits on the first day of the month following one month of employment. Thereafter, employees are eligible for benefits for each month in which they are compensated for 80 hours. Coverage shall be for the month following the month in which the hours are worked or for which they are paid, (i.e., work 80 hours in January and receive coverage in February.) For purposes of eligibility, all paid time will count for eligibility purposes.
- D. Participation shall be in the Premier Plus Plan for which all eligible employees shall be required to complete and submit to the Plan Administrator an enrollment form. Eligible employees will be permitted to enroll in any tier. These tiers include Employee Only, Employee and Children, Employee and Spouse, and Full Family. The Employer's contribution will be based on the rates for Full Coverage under the applicable tier at the following contribution rates or percentages:

E. Employer Contribution:

Employee Only: The City will contribute 100% of the employee only premium cost for the NCGTSF Premier Plus plan.

Employee with dependent coverage: Each year the City will calculate its contribution to the Teamsters health plan based on the City's contribution (for unrepresented or other bargaining groups enrolled in PERS) to the PERS Gold Subscriber +1 or Subscriber +2 or more tiers, plus the amount contributed to the dental and vision plans.

The City will contribute monthly funding toward all eligible regular, probationary, and part-time regular employee health plan as set forth below:

1. The employee share of premium, if any, shall be paid by each employee by automatic payroll withholding. All regular employees will be covered at City expense by term life insurance benefits equal to one year of salary.
2. Employees may elect to opt out of the City medical insurance provided they are able to show proof of receiving health care coverage from another source. Employees who elect to opt out of the City's medical insurance shall receive three hundred and fifty dollars (\$350.00) per month.

26.2 Life Insurance Plan: The City will provide, at no cost to the employee, \$25,000.00 in group term life insurance.

26.3 Deferred Compensation: The City will match one-half of an employee's contribution to one of three 457 plans the City participates in up to a maximum City contribution of 2%

ARTICLE 27 Savings Provision

27.1 If any provision of this Memorandum of Understanding is held to be contrary to law by a court of competent jurisdiction, or held to be outside the scope of negotiations, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.

ARTICLE 28 Effect of Memorandum of Understanding

28.1 It is understood and agreed that the specific provisions contained in this Memorandum of Understanding shall prevail over City practices and procedures, to the extent of a conflict, and over State laws, to the extent permitted by State law.

ARTICLE 29 Entire Agreement

29.1 Except as specifically provided in Article 30 (Term), during the term of this Memorandum of Understanding, the Union expressly waives and relinquishes the right to meet and negotiate on wages, hours of employment, and terms and conditions of employment, and agrees that the City

shall not be obligated to meet and negotiate with respect to any subject or matter whether referred to or covered in this Memorandum of Understanding or not, even though such subject or matters may not have been within the knowledge or contemplation of either or both the City or the Union at the time they met and negotiated on and executed this Memorandum of Understanding, and even though such subjects or matters were proposed and later withdrawn. Notwithstanding the foregoing, however, if the City exercises its right to contract out bargaining unit work or services, at the Union's request, the City will meet and confer with the Union on the impact of the City's decision.

ARTICLE 30 Term

30.1 This Memorandum of Understanding shall take effect as of July 1, 2025, and shall remain in full force and effect through June 30, 2027.

30.2 This Memorandum of Understanding shall not be amended or supplemented except by agreement of the parties hereto, reduced to writing and duly signed by each.

In witness whereof, the parties have executed this Memorandum of Understanding in Weed, California, as of the day and year first above written and upon approval by the City Council and members, to be effective July 1, 2025.

For the City:

Dustin Stambaugh, City Manager

Date

For the Union:

Heather McFall, Business Agent

Date

Public Works Bargaining Member:

Jason Benkosky

Date

APPENDIX "A"
SCHEDULE OF WAGE
RATES

Effective: 7/1/2025

Public Works		A	B	C	D	E
PW Main Worker I	14	\$4,054.00	\$4,173.00	\$4,300.00	\$4,427.00	\$4,560.00
PW Main Worker II	16	\$4,452.00	\$4,586.00	\$4,726.00	\$4,865.00	\$5,011.00
Mechanic	16	\$4,452.00	\$4,586.00	\$4,726.00	\$4,865.00	\$5,011.00
Waste Water Plant Operator	17	\$4,666.00	\$4,806.00	\$4,951.00	\$5,101.00	\$5,252.00
Supervisor	21	\$5,640.00	\$5,809.00	\$5,982.00	\$6,163.00	\$6,347.00

APPENDIX "B"
SPECIALIZED CERTIFICATES/EDUCATIONAL DEGREES

Back Flow Certificate

Water Distribution Operator D2

Sewer Treatment Plant Operator 1

Sewer Treatment Plant Operator 2

Class A Driver's License

AA or AS

BA or BS

APPENDIX "C"

CITY OF WEED STANDBY PAY PROGRAM

Purpose: To provide and compensate the personnel to manage public works emergencies affecting public health and/or safety.

Public Works personnel will be placed "on call" for one week at a time, on a pre-arranged rotating basis.

Call outs will be authorized by one of the following: Police Department Dispatcher, Director of Public Works or his/her authorized representative, or the City Manager

The standby period which covers the hours not included in the regular work schedule, beginning at 12:00 a.m. on Sunday and ends at the same time the following Sunday. The person on standby shall be available immediately to respond in person, by telephone, or other pre-arranged contact, and shall report to the City corporation yard or to the site of the emergency within 30 minutes of being contacted.

Payment for standby is \$300.00 per week. Payment for callouts is at time and one-half (1 1/2) the employee's normal hourly rate with a minimum payment of two (2) hours for each callout.

The weekly standby may be swapped only when pre-approved by the Director of Public Works.

Failure to perform the standby when scheduled or to respond when called out will be subject to disciplinary action.

The City agrees to provide a take-home vehicle to all employees while assigned to standby who live within a ten (10) mile radius from the City of Weed city limits.



CITY COUNCIL AGENDA MEMORANDUM

Meeting Date: September 11, 2025

From: Jill Porterfield, Finance Director

Subject: Resolution Amending the fiscal year 2025/2026 publicly available pay schedule and adjusting salary and benefits for certain unrepresented employees.

Staff Recommendation:

Staff is recommending that the City Council adopt a Resolution amending the Fiscal Year 2025/2026 Publicly Available Pay Schedule to update the salary ranges for several unrepresented employees as well as documenting changes precipitated by recent amendments to the memoranda of understanding with the City's bargaining units.

Analysis:

Background

The California Public Employees' Retirement System (CalPERS), pursuant to California Code of Regulations Section 570.5, requires that CalPERS employers bring forth an item before its governing body any time an amendment or modification to the publicly-available pay schedule occurs. The City recently agreed to new pay schedules for its police officers association and employees represented by the Teamsters.

Discussion

Staff recommends the Council adopt the attached resolution to provide retroactive modification to the Public Works Director, Finance Director, Fire Chief, City Clerk, Police Chief, and other unrepresented administrative employees' salaries. These modifications will be effective retroactively as of August 1, 2025.

The amended salary ranges are as follows:

Position	Previous Top Step Salary (Monthly)	New Top Step Salary (Monthly)	% Increase
MANAGEMENT/SUPERVISORY			
Public Works Director	8,418	9,260	10%
Finance Director	8,418	9,260	10%
Fire Chief	8,418	9,260	10%
City Clerk	8,418	9,260	10%
Police Chief	8,418	10,102	20%
OTHER UNREPRESENTED			
Building Inspector	5,660	6,056	7%
Accounts Payable Clerk	4,552	4,870	7%
Accounts Receivable Clerk	4,552	4,870	7%
Office Clerk	3,074	3,289	7%
Administrative Services Specialist	4,761	5,094	7%

Attachment 1 is the Resolution, with Exhibit A, which includes the revised Salary Schedule.

By approving the attached Resolution, the Council will also be amending the Fiscal Year 2025/2026 Publicly Available Pay Schedule to reflect the update salaries of these and other City employees as required by CalPERS.

California Environmental Quality Act

Adopting the resolution is not subject to the California Environmental Quality Act (CEQA) under CEQA guidelines Section 15378(b)(2 & 5) because CEQA applies only to projects that have the potential for causing a significant effect on the environment. It can be seen with certainty that there is no possibility that adopting the amended salary schedule resolution will have a significant effect on the environment because the City is simply amending its employee pay policy, therefore no further environmental review is necessary.

Options:

1. Adopt the Resolution approving unrepresented salary increases and amending the fiscal year 2025/2026 publicly available pay schedule.
2. Provide alternative direction to staff.
3. Take no further action.

RESOLUTION NO. 26-2025

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WEED APPROVING COMPENSATION ADJUSTMENTS FOR CERTAIN NON-REPRESENTED MANAGEMENT AND ADMINISTRATIVE PERSONNEL AND AMENDING THE FISCAL YEAR 2025/2026 PUBLICLY AVAILABLE PAY SCHEDULE

WHEREAS, the City Council wishes to provide an adjustment to compensation for non-represented department heads and certain administrative personnel; and

WHEREAS, all employers who contract with the California Public Employees' Retirement System (CalPERS) must comply with the publicly available pay schedule provisions contained within California Code of Regulations title 2, section 570.5; and

WHEREAS, it is necessary for the City Council to review and duly approve and adopt, in accordance with requirements of applicable public meetings laws, a publicly available pay schedule; and

WHEREAS, attached to this resolution and incorporated by reference is the City of Weed's publicly available pay schedule which will be made publicly available on the City's website and made available upon request; and

WHEREAS, this resolution adopts the amended publicly available salary schedule effective retroactively as of August 1, 2025, with modifications reflecting changes to salaries of the Public Works Director, Finance Director, Fire Chief, City Clerk, Police Chief, and other unrepresented employees — excluding fire positions funded by grants and library — as set by the City Council per existing applicable law and policies.

NOW, THEREFORE, the City Council of the City of Weed hereby:

1. Approves the compensation adjustments as follows:

- Public Works Director, Finance Director, Fire Chief, and City Clerk salary increase of 10% retroactive to August 1, 2025
- Police Chief salary increase of 20% retroactive to August 1, 2025
- Building Inspector, Accounts Payable Clerk, Accounts Receivable Clerk, Office Clerk, and Administrative Services Specialist salary increase of 7% retroactive to August 1, 2025

2. Approves and confirms the amendment to the Fiscal Year 2025/2026 publicly available salary schedule (Exhibit A), in compliance with California Public Employees' Retirement System (CalPERS) statutory and regulatory requirements for publicly available pay schedules. The City Manager is directed to implement and make this publicly available pay schedule available on the City's website.

3. The City Clerk shall certify to the adoption of this Resolution.

PASSED, APPROVED and ADOPTED this 11th day of September 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

CITY OF WEED, CALIFORNIA

Darrell Parham, Mayor

ATTEST:

Sandra Duchi, City Clerk

Exhibit A

CITY OF WEED SALARY SCHEDULE FY 25-26

		A	B	C	D	E	F	G
		Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
<u>POLICE NON-SWORN UNIT</u>								
CSO - I	4	4,080	4,204	4,329	4,460	4,593	4,731	4,873
CSO - II	5	4,427	4,559	4,697	4,838	4,982	5,131	5,286
Public Safety Dispatch	3	4,736	4,878	5,024	5,175	5,331	5,491	5,655
Administrative Secretary	13	5,583	5,751	5,923	6,101	6,285	6,473	6,667
<u>POLICE SWORN UNIT</u>								
Police Officer	16	5,390	5,550	5,717	5,890	6,066	6,369	6,687
Police Corporal	17	6,369	6,560	6,756	6,958	7,107	7,524	8,053
Police Sergeant	18	7,524	7,751	7,985	8,224	8,468	8,893	9,354
<u>FIRE</u>								
Fire Chief	24	7,650	8,004	8,400	8,819	9,259		
Asst Fire Chief	18	7,062	7,275	7,494	7,718	7,949		
Lieutenant		4,292	4,506	4,732	4,968	5,217		
<u>PUBLIC WORKS</u>								
PW Main Worker I	14	4,054	4,173	4,300	4,427	4,560		
PW Main Worker II	16	4,452	4,586	4,726	4,865	5,011		
Mechanic	16	4,452	4,586	4,726	4,865	5,011		
Waste Water Plant Oper	17	4,666	4,806	4,951	5,101	5,252		
Supervisor	21	5,640	5,809	5,982	6,163	6,347		
<u>MANAGEMENT/SUPERVISORY</u>								
Director of Finance	24	7,650	8,004	8,400	8,819	9,260		
Director of PW	24	7,650	8,004	8,400	8,819	9,260		
Police Chief	24	8,345	8,731	9,164	9,621	10,102		
City Clerk	24	7,650	8,004	8,400	8,819	9,260		
<u>NON-REPRESENTED</u>								
Building Inspector	20	5,382	5,544	5,707	5,882	6,056		
Accounts Payable Clerk	13	4,328	4,458	4,591	4,730	4,870		
Accounts Receivable Clerk	13	4,328	4,458	4,591	4,730	4,870		
Office Clerk	12	2,921	3,009	3,098	3,195	3,289		
Administrative Services Specialist	19	4,191	4,403	4,621	4,853	5,094		
Library Assistant		2,946	3,094	3,248	3,410	3,580		
Senior Librarian		3,240	3,403	3,572	3,751	3,938		

Longevity Pay to be added to the above steps approved by Council

Five percent (5%) after completing 10 years of full-time service

An additional five percent (5%) or ten percent (10%) total after completing 15 years of full-time service

An additional five percent (5%) or fifteen percent (15%) total after completing 20 years of full-time service

Education incentive pay approved for all employees (for job related degrees or POST Certificates)

Three percent (3%) for Associates Degree (1 only)

Three percent (3%) for POST Intermediate Certificate

Three percent (3%) for POST Advanced Certificate

Three percent (3%) for Bachelor's Degree (1 only)

Three percent (3%) for post Bachelor's Degree

Specialized Certificates pay approved for Public Works Unit

Three percent (3%) for Water Distribution System Operation and Maintenance

Three percent (3%) for Back Flow Certificate

Three percent (3%) for Water Distribution Operator D2

Three percent (3%) for Sewer Treatment Plant Operator I

Three percent (3%) for Sewer Treatment Plant Operator II

Work Assignment Incentives approved by Council

Upon assuming significant additional responsibilities either after 2 weeks if temporary or immediately if permanent, an additional 5% of salary may be awarded.

Whether duties are considered significant is solely within the discretion of the City Manager.



CITY OF WEED CITY COUNCIL Staff Report

MEETING DATE: September 11, 2025

REQUEST: Request to Establish a Qualified CEQA Consultant List

LOCATION: Citywide

APPLICANT: City Initiated

PROPERTY OWNER: N/A

RECOMMENDATION

"I move to direct staff create and maintain an approved CEQA consultant list required for use by applicants for development projects within the City as directed by staff, and that the list be revisited every three years."

PROJECT/AREA DESCRIPTION

Citywide

Background

The City consults with PlaceWorks for planning services. While PlaceWorks has experience writing environmental documents, our role as contract City Planner is essential to providing peer review and coordination for larger projects. This is to ensure that the document represents the independent view of the City as lead agency.

As we are a small City with limited resources, we allow applicants to prepare environmental document(s) for our review. The result is that sometimes we receive excellent documents, and at other times more staff resources than are reasonable must be spent revising the document. In some instances, applicants are reluctant to pay for professional preparation of the documents leading to even more staff time spent making them adequate.

To help streamline the development process, and to ensure adequate documentation as part of project submittals, a request for statement of qualifications (SOQ) was circulated from June 16, 2025, through July 16, 2025. As there was no specific development project, the SOQ (see Attachment 1) asked for basic qualifications and a rate sheet. As noted in the SOQ, the City would select five firms from the submittals received. There is no promise of work, only an expectation that applicants for development projects that required more than a CEQA exemption would be directed to one of the firms on the list. Staff is requesting that the Council require that environmental documents be prepared by one of the firms on this list.

As envisioned, the City would review the scope of work, and the applicant would contract directly with the approved firm to prepare documents in accordance with the City-approved scope. All

environmental documents will be reviewed by the City, and all corrections made by the approved consultant prior the City circulating them as required by CEQA. The applicant will be required to ensure that the consultant they select is under contract to both address any public comments, and if necessary attend the Commission and Council hearing(s) for the project.

SOQ Review Results

Staff reviewed the submittals from each of the nine firms and rated them based on the criteria in the SOQ, proximity to the City of Weed, and approach. (See Attachment 2, Rating Summary) Based on our ratings, the firms with an asterisk are recommended for the initial 3-year project list.

Firm	Contact	Office Location
*Ecorp	Scott Friend	Chico
*Enplan	Carla Thompson	Redding
Interwest	Rick Smeaton	Sacramento
Klamath Environmental	Brian Shaw	Redding
*LACO	Megan Marruffo	Chico
PCE	Bonique Emerson	Fresno
*PVE	Catherine Silvester	Placerville
Ultra Systems	Hina Gupta	Irvine
*Vestra	Wendy Johnston	Redding

Review Narrativecp

Ecorp

Ecorp has a statewide presence and works in both large urban as well as small rural communities. I've known and worked with the Scott Friend who is the project manager for over 20 years and appreciate his approach and that of his team. Ecorp specializes in biological and cultural resources, as well as air quality, cultural and historic resources, paleontological resources, greenhouse gas, and noise. They regularly work to obtain permits and clearance for construction and have worked extensively in Siskiyou County.

Enplan

Enplan is based in Redding, and I've worked with their project manager, Carla Thompson for well over 15 years. Carla is a former Community Development Director, and the firm has teamed with City Engineer PACE Engineering for multiple projects in the City. Enplan knows the City well and is meticulous about following the CEQA process. They are currently working on the wastewater treatment upgrade options with PACE. Their in-house expertise is in biological and cultural resources.

LACO

This is a small native American owned firm that is focused in the north state. They will work with subconsultants with specialties as-needed for each project. They have listed an impressive array of subconsultants, many of whom I have worked with over the years, and who have experience in and around Siskiyou County. They can conduct tribal consultation and archaeological resources in house. While I've never worked with LACO, their proposal and approach showed an

understanding of small town CEQA compliance, and I appreciated their on-call planning focus in smaller north state communities.

Point View Environmental (PVE)

Catherine Silvester, project manager for PVE, recently completed an initial study/mitigated negative declaration for the 7-Eleven Gas Station in South Weed. During the work on the project she communicated with the City regularly, corrected issues promptly, and provided an excellent environmental document for the City. The subconsultant team she includes in her proposal include several, such as Bollard Acoustical, and VESTRA Resources who have extensive experience in and around Weed and Siskiyou County. With a proven track record in the City, PVE provides a small-firm option for applicants.

VESTRA Resources

VESTRA Resources is a Redding based firm with excellent references and outstanding technical abilities. With in-house biology and geology, they are also able to obtain construction permits and work with resource agencies. VESTRA is often sought as a technical subconsultant by environmental firms but is also very capable of drafting their own environmental documents. I've worked with VESTRA for many years, and appreciate their direct and technical approach to CEQA compliance.

Interwest

Interwest is part of the SAFEbuilt group of companies that specialize in engineering and building plan check services provided to public agencies. Their primary base of operations is in Central and Southern California. They are not known for their CEQA services and while I believe they could provide service at a basic level, the others on this list have both experience in and around the City, and have a more well established resume than Interwest.

Ultra Systems

Based in Irvine, with an impressive list of southern California agencies where they provide on-call services, Ultra Systems is unlikely to be an affordable CEQA/NEPA permitting option for applicants in the City of Weed. The combination of distance from the City, lack of experience in the area, and southern California base, kept them from the recommended list.

Klamath Environmental

Klamath Environmental is based in Redding and has extensive experience providing technical biological services throughout the west. Their expertise appears to be in CEQA/NEPA surveys for biological species. While projects in the City will require some biological analysis, the need for in-depth studies will be rare. The other firms that submitted had more experience providing the entire suite of CEQA services envisioned by the SOQ.

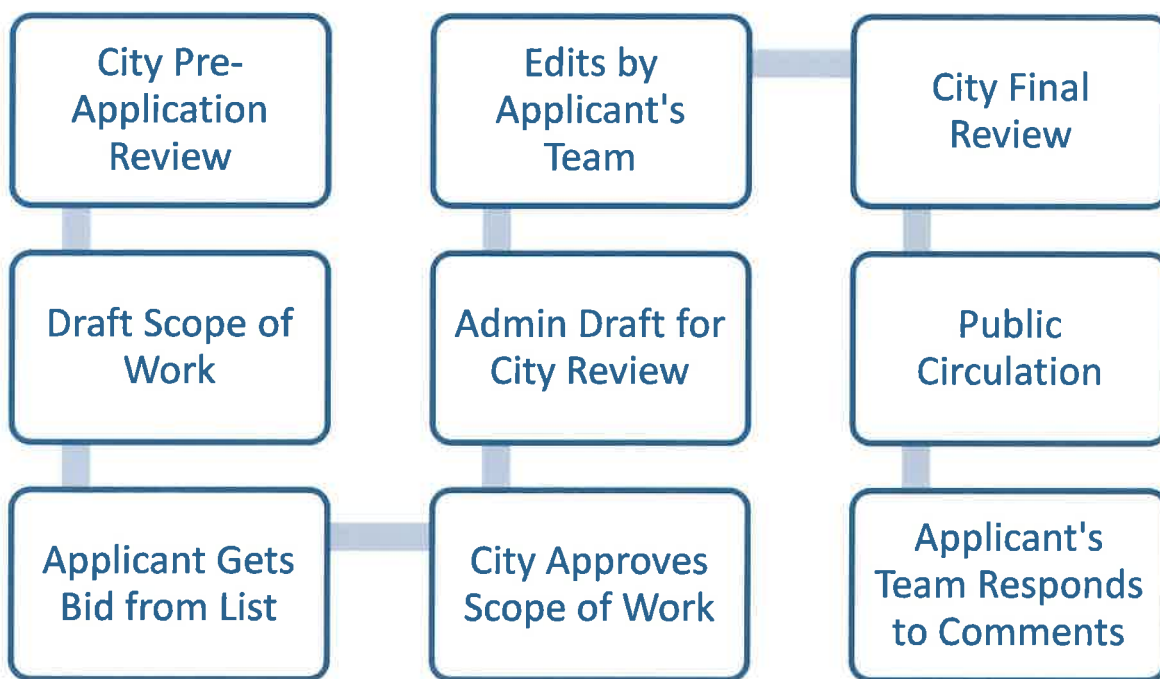
Precision Civil Engineering (PCE)

PCE is an engineering firm that also provides planning services in the Central Valley. They have an extensive list of clients, including several smaller communities. The planning core of PCE does not include in-house environmental technical services, however they have list of subconsultants with whom they team on an as-needed basis. I appreciate this type of on-point scoping of projects and PCE would have made the listing if there weren't other qualified firms with local experience.

Summary

The City received good proposals and likely any of the firms would be able to provide the services needed for applicants within the City. Staff focused on firms with local experience to both ensure that they understood the expectations of the community, and that they would reduce, rather than increase, the level of effort staff would need to ensure the document was adequate.

If approved by the Council, staff will direct applicants to the approved list and require that they work with one of the firms on the list. The process is iterative but can be efficient. Prior to the scope of work being final we will conduct a pre-application review where the entire staff evaluates a project through the lens of their responsibility. This can lead to changes in design and/or special studies. The results of the review are used to draft the scope of work that the applicant will use to discuss with the firm(s) on the list.



The rest of the process is part of our regular development review prior to presenting the information to the Commission and/or Council. Important in this flow chart are the edits to the original draft by the applicant's team, and their response to comments following public review.

ATTACHMENTS:

- A. Statement of Qualifications (5 Selected)
- B. Summary of Review
- C. Resolution No. 27-2025

RESOLUTION N0.27-2025

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WEED TO
APPROVE ON-CALL PLANNER POOL

Whereas, on June 16, 2025, the City of Weed released a Request for Qualification for an On-Call Planner pool seeking to retain up to five (5) firms to provide on-call environmental/CEQA consulting services. The term of the contract will be three (3) years (FY2025/26 through FY 2028/29 with up to two additional one-year extensions; and

Whereas, On July 16, 2025, the City of Weed received nine (9) Statements of Qualifications (SOQ); and

Whereas, the City of Weed staff and Contract Planner reviewed the SOQ selected five (5) hereby incorporated as Exhibit A; and

Now therefore be it resolved; that the City Council of the City of Weed approves the planner pool list for fiscal years 25/26 through 28/29 and hereby directs staff to create a list for developers to select from.

I HEREBY CERTIFY the foregoing resolution was introduced and adopted at a regular meeting of the City Council held the 11th day of September 2025 by the following vote, to wit:

AYES: Council Member

NOES:

ABSENT:

Mayor, City of Weed

City Clerk

Exhibit A

City of Weed SOQ Review
9/2/2025

In house Technical Specialties											
Firm	Project Manager	On List	Office Location	Bio	Cut	Paleo	Hydro	Air	Energy	Noise	Subconsultants Listed
Ecorp	Scott Friend	y	Chico	y	y	y	y	y	y	y	None
Enplan	Carla Thompson	y	Redding	y	y						None
Interwest	Rick Smeaton	n	Roseville								Impact Science, Yorke Engineering
Klamath Environmental	Brian Shaw	n	Redding	y	y						
LACO	Megan Marruffo	y	Chico				y	y			Alta, Bolland, Galloway, Geo, NV5, W-Trans
PCE	Bonique Emerson	n	Fresno								Johnson Johnson and Miller, Argonaut, Peak &
PVE	Catherine Silvester	y	Placerville								Associates, WJV, VRPA
Ultra Systems	Hina Gupta	n	Irvine	y	y			y	y		VESTRA, RCH, AnthroRX, Bolland, LSA, Fremont EC,
Vestra	Wendy Johnston	y	Redding	y							
Firm	Notes										
Ecorp	y Planning and CEQA, experience in County										
Enplan	y Working in City currently w/ PACE										
Interwest	n On-Call Planning limited CEQA										
Klamath Environmental	n Technical focus										
LACO	y Focus on Nor Cal, Native American Owned, On-Call Planning Services										
PCE	n On-Call Planning limited CEQA										
PVE	y Good previous work for 7-11										
Ultra Systems	n Good firm, too far from Weed										
Vestra	y Skilled technical, permitting, and CEQA										



CITY OF WEED

550 Main Street
P. O. Box 470
Weed, CA 96094
(530) 938-5020
ci.weed.ca.us

Reinspection Policy

A reinspection fee may be assessed on each inspection when work is not complete or when corrections called for are not made.

The licensed contractor will be held responsible for reinspection fees; re-inspections must be charged at the employee billable rate.

1. If you call for an inspection, and are not ready, a reinspection fee will be assessed on your projects. "Not Ready" means that the work was not sufficiently complete to accomplish the requested inspections. Also, a reinspection fee will be assessed when items listed on a "Notice of Corrections" have not been completed. For example, insufficient readiness could include a roof permit inspection requiring additional visits to the site due to multiple corrections.
2. Should the building inspector determine that a reinspection fee is appropriate, a "Reinspection Fee" slip will be left at your job site. No further building inspections will occur until the fee has been paid.
3. Reinspection fee payments need to be made at the City of Weed City Hall at 550 Main Street. A minimum reinspection fee of \$90.00 will be assessed. Please make your check in the amount of \$90.00 payable to the City of Weed. If you are paying cash, please have exact change.
4. An inspection can be scheduled providing that the reinspection fee is paid by 8:30 am on the morning of the scheduled inspection.
5. A canceled inspection will be accepted (if canceled by 8:30 am) the morning of the inspection.

RESOLUTION NO.28-2025
A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WEED
ADOPTING A REINSPECTION POLICY WITH MINIMUM REINSPECTION FEE AND ESTABLISHING A
LOST PERMIT FEE.

WHEREAS, the City Council of the City of Weed finds that certain fees are necessary to offset the cost of reinspection for the Building Inspector and Fire Department.

WHEREAS, the proposed policy and fees are as follows:

A reinspection fee may be assessed on each inspection when work is not complete or when corrections called for are not made.

The licensed contractor will be held responsible for reinspection fees; re-inspections must be charged at the employee billable rate.

1. If you call for an inspection, and are not ready, a reinspection fee will be assessed on your projects. "Not Ready" means that the work was not sufficiently complete to accomplish the requested inspections. Also, a reinspection fee will be assessed when items listed on a "Notice of Corrections" have not been completed. For example, insufficient readiness could include a roof permit inspection requiring additional visits to the site due to multiple corrections.
2. Should the building inspector determine that a reinspection fee is appropriate, a "Reinspection Fee slip will be left at your job site. No further building inspections will occur until the fee has been paid.
3. Reinspection fee payments need to be made at the City of Weed City Hall at 550 Main Street. A minimum reinspection fee of \$90.00 will be assessed. Please make your check in the amount of \$90.00 payable to the City of Weed. If you are paying cash, please have exact change.
4. An inspection can be scheduled providing that the reinspection fee is paid by 8:30 am on the morning of the scheduled inspection.
5. A canceled inspection will be accepted (if canceled by 8:30 am) the morning of the inspection.

Loss Permit Fee – requiring reissue by the Building Department \$25.00

FURTHER, BE IT RESOLVED by the City Council that the above noted policy and fees are hereby approved and adopted, which may, from time to time, be revised as determined by the City Council.

I HEREBY CERTIFY the foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Weed held the 11TH day of September 2025, by the following vote, to wit:

AYES: Council Members

NOES:

ABSENT:

Mayor

ATTEST:

City Clerk

CITY OF WEED CITY COUNCIL
REGULAR MEETING MINUTES
AUGUST 14, 2025

The City Council of the City of Weed held a regular meeting on Thursday, August 14, 2025, at 5:30 pm in the Council Chambers at City Hall. Mayor Pro-Tem Ken Palfini called the meeting to order. Present, in addition to Mayor Pro-Tem Palfini, were Council Members Mark Mazzoni, Phet Virasonh, and Melissa Whetstine. Also present were Acting City Manager and Police Chief Justin Mayberry, City Attorney David Ruderman, Finance Director Jill Porterfield, Public Works Director Chris Davis, Acting Fire Chief Brian Carter, and City Clerk Sandra Duchi.

Mayor Parham joined via zoom at 6:20 pm.

III. ACCEPTANCE OF AGENDA/URGENCY ITEMS

Council Member Whetstine moved to accept the agenda as printed. Council Member Mazzoni seconded the motion, and the vote was:

AYES: Council Members Mazzoni, Palfini, Virasonh, and Whetstine.

NOES: None

ABSENT: Council Member Parham

IV. NON-AGENDA PUBLIC COMMENT

None

V. COUNCIL MEMBER REPORTS AND COMMENTS

Council Member Whetstine remarked how great it was to see the number of citizens in attendance. Council Member Virasonh reported its back-to-school week.

VI. CONSENT AGENDA

Mayor Pro-Tem Palfini read the consent agenda, asked for public comment, and asked if any member would like to pull any items from the consent agenda. There were none, and all other items were considered inclusively.

A. Public Works: By Motion - Council considered second reading and adoption, by title only, of Ordinance No. 486-2025 amending Title 12, Streets, Sidewalks, and Public Places, of the Weed Municipal Code to add chapter 12.06 pertaining to Encroachment and Special Event Permits.

B. Memorandum of Understanding (MOU): By Motion - Council considered approving MOU with the Weed Police Officers' Association for Sworn and Non-Sworn Personnel.

C. Permit Fees: By Motion – Council considered adopting Resolution No. 22-2025 approving fees for Encroachment Permits, Special Event Permits, Appeals to City Council, and adding an additional fee to the Fence, Tree, and Sign permit applications.

D. By Motion: Council considered approving minutes from July 10, 2025, Regular and Special Meetings, and July 19, 2025, Special Meeting.

E. By Motion: Council considered approving payment warrants dated July 9, 2025, through August 6, 2025, including any voided warrants and manual issued items totaling \$1,854,208.15.

F. By Motion: Council considered approval and filing of the end of month report for June and July 2025.

Council Member Mazzoni moved to approve the consent agenda. Council Member Virasonh seconded the motion, and the vote was:

AYES: Council Members Mazzoni, Palfini, Virasonh, and Whetstine.

NOES: None

ABSENT: Council Member Parham

IX. COUNCIL BUSINESS

- A. **Human Resources City Manager:** By Motion - Council considered entering into an employment agreement between the City of Weed and Dustin Stambaugh. City Attorney Ruderman gave a brief summary of the employment contract. Council Member Mazzoni moved to approve the employment contract. Council Member Whetstine seconded the motion and the vote was:

AYES: Council Members Mazzoni, Palfini, Virasonh, and Whetstine.

NOES: None

ABSENT: Council Member Parham

- B. **Facilities:** By Motion – Council considered adopting Resolution No. 23-2025 awarding the City Hall Roof Replacement Project to United Building Contractors Inc. Public Works Director Davis presented the staff report. Council Members questions were asked and answered. Council Member Whetstine moved to approve Resolution No. 23-2025. Council Member Mazzoni seconded the motion and the vote was:

AYES: Council Members Mazzoni, Palfini, Virasonh, and Whetstine.

NOES: None

ABSENT: Council Member Parham

- C. **Health & Safety:** By Motion – Council considered approving Resolution No. 24-2025 approving additional license as public necessity and convenience for off-sale Type 21 alcoholic beverages at 175 E. Vista Drive. Police Chief presented the staff report. Council Members questions were asked and answered. Council Member Whetstine moved to deny the resolution. Council Member Palfini seconded the motion and the vote was:

AYES: Council Members Palfini, Virasonh, and Whetstine.

NOES: Council Member Mazzoni

ABSENT: Council Member Parham

- D. **League of Cities** – by **Motion**, Council considered selection of Voting Delegate and Voting Delegate Alternate for the Annual Conference in Long Beach October 8-10, 2025. Council Members moved to table the item to a later date, no action was taken

- E. **Facilities:** By **Motion** – Council considered Resolution No. 25-2025 declaring 150 Alamo Ave. as surplus property. Acting City Manager/Chief of Police Justin Mayberry presented the staff report. City Attorney Ruderman explained the surplus land act. As part of the staff report, Chief Mayberry invited Shannon Gerig from Mountain Valley Health Center to discuss the possible vision of the

building. Council Members openly discussed, questions were asked and answered. Dean Davis, Marylin Harrington, Larry Culligan, John Morton, Suzanne Clark, Rita Browne, Sophie and Becca Larson, Dorinda Thompson, Deborah Perdu, and Leslie Tharp all spoke in support of the library. Stephan Lacroix spoke as one of the past Friends of the Library. Council Member Whetstine moved to approve Resolution No. 25-2025. Council Member Mazzoni seconded the motion and the vote was:

AYES: Council Members Mazzoni, Palfini, Parham, Virasonh, and Whetstine.

NOES: None

ABSENT: None

Mayor Pro-Tem Palfini called for a recess at 7:26 pm.

Mayor Pro-Tem Palfini called the meeting to order at 7:32pm

X. STAFF REPORTS

Fire reported 72 calls for emergencies covered by two full time personnel, five resident sleepers and one volunteer, two new firefighters starting, the new engine is on site and ran its first call, and the fuel mitigation grant is moving forward. Finance reported the 23/24 audit is in process. Public Works reported Advantage Paving will be paving Inez and Clay next week. City Clerk reported that the last of the Movies in the Park is scheduled for Friday August 15, 2025.

Council Member Mazzoni moved to adjourn to closed session at 7:38 pm. Council Member Whetstine seconded the motion and the vote was:

AYES: Council Member Mazzoni, Palfini, Parham, Virasonh, and Whetstine.

NOES: None

ABSENT: None

ABSTAIN: None

No public was in attendance.

XII. CLOSED SESSION

A. Conference with Legal Counsel - Existing Litigation (§54956.9(d)(1))

City Council finds, based on advice from legal counsel, that discussion in open sessions will prejudice the position of the City in the litigation.

Name of Case: Steven Duncan v. City of Weed, California

Case Number: 25CV05223

Names of Parties: Plaintiff Steven Duncan and Defendant City of Weed, California

B. Conference with Labor Negotiator

(Gov. Code § 54957.6)

City Negotiator: Justin Mayberry, Acting City Manager

Teamsters Local 137

C. Conference with Labor Negotiator

(Gov. Code § 54957.6)

City Negotiator: Justin Mayberry, Acting City Manager

Unrepresented Employees

XIV. ADJOURN TO OPEN SESSION

Announcement of action taken, if any, by the City Council in Closed Session required by the Ralph. M.

Brown Act (Gov. Code, §§ 54950 et seq.)

Council Member Palfini moved to adjourn to open session at 8:09pm. Council Member Whetstine seconded the motion, and the vote was:

AYES: Council Members Mazzoni, Palfini, Parham, Virasonh, and Whetstine.

NOES: None

ABSENT: None

There was no reportable action.

XV. ADJOURNMENT

Council Member Mazzoni moved to adjourn the meeting. Council Member Virasonh seconded the motion, and the vote was:

AYES: Council Members Mazzoni, Palfini, Virasonh, and Whetstine.

NOES: None

ABSENT: Council Member Parham

SINE DIE 8:10pm

Mayor

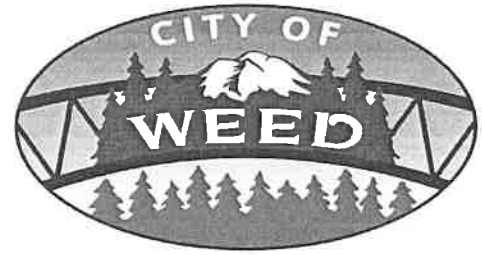
ATTEST :

City Clerk

Accounts Payable

Checks by Date - Summary by Check Date

User: britton@ci.weed.ca.us
Printed: 8/25/2025 8:33 AM



Check No	Vendor No	Vendor Name	Check Date	Check Amount
ACH	1174	CALPERS-FINANCIAL REPORTING & /	08/25/2025	32,546.00
ACH	2163	UNITED STATES TREASURY	08/25/2025	90.99
11901	2178	VESTIS	08/25/2025	90.07
11902	1180	CAPITAL LIVE SCAN	08/25/2025	30.00
11904	1815	PALACIOS LAW OFFICE	08/25/2025	200.00
11905	2007	SIGNARAMA	08/25/2025	1,277.06
11906	1030	AIRGAS USA, LLC	08/25/2025	296.30
11907	1059	AMERICAN DOOR CO	08/25/2025	675.00
11908	1009	AT&T CALNET	08/25/2025	706.20
11909	1113	BLACK BUTTE AUTO	08/25/2025	250.00
11910	1130	BRIAN CARTER	08/25/2025	239.48
11911	1167	CA POLICE CHIEFS' ASSOCIATION	08/25/2025	402.00
11912	1180	CAPITAL LIVE SCAN	08/25/2025	60.00
11913	1257	COMCAST	08/25/2025	828.16
11914	1331	DIVERISFIED ELECTRIC, INC	08/25/2025	193.00
11915	1336	DON ERICKSON	08/25/2025	6,092.08
11916	1414	GANNETT CALIFORNIA LOCAL IQ	08/25/2025	231.00
11917	1438	GREAT NORTHERN SERVICES	08/25/2025	6,456.83
11918	1482	INDEPENDENT BUSINESS FORMS	08/25/2025	860.23
11919	1640	LIFE ASSIST	08/25/2025	404.69
11920	1700	MERCHANTS CREDIT BUREAU	08/25/2025	313.30
11921	1703	MES-MUNICIPAL EMERGENCY SERVI	08/25/2025	789.44
11922	1735	MSC INDUSTRIAL SUPPLY CO	08/25/2025	509.02
11923	1766	NETWORK ONE	08/25/2025	6,310.00
11924	1808	PACE ANALYTICAL SERVICES LLC	08/25/2025	544.80
11925	1809	PACE CIVIL INC.	08/25/2025	207,868.50
11926	1813	PACIFIC POWER & LIGHT CO	08/25/2025	3,951.74
11927	1815	PALACIOS LAW OFFICE	08/25/2025	400.00
11928	1816	PAPE' MATERIAL HANDLING EXCHAN	08/25/2025	391.03
11929	1846	PITNEY BOWES BANK INC	08/25/2025	149.66
11930	1847	PLACEWORKS	08/25/2025	3,858.75
11931	1849	POINT S - MT SHASTA	08/25/2025	246.73
11932	2044	SKINNERS TRUCK REPAIR	08/25/2025	150.00
11933	2076	STATEWIDE TRAFFIC SAFETY AND SI	08/25/2025	519.44
11934	2132	TIMBERWORKS	08/25/2025	906,345.74
11935	2161	UNION PACIFIC RAILROAD	08/25/2025	695.12
11936	2177	VERIZON	08/25/2025	1,440.04
11937	2349	BLACK BUTTE TRANSFER STATION	08/25/2025	10.00
11938	2352	AUSTIN GORMAN	08/25/2025	46.42
11939	2335	CHRIS JOHNSON	08/25/2025	125.00
11940	2350	MOTOROLA SOLUTIONS INC.	08/25/2025	592.57
11941	2353	SHASTA VALLEY RESOURCE CONSER	08/25/2025	5,873.30
11942	2354	SISKIYOU PLUMBING & ELECTRICAL	08/25/2025	541.60
11943	2355	THE PONDOSA PACK	08/25/2025	351.00
11944	2177	VERIZON	08/25/2025	1,969.43
11945	2178	VESTIS	08/25/2025	180.14
11946	2356	SARA WOOD	08/25/2025	82.34

Check No	Vendor No	Vendor Name	Check Date	Check Amount
11947	2209	WOODS PEST CONTROL INC	08/25/2025	108.00
11948	2350	MOTOROLA SOLUTIONS INC.	08/25/2025	30,260.88
Total for 8/25/2025:				1,226,553.08
Report Total (49 checks):				1,226,553.08

General Ledger Budget Status

User: jporterfield@ci.weed.ca.us
 Printed: 9/8/2025 - 10:21 AM
 Account: From 10-001-100 To 10-440-801
 Period: 2, 2026
 Include: Expense



Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
Fund 10	GENERAL FUND							
Dept 10-001	GENERAL							
E90	Interfund Transfers							
10-001-705	TRANSFERS OUT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-001-706	TRANSFERS IN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E90 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dept 10-410	Dept 001 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E00	CITY COUNCIL							
10-410-501	Salaries & Wages	15,600.00	1,300.00	1,300.00	14,300.00	0.00	14,300.00	91.67
10-410-515	SALARIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-410-520	UNEMPLOYMENT	1,194.00	99.47	99.47	1,094.53	0.00	1,094.53	91.67
10-410-523	SOCIAL SECURITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	INSURANCE- WKR COMP							
	E00 Sub Totals:	16,794.00	1,399.47	1,399.47	15,394.53	0.00	15,394.53	91.67
E10	Supplies & Services							
10-410-603	COMMUNICATIONS	100.00	0.00	0.00	100.00	0.00	100.00	100.00
10-410-633	MEMBERSHIPS & DUES	100.00	0.00	0.00	100.00	0.00	100.00	100.00
10-410-637	MEETINGS & TRAVEL	3,000.00	0.00	200.00	2,800.00	0.00	2,800.00	93.33
10-410-648	SPECIAL DEPT. EXPENSES	3,500.00	38.34	38.34	3,461.66	0.00	3,461.66	98.90
10-410-695	DEPT. TRAINING	200.00	0.00	0.00	200.00	0.00	200.00	100.00
	E10 Sub Totals:	6,900.00	38.34	238.34	6,661.66	0.00	6,661.66	96.55
E50	Contingency							
10-410-801	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E90	Interfund Transfers							
10-410-705	TRANSFERS OUT	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
10-410-706	TRANSFERS IN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E90 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	23,694.00	1,437.81	1,637.81	22,056.19	0.00	22,056.19	93.09
	Dept 410 Sub Totals:	23,694.00	1,437.81	1,637.81	22,056.19	0.00		
Dept 10-411	ADMINISTRATION							
E00	Salaries & Wages							
10-411-501	SALARIES	265,000.00	31,608.12	41,126.42	223,873.58	0.00	223,873.58	84.48
10-411-515	UNEMPLOYMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-411-520	SOCIAL SECURITY	20,273.00	2,409.38	3,133.23	17,139.77	0.00	17,139.77	84.54
10-411-521	P.E.R.S.	20,670.00	8,130.69	13,035.01	7,634.99	0.00	7,634.99	36.94
10-411-522	INSURANCE-HEALTH	52,000.00	5,587.06	8,239.32	43,760.68	0.00	43,760.68	84.16
10-411-523	INSURANCE- WKRS COMP	4,129.00	0.00	0.00	4,129.00	0.00	4,129.00	100.00
	E00 Sub Totals:	362,072.00	47,735.25	65,533.98	296,538.02	0.00	296,538.02	81.90
E10	Supplies & Services							
10-411-603	COMMUNICATIONS	3,400.00	229.93	423.13	2,976.87	0.00	2,976.87	87.56
10-411-604	OFFICE SUPPLIES	1,500.00	0.00	0.00	1,500.00	0.00	1,500.00	100.00
10-411-633	MEMBERSHIPS & DUES	1,600.00	0.00	0.00	1,600.00	0.00	1,600.00	100.00
10-411-636	ADV/PRINT/PUBLICATIONS	6,000.00	75.00	75.00	5,925.00	0.00	5,925.00	98.75
10-411-637	MEETINGS & TRAVEL	500.00	0.00	0.00	500.00	0.00	500.00	100.00
10-411-648	SPECIAL DEPT. EXPENSES	3,000.00	997.85	997.85	2,002.15	0.00	2,002.15	66.74
10-411-695	DEPT. TRAINING	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-411-696	VEHICLE OPER & MAINTENANCE	4,800.00	0.00	0.00	4,800.00	0.00	4,800.00	100.00
	E10 Sub Totals:	20,800.00	1,302.78	1,495.98	19,304.02	0.00	19,304.02	92.81
E20	Contractual Services							
10-411-657	OUTSIDE SER/CONTR/CONSULT	27,000.00	7,091.71	7,091.71	19,908.29	0.00	19,908.29	73.73
	E20 Sub Totals:	27,000.00	7,091.71	7,091.71	19,908.29	0.00	19,908.29	73.73
E30	Capital Outlay							
10-411-675	CAPITAL OUTLAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E30 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50	Contingency							
10-411-801	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E90	Interfund Transfers							
10-411-705	TRANSFERS OUT	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
10-411-706	TRANSFERS IN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E90 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	409,872.00	56,129.74	74,121.67	335,750.33	0.00	335,750.33	81.92
	Dept 411 Sub Totals:	409,872.00	56,129.74	74,121.67	335,750.33	0.00		
Dept 10-412	PLANNING							
E10	Supplies & Services	50.00	0.00	0.00	50.00	0.00	50.00	100.00
10-412-603	COMMUNICATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-412-604	OFFICE SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-412-633	MEMBERSHIPS & DUES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-412-636	ADV/PRINT/PUBLICATIONS	500.00	0.00	0.00	500.00	0.00	500.00	100.00
10-412-637	MEETINGS & TRAVEL	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-412-648	SPECIAL DEPT. EXPENSES	3,000.00	0.00	0.00	3,000.00	0.00	3,000.00	100.00
10-412-695	DEPT. TRAINING	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E10 Sub Totals:	3,550.00	0.00	0.00	3,550.00	0.00	3,550.00	100.00
E20	Contractual Services							
10-412-657	OUTSIDE SER/CONTR/CONSULT	80,000.00	3,858.75	4,152.90	75,847.10	0.00	75,847.10	94.81
	E20 Sub Totals:	80,000.00	3,858.75	4,152.90	75,847.10	0.00	75,847.10	94.81
E30	Capital Outlay							
10-412-675	CAPITAL OUTLAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E30 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50	Contingency							
10-412-801	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	83,550.00	3,858.75	4,152.90	79,397.10	0.00	79,397.10	95.03
	Dept 412 Sub Totals:	83,550.00	3,858.75	4,152.90	79,397.10	0.00		
Dept 10-413	FINANCE							
E00	Salaries & Wages	210,200.00	19,420.53	25,870.46	184,329.54	0.00	184,329.54	87.69
10-413-501	SALARIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-413-502	OVERTIME	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-413-515	UNEMPLOYMENT	16,080.00	1,482.93	1,974.98	14,105.02	0.00	14,105.02	87.72
10-413-520	SOCIAL SECURITY	48,350.00	3,287.53	6,613.29	41,736.71	0.00	41,736.71	86.32
10-413-521	P.E.R.S.	68,000.00	4,215.14	6,314.31	61,685.69	0.00	61,685.69	90.71
10-413-522	INSURANCE-HEALTH							

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
10-413-523	INSURANCE- WKRS COMP	6,193.00	0.00	0.00	6,193.00	0.00	6,193.00	100.00
	E00 Sub Totals:	348,823.00	28,406.13	40,773.04	308,049.96	0.00	308,049.96	88.31
E10	Supplies & Services							
10-413-603	COMMUNICATIONS	4,500.00	317.86	600.64	3,899.36	0.00	3,899.36	86.65
10-413-604	OFFICE SUPPLIES	3,500.00	430.11	430.11	3,069.89	0.00	3,069.89	87.71
10-413-606	POSTAGE	2,500.00	74.83	74.83	2,425.17	0.00	2,425.17	97.01
10-413-632	MAINTENANCE/EQUIPMENT	350.00	0.00	0.00	350.00	0.00	350.00	100.00
10-413-633	MEMBERSHIPS & DUES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-413-637	MEETINGS & TRAVEL	100.00	0.00	0.00	100.00	0.00	100.00	100.00
10-413-648	SPECIAL DEPT. EXPENSES	3,500.00	0.00	0.00	3,500.00	0.00	3,500.00	100.00
10-413-695	DEPT. TRAINING	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-413-699	SERVICE CHARGE	13,000.00	0.00	0.00	13,000.00	0.00	13,000.00	100.00
	E10 Sub Totals:	27,450.00	822.80	1,105.58	26,344.42	0.00	26,344.42	95.97
E20	Contractual Services							
10-413-657	OUTSIDE SER/CONTR/CONSULT	45,000.00	8,681.50	10,660.50	34,339.50	0.00	34,339.50	76.31
	E20 Sub Totals:	45,000.00	8,681.50	10,660.50	34,339.50	0.00	34,339.50	76.31
E30	Capital Outlay							
10-413-675	CAPITAL OUTLAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E30 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50	Contingency							
10-413-801	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E90	Interfund Transfers							
10-413-705	TRANSFERS OUT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-413-706	TRANSFERS IN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E90 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	421,273.00	37,910.43	52,539.12	368,733.88	0.00	368,733.88	87.53
	Dept 413 Sub Totals:	421,273.00	37,910.43	52,539.12	368,733.88	0.00		
Dept 10-414	CITY ATTORNEY							
E10	Supplies & Services							
10-414-657	OUTSIDE SER/CONTR/CONSULT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E10 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E20	Contractual Services							

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
10-414-641	ATTORNEY SERVICES	250,000.00	0.00	0.00	250,000.00	0.00	250,000.00	100.00
E20 10-414-801	E20 Sub Totals: Contingency CONTINGENCY	250,000.00	0.00	0.00	250,000.00	0.00	250,000.00	100.00
E50 10-414-801	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E90 10-414-705 10-414-706	Interfund Transfers TRANSFERS OUT TRANSFERS IN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E90 Sub Totals:		0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense Sub Totals:		250,000.00	0.00	0.00	250,000.00	0.00	250,000.00	100.00
Dept 10-416	Dept 414 Sub Totals:	250,000.00	0.00	0.00	250,000.00	0.00		
E00	GOVERNMENT BUILDINGS							
10-416-501	Salaries & Wages	40,649.00	11,772.86	17,186.84	23,462.16	0.00	23,462.16	57.72
10-416-502	SALARIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-416-515	SALARIES-O/T	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-416-520	UNEMPLOYMENT	3,110.00	883.84	1,294.92	1,815.08	0.00	1,815.08	58.36
10-416-521	SOCIAL SECURITY	3,171.00	1,823.55	2,503.95	667.05	0.00	667.05	21.04
10-416-522	P.E.R.S.	3,659.00	2,542.26	3,105.64	553.36	0.00	553.36	15.12
10-416-523	INSURANCE-HEALTH	2,133.00	0.00	0.00	2,133.00	0.00	2,133.00	100.00
E10	INSURANCE- WKRS COMP							
E00 Sub Totals:		52,722.00	17,022.51	24,091.35	28,630.65	0.00	28,630.65	54.30
E10	Supplies & Services							
10-416-608	UTILITIES	35,000.00	1,332.84	2,332.26	32,667.74	0.00	32,667.74	93.34
10-416-614	MAINTENANCE-BLDG & GROU	6,000.00	16.66	16.66	5,983.34	0.00	5,983.34	99.72
10-416-648	SPECIAL DEPT. EXPENSES	15,000.00	4,322.27	4,484.31	10,515.69	0.00	10,515.69	70.10
E10 Sub Totals:		56,000.00	5,671.77	6,833.23	49,166.77	0.00	49,166.77	87.80
E20	Contractual Services							
10-416-640	JANITORIAL CONTRACT	11,100.00	925.00	1,850.00	9,250.00	0.00	9,250.00	83.33
10-416-657	OUTSIDE SER/CONTR/CONSULT	17,500.00	0.00	0.00	17,500.00	0.00	17,500.00	100.00
E20 Sub Totals:		28,600.00	925.00	1,850.00	26,750.00	0.00	26,750.00	93.53
E30	Capital Outlay							
10-416-675	CAPITAL OUTLAY	500,000.00	0.00	0.00	500,000.00	0.00	500,000.00	100.00
E30 Sub Totals:		500,000.00	0.00	0.00	500,000.00	0.00	500,000.00	100.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
E50 10-416-801	Contingency CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50 Sub Totals:		0.00	0.00	0.00	0.00	0.00	0.00	0.00
E70 10-416-676 10-416-683	Debt Service DEBT SERVICE - PRINCIPAL DEBT SERVICE - INTEREST	41,500.00 6,510.00	0.00 0.00	0.00 0.00	41,500.00 6,510.00	0.00 0.00	41,500.00 6,510.00	100.00 100.00
E70 Sub Totals:		48,010.00	0.00	0.00	48,010.00	0.00	48,010.00	100.00
E90 10-416-705 10-416-706	Interfund Transfers TRANSFERS OUT TRANSFERS IN	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00
E90 Sub Totals:		0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense Sub Totals:		685,332.00	23,619.28	32,774.58	652,557.42	0.00	652,557.42	95.22
Dept 10-417 E10 10-417-648	Dept 416 Sub Totals: DRAINAGE Supplies & Services SPECIAL DEPT. EXPENSES	685,332.00	23,619.28	32,774.58	652,557.42	0.00		
E10 Sub Totals:		1,500.00	0.00	0.00	1,500.00	0.00	1,500.00	100.00
E20 10-417-653 10-417-657	Contractual Services ENGINEERING OUTSIDE SER/CONTR/CONSULT	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00	0.00 0.00
E20 Sub Totals:		0.00	0.00	0.00	0.00	0.00	0.00	0.00
E30 10-417-675	Capital Outlay CAPITAL OUTLAY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E30 Sub Totals:		0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50 10-417-801	Contingency CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50 Sub Totals:		0.00	0.00	0.00	0.00	0.00	0.00	0.00
E70 10-417-677	Debt Service LEASE/PURCHASE	12,826.00	0.00	0.00	12,826.00	0.00	12,826.00	100.00
E70 Sub Totals:		12,826.00	0.00	0.00	12,826.00	0.00	12,826.00	100.00
Expense Sub Totals:		14,326.00	0.00	0.00	14,326.00	0.00	14,326.00	100.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
Dept 10-418 E20 10-418-657	Dept 417 Sub Totals: ELECTIONS Contractual Services OUTSIDE SER/CONTR/CONSULT	14,326.00	0.00	0.00	14,326.00	0.00		
E50 10-418-801	E20 Sub Totals: Contingency CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dept 10-419 E00 10-419-522 10-419-523	Dept 418 Sub Totals: NON DEPARTMENTAL Salaries & Wages INSURANCE-HEALTH INSURANCE- WKRS COMP	25,500.00	0.00	500.00 57,957.03	25,000.00 -57,957.03	0.00 0.00	25,000.00 -57,957.03	98.04 0.00
E10 10-419-625 10-419-628 10-419-632 10-419-633 10-419-660	E00 Sub Totals: Supplies & Services INSURANCE-LIABILITY INS. PROP/EQ-COLL COSTS MAINTENANCE/EQUIPMENT MEMBERSHIPS & DUES COMMUNITY PROMOTION	25,500.00	0.00	58,457.03	-32,957.03	0.00	-32,957.03	0.00
		290,000.00	0.00	225,468.03	64,531.97	0.00	64,531.97	22.25
		140,000.00	0.00	144,204.84	-4,204.84	0.00	-4,204.84	0.00
		45,000.00	3,704.71	7,409.42	37,590.58	0.00	37,590.58	83.53
		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		4,000.00	0.00	2,000.00	2,000.00	0.00	2,000.00	50.00
E20 10-419-638 10-419-643 10-419-657	E10 Sub Totals: Contractual Services ENTERPRISE ZONE ADMIN AUDIT FEES OUTSIDE SER/CONTR/CONSULT	479,000.00	3,704.71	379,082.29	99,917.71	0.00	99,917.71	20.86
		30,000.00	2,500.00	5,000.00	25,000.00	0.00	25,000.00	83.33
		60,000.00	92.90	92.90	59,907.10	0.00	59,907.10	99.85
		15,000.00	0.00	343.75	14,656.25	0.00	14,656.25	97.71
E30 10-419-675	E20 Sub Totals: Capital Outlay Capital Outlay	105,000.00	2,592.90	5,436.65	99,563.35	0.00	99,563.35	94.82
		0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50 10-419-801	E30 Sub Totals: Contingency CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
E70	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-419-676	Debt Service							
10-419-683	DEBT SERVICE - PRINCIPAL	4,625.00	0.00	0.00	4,625.00	0.00	4,625.00	100.00
	DEBT SERVICE - INTEREST	772.00	0.00	0.00	772.00	0.00	772.00	100.00
E70	E70 Sub Totals:	5,397.00	0.00	0.00	5,397.00	0.00	5,397.00	100.00
E90	Interfund Transfers							
10-419-705	TRANSFERS OUT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-419-706	TRANSFERS IN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E90	E90 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	614,897.00	6,297.61	442,975.97	171,921.03	0.00	171,921.03	27.96
Dept 10-420	Dept 419 Sub Totals:	614,897.00	6,297.61	442,975.97	171,921.03	0.00		
E00	SAFER GRANT							
10-420-501	Salaries & Wages	49,920.00	4,368.00	6,528.07	43,391.93	0.00	43,391.93	86.92
10-420-502	SALARIES	0.00	10,687.95	10,687.95	-10,687.95	0.00	-10,687.95	0.00
10-420-520	SALARIES-O/T	3,819.00	1,151.73	1,316.86	2,502.14	0.00	2,502.14	65.52
10-420-521	SOCIAL SECURITY	5,516.00	490.52	729.21	4,786.79	0.00	4,786.79	86.78
10-420-522	P.E.R.S.	13,500.00	278.81	757.88	12,742.12	0.00	12,742.12	94.39
10-420-523	INSURANCE-HEALTH	8,257.00	0.00	0.00	8,257.00	0.00	8,257.00	100.00
	INSURANCE- WKRS COMP							
E00	E00 Sub Totals:	81,012.00	16,977.01	20,019.97	60,992.03	0.00	60,992.03	75.29
E10	Supplies & Services							
10-420-629	UNIFORMS/CLEANING/TRAININ	12,000.00	0.00	0.00	12,000.00	0.00	12,000.00	100.00
10-420-636	ADV/PRINT/PUBLICATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-420-695	DEPT. TRAINING	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E10	E10 Sub Totals:	12,000.00	0.00	0.00	12,000.00	0.00	12,000.00	100.00
E50	Contingency							
10-420-801	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	93,012.00	16,977.01	20,019.97	72,992.03	0.00	72,992.03	78.48
Dept 10-421	Dept 420 Sub Totals:	93,012.00	16,977.01	20,019.97	72,992.03	0.00		
E00	POLICE							
	Salaries & Wages							

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
10-421-501	SALARIES	916,700.00	99,879.01	134,969.48	781,730.52	0.00	781,730.52	85.28
10-421-502	SALARIES-O/T	45,000.00	5,043.92	6,305.82	38,694.18	0.00	38,694.18	85.99
10-421-515	UNEMPLOYMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-421-520	SOCIAL SECURITY	73,570.00	8,027.68	10,741.61	62,828.39	0.00	62,828.39	85.40
10-421-521	P.E.R.S.	295,000.00	35,737.47	57,538.73	237,461.27	0.00	237,461.27	80.50
10-421-522	INSURANCE-HEALTH	250,000.00	17,738.52	27,387.98	222,612.02	0.00	222,612.02	89.04
10-421-523	INSURANCE- WKRS COMP	88,762.00	0.00	0.00	88,762.00	0.00	88,762.00	100.00
	E00 Sub Totals:	1,669,032.00	166,426.60	236,943.62	1,432,088.38	0.00	1,432,088.38	85.80
E10	Supplies & Services							
10-421-603	COMMUNICATIONS	12,000.00	1,461.30	1,818.61	10,181.39	0.00	10,181.39	84.84
10-421-604	OFFICE SUPPLIES	800.00	0.00	0.00	800.00	0.00	800.00	100.00
10-421-606	POSTAGE	1,300.00	74.83	74.83	1,225.17	0.00	1,225.17	94.24
10-421-629	UNIFORMS/CLEANING/TRAININ	5,500.00	0.00	4,725.00	775.00	0.00	775.00	14.09
10-421-632	MAINTENANCE/EQUIPMENT	4,200.00	828.16	828.16	3,371.84	0.00	3,371.84	80.28
10-421-633	MEMBERSHIPS & DUES	500.00	402.00	402.00	98.00	0.00	98.00	19.60
10-421-634	RENTS & LEASES	13,800.00	1,139.21	2,278.42	11,521.58	0.00	11,521.58	83.49
10-421-636	ADV/PRINT/PUBLICATIONS	100.00	0.00	0.00	100.00	0.00	100.00	100.00
10-421-637	MEETINGS & TRAVEL	100.00	0.00	0.00	100.00	0.00	100.00	100.00
10-421-648	SPECIAL DEPT. EXPENSES	50,000.00	3,227.05	6,436.10	43,563.90	0.00	43,563.90	87.13
10-421-693	MECHANIC/OTHER LABOR	12,000.00	1,881.99	1,936.54	10,063.46	0.00	10,063.46	83.86
10-421-695	DEPT. TRAINING	2,500.00	0.00	0.00	2,500.00	0.00	2,500.00	100.00
10-421-696	VEHICLE OPER & MAINTENANC	60,000.00	4,091.85	4,091.85	55,908.15	0.00	55,908.15	93.18
	E10 Sub Totals:	162,800.00	13,106.39	22,591.51	140,208.49	0.00	140,208.49	86.12
E20	Contractual Services							
10-421-657	OUTSIDE SER/CONTR/CONSULT	10,000.00	743.30	4,535.30	5,464.70	0.00	5,464.70	54.65
	E20 Sub Totals:	10,000.00	743.30	4,535.30	5,464.70	0.00	5,464.70	54.65
E30	Capital Outlay							
10-421-675	CAPITAL OUTLAY	15,000.00	592.57	592.57	14,407.43	0.00	14,407.43	96.05
	E30 Sub Totals:	15,000.00	592.57	592.57	14,407.43	0.00	14,407.43	96.05
E50	Contingency							
10-421-801	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E70	Debt Service							
10-421-676	DEBT SERVICE - PRINCIPAL	4,625.00	0.00	0.00	4,625.00	0.00	4,625.00	100.00
10-421-677	LEASE/PURCHASE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-421-683	DEBT SERVICE - INTEREST	772.00	0.00	0.00	772.00	0.00	772.00	100.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
E90	E70 Sub Totals:	5,397.00	0.00	0.00	5,397.00		5,397.00	100.00
10-421-706	Interfund Transfers TRANSFERS IN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E90 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	1,862,229.00	180,868.86	264,663.00	1,597,566.00	0.00	1,597,566.00	85.79
	Dept 421 Sub Totals:	1,862,229.00	180,868.86	264,663.00	1,597,566.00	0.00		
Dept 10-422	FIRE							
E00	Salaries & Wages							
10-422-501	SALARIES	238,000.00	35,090.85	45,212.54	192,787.46	0.00	192,787.46	81.00
10-422-502	SALARIES-O/T	35,000.00	694.36	1,860.54	33,139.46	0.00	33,139.46	94.68
10-422-515	UNEMPLOYMENT	27,000.00	0.00	0.00	27,000.00	0.00	27,000.00	100.00
10-422-520	SOCIAL SECURITY	19,202.00	2,724.25	3,612.89	15,589.11	0.00	15,589.11	81.18
10-422-521	P.E.R.S.	31,000.00	1,750.76	2,740.35	28,259.65	0.00	28,259.65	91.16
10-422-522	INSURANCE-HEALTH	57,000.00	1,358.64	2,746.37	54,253.63	0.00	54,253.63	95.18
10-422-523	INSURANCE- WKRS COMP	37,156.00	0.00	0.00	37,156.00	0.00	37,156.00	100.00
10-422-591	VOLUNTEERS	35,000.00	0.00	0.00	35,000.00	0.00	35,000.00	100.00
	E00 Sub Totals:	479,358.00	41,618.86	56,172.69	423,185.31	0.00	423,185.31	88.28
E10	Supplies & Services							
10-422-603	COMMUNICATIONS	7,000.00	982.45	1,131.97	5,868.03	0.00	5,868.03	83.83
10-422-614	MAINTENANCE-BLDG & GROU	6,000.00	1,062.01	1,062.01	4,937.99	0.00	4,937.99	82.30
10-422-629	UNIFORMS/CLEANING/TRAIN	26,000.00	907.98	2,107.98	23,892.02	0.00	23,892.02	91.89
10-422-632	MAINTENANCE/EQUIPMENT	17,000.00	4,121.17	4,121.17	12,878.83	0.00	12,878.83	75.76
10-422-633	MEMBERSHIPS & DUES	500.00	400.00	400.00	100.00	0.00	100.00	20.00
10-422-636	ADV/PRINT/PUBLICATIONS	250.00	0.00	0.00	250.00	0.00	250.00	100.00
10-422-637	MEETINGS & TRAVEL	1,500.00	0.00	0.00	1,500.00	0.00	1,500.00	100.00
10-422-648	SPECIAL DEPT. EXPENSES	10,000.00	739.59	739.59	9,260.41	0.00	9,260.41	92.60
10-422-673	PHYSICAL EXAMS	600.00	0.00	0.00	600.00	0.00	600.00	100.00
10-422-693	MECHANIC/OTHER LABOR	10,000.00	0.00	490.95	9,509.05	0.00	9,509.05	95.09
10-422-695	DEPT. TRAINING	100.00	0.00	0.00	100.00	0.00	100.00	100.00
10-422-696	VEHICLE OPER & MAINTENANC	25,000.00	3,501.66	3,501.66	21,498.34	0.00	21,498.34	85.99
	E10 Sub Totals:	103,950.00	11,714.86	13,555.33	90,394.67	0.00	90,394.67	86.96
E20	Contractual Services							
10-422-657	OUTSIDE SER/CONTR/CONSULT	5,000.00	5,873.30	5,873.30	-873.30	0.00	-873.30	0.00
10-422-691	VOLUNTEERS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E20 Sub Totals:	5,000.00	5,873.30	5,873.30	-873.30	0.00	-873.30	0.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
E30 10-422-675	Capital Outlay CAPITAL OUTLAY	0.00	275,184.79	275,184.79	-275,184.79	0.00	-275,184.79	0.00
E50 10-422-801	E30 Sub Totals: Contingency CONTINGENCY	0.00	275,184.79	275,184.79	-275,184.79	0.00	-275,184.79	0.00
E70 10-422-676 10-422-677 10-422-683	E50 Sub Totals: Debt Service DEBT SERVICE - PRINCIPAL LEASE/PURCHASE DEBT SERVICE - INTEREST	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E70 Sub Totals:	50,248.00	0.00	0.00	50,248.00	0.00	50,248.00	100.00
		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		6,294.00	0.00	0.00	6,294.00	0.00	6,294.00	100.00
	E70 Sub Totals:	56,542.00	0.00	0.00	56,542.00	0.00	56,542.00	100.00
	Expense Sub Totals:	644,850.00	334,391.81	350,786.11	294,063.89	0.00	294,063.89	45.60
Dept 10-423 E00 /	Dept 422 Sub Totals: BUILDING INSPECTION	644,850.00	334,391.81	350,786.11	294,063.89	0.00		
10-423-501	Salaries & Wages	75,000.00	9,167.64	13,386.68	61,613.32	0.00	61,613.32	82.15
10-423-515	SALARIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-423-520	UNEMPLOYMENT	5,738.00	0.00	0.00	5,738.00	0.00	5,738.00	100.00
10-423-521	SOCIAL SECURITY	6,000.00	369.28	369.28	5,630.72	0.00	5,630.72	93.85
10-423-522	P.E.R.S.	12,000.00	0.00	0.00	12,000.00	0.00	12,000.00	100.00
10-423-523	INSURANCE-HEALTH	4,129.00	0.00	0.00	4,129.00	0.00	4,129.00	100.00
	INSURANCE- WKRS COMP							
E10 10-423-603 10-423-604 10-423-633 10-423-636 10-423-637 10-423-648 10-423-696	E00 Sub Totals: Supplies & Services COMMUNICATIONS OFFICE SUPPLIES MEMBERSHIPS & DUES ADV/PRINT/PUBLICATIONS MEETINGS & TRAVEL SPECIAL DEPT. EXPENSES VEHICLE OPER & MAINTENANCE	102,867.00	9,536.90	13,755.96	89,111.04	0.00	89,111.04	86.63
		550.00	547.81	547.81	2.19	0.00	2.19	0.40
		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		150.00	0.00	0.00	150.00	0.00	150.00	100.00
		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		5,500.00	1,767.10	1,827.80	3,672.20	0.00	3,672.20	66.77
		1,000.00	204.40	204.40	795.60	0.00	795.60	79.56
E20 10-423-653 10-423-657	E10 Sub Totals: Contractual Services ENGINEERING OUTSIDE SER/CONTR/CONSULT	7,200.00	2,519.31	2,580.01	4,619.99	0.00	4,619.99	64.17
		0.00	0.00	0.00	0.00	0.00	0.00	0.00
		10,000.00	0.00	0.00	10,000.00	0.00	10,000.00	100.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
E50 10-423-801	E20 Sub Totals:	10,000.00	0.00	0.00	10,000.00	0.00	10,000.00	100.00
	Contingency							
	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	120,067.00	12,056.23	16,335.97	103,731.03	0.00	103,731.03	86.39
Dept 10-425 E00	Dept 423 Sub Totals:	120,067.00	12,056.23	16,335.97	103,731.03	0.00		
	COPS Prog/AB 1913							
	Salaries & Wages							
	SALARIES	119,643.00	6,732.16	8,776.99	110,866.01	0.00	110,866.01	92.66
	SALARIES-O/T	750.00	2,728.96	3,469.56	-2,719.56	0.00	-2,719.56	0.00
	UNEMPLOYMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	SOCIAL SECURITY	9,210.00	723.54	936.50	8,273.50	0.00	8,273.50	89.83
	P.E.R.S.	13,500.00	1,071.89	2,403.62	11,096.38	0.00	11,096.38	82.20
	INSURANCE-HEALTH	15,500.00	1,488.14	2,171.83	13,328.17	0.00	13,328.17	85.99
	INSURANCE- WKR COMP	8,257.00	0.00	0.00	8,257.00	0.00	8,257.00	100.00
	E00 Sub Totals:	166,860.00	12,744.69	17,758.50	149,101.50	0.00	149,101.50	89.36
	Supplies & Services							
E10 10-425-603 10-425-604 10-425-606 10-425-629 10-425-648 10-425-649 10-425-696	COMMUNICATIONS	1,000.00	76.68	76.68	923.32	0.00	923.32	92.33
	OFFICE SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	POSTAGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	UNIFORMS/CLEANING/TRAINING	200.00	0.00	0.00	200.00	0.00	200.00	100.00
	SPECIAL DEPT. EXPENSES	5,000.00	0.00	0.00	5,000.00	0.00	5,000.00	100.00
	ANIMAL REGULATION	750.00	15.03	15.03	734.97	0.00	734.97	98.00
	VEHICLE OPER & MAINTENANCE	5,000.00	208.96	208.96	4,791.04	0.00	4,791.04	95.82
	E10 Sub Totals:	11,950.00	300.67	300.67	11,649.33	0.00	11,649.33	97.48
	Capital Outlay							
	CAPITAL OUTLAY	0.00	-1,022.89	16,656.20	-16,656.20	0.00	-16,656.20	0.00
E50 10-425-801	E30 Sub Totals:	0.00	-1,022.89	16,656.20	-16,656.20	0.00	-16,656.20	0.00
	Contingency							
	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	178,810.00	12,022.47	34,715.37	144,094.63	0.00	144,094.63	80.59

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
Dept 10-426	Dept 425 Sub Totals:	178,810.00	12,022.47	34,715.37	144,094.63			
E10	SENIOR SERVICES						0.00	
10-426-696	Supplies & Services							
	VEHICLE OPER & MAINTENANCE	0.00	0.00	0.00	0.00		0.00	0.00
	E10 Sub Totals:	0.00	0.00	0.00	0.00		0.00	0.00
	Expense Sub Totals:	0.00	0.00	0.00	0.00		0.00	0.00
Dept 10-427	Dept 426 Sub Totals:	0.00	0.00	0.00	0.00			
E00	LIBRARY							
10-427-501	Salaries & Wages	38,000.00	4,016.25	5,212.20	32,787.80		32,787.80	86.28
10-427-520	SALARIES	2,907.00	307.23	398.71	2,508.29		2,508.29	86.28
10-427-521	SOCIAL SECURITY	2,987.00	319.68	413.80	2,573.20		2,573.20	86.15
10-427-522	P.E.R.S.	0.00	0.00	0.00	0.00		0.00	0.00
10-427-523	INSURANCE-HEALTH	4,129.00	0.00	0.00	4,129.00		4,129.00	100.00
	INSURANCE- WRS COMP							
	E00 Sub Totals:	48,023.00	4,643.16	6,024.71	41,998.29		41,998.29	87.45
E10	Supplies & Services							
10-427-608	UTILITIES	9,000.00	568.91	1,049.86	7,950.14		7,950.14	88.33
10-427-648	SPECIAL DEPT. EXPENSES	500.00	108.00	108.00	392.00		392.00	78.40
	E10 Sub Totals:	9,500.00	676.91	1,157.86	8,342.14		8,342.14	87.81
E20	Contractual Services							
10-427-640	JANITORIAL CONTRACT	2,820.00	235.00	235.00	2,585.00		2,585.00	91.67
	E20 Sub Totals:	2,820.00	235.00	235.00	2,585.00		2,585.00	91.67
E40	Other Expenses							
10-427-658	TAXES	180.00	0.00	0.00	180.00		180.00	100.00
	E40 Sub Totals:	180.00	0.00	0.00	180.00		180.00	100.00
E50	Contingency							
10-427-801	CONTINGENCY	0.00	0.00	0.00	0.00		0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00		0.00	0.00
E80	Employee Benefits							
10-427-515	UNEMPLOYMENT	0.00	0.00	0.00	0.00		0.00	0.00
	E80 Sub Totals:	0.00	0.00	0.00	0.00		0.00	0.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
Dept 10-428 E10 10-428-648	Expense Sub Totals:	60,523.00	5,555.07	7,417.57	53,105.43		53,105.43	87.74
	Dept 427 Sub Totals:							
	FORFEITURE	60,523.00	5,555.07	7,417.57	53,105.43	0.00		
	Supplies & Services							
	SPECIAL DEPT. EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E10 Sub Totals:	0.00	0.00	0.00	0.00			
	Expense Sub Totals:							
	Dept 428 Sub Totals:	0.00	0.00	0.00	0.00	0.00		
	Salaries & Wages							
	SALARIES	0.00	29,723.95	30,425.95	-30,425.95	0.00	-30,425.95	0.00
Dept 10-429 E00 10-429-501 10-429-502	SALARIES-O/T	0.00	62,991.89	63,295.65	-63,295.65	0.00	-63,295.65	0.00
	E00 Sub Totals:							
	Dept 429 Sub Totals:	0.00	92,715.84	93,721.60	-93,721.60	0.00	-93,721.60	0.00
	Supplies & Services							
	MEETINGS & TRAVEL	0.00	3,751.18	3,751.18	-3,751.18	0.00	-3,751.18	0.00
	VEHICLE OPER & MAINTENANCE	0.00	207.99	207.99	-207.99	0.00	-207.99	0.00
	E10 Sub Totals:							
	Employee Benefits	0.00	3,959.17	3,959.17	-3,959.17	0.00	-3,959.17	0.00
	SOCIAL SECURITY	0.00	7,081.12	7,158.05	-7,158.05	0.00	-7,158.05	0.00
	P.E.R.S.	0.00	1,060.32	1,060.32	-1,060.32	0.00	-1,060.32	0.00
E80 10-429-520 10-429-521 10-429-522 10-429-523	INSURANCE-HEALTH	0.00	1,996.75	2,064.13	-2,064.13	0.00	-2,064.13	0.00
	INSURANCE-WKRS COMP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E80 Sub Totals:							
	Dept 429 Sub Totals:	0.00	10,138.19	10,282.50	-10,282.50	0.00	-10,282.50	0.00
	Expense Sub Totals:							
	Dept 429 Sub Totals:	0.00	106,813.20	107,963.27	-107,963.27	0.00	-107,963.27	0.00
	STREET CLEANING							
	Salaries & Wages							
	SALARIES	2,600.00	0.00	0.00	2,600.00	0.00	2,600.00	100.00
	SALARIES-O/T	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Dept 10-432 E00 10-432-501 10-432-502 10-432-520 10-432-521 10-432-522	SOCIAL SECURITY	199.00	0.00	0.00	199.00	0.00	199.00	100.00
	P.E.R.S.	203.00	0.00	110.12	92.88	0.00	92.88	45.75
	INSURANCE-HEALTH	1,830.00	0.00	0.00	1,830.00	0.00	1,830.00	100.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
10-432-523	INSURANCE- WKRS COMP	2,133.00	0.00	0.00	2,133.00	0.00	2,133.00	100.00
	E00 Sub Totals:	6,965.00	0.00	110.12	6,854.88	0.00	6,854.88	98.42
E10	Supplies & Services							
10-432-648	SPECIAL DEPT. EXPENSES	100.00	0.00	0.00	100.00	0.00	100.00	100.00
10-432-696	VEHICLE OPER & MAINTENANCE	12,000.00	1,203.67	1,589.63	10,410.37	0.00	10,410.37	86.75
	E10 Sub Totals:	12,100.00	1,203.67	1,589.63	10,510.37	0.00	10,510.37	86.86
E20	Contractual Services							
10-432-657	OUTSIDE SER/CONTR/CONSULT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E20 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E30	Capital Outlay							
10-432-675	Capital Outlay	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E30 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E50	Contingency							
10-432-801	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E70	Debt Service							
10-432-677	LEASE/PURCHASE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-432-683	DEBT SERVICE - INTEREST	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E70 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	19,065.00	1,203.67	1,699.75	17,365.25	0.00	17,365.25	91.08
	Dept 432 Sub Totals:	19,065.00	1,203.67	1,699.75	17,365.25	0.00		
Dept 10-433	STREET MAINTENANCE							
E00	Salaries & Wages							
10-433-501	SALARIES	106,159.00	10,087.36	13,153.96	93,005.04	0.00	93,005.04	87.61
10-433-502	SALARIES-O/T	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-433-515	UNEMPLOYMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-433-520	SOCIAL SECURITY	8,121.00	755.41	981.76	7,139.24	0.00	7,139.24	87.91
10-433-521	P.E.R.S.	8,280.00	1,613.77	3,653.13	4,626.87	0.00	4,626.87	55.88
10-433-522	INSURANCE-HEALTH	25,615.00	2,163.65	3,396.91	22,218.09	0.00	22,218.09	86.74
10-433-523	INSURANCE- WKRS COMP	10,666.00	0.00	0.00	10,666.00	0.00	10,666.00	100.00
	E00 Sub Totals:	158,841.00	14,620.19	21,185.76	137,655.24	0.00	137,655.24	86.66
E10	Supplies & Services							
10-433-603	COMMUNICATIONS	5,700.00	480.47	694.89	5,005.11	0.00	5,005.11	87.81

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
10-433-604	OFFICE SUPPLIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-433-632	MAINTENANCE/EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-433-636	ADV/PRINT/PUBLICATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-433-637	MEETINGS & TRAVEL	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-433-648	SPECIAL DEPT. EXPENSES	0.00	314,779.48	316,132.09	-316,132.09	0.00	-316,132.09	0.00
10-433-696	VEHICLE OPER & MAINTENANCE	20,000.00	2,817.34	3,589.27	16,410.73	0.00	16,410.73	82.05
	E10 Sub Totals:	25,700.00	318,077.29	320,416.25	-294,716.25	0.00	-294,716.25	0.00
E20	Contractual Services							
10-433-653	ENGINEERING	0.00	23,426.25	23,426.25	-23,426.25	0.00	-23,426.25	0.00
10-433-657	OUTSIDE SER/CONTR/CONSULT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E20 Sub Totals:	0.00	23,426.25	23,426.25	-23,426.25	0.00	-23,426.25	0.00
E30	Capital Outlay							
10-433-675	CAPITAL OUTLAY	12,167.00	0.00	0.00	12,167.00	0.00	12,167.00	100.00
	E30 Sub Totals:	12,167.00	0.00	0.00	12,167.00	0.00	12,167.00	100.00
E50	Contingency							
10-433-801	CONTINGENCY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E50 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E90	Interfund Transfers							
10-433-706	TRANSFERS IN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	E90 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	196,708.00	356,123.73	365,028.26	-168,320.26	0.00	-168,320.26	0.00
	Dept 433 Sub Totals:	196,708.00	356,123.73	365,028.26	-168,320.26	0.00		
Dept 10-434	SNOW REMOVAL							
E00	Salaries & Wages							
10-434-501	SALARIES	6,212.00	0.00	0.00	6,212.00	0.00	6,212.00	100.00
10-434-520	SOCIAL SECURITY	475.00	0.00	0.00	475.00	0.00	475.00	100.00
10-434-521	PERS	559.00	0.00	0.00	559.00	0.00	559.00	100.00
10-434-522	INSURANCE-HEALTH	1,830.00	0.00	0.00	1,830.00	0.00	1,830.00	100.00
10-434-523	INSURANCE- WKRS COMP	2,133.00	0.00	0.00	2,133.00	0.00	2,133.00	100.00
	E00 Sub Totals:	11,209.00	0.00	0.00	11,209.00	0.00	11,209.00	100.00
E10	Supplies & Services							
10-434-608	UTILITIES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-434-634	RENTS & LEASES	2,400.00	0.00	0.00	2,400.00	0.00	2,400.00	100.00
10-434-648	SPECIAL DEPT. EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Account Number	Description	Budget Amount	Period Amount	YTD Amount	YTD Var	Encumbered Amount	Available	% Available
10-434-696	VEHICLE OPER & MAINTENANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E10	E10 Sub Totals:	2,400.00	0.00	0.00	2,400.00	0.00	2,400.00	100.00
10-434-657	Contractual Services OUTSIDE SER/CONTR/CONSULT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E20	E20 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-434-705	Interfund Transfers TRANSFERS OUT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
E90	E90 Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Sub Totals:	13,609.00	0.00	0.00	13,609.00	0.00	13,609.00	100.00
Dept 10-440	Dept 434 Sub Totals:	13,609.00	0.00	0.00	13,609.00	0.00		
E10	STREET LIGHTING	0.00	0.00	0.00	0.00	0.00	0.00	0.00
10-440-632	Supplies & Services	50,000.00	4,227.84	4,227.84	45,772.16	0.00	45,772.16	91.54
10-440-656	MAINTENANCE/EQUIPMENT	50,000.00	4,227.84	4,227.84	45,772.16	0.00	45,772.16	91.54
E10	E10 Sub Totals:	50,000.00	4,227.84	4,227.84	45,772.16	0.00	45,772.16	91.54
	Expense Sub Totals:	50,000.00	4,227.84	4,227.84	45,772.16	0.00	45,772.16	91.54
Dept 440	Dept 440 Sub Totals:	50,000.00	4,227.84	4,227.84	45,772.16	0.00		
	Fund Revenue Sub Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Fund Expense Sub Totals:	5,741,817.00	1,159,493.51	1,781,059.16	3,960,757.84	0.00	3,960,757.84	68.98
	Fund 10 Sub Totals:	5,741,817.00	1,159,493.51	1,781,059.16	3,960,757.84	0.00		
	Revenue Totals:	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Expense Totals:	5,741,817.00	1,159,493.51	1,781,059.16	3,960,757.84	0.00	3,960,757.84	68.98
	Report Totals:	5,741,817.00	1,159,493.51	1,781,059.16	3,960,757.84	0.00		



*Proclamation of the
City Council of the
City of Weed*

GIVEN TO HONOR TO

Calvin Vanderhoof

WHEREAS, Calvin Vanderhoof and her husband Dale relocated to Weed California in the early 1980's; and

WHEREAS, Calvin Vanderhoof served the citizens of Weed being appointed to the City Council in 1986; and

WHEREAS, Calvin Vanderhoof was re-elected to the Weed City Council in 1988 and served until January 1992, serving as the Weed City Mayor in 1990 and 1991; and

WHEREAS, Calvin Vanderhoof worked tirelessly for the HIV Aids Foundation of Siskiyou County educating the public; and

WHEREAS, Calvin Vanderhoof volunteered for years at the Siskiyou Food Assistance; and

WHEREAS, Calvin and her husband Dale owned Black Feather Kites, they designed and constructed kites and flew them all over North and South America.

NOW THEREFORE, BE IT RESOLVED, the City Council of the City of Weed does hereby honor Calvin Vanderhoof for her years of dedication and service to the citizens of Weed.

IN WITNESS WHEREOF, I have set my hand and caused the seal of the City of Weed to be affixed this 11th day of September, 2025.

DARRELL PARHAM, MAYOR



*Proclamation of the
City Council of the
City of Weed*

GIVEN TO HONOR TO

Stacey Green

WHEREAS, Stacey Green grew up in Weed California and was a proud alumnus of both the Weed Elementary School and Weed High School; and

WHEREAS, Stacey Green relocated to the Bay Area for higher education, returning to Weed to take care of his parents Jesse and K. L. Green; and

WHEREAS, Stacey Green was appointed to the Weed City Council in 2012; and

WHEREAS, Stacey Green served his community from December of 2012 through November 2022, serving as Mayor Pro-Tem in 2022; and

WHEREAS, Stacey Green served as the Minister of Music at the Wayside Church of God and Christ.

NOW THEREFORE, BE IT RESOLVED, the City Council of the City of Weed does hereby honor Stacey Green for his years of service and commitment to the citizens of Weed.

IN WITNESS WHEREOF, I have set my hand and caused the seal of the City of Weed to be affixed this 11th day of September 2025.

DARRELL PARHAM, MAYOR



City of Weed

Agenda Item Summary

Meeting: City Council – 11 Sept 2025

Department: Measure O Committee Chair, Ron Dickens

Agenda Item Title: Presentation by the Measure O Committee with recommendations for allocations.

Staff Recommendation: Council host presentation by the Measure O Committee Chair Ron Dickens and adopt Resolution No. 29-2025 approving the recommended allocations.

Summary: The Measure O Committee met August 25, 2025, and reviewed funding requests from city departments for additional equipment and outside agencies requesting funding to continue senior services. The Committee has agreed and recommend the following allocations be considered and approved by City Council.

Weed Police Department – The Committee approved the third year of a five-year contract for Axon cloud storage, repair and replacement of body worn cameras. Vote 5-0

Amount \$ 19,329.60

Weed Fire Department – The Committee approved the purchase for 6 radios, three vehicle mounted and three handhelds. These radios have a life expectancy of 5-7 years. Vote 5-0

Amount \$ 19,407.00

Weed Public Works Department – The Committee approved the purchase for ground penetrating radar for departmental use. The committee strongly advises as a requirement of this purchase; the department understands the importance of training and knowledge for use of this type of equipment as well as the security of such equipment. This specialized equipment is to be securely placed back at the city yard after use, away from any chance of theft of damages from changing seasons. Vote 5-0 Amount \$20,000.00

Weed Recreation and Parks District – The Committee reviewed and approved the following:

\$14,400.00 Fitness classes for seniors

\$ 640.00 Coffee and Conversation for seniors

\$ 960.00 Replace equipment including hand weights, pool noodles, buoys, and aqua belts

\$22,330.00 Senior Van Operations (salaries and cell phone)

\$ 4,600.00 Fuel for Senior Van

\$ 2,200.00 Maintenance of the van, including tires.

\$ 5,031.00 Administrative Overhead.

Vote 4-0-1 (Recused)

Total Amount \$ 50,161.00

Siskiyou Community Resource Collaborative / Family & Community Resource Center of Weed. – The Committee reviewed and approved the following:

\$20,994.00 Program coordination, Planning and Administration

\$ 4,800.00 Facility use fee
\$56,160.00 Meals, Supplies and Materials
\$ 1,500.00 Contract services, vaccination clinics
Vote 5-0 Total Amount \$83,454.00

Fiscal impact: Fiscal Impact to the General Fund (Measure O is a General Tax) \$192,351.60

Alternative Actions: The Measure O Committee recommends these allocations. It is up to the City Council to approve, deny, or modify as it chooses.

Environmental Review: N/A

Attachments: All Requests
Resolution No.29-2025

RESOLUTION NO.29-2025

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WEED
ADOPTING MID-YEAR BUDGET ADJUSTMENTS FOR MEASURE O TAX ALLOCATIONS FOR
FISCAL YEAR 25/26.**

WHEREAS, the City Manager, on or about June 12, 2025, submitted to the City Council a proposed budget for the appropriation and expenditure of funds for the City of Weed for Fiscal Year 2025-26; and

WHEREAS, following duly given notice and prior to budget adoption, the City Council held public meetings, considered and evaluated all comments, and adopted a budget for the fiscal year commencing July 1, 2025, and ending June 30, 2026; and

WHEREAS, amendments must be made to the budget to allow Measure O funding request and allocations.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF WEED, CALIFORNIA DOES
RESOLVE AS FOLLOWS:

SECTION 1. The City Council hereby approves Budget Adjustment for Measure O Tax allocations in Exhibit A for the City of Weed for the Fiscal Year 2025/2026.

SECTION 2. The City Clerk shall certify to the adoption of this resolution and shall enter the same in the book of original resolutions and it shall become effective immediately.

HEREBY CERTIFY the foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Weed held on the 11th day of September 2025 by the following vote to wit:

AYES: Council Members

NOES:

ABSENT:

Mayor

ATTEST:

City Clerk

WEED POLICE DEPARTMENT:

10.421.677 – LEASE/PURCHASE: Increase budget \$19,330
10.421.706 – TRANSFERS IN: Increase budget \$19,330
36.001.705 – TRANSFERS OUT: Increase budget \$19,330

WEED FIRE DEPARTMENT:

10.422.675 – CAPITAL OUTLAY: Increase budget \$19,407
10.422.706 – TRANSFERS IN: Increase budget \$19,407
36.001.705 – TRANSFERS OUT: Increase budget \$19,407

WEED PUBLIC WORKS DEPARTMENT:

10.433.675 – CAPITAL OUTLAY: Increase budget \$6,667
12.001.675 – CAPITAL OUTLAY: Increase budget \$6,666
80.001.675 – CAPITAL OUTLAY: Increase budget \$6,666
10.433.706 – TRANSFERS IN: Increase budget \$6,667
12.001.706 – TRANSFERS IN: Increase budget \$6,666
80.001.706 – TRANSFERS IN: Increase budget \$6,666
36.001.705 – TRANSFERS OUT: Increase budget \$20,000

WEED PUBLIC LIBRARY:

10.427.706 – TRANSFERS IN: Increase budget \$62,000
36.001.705 – TRANSFERS OUT: Decrease budget \$23,000

WEED RECREATION AND PARKS DISTRICT:

36.001.657 – OUTSIDE SER/CONTR/CONSULT: Increase budget \$5,161

SISKIYOU COMMUNITY RESOURCE COLLABORATIVE/FAMILY & COMMUNITY RESOURCE
CENTER OF WEED:

36.001.659 – SR MEALS/NUTRITION PROG: Increase budget \$18,654

NET BUDGET ADJUSTMENT IMPACT TO GENERAL FUND IS \$59,552.
TOTAL COST TO GENERAL FUND IS \$254,352.



CITY OF WEED

Request for Funding

Requesting Department Public Works

Amount Requested \$20,000 Other Funding Sources Available Y N X

Explain/Describe Project, Use of Life Expectancy, other information to as needed:
Ground Penetrating radar will enable us to locate utilities that cannot be traced using
standard utility locators due to material type, absence of tracing wires, or broken
tracing wires. This technology will also help avoid the need to dip up roads to
investigate what is underground.

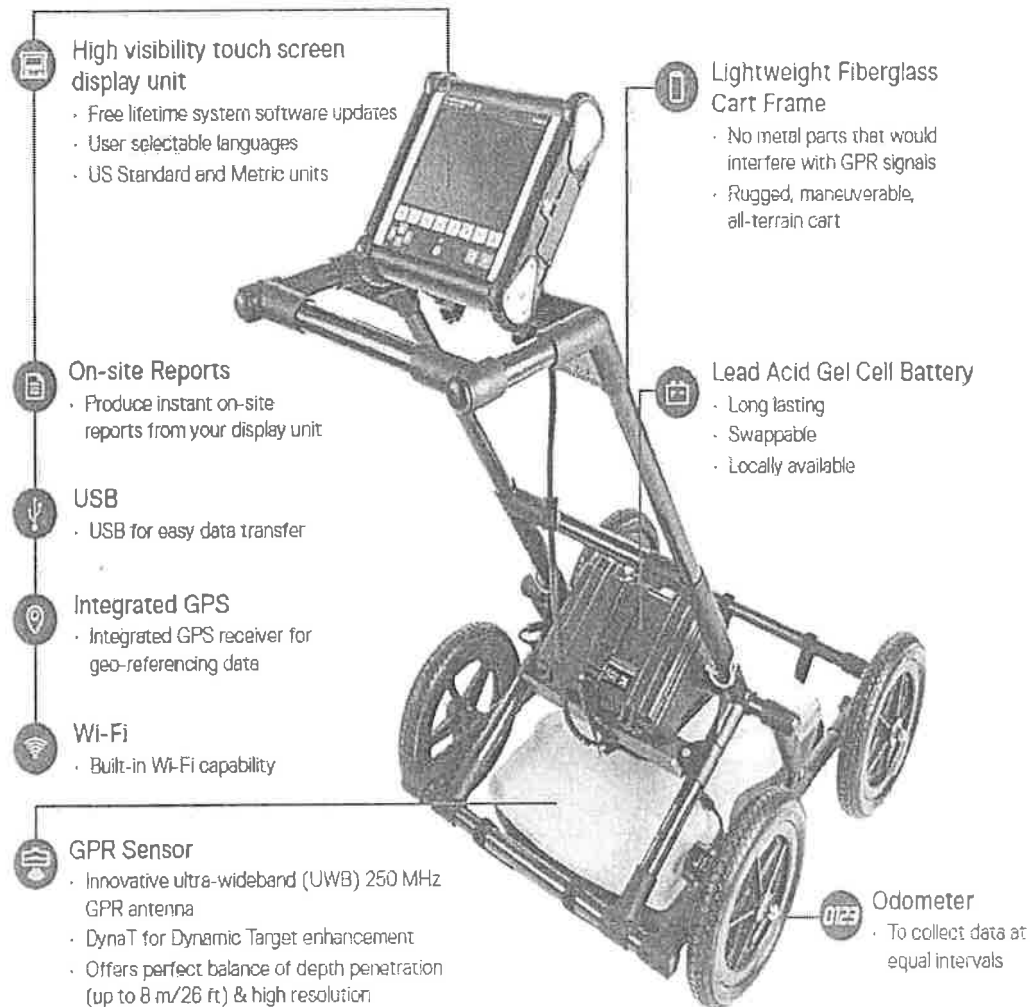
Measure O – "Shall the City of Weed impose a Transactions and Use Tax of 0.25% of the gross receipts of any sale or use pursuant to Revenue and Taxation Code Section 7285.9 to fund the operation, maintenance, and improvement of a public library, to fund a portion of the costs of providing Senior Nutrition Meals within the city limits of the City of Weed and other senior programs and services, and for general municipal purposes including police, fire protection and street maintenance and improvements."

FOR MEASURE O COMMITTEE TO COMPLETE:

Does this request comply with Measure O approved funding uses? Y N

Vote Count AYES NOES ABSTAIN ABSENT

****When complete please return to the requesting Department or City Staff Member****





CITY OF WEED

Request for Funding

Requesting Department WEED POLICE DEPARTMENT

Amount Requested \$19,329.60 Other Funding Sources Available Y N X

Explain/Describe Project, Use of Life Expectancy, other information to as needed:

The Weed Police Department was the first agency in the county to utilize a body worn camera and inter=grated cud storage system. Today, the system known as Axon is utilized by most agencies within the county. The video evidence collected is regularly shared directly with the Siskiyou County District Attorney's Office for review and filing of criminal cases.

Additionally, Weed PD utilizes the camera system administratively to review citizen contacts, investigate officer complaints, and ensure good service.

Weed PD is in the third year of a 5-year annual contract with Axon for cloud storage, repair and replacement of body worn cameras. Measure O previously funded the first two years of the body camera contract agreement.

Measure O – "Shall the City of Weed impose a Transactions and Use Tax of 0.25% of the gross receipts of any sale or use pursuant to Revenue and Taxation Code Section 7285.9 to fund the operation, maintenance, and improvement of a public library, to fund a portion of the costs of providing Senior Nutrition Meals within the city limits of the City of Weed and other senior programs and services, and for general municipal purposes including police, fire protection and street maintenance and improvements."

FOR MEASURE O COMMITTEE TO COMPLETE:

Does this request comply with Measure O approved funding uses? Y N

Vote Count AYES NOES ABSTAIN ABSENT

****When complete please return to the requesting Department or City Staff Member****



Axon Enterprise Inc.
PO BOX 29661
DEPARTMENT 2018
PHOENIX, AZ 85038-9661
Ph: 1-480-991-0797, option 5, option 1
arinquies@axon.com
www.axon.com
TIN: 86-0741227
DUNS Number: 832176382
UEI Number: TBW7MGPYURM7

BILL TO

Weed Police Dept - CA
550 Main St
Weed, CA 96094-2330
USA

Invoice

Invoice ID INUS357719
Invoice Account 302056
Date 01-Jul-25
Payment Term Net 30 days
PO/DO #
Quote # Q-478246,
Sales Order #
Terms of Delivery FCA
Customer Reference Q-478246,

SHIP TO

Weed Police Dept - CA
550 Main St
Weed, CA 96094-2330
USA

Ship to*	Bundled Item Number	Bundled Description	Bundled Quantity	Invoice Plan %	Amount
1	AB3MBD	AB3 Multi Bay Dock Bundle	2.00	22.50001%	737.51
1	BWCWUTAP	BWC Unlimited with TAP	12.00	22.50001%	15,969.96
1	AB3C	AB3 Camera Bundle	12.00	22.50001%	2,022.30
Bundled Line Subtotal					18,729.77

Line No.	Ship to*	Item Number	Description	Quantity	Unit Price	Subtotal	Invoice Plan %	Amount
Item Line Subtotal								0.00

Sales Amount	18,729.77
Misc. Charge	0.00
Discount	0.00
Sales Tax	599.83
Total	19,329.60
Credit Amount(s) Applied	0.00
Amount Received	0.00
Payment Due	31-Jul-25
BALANCE DUE	USD 19,329.60

PAYMENT REMITTANCE INFORMATION

For ACH/EFT Payment: (Preferred Method)		For Wire Transfers		For Check Payments Mail To:	For Overnight Check Payments Mail
Account Name	Axon Enterprise, Inc	Beneficiary	Axon Enterprise, Inc	Axon Enterprise, Inc	Axon Enterprise, Inc
Account Number	634912729	Account Number	634912729	PO BOX 29661	JPMorgan Chase (AZ1-2170)
Bank Routing No	122100024	Bank Routing No	021000021	DEPARTMENT 2018	Attn: Axon Enterprises 29661-2018
Reference No	INUS357719	SWIFT Code	CHASUS33	PHOENIX, AZ 85038-9661	2108 E Elliot Rd.
		Reference No	INUS357719	Reference No INUS357719	Tempe, AZ 85283
					Reference No INUS357719

Please reference the invoice number on your ACH, Wire or Check payment and send to AR@axon.com

Important Note: By selecting the wire transfer payment method, you agree to accept the processing & transaction fees charged by the bank relating to this wire.

Invoice

Customer Account Weed Police Dept - CA
Invoice Account 302056
Quote # Q-478246,

Invoice ID INUS357719
Date 01-Jul-25
Page 2 of 2

*Tax Note

Ship-to-address Legend*

1 Weed Police Dept - CA
550 Main St
Weed, CA 96094-2330
USA



CITY OF WEED

Request for Funding

Requesting Department: **Fire Department- Acting Fire Chief Brian Carter**

Amount Requested: \$21,000

Other Funding Sources Available Y

☒ N

Explain/Describe Project, Use of Life Expectancy, other information to as needed:

The Weed City Fire Department is seeking Measure "O" funding to assist with moving the department forward with the purchase of updated radios. We have been slowly working on updating all our radios and this purchase would finish the updates we need to bring all our radios to the updated level. We are requesting funds to replace 3 radios that are permanently mounted in fire engines and 3 handheld radios for firefighters to use outside on the fire ground. The radios these would replace are unable to receive the updated radio channels that we utilize on emergencies. The life expectancy of these radios is approximately 5-7 years. Updating these radios would continue to push our department forward in upgrading our equipment and creating a safer environment for our fire personnel.

Measure O – "Shall the City of Weed impose a Transactions and Use Tax of 0.25% of the gross receipts of any sale or use pursuant to Revenue and Taxation Code Section 7285.9 to fund the operation, maintenance, and improvement of a public library, to fund a portion of the costs of providing Senior Nutrition Meals within the city limits of the City of Weed and other senior programs and services, and for general municipal purposes including police, fire protection and street maintenance and improvements."

FOR MEASURE O COMMITTEE TO COMPLETE:

Does this request comply with Measure O approved funding uses? Y N

Vote Count AYES

NOES

ABSTAIN

ABSENT

****When complete please return to the requesting Department or City Staff Member****

WEED RECREATION AND PARKS DISTRICT

2025-26 Measure O Request & 2024-2025 Measure O Allocation Recap

<u>Program Services:</u>	<u>2024-25</u>	<u>2025-26 Request</u>
Coffee & Conversation	Allocation: \$16,000	
Fitness Classes	Spent: \$10,028	\$16,000
	Balance: \$ 5,972	

2024-25 Measure O Allocation Recap:

Money allocated for program services includes expenses related to coffee & conversation and any senior activities that allow for socialization, physical activity, human interaction or group entertainment. Allowed expenses include equipment, food, class instructors, transportation, paper goods, beverages offered during the activities.

Every Tuesday and Thursday, the Weed Community Center provides coffee, tea and refreshments to seniors to gather and have conversation with each other. This program provides a casual environment for participants to meet each other and have some refreshments. This year we spent \$486.14. There are between 3 to 5 people who typically attend.

The Weed Community Center offers the following classes: Circuit Training, Step Aerobics, Aqua Exercise, and Yoga. In 2024-25, we we spent \$9,670 to pay instructors. These classes provide a cost effective way for participants to keep active, stay healthy, and socialize with others.

- We offered 395 classes and there were 2,822 participants (headcount) in those. Total classes and participants were down from last year as we lost our Yoga instructor at the end of October and were unable to find a replacement. That is the main reason we did not expend all program funds.
- Equipment was purchased for the fitness classes amounting to \$528.14.

The number of classes we are currently offering seem to be a good level for the number of participants we have at the Weed Community Center. As mentioned in the previous year's report, low enrolled classes were eliminated.

Our **2025-26 request for \$16,000** includes budget as follows:

- **\$14,400:** this money will support the same number of fitness classes (including yoga) but only included 35 weeks for the yoga classes since we are still trying to identify an instructor.
- **\$640:** to support Coffee and Conversation refreshments, beverages, paper goods.

- **\$960:** to replace equipment including hand weights, pool noodles, bouys, and aqua belts.

<u>Senior Van – Operations</u>	<u>2024-25</u>	<u>2025-26 Request</u>
Van Driver salaries and cell phone	Allocation: \$29,000	
	Spent: \$20,749	\$22,330
	Balance: \$ 8,251	

2024-25 Measure O Allocation Recap:

WRPD operates a Senior Van for riders 60 years and older to provide rides to medical appointments (doctor appointments, physical therapy, lab draws, xrays, pharmacy pick-ups, and other medical services) in Weed, Mt. Shasta, Yreka, and on occasion Dunsmuir/McCloud. The van only goes to Dunsmuir/McCloud when a medical provider is only available at those locations. Over the past year traveling to Dunsmuir/McCloud happened less than five times. The van does travel to Yreka for riders who are patients at Siskiyou Eye Center and on occasion for a medical service provided at Fairchild Medical Center.

In addition rides are provided to the weekly Senior Lunch at the Weed Community Center, and shopping in Weed. This year we piloted adding a few other options for riders by taking them to the Weed Post office, Weed Library, College of the Siskiyous, and any bank located in Weed. Grocery shopping is not allowed in neighboring towns. That way we are keeping money spent on groceries within the City of Weed which is what supports the operation of this transportation service.

The transportation service operates Mondays-Thursdays and is offered to citizens residing in Weed, Edgewood, Carrick and also Lake Shastina. Lake Shastina riders do pay \$5 whenever using the van service.

During the 2024-25 year WRPD employed 6 van drivers. Due to resignations of two drivers in the fall and one in the spring, we recruited and hired 3 replacements. During the transition, we had to cut back the number of days the van operated which resulted in less expenditures for van driver salaries in the 2nd quarter. The total expended in van driver salaries, payroll taxes and worker's compensation was \$20,749.

During the 2024-25 year:

- rides were provided 167 days of the year,
- the van was driven 8,682 miles,
- there were a total of 929 riders
 - 93% (866 riders) being from Weed and
 - 7% (63 riders) from Lake Shastina.
 - Lake Shastina rider fees collected totaled \$305 for the year.

A cell phone was provided which allowed riders to call in to make reservations for their rides and a way for van drivers to call if an emergency arises while they are transporting seniors to their various destinations. In 2024-25 the cell phone costs totaled \$1,194.

Our **2025-26 request for senior van operations is \$22,330** and includes budget as follows:

- **\$21,250** for van driver salaries, payroll taxes and worker's comp. This budget includes salary to keep the van operating 4 days per week, and also incorporates a salary increase for van drivers. Currently they are making minimum wage \$16.50 per hour. The budget includes a \$.50 raise to \$17.00 per hour. Note: Minimum wage is increasing to \$16.90 in January 2026.

This year in addition to the options for ride noted above, we have had some requests to pick up riders to attend classes, coffee and conversation, or work out at the gym at Weed Community Center. We would like to add this service as an option in 2025-26, but only when it doesn't interfere with medical appointments and grocery shopping.

- **\$1,080** for cell phone provided both for rider reservations and for safety when the van is in operation. It allows for drivers to communicate any type of emergency that may arise while out with the senior riders.

<u>Senior Van – Fuel</u>	<u>2024-25</u>	<u>2025-26 Request</u>
	Allocation: \$ 5,000	
	Spent: \$ 2,668	\$4,600
	Balance: \$ 2,332	

2024-25 Measure O Allocation Recap:

The amount for fuel expenditures was down some in 2024-25 because the van had reduced operations in Quarter 2 due to lack of van drivers available to drive the van 4 days a week.

2025-26 request for senior van fuel is \$4,600. This request is based on the cost of gas in the most recent quarter which was the highest cost for fuel in 2024-25 and also assumes some increase to fuel prices.

<u>Senior Van – Maintenance</u>	<u>2024-25</u>	<u>2025-26 Request</u>
Costs related to maintaining the van.	Allocation: \$2,000	
	Spent: \$ 261	\$2,200
	Balance: \$1,739	

2024-25 Measure O Allocation Recap:

In previous years, van maintenance was taken care of by City of Weed employees. The 2024-25 year was the first year that WRPD was responsible for taking over the maintenance of the van. WRPD does not have staff trained to do the work, so we must take the van to local vendors for any work needed.

2025-26 request for senior van maintenance is \$2,200. This request is based on the purchase of new tires (est \$1,600) tire changes from studded tires to regular tires (\$175) and two oil changes (est \$300).

<u>Administrative Overhead</u> NEW REQUEST		<u>2025-26 Request</u> \$5,031
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Operation of these important service to seniors does require administrative time by WRPD staff especially in the area of senior van services (including but not limited to (recruitment/hiring/onboarding/communication and coordination of van drivers, driver payroll, warrant requests, tax forms, cell phone and fuel bill processing and tracking, and collection of rider information). Offering the coffee and conversation activities (weekly shopping, twice a week set up/clean up) also requires staff time.

Because of the additional time needed to oversee and facilitate these services, **the 2025-26 request** includes reimbursement for the staff time required to continue these programs:

- 75 hours (1.5 hours for 50 weeks) for Coffee and Conversation and
- 150 hours (1.5 hours bi-monthly) for Senior Van services
- 25 hours recruitment/hiring/onboarding
- TOTAL Hours: 250 x \$20.13 = \$5031

This figure is the time the Office Coordinator spends on these programs and does not include any time of the District Administrator who also spends time on the oversight of these programs.

WRPD - 2025-26 MEASURE O TOTAL REQUEST: \$50,161

We thank the City of Weed for allocating the Measure O funds for the above activities in the past. The positive impact these services provide to our local seniors is important to the social, mental and physical health of seniors in our community, and WRPD would not be able to provide them without the financial assistance from Measure O. We appreciate your consideration of our 2025-26 requests and hope we can continue this partnership.

If I can answer any questions or provide additional information, please let me know.

Submitted by:
Nancy Miller, District Administrator
Weed Recreation & Parks District

EXHIBIT A

Siskiyou Community Resource Collaborative
P.O. Box 206
Yreka, CA 96097
530-842-1313
Family & Community Resource Center of Weed

To: City of Weed
P.O. Box 470
Weed, CA 96094

PROJECT

Senior Services

2025-2026

DESCRIPTION OF EXPENSES

Program Coordination, Planning and Administration	20994
Facility Use Fee	4800
Meals, Supplies & Materials	56,160
Contract Services—Vaccination clinics (Flu, RSV, Shingles...etc.)	1500

In addition to Exercise, weekly Bingo and other social activities are held. Quarterly Wellness Checks and Vaccination Clinics with Public Health.

Service providers are invited to come and present/teach on a variety of topics that benefit seniors.

Mental Health services and programs are provided, resources available through the resource center including application assistance, food, advocacy, and other hand-ups for seniors.

Total Cost \$83,454

ACTIVITIES & TRANSPORTATION PROGRAM AGREEMENT

This ACTIVITIES & TRANSPORTATION PROGRAM AGREEMENT ("Agreement") is made by and between the CITY OF WEED, a California municipal corporation ("CITY") and Weed Recreation & Parks District ("WRPD"), a governmental special district (together, the "Parties").

Recitals WRPD desires to provide various programs for seniors in the Weed Community (as defined by the Weed Recreation and Park District boundaries) and CITY desires to provide funding for the same on the terms and conditions provided herein.

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

1. Program. WRPD will provide programs for seniors (herein, "Program Services"). "Program Services" is defined as bingo, coffee & conversation, or any senior activity that allows socialization, physical activity, human interaction, or group entertainment for the seniors residing in Weed. "Program Services" includes expenditure(s) for equipment, food, class instruction, transportation, paper goods, and beverages (non-alcoholic) that are offered by WRPD during the activity. CITY reserves the right of approval of such activities, but not the management and other conduct of the same, which are sole responsibility of WRPD. WRPD will provide transportation for seniors (herein, "Senior Transportation Program") for Program Services and other approved transportation for seniors residing in Weed by WRPD, Senior Transportation Program expenditures shall only consist of driver salary, fuel, and regular maintenance of vehicles.

2. Funding. CITY agrees to provide funding for the 2025- 2026 fiscal year in an amount not to exceed \$50,161.00 allocated as follows:

- \$16,000.00 for Program Services;
- \$22,330.00 for driver salary and benefits for the Senior Transportation Program;
- \$6,800.00 for fuel and maintenance, and
- \$5,031.00 for Administrative Overhead.

Funds will be paid by CITY within fifteen (15) calendar days in quarterly payments. Any Measure O funds not expended under the terms of this Agreement shall be returned to the City within fifteen (15) calendar days following the end of the fiscal year.

3. Insurance. WRPD acknowledges it maintains sufficient insurance or is self-insured to cover any potential liabilities, losses, claims, damages, expenses, demands, and costs that may arise under this Agreement.

4. Indemnification. Each party shall indemnify, defend, protect, hold harmless, and release the other, its officers, agents, and employees, from and against any and all claims, loss, proceedings, damages, causes of action, liability, costs, or expense

(Including attorneys' fees and witness costs) arising from or in connection with, or caused by any act, omission, or negligence of such indemnifying party or its agents, employees, contractors, subcontractors, or invitees.

In the event that WRPD or any employee, agent, or subcontractor of WRPD providing services under this Agreement claims or is determined by a court of competent jurisdiction or CalPERS to be eligible for enrollment in CalPERS as an employee of the CITY, WRPD shall indemnify, defend, and hold harmless CITY for the payment of any employee and/or employer contributions for CalPERS benefits on behalf of WRPD or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of CITY.

This indemnification obligation shall not be limited in any way by any limitation on the amount or type of damages or compensation payable to or for the indemnifying party under workers' compensation acts, disability benefit acts, or other employee benefit acts. This indemnity provision survives the Agreement..

- 5. Non-Discrimination.** WRPD agrees to provide and conduct the Senior Program Services to the Weed Community without regard to, and it agrees that it will not discriminate, on the grounds of race, religious creed, color, national origin, ancestry, age (except that WRPD may limit its activities to seniors, insofar as permitted by law), physical disability, mental disability, medical condition, including the medical condition of Acquired Immune Deficiency Syndrome (AIDS), or any condition related thereto, marital status, sex/gender, gender identity, gender expression or sexual orientation, or any other grounds prohibited by law. This provision shall also apply to the selection and retention of WRPD'S employees and independent contractors, and to the procurement of materials and equipment, except as provided in section 12940 of the Government Code. Further, WRPD agrees to conform to the requirements of the Americans with Disabilities Act. The Program Services shall include no religious exercises or observances, nor any political activities or endorsement.
- 6. General Compliance with Laws.** WRPD shall at all times observe and comply with all applicable laws, ordinances, and regulations.
- 7. Term; Termination.** This Agreement shall commence as of July 1, 2025, and continue through June 30, 2026 subject to renewal and extension by the Parties as of that date, but it may be terminated by either Party at any time upon thirty (30) days prior written notice to the other. Approval, renewal, or extension by either Party shall require approval of its respective governing board.
- 8. Assignment.** WRPD's responsibilities under this Agreement may be assigned to, or assumed by, another governmental entity, non-profit or similar organization under the same terms of this Agreement, in the event of the dissolution or merging of the WRPD with such other entity provided the CITY provides its prior written consent.

- 9. Monitoring.** To ensure compliance with this Agreement, CITY may, from time to time, monitor and review WRPD's books, records, and accounts, including those records kept pursuant to Section 10 of this Agreement. WRPD agrees to cooperate with any monitoring performed hereunder by, among other things, providing relevant records.
- 10. Recordkeeping.** WRPD shall keep and maintain accurate records, accounts, and documentation pertaining to the receipt, disbursement, and use of the funds provided under this Agreement including, but not limited to, payroll records, invoices, receipts, warrants, contracts, purchase orders, and any other related records. These records shall be retained for a period of not less than three (3) years after termination of this Agreement. These records shall be accessible and available for inspection or audit by CITY and its lawful representatives at reasonable times and upon reasonable notice. WRPD's obligations under this paragraph shall survive the termination of this Agreement.
- 11. Examination and Audit.** In accordance with section 8546.7 of the Government Code, this Agreement and performance and payments hereunder are subject to examination and audit by the California State Auditor for three (3) years after final payment WRPD's obligations under this paragraph shall survive the termination of this Agreement,
- 12. Notice.** All notices under this Agreement shall be in writing (unless otherwise specified) delivered to the Parties by electronic mail, hand, by commercial courier service, or by United States mail, postage prepaid, addressed to the Parties at the addresses set forth below or such other addresses as the Parties may designate by notice.

For CITY:

Dustin Stambaugh
City Manager
City of Weed
P.O. Box 470
Weed, CA 96094
dstambaugh@ci.weed.ca.us

For WRPD:

Nancy Miller
District Director
161 E Lincoln Ave,
Weed, CA 96094
WRPDMiller@outlook.com

- 13. Amendment.** Except as otherwise provided herein, this Agreement may not be changed, modified, or rescinded except in writing, signed by all Parties hereto, and any attempt at oral modification of this Agreement shall be void and of no effect.
- 14. Waiver.** The waiver at any time by CITY or WRPD of its rights with respect to a default or other matter arising in connection with this Agreement shall not be deemed a waiver

with respect to any subsequent default or matter.

- 15. Relationship of Parties.** Neither WRPD nor its officers, employees, servants, agents, or subcontractors, or anyone directly or indirectly employed by either WRPD or its subcontractors shall be considered employees or agents of the CITY. Except as agreed to in this Agreement, neither party shall have the authority, express or implied to act on behalf of the other party in any other capacity whatsoever as an agent.
- 16. Governing Law and Venue.** This Agreement shall be interpreted and construed under the laws of the State of California. Venue for any action, dispute, or claim arising under this Agreement shall be in the Superior Court of California for the County of Siskiyou.
- 17. Conflict of Interest.** WRPD represents that it has no known relationships with third parties, City Council members, or employees of CITY which would (1) present a conflict of interest with the rendering of services under this Agreement under California Government Code section 1090, the Political Reform Act (Government Code section 81000 *et seq.*), or other applicable law, (2) prevent WRPD from performing the terms of this Agreement, or (3) present a significant opportunity for the disclosure of confidential information. For the term of this Agreement, WRPD shall not suffer or permit any member, officer, or employee of CITY, during the term of his or her service with CITY, to have any direct interest in this Agreement or obtain any present or anticipated material benefit arising therefrom.
- 18. Integration.** This Agreement represents the entire agreement of the Parties with respect to the subject matter thereof. No representations, warranties, inducements, or oral agreements have been made by any of the Parties except as expressly set forth herein.
- 19. Severability.** Should a court of competent jurisdiction rule or declare that any part of this Agreement is unconstitutional, invalid, or beyond the authority of either Party to enter into or carry out, such decision shall not affect the validity of the remainder of this Agreement, which shall continue in full force and effect; provided that the remainder of this Agreement can, absent the excised portion, be reasonably interpreted to give effect to the intentions of the Parties.
- 20. No Third Party Beneficiaries.** The parties hereto agree and acknowledge that this Agreement does not provide for any intended third-party beneficiaries and no suit against either party may be based on such a claim. This Agreement shall be enforceable only by the parties hereto.
- 21. Acceptance of Electronic Signatures and Counterparts.** Signatures delivered by scanned image as an attachment to electronic mail or delivered electronically through the use of programs such as DocuSign must be treated in all respects as having the same effect as an original signature. Each party further agrees that this Agreement may be executed in two or more counterparts, all of which constitute one and the same instrument.

“WRPD” – Weed Recreation and Parks District

Signature: _____

Print: _____

Title: _____

Date: _____

"CITY"
City of Weed

Signature: _____

Print: _____

Title: City Manager

Date: _____

Approved as to form:

Signature: _____

Print: _____

Title: City Attorney

Date: _____

SENIOR MEAL & ACTIVITIES PROGRAM AGREEMENT

This Senior Meal & Activities Program Agreement ("Agreement") is made by and between CITY OF WEED, a California municipal corporation ("CITY") and Siskiyou Community Resource Collaborative, dba FAMILY AND COMMUNITY RESOURCE CENTER OF WEED ("CENTER"), a California non-profit 501(c)(3) corporation (together, the "PARTIES").

Recitals. CENTER desires to provide various programs for seniors in the Weed community (as defined by the Weed Recreation and Park District boundaries) and CITY desires to provide funding for the CENTER on the terms and conditions provided herein:

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

1. Program. CENTER will provide meal services for seniors, exercise, and other physical/social events for the mental and physical health of seniors ("Program Services"). CITY reserves the right of approval of such activities, but not the management and other conduct of the same, which are the sole responsibility of CENTER. CITY acknowledges that CENTER may provide Program Services in partnership with the Weed Recreation and Park District, the College of the Siskiyous, and other public and private entities.

2. Funding. CITY agrees to provide funding for the Program Services for the 2025-2026 fiscal year in an amount not to exceed \$83,454.00 allocated as follows:

- \$20,994.00 for program coordination, planning, and administration directly attributed to CITY;
- \$4,800.00 for facility use fees;
- \$56,160.00 for food, paper supplies, utensils, and other products for food service; and
- \$1,500.00 for contract services, vaccination clinics.

CITY agrees to consider further funding on a year-to-year basis. Funds will be paid by CITY within fifteen (15) calendar days in twelve equal monthly installments. CITY reserves the option to either pay funds to CENTER or to pay CENTER'S vendors and independent contractors directly if CENTER stops providing services and Program Services are still outstanding. CENTER agrees to return any money not expended in any designated category to CITY within fifteen (15) calendar days of the end of the respective fiscal year.

3. Insurance.

3.1 During the term of this Agreement, CENTER shall carry, maintain, and keep in full force and effect insurance against claims for death or injuries to persons or damages to property that may arise from or in connection with CENTER'S performance of this Agreement.

3.2 Any available insurance proceeds broader than or in excess of the specified minimum Insurance coverage requirements or limits shall be available to CITY as an Additional Insured as provided below. Furthermore, the requirements for coverage and limits shall be the greater of (1) the minimum coverage and limits specified in this Agreement, or (2) the broader coverage and maximum limits of coverage of any Insurance policy or proceeds available to the named Insured.

3.3 Insurance required under this Agreement shall be of the types set forth below, with minimum coverage as described:

3.3.1 Comprehensive General Liability Insurance with coverage limits of not less than One Million Dollars (\$1,000,000) per occurrence and Two Million Dollars (\$2,000,000) general aggregate, including products and operations hazard, contractual insurance, broad form property damage, independent consultants, personal injury, underground hazard, and explosion and collapse hazard where applicable.

3.3.2 Automobile Liability Insurance for vehicles used in connection with the performance of this Agreement with minimum limits of One Million Dollars (\$1,000,000) per claimant and One Million dollars (\$1,000,000) per incident.

3.3.3 Worker's Compensation insurance if and as required by the laws of the State of California.

3.4 CENTER shall require each of its subconsultants to maintain insurance coverage that meets all of the requirements of this Agreement.

3.5 The policy or policies required by this Agreement shall be issued by an insurer admitted in the State of California and with a rating of at least A:VII in the latest edition of Best's Insurance Guide.

3.6 CENTER agrees that if it does not keep the insurance coverage required by this Agreement in full force and effect, CITY may either (i) immediately terminate this Agreement; or (ii) take out the necessary insurance and pay the premium(s) thereon at CENTER'S expense.

3.7 At all times during the term of this Agreement, CENTER shall maintain on file with CITY'S Risk Manager a certificate or certificates of insurance showing that the required coverages are in effect and naming CITY and its officers, employees, agents and volunteers as Additional Insureds. Prior to commencement of work under this Agreement, CENTER shall file with CITY'S Risk Manager such certificate(s) and Forms CG 20 10 07 04 and CG 20 37 07 04 or the substantial equivalent showing CITY as an Additional Insured.

3.8 CENTER shall provide proof that policies of insurance required by this Agreement expiring during the term of this Agreement have been renewed or replaced with other policies providing at least the same coverage. Such proof will be furnished at least two weeks prior to the expiration of the coverage(s).

3.9 The general liability and automobile policies of insurance required by this Agreement shall contain an endorsement naming CITY and its officers, employees, agents and volunteers as Additional Insureds. All of the policies required under this Agreement shall contain an endorsement providing that the policies cannot be canceled or reduced except on thirty days' prior written notice to CITY. CENTER agrees to require its insurer to modify the certificates of insurance to delete any exculpatory wording stating that failure of the insurer to mail written notice of cancellation imposes no obligation, and to delete the word "endeavor" with regard to any notice provisions.

- 3.10 The insurance provided by CENTER shall be primary to any other coverage available to CITY. Any insurance or self-insurance maintained by CITY and/or its officers, employees, agents or volunteers shall be in excess of CENTER'S insurance and shall not contribute with it.
- 3.11 All insurance coverage provided pursuant to this Agreement shall not prohibit. CENTER, and CENTER'S employees, agents or subcontractors, from waiving the right of subrogation prior to a loss. CENTER hereby waives all rights of subrogation against CITY. CENTER agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not CITY has received a waiver of subrogation endorsement from the insurer. However, the Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of CITY for all work performed by the CENTER, its employees, agents and subcontractors.
- 3.12 Any deductibles or self-insured retentions must be declared to and approved by CITY. At the option of CITY, CENTER shall either reduce or eliminate the deductibles or self-insured retentions with respect to CITY, or CENTER shall procure a bond in the amount of the deductible or self-insured retention to guarantee payment of losses and expenses.
- 3.13 Procurement of insurance by CENTER shall not be construed as a limitation of CENTER'S liability or as full performance of CENTER'S duties to indemnify, hold harmless and defend under Section 4 of this Agreement.
- 3.14 CENTER may be self-insured under the terms of this Agreement only with express written approval from CITY. All self-insured retentions (SIR) must be disclosed to the CITY for approval and shall not reduce the limits of liability. Policies containing any SIR provision shall provide or be endorsed to provide that the SIR may be satisfied by either the named Insured or the CITY.
- 3.15 CITY reserves the right to obtain a full certified copy of any Insurance policy and endorsements. Failure to exercise this right shall not constitute a waiver of the right to exercise later.

4. Indemnification.

- 4.1 To the fullest extent permitted by law, CENTER shall indemnify, hold harmless, and when the CITY requests with respect to a claim provide a deposit for the defense of, and defend CITY, its officers, agents, employees and volunteers from and against any and all claims, losses, costs and expenses for any damage due to death or injury to any person, whether physical, emotional, consequential or otherwise, and injury to any property arising out of or in connection with CENTER'S alleged negligence, recklessness or willful misconduct or other wrongful acts, errors or omissions of CENTER or any of its officers, employees, servants, agents, or subcontractors, or anyone directly or indirectly employed by either CENTER or its subcontractors, in the performance of this Agreement or its failure to comply with any of the obligations contained in this Agreement, except such loss or damage which is caused by the sole active negligence or willful misconduct of the CITY. Such costs and expenses shall include reasonable attorney's fees due to counsel of CITY's choice, expert fees and all other expenses of litigation. CENTER shall not be entitled to any refund of attorneys' fees, defense costs or expenses in the event that it is adjudicated to having been non-negligent.

- 4.2 CITY shall have the right to offset against any funds due CENTER under this Agreement any amount due CITY from CENTER as a result of CENTER'S failure to pay City promptly any indemnification arising under this Section 4 and any amount, due CITY from CENTER arising from CENTER'S failure either to (i) pay taxes on amounts received pursuant to this Agreement or (ii) comply with applicable workers' compensation laws.
- 4.3 The obligations of CENTER under this Section 4 are not limited by the provisions of any workers' compensation or similar statute. CENTER expressly waives its statutory immunity under such statutes as to CITY, its officers, agents, employees, and volunteers.
- 4.4 CENTER agrees to obtain executed indemnity agreements with provisions identical to those set forth here in Section 4 of this Agreement from each and every subcontractor or any other person or entity involved by, for, with or on behalf of CENTER in the performance of this Agreement. If CENTER fails to obtain such indemnity obligations from others, CENTER agrees to indemnify, hold harmless and defend CITY, its officers, agents, employees and volunteers from and against any and all claims, losses, costs, and expenses for any damage due to death or injury to any person and injury to any property resulting from any alleged intentional, reckless, negligent, or otherwise wrongful acts, errors, or omissions of CENTER'S subcontractors or any Other person or entity involved by, for, with or on behalf of CENTER in the performance of this Agreement, Such costs and expenses shall include reasonable attorneys' fees incurred by counsel of CITY'S choice.
- 4.5 CITY does not, and shall not, waive any rights that it may possess against CENTER because of the acceptance by CITY, or the deposit with CITY, of any insurance policy or certificate required pursuant to this Agreement. This hold harmless and indemnification provisions shall apply whether or not any insurance policies apply to a claim, demand, damage, liability, loss, cost or expense.
- 4.6 In the event that CENTER or any employee, agent, or subcontractor of CENTER providing services under this Agreement claims or is determined by a court of competent jurisdiction or CalPERS to be eligible for enrollment in CalPERS as an employee of the City, CENTER shall indemnify, defend, and hold harmless CITY for the payment of any employee and/or employer contributions for CalPERS benefits on behalf of CENTER or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of CITY.
- 4.7 Notwithstanding any federal, state, or local policy, rule, regulation, law or ordinance to the contrary, CENTER and any of its employees, agents, and subcontractors providing under this Agreement shall not qualify for or become entitled to, and hereby agree to waive any claims to, any compensation, benefit, or any incident of employment by CITY, including but not limited to eligibility to enroll in CalPERS as an employee of City and entitlement to any contribution to be paid by CITY for employer contribution(s) and/or employee contribution(s) for CalPERS benefits.

5. Term; Termination. This Agreement shall commence as of July 1, 2025, and continue through June 30, 2026, subject to renewal and extension by the PARTIES as of that date, but it may be terminated by either PARTY at any time upon thirty (30) days prior written notice to the other. Approval, renewal, or extension by either PARTY shall require approval of its respective governing board.

6. Non-Discrimination. CENTER agrees to provide and conduct the senior Program Services to the Weed community without regard to, and it agrees that it will not discriminate, on the grounds of race, religious creed, color, national origin, ancestry, age (except that CENTER may limit its activities to seniors, insofar as permitted by law), physical disability, mental, disability, medical condition, including the medical condition of Acquired Immune Deficiency Syndrome (AIDS), or any condition related thereto, marital status, sex or sexual orientation, or any other grounds prohibited by law. This provision shall also apply to the selection and retention of CENTER'S employees and independent contractors, and to the procurement of materials and equipment, except as provided in section 12940 of the Government Code. Further, CENTER agrees to conform to the requirements of the Americans with Disabilities Act. The Program Services shall include no religious exercises or observances, nor any political activities or endorsements,

7. General Compliance with Laws. CENTER shall at all times observe and comply with all applicable laws, ordinances, and regulations.

8. Monitoring. To ensure compliance with this Agreement, CITY may, from time to time, monitor CENTER'S use of grant funds provided under this Agreement. The CENTER agrees to cooperate with any monitoring performed hereunder by, among other things, providing relevant records.

9. Recordkeeping. CENTER shall keep and maintain accurate records, accounts, and documentation pertaining to the receipt, disbursement, and use of the funds provided under this Agreement including, but not limited to, payroll records, invoices, receipts, warrants, contracts, purchase orders, and any other related records. These records shall be retained for a period of not less than three (3) years after termination of this Agreement. These records shall be accessible and available for inspection or audit by CITY and its lawful representatives at reasonable times and upon reasonable notice. CENTER'S obligations under this paragraph shall survive the termination of this Agreement.

10. Examination and Audit. In accordance with section 8546.7 of the Government Code, this Agreement and performance and payments hereunder are subject to examination and audit by the California State Auditor for three (3) years after final payment. The CENTER'S obligations under this paragraph shall survive the termination of this Agreement.

11. Assignment. CENTER'S responsibilities under the senior Program may be assigned to, or assumed by, another non-profit resource center, or similar organization under the same terms of this Agreement, in the event of the dissolution or merging of CENTER with such other entity; provided that the CITY provide prior written consent to such assignment, which consent shall not be unreasonably withheld.

12. Notice. All notices under this Agreement shall be in writing (unless otherwise specified) delivered to the PARTIES by electronic mail, hand, by commercial courier service, or by United States mail, postage prepaid, addressed to the PARTIES at the addresses set forth below or such other addresses as the PARTIES may designate by notice.

For CITY:
City Manager
City of Weed
550 Main Street
Weed, CA 96094

For CENTER: (please complete)

Center Name: Family and Community Resource Center of Weed

Contact Name _____

Address _____

Weed, CA 96094

13. Amendment. Except as otherwise provided herein, this Agreement may not be changed, modified, or rescinded except in writing, signed by all PARTIES hereto, and any attempt at oral modification of this Agreement shall be void and of no effect.

14. Waiver. The waiver at any time by CITY or CENTER of its rights with respect to a default or other matter arising in connection with this Agreement shall not be deemed a waiver with respect to any subsequent default or matter.

15. Relationship of Parties. Neither CENTER nor its officers, employees, servants, agents, or subcontractors, or anyone directly or indirectly employed by either CENTER or its subcontractors shall be considered employees or agents of the CITY.

16. Governing Law and Venue. This Agreement shall be interpreted and construed under the laws of the State of California. Venue for any action, dispute, or claim arising under this Agreement shall be in the Superior Court of California for the County of Siskiyou.

17. Integration. This Agreement, including any Exhibits attached hereto and incorporated herein by reference, represents the entire Agreement of the PARTIES with respect to the subject matter thereof. No representations, warranties, inducements, or oral agreements have been made by any of the PARTIES except as expressly set forth herein.

18. Attorney's Fees. In the event that any action, dispute, or claim is brought to enforce or construe this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, expert witness and consultant fees, litigation costs, and costs of suit.

19. Severability. Should a court of competent jurisdiction rule or declare that any part of this Agreement is unconstitutional, invalid, or beyond the authority of either PARTY to enter into or carry out, such decision shall not affect the validity of the remainder of this Agreement, which shall continue in full force and effect; provided that the remainder of this Agreement can, absent the excised portion, be reasonably interpreted to give effect to the intentions of the PARTIES.

20. No Third Party Beneficiaries. The PARTIES hereto agree and acknowledge that this Agreement does not provide for any intended third-party beneficiaries and no suit against either party may be based on such a claim. This Agreement shall be enforceable only by the PARTIES hereto.

21. Acceptance of Electronic Signatures and Counterparts. Signatures delivered by scanned image as an attachment to electronic mail or delivered electronically through the use of programs such as DocuSign must be

treated in all respects as having the same effect as an original signature. Each PARTY further agrees that this Agreement may be executed in two or more counterparts, all of which constitute one and the same instrument.

22. Conflict of Interest. CENTER represents that it has no known relationships with third parties, City Council members, or employees of CITY which would (1) present a conflict of interest with the rendering of services under this Agreement under California Government Code section 1090, the Political Reform Act (Government Code section 81000 *et seq.*), or other applicable law, (2) prevent CENTER from performing the terms of this Agreement, or (3) present a significant opportunity for the disclosure of confidential information. For the term of this Agreement, CENTER shall not suffer or permit any member, officer, or employee of CITY, during the term of his or her service with CITY, to have any direct interest in this Agreement or obtain any present or anticipated material benefit arising therefrom.

23. Campaign Contributions. This Agreement is subject to Government Code section 84308, as amended by Senate Bill 1439 (2022), Senate Bill 1181 (2024), and Senate Bill 1243 (2024). CENTER shall disclose any contribution to an elected or appointed CITY official's campaign or committee in an amount of more than five hundred dollars (\$500) made within 12 months preceding approval of this Agreement, by CENTER, its, her, or his agent, or another party affiliated with CENTER. CENTER shall provide a signed copy of the attached Campaign Contribution Disclosure Form, Exhibit A, to CITY prior to, or concurrent with, CENTER's execution of this Agreement.

[Signature Page to Follow]

"CENTER"

Siskiyou Community Resource Collaborative, dba FAMILY AND COMMUNITY RESOURCE CENTER OF WEED

Title _____

Print _____

Signature _____

Date _____

"CITY"

Title City Manager

Print _____

Signature _____

Date _____

Approved as to form :

Title City Attorney

Print _____

Signature _____

Date _____

Exhibit A

CAMPAIGN CONTRIBUTION DISCLOSURE PROVISIONS

Cities are subject to the campaign disclosure provisions detailed in Government Code Section 84308.

Please carefully read the following information to determine if the provisions apply to you. If you determine that the provisions are applicable, the Campaign Disclosure Form must be completed and returned to the City with your application.

1. No City councilmember or commissioner shall accept, solicit, or direct a contribution of more than \$500 from any party,¹ financially interested participant,² or agent³ while a proceeding is pending or for 12 months subsequent to the date a final decision is rendered by the City. This prohibition commences when your application has been filed, or the proceeding is otherwise initiated.

2. A party to a City proceeding shall disclose on the record of the proceeding any contribution of more than \$500 made to any councilmember or commissioner by the party, or agent, during the preceding 12 months. No party to or participant in a City proceeding shall make a contribution of more than \$500 to a councilmember or commissioner during the proceeding and for 12 months following the date a final decision is rendered by the City. No agent to a party or participant shall make a contribution in any amount to a councilmember or commissioner during the proceeding and for 12 months following the date a final decision is rendered by the City.

3. Prior to rendering a decision on a City proceeding, any councilmember or commissioner who received contribution of more than \$500 within the preceding 12 months from any party, or agent, to a proceeding shall disclose that fact on the record of the proceeding, and shall be disqualified from participating in the proceeding. However, if any councilmember or commissioner receives a contribution that otherwise would require disqualification, and returns the contribution within 30 days of making the decision, or knowing about the contribution and the relevant proceeding, whichever comes last, that councilmember or commissioner shall be permitted to participate in the proceeding.

¹ "Party" is defined as any person who files an application for, or is the subject of, a proceeding.

² "Participant" is defined as any person who actively supports or opposes a particular decision in a proceeding.

³ "Agent" is defined as a person who represents a party in connection with a proceeding for compensation who appears before or otherwise communicates with the City for the purpose of influencing the proceeding. If an individual acting as an agent also is acting as an employee or member of a law, architectural, engineering, or consulting firm, or a similar entity or corporation, both the individual and the entity or corporation are agents. When a closed corporation is a party to a proceeding, the majority shareholder is subject to these provisions.

To determine whether a campaign contribution of more than \$500 has been made by you or your agent to a councilmember or commissioner within the preceding 12 months, all contributions made by you or your agent during that period must be aggregated.

Names of current City councilmembers and commissioners are available on the City's website. If you have questions about Government Code Section 84308, FPPC regulations, or the Campaign Disclosure Form, please contact the City Clerk.

CAMPAIGN CONTRIBUTION DISCLOSURE FORM

(a) Document:

- ☐ License
- ☐ Lease
- ☐ Permit
- ☐ Franchise
- ☐ Other Contract
- ☐ Other Entitlement

Name and address of any party, participant, or agent who has contributed more than \$500 to any councilmember or commissioner within the preceding 12 months:

1. _____
2. _____
3. _____

(b) Date and amount of contribution:

Date _____ Amount \$ _____

Date _____ Amount \$ _____

Date _____ Amount \$ _____

(c) Name of councilmember or commissioner to whom contribution was made:

1. _____
2. _____
3. _____

(d) I certify that the above information is provided to the best of my knowledge.

Printed Name _____

Signature _____

Date _____ Phone _____

To be completed by City:

Document No: _____



**CITY COUNCIL
AGENDA MEMORANDUM**

Meeting Date:	September 11, 2025
From:	Sandra Duchi, City Clerk
Subject:	Voting Delegates to League Annual Conference

The Annual Conference of the League of California Municipalities is scheduled for October 8-10, 2025, in Long Beach CA.

By Motion: Appoint Melissa Whetstine as the Voting Delegate and ask for nomination for the Delegate Alternate for the annual conference.