



CITY COUNCIL REGULAR MEETING

Clearlake City Hall Council Chambers
14050 Olympic Dr, Clearlake, CA

Thursday, July 16, 2026

Regular Meeting 6:00 PM

The City Council meetings are viewable in person in the Council Chambers, via livestreaming on the City's YouTube Channel (https://www.youtube.com/channel/UCTyifT_nKS-3woxEu1ilBXA) or "Lake County PEG TV Live Stream" at <https://www.youtube.com/user/LakeCountyPegTV/featured> and the public may participate through Zoom at the link listed below. The public will not be allowed to provide verbal comment during the meeting if attending via Zoom. The public can submit comments in writing for City Council consideration by commenting via the Q&A function in the Zoom platform or by sending comments to the Administrative Services Director/City Clerk at mswanson@clearlake.ca.us. To give the City Council adequate time to review your comments, you must submit your written emailed comments prior to 4:00 p.m. on the day of the meeting.

AGENDA

MEETING PROCEDURES: *All items on agenda will be open for public comments before final action is taken. Citizens wishing to introduce written material into the record at the public meeting on any item are requested to provide a copy of the written material to the Administrative Services Director/City Clerk prior to the meeting date so that the material may be distributed to the City Council prior to the meeting. Speakers must restrict comments to the item as it appears on the agenda and stay within a three minutes time limit. The Mayor has the discretion of limiting the total discussion time for an item.*

Pursuant to Senate Bill 1100 and the City Council Norms and Procedures, any member of the public making personal, impertinent, and/or slanderous or profane remarks, or who becomes boisterous or belligerent while addressing the City Council, staff or general public, or while attending the City Council meeting and refuses to come to order at the direction of the Mayor/Presiding Officer, shall be removed from the Council Chambers or the Zoom by the sergeant-at-arms or the City Clerk and may be barred from further attendance before the Council during that meeting. Unauthorized remarks from the audience, stamping of feet, whistles, yells, and similar demonstrations shall not be permitted by the Mayor/Presiding Officer. The Mayor/Presiding Officer may direct the sergeant-at-arms to remove such offenders from the room.

AMERICANS WITH DISABILITY ACT (ADA) REQUESTS

If you need disability related modification, including auxiliary aids or services, to participate in this meeting, please contact Melissa Swanson, Administrative Services Director/City Clerk at the Clearlake City Hall, 14050 Olympic Drive, Clearlake, California 95422, phone (707) 994-8201, ext 106, or via email at mswanson@clearlake.ca.us at least 72 hours prior to the meeting, to allow time to provide for special accommodations.

AGENDA REPORTS

Staff reports for each agenda item are available for review at www.clearlake.ca.us. Any writings or documents pertaining to an open session item provided to a majority of the City Council less than 72 hours prior to the meeting, shall be made available for public inspection on the City's website at www.clearlake.ca.us.

Zoom Link:

Join from PC, Mac, iPad, or Android:

<https://clearlakeca.zoom.us/j/89303449776?pwd=HWgBcr5MajyleFoFYEr4X4csUgUIU2.1>

Passcode:867434

A. ROLL CALL

B. PLEDGE OF ALLEGIANCE

C. INVOCATION/MOMENT OF SILENCE: *The City Council invites members of the clergy, as well as interested members of the public in the City of Clearlake, to voluntarily offer an invocation before the beginning of its meetings for the benefit and blessing of the City Council. This opportunity is voluntary and invocations are to be less than three minutes, offered in a solemn and respectful tone, and directed at the City Council. Invocational speakers who do not abide by these simple rules of respect and brevity shall be given a warning and/or not invited back to provide a subsequent invocation for a reasonable period of time, as determined appropriate by the City. This policy is not intended, and shall not be implemented or construed in any way, to affiliate the City Council with, nor express the City Council's preference for, any faith or religious denomination. Rather, this policy is intended to acknowledge and express the City Council's respect for the diversity of religious denominations and faith represented and practiced among the citizens of Clearlake. If a scheduled invitational speaker does not appear at the scheduled meeting, the Mayor will ask that the City Council observe a moment of silence in lieu of the invocation. More information about the City's invocation policy is available upon request by contacting the Administrative Services Director/City Clerk at (707) 994-8201x106 or via email at mswanson@clearlake.ca.us.*

D. ADOPTION OF THE AGENDA *(This is the time for agenda modifications.)*

E. PRESENTATIONS

1. Presentation of July's Adoptable Dogs
2. Presentation by Lake County Behavioral Health Services

- F. PUBLIC COMMENT:** *This is the time for any member of the public to address the City Council on any matter not on the agenda that is within the subject matter jurisdiction of the City. **The Brown Act, with limited exceptions, does not allow the Council or staff to discuss issues brought forth under Public Comment.** The Council cannot take action on non-agenda items. Concerns may be referred to staff or placed on the next available agenda. Please note that comments from the public will also be taken on each agenda item. Comments shall be limited to three (3) minutes per person.*
- G. CONSENT AGENDA:** *All items listed under the Consent Agenda are considered to be routine in nature and will be approved by one motion. There will be no separate discussion of these items unless a member of the Council requests otherwise, or if staff has requested a change under Adoption of the Agenda, in which case the item will be removed for separate consideration. Any item so removed will be taken up following the motion to approve the Consent Agenda.*
3. Authorization of an Amendment of Contract with Green Valley Consulting Engineers for Inspection Services for the Dam Road Roundabout Project
Recommended Action: Move to amend the contract with Green Valley Consulting Engineers in the amount of \$214,900.
 4. Consideration of an Agreement with MGT Impact Solutions for the Purchase and Installation of a Verkada Video Surveillance System at Redbud Park and Authorizing the City Manager to Execute the Necessary Agreements.
 5. Consideration of Adoption of an Amendment to the FY 2026-27 Budget (Resolution 2026-22); Resolution No. 2026-28
Recommended Action: Adopt resolution
 6. Warrants
Recommended Action: Receive and file
 7. Lake County Vector Control Board Minutes
Recommended Action: Receive and file
 8. Minutes
Recommended Action: Receive and file
 9. Notification of Expiring Committee Appointments
Recommended Action: Receive and file
 10. Consideration of Resolution No 2026-26, A Resolution of the City of Clearlake, Approving a Temporary Closure of Lakeshore Drive in the City of Clearlake on Friday, July 31 and Saturday, August 1, 2026, for the Purpose of Conducting Shakespeare at the Lake: Two Gentlemen of Verona Special Event
Recommended Action: Adopt resolution
 11. Consideration of Resolution No 2026-25, A Resolution of the City of Clearlake, Approving a Temporary Closure of Austin Road in the City of Clearlake on August 29, 2026, for the Purpose of Conducting the Community Blessings Day Special Event
Recommended Action: Adopt resolution

12. Consideration of Amendment of Agreement with Lucy & Co for FY 2026-27
Recommended Action: Approve Agreement and Authorize City Manager to Execute

H. BUSINESS

13. Discussion and Consideration of a Partnership with Lake County Fire Protection District and CalFire Regarding a Local Government Wildland Agreement
Recommended Action: Authorize City Manager to Execute an Agreement with Lake County Fire Protection District Regarding a Local Government Wildland Agreement
14. Discussion and Consideration of a Memorandum of Understanding (MOU) with the Konocti Unified School District (KUSD) for the School Resource Officer Program
15. Discussion and Consideration of Resolution 2026-27, Supporting the Lake County Sanitation District's Proposed Interim Governance Reorganization
Recommended Action: Adopt Resolution 2026-27
16. Ratification of the Appointment of the Mayor and the Mayor's Appointee to Serve on the Restructured Lake County Sanitation District (LACOSAN) Board of Directors
Recommended Action: Ratify the Mayor and the Mayor's Appointee to serve on the restructured LACOSAN Board
17. Consideration of Adoption of Resolution No. 2026-29, Calling For and Giving Notice of the General Municipal Election
Recommended Action: Adopt resolution
18. Consideration of Adoption of a Memorandum of Understanding (MOU) with the Clearlake Police Officer Association (CPOA) for July 1, 2026 through June 30, 2027
Recommended Action: Adopt MOU and authorize the City Manager to sign
19. Consideration of Cost of Living Adjustment for Management Employees and Corresponding Update to the City Salary Schedule
Recommended Action: Authorize a Salary Adjustment for management employees consistent with the Management Benefit Plan and authorize the updated Salary Schedule

I. CITY MANAGER AND COUNCILMEMBER REPORTS

J. FUTURE AGENDA ITEMS

K. CLOSED SESSION

- (20) Conference with Legal Counsel: Existing Litigation: Pursuant to Government Code Section 54956.9(d)(1): Case No. CV-425596: City of Clearlake v. Highlands Mutual Water Company, et al., Lake County Superior Court
- (21) CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION - Initiation of litigation pursuant to Government Code § 54956.9(d)(4): (1 case)

- (22) Conference with Labor Negotiators: Pursuant to Government Code Section 54957.6: Agency designated representatives: City Manager Flora, Administrative Services Director Swanson; Employee Organization: Clearlake Middle Management Association
- (23) LIABILITY CLAIMS-Claimant Angela Rogers; Agency Claimed Against: City of Clearlake (Govt Code §54961)
- (24) LIABILITY CLAIMS-Claimant John Joseph Hall; Agency Claimed Against: City of Clearlake (Govt Code §54961)
- (25) LIABILITY CLAIMS-Claimant Sabrina Serrano, as the Mother of R.D., a Minor; Agency Claimed Against: City of Clearlake (Govt Code §54961)
- (26) LIABILITY CLAIMS-Claims Related to the Robin Lane Sewer Spill; Claimants Sabrina Serrano, Dimitrios Zaariudakis, and Kaylee Martin; Agency Claimed Against: City of Clearlake (Govt Code §54961)

L. ANNOUNCEMENT OF ACTION FROM CLOSED SESSION

M. ADJOURNMENT

POSTED: July 13, 2026

BY:



Melissa Swanson, Administrative Services Director/City Clerk



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Authorization of an Amendment of Contract with Green Valley Consulting Engineers for Inspection Services for the Dam Road Roundabout Project

MEETING DATE:
July 16, 2026

SUBMITTED BY: Adeline Leyba, Public Works Director

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to approve an amendment to the current on-call contract with Green Valley Consulting Engineers in the amount of \$214,900.

BACKGROUND/DISCUSSION:

The City solicited proposals for on-call engineering services to provide a variety of engineering support. Each on-call contract includes a not-to-exceed amount of \$200,000. The City currently maintains a roster of on-call engineering firms to meet various project needs, including Green Valley Consulting Engineers.

For this agreement, the scope of work is limited to providing inspection services for the Dam Road Roundabout Project. Any work that would cause the total contract amount to exceed the \$200,000 limit must be authorized through a written amendment. To proceed with this agreement, staff is requesting authorization to approve a contract in the amount of \$214,900.

OPTIONS:

1. Move to amend the contract with Green Valley Consulting Engineers in the amount of \$214,900.
2. Other Direction to Staff.

FISCAL IMPACT:

☐ None ☒ \$ Budgeted Item? ☒ Yes ☐ No

Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☒ Other: Community Development Block Grant Funding and Local Partnership Program Funding

Comments:

STRATEGIC PLAN IMPACT:

- ☒ Goal #1: Economic Development
- ☐ Goal #2: Public Facilities and Infrastructure
- ☐ Goal #3: Celebrate Clearlake
- ☐ Goal #4: Clean
- ☐ Goal #5: Fiscal Sustainability
- ☒ Goal #6: Safe

SUGGESTED MOTIONS:

1. Move to amend the contract with Green Valley Consulting Engineers in the amount of \$214,900.

☐ **Attachments:**



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Approval of an Agreement with MGT Impact Solutions for the Purchase and Installation of a Verkada Video Surveillance System at Redbud Park and Authorizing the City Manager to Execute the Necessary Agreements.

MEETING DATE:
July 16, 2026

SUBMITTED BY: Martin Snyder, Lieutenant

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

Staff requests that the City Council approve the purchase and installation of a Verkada cloud-based video surveillance system for Redbud Park and authorize the City Manager to execute the agreements with AMS.NET (MGT Impact Solutions) for the purchase of the equipment, software licensing, and professional services, and for the installation of the system, cabling, and related infrastructure. The total project cost is \$108,807.99.

BACKGROUND/DISCUSSION:

Redbud Park serves as one of the City of Clearlake's premier community park and hosts a wide variety of public events, recreational activities, youth programs, festivals, and community gatherings throughout the year. Thousands of residents and visitors utilize the park annually, making it one of the City's most valuable public assets.

The installation of a comprehensive video surveillance system will provide an important crime prevention tool while significantly improving the Police Department's investigative capabilities. The presence of highly visible surveillance cameras has been shown to discourage criminal activity, reduce vandalism, increase accountability, and improve the overall perception of safety within public spaces. When crimes do occur, high-definition video evidence greatly improves the ability to identify suspects, recover property, and support successful criminal prosecutions.

Following an evaluation of several commercial surveillance platforms, staff recommends the purchase of a Verkada cloud-based video surveillance system. Verkada was selected because it provides industry-leading image quality, secure cloud-based storage, remote accessibility for authorized personnel, cybersecurity protections, simplified system administration, and reduced long-term maintenance when compared to traditional on-site recording systems.

The proposed project includes the installation of eight strategically located surveillance cameras throughout Redbud Park. The system has been designed to provide coverage of key public areas, including park entrances, parking areas, pedestrian pathways, playgrounds, gathering spaces, and

other high-traffic locations while minimizing blind spots. The cameras will provide continuous monitoring and secure cloud storage utilizing a ten-year licensing agreement with sixty days of video retention.

To simplify project administration, the work has been divided into two contracts with MGT Impact Solutions.

The first agreement, in the amount of \$81,267.53, includes the purchase of all Verkada cameras, cloud licensing, wireless communications equipment, infrared illuminators, mounting hardware, software configuration, testing, and system commissioning.

The second agreement, in the amount of \$27,540.46, provides for installation of the complete communications infrastructure, including conduit, network cabling, equipment installation, termination, testing, labeling, and final system integration.

The total project cost is \$108,807.99.

Upon completion, the surveillance system will provide the City with a modern public safety resource that will assist in protecting City property, improving officer response, enhancing criminal investigations, reducing vandalism and property crimes, and promoting a safer environment for residents and visitors utilizing Redbud Park.

OPTIONS:

1. Approve the purchase and installation of the Verkada Video Surveillance System and authorize the City Manager to execute the agreements with MGT Impact Solutions.
2. Provide alternative direction to staff.

FISCAL IMPACT:

☐ None ☒ 108,807.99 Budgeted Item? ☒ Yes ☐ No (FY 26-27)
 Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$
 Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☒ Other:
 Comments: Funded with Community Development Block Grant Program Income.

STRATEGIC PLAN IMPACT:

- ☒ Goal #1: Make Clearlake a Visibly Cleaner City
- ☒ Goal #2: Make Clearlake a Statistically Safer City
- ☒ Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities
- ☒ Goal #4: Improve the Image of Clearlake
- ☐ Goal #5: Ensure Fiscal Sustainability of City
- ☐ Goal #6: Update Policies and Procedures to Current Government Standards
- ☐ Goal #7: Support Economic Development

SUGGESTED MOTIONS:

Move to approve the purchase and installation of the Verkada Video Surveillance System for Redbud Park, approve the agreements with MGT Impact Solutions in the total amount of \$108,807.99, and authorize the City Manager to execute all necessary agreements and related documents.

☒ **Attachments:**

1. MGT Quote Q-00103728 – Equipment, Licensing and Professional Services
2. MGT Quote Q-00103065 – Installation and Cabling Services
3. Redbud Park Camera location - map



AMS.NET, LLC. D/B/A MGT Impact Solutions
 502 Commerce Way, Livermore, CA 94551
 (925) 245-6100 | Fax (925) 245-6150
www.mgt.us

Quote # Q-00103728

Customer

City of Clearlake
 14050 Olympic Drive
 Clear Lake CA, 95422
 ATTN: Martin Snyder

Project # 209839
Modified 7/7/2026
Account Mgr. Thomas Vasconi
 (925) 245-6128
 tvasconi@mgt.us
Inside Account Mgr. Eric Buffington
 (562) 236-5313
 ebuffington@mgt.us
Quote Exp. 7/31/2026

Ship To

City of Clearlake
 14050 Olympic Drive
 Clear Lake, CA 95422
 ATTN: Martin Snyder

Quote Description

Verkada Cameras - Park Parking Lot - 10Y 60 Day Retention -
 Rev 7/7

Verkada CMAS 3-26-01-1007

Line	Item Description	Manufacturer	Quantity	Unit Price	Extended Price
Verkada Licenses					
1	LIC-CAM-10Y-CAP 10-Year Camera License, Capacity Increase	Verkada	2.00	\$1,759.20	\$3,518.40
2	LIC-CAM-MLT4-10Y-CAP 10-Year Four-Camera Multisensor License, Capacity Increase	Verkada	3.00	\$5,199.20	\$15,597.60
3	LIC-CAM-MLT2-10Y-CAP 10-Year Two-Camera Multisensor License, Capacity Increase	Verkada	3.00	\$3,199.20	\$9,597.60
Verkada Cameras					
4	CY53-1TBE-HW CY53-E Outdoor Two-Camera Multisensor, 1TB, 60 Days Max	Verkada	3.00	\$2,959.20	\$8,877.60
5	CH53-2TBE-HW CH53-E Outdoor Four-Camera Multisensor Camera, 2TB, 60 Days Max	Verkada	3.00	\$4,879.20	\$14,637.60
6	CP52-1TBE-HW CP52 Outdoor PTZ Camera, 1TB, 60 Days Max	Verkada	2.00	\$4,559.20	\$9,118.40



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 www.mgt.us

Quote # Q-00103728

Verkada Camera Accessories

7	ACC-MNT-ARM-1 Arm Mount	Verkada	3.00	\$103.20	\$309.60
8	ACC-MNT-POLE-1 Pole Mount	Verkada	5.00	\$199.20	\$996.00
9	ACC-MNT-SJBOX-1 Square Junction Box Mount	Verkada	1.00	\$87.20	\$87.20
10	ACC-MNT-XLARM-1 Large Arm Mount (PTZ)	Verkada	2.00	\$151.20	\$302.40
11	ACC-MNT-YJBOX-1 Two-Camera Multisensor Junction Box Mount	Verkada	2.00	\$135.20	\$270.40
12	ACC-MNT-YPEND-1 Two-Camera Multisensor Pendant Cap Mount	Verkada	1.00	\$103.20	\$103.20
13	ACC-MNT-HPEND-1 Verkada Four-Camera Multisensor Pendant Cap Mount	Verkada	3.00	\$127.20	\$381.60
14	ACC-MNT-CORNER-1 Corner Mount	Verkada	1.00	\$183.20	\$183.20
15	ACC-POE-90W-NA Indoor 90W PoE++ (802.3bt-2018) Injector, GigE, NA Type B	Verkada	2.00	\$152.10	\$304.20

IR Emitter

16	01211-001 AXIS T90D20 POE IR-LED	AXIS Communications	2.00	\$540.81	\$1,081.62
17	01219-001 AXIS T90 WALL-AND-POLE MOUNT	AXIS Communications	2.00	\$43.56	\$87.12

Wireless Bridge



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Quote # Q-00103728

18	NBE-5AC-GEN2	Ubiquiti	4.00	\$106.59	\$426.36
	5 GHz NanoBeam AC, Gen2				

Unmanaged POE Switch

19	LPS940R-300-T1	Inscape Data	3.00	\$1,003.94	\$3,011.82
	LPS940R-300-T1 Outdoor 6-Port Gigabit Unmanaged 802.3at/af PoE Switch with 2 Gigabit RJ45 Uplink Ports, 300W Total PoE Output				

Verkada 1 Conference - Miami

20	CONF-V1-2026-EARLY-BIRD	Verkada	2.00	\$0.00	\$0.00
	CONF-V1-2026-EARLY-BIRD - Verkada 1 Conference In Miami Florida				

Professional Services

21	AMS-NI-VS-CLOUD-CAMERA-DUAL	AMS.NET	3.00	\$300.00	\$900.00
	Dual Imager Cloud IP Camera Turn Key Configuration (Mounting Not Included); Site survey, Camera System Design, Dashboard and Network configuration, Testing and Documentation. Complete testing.				
22	AMS-NI-VS-CLOUD-CAMERA-MULTI	AMS.NET	3.00	\$400.00	\$1,200.00
	Multi Imager Cloud IP Camera Turn Key Configuration (Mounting Not Included); Site survey, Camera System Design, Dashboard and Network configuration, Testing and Documentation. Complete testing.				
23	AMS-NI-VS-CLOUD-CAMERA-PTZ	AMS.NET	2.00	\$500.00	\$1,000.00
	PTZ Cloud IP Camera Turn Key Configuration (Mounting Not Included); Site survey, Camera System Design, Dashboard and Network configuration, setup touring/sentry mode, set presets, Testing and Documentation. Complete testing.				
24	AMS-NI-WIRELESS-BRIDGE	AMS.NET	4.00	\$500.00	\$2,000.00
	Labor: Wireless Bridge Installation				
25	AMS-NI-LAN-SW-FOC	AMS.NET	8.00	\$270.00	\$2,160.00
	Labor: Systems Engineer - Switching & IR Emitter				



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Quote # Q-00103728

26	AMS-NI-PM-FOC	AMS.NET	8.00	\$200.00	\$1,600.00
	Labor: Project Manager				

Shipping

27	AMS-FREIGHT	None	1.00	\$0.00	\$0.00
	Freight and Handling				

Order Summary

Subtotal	\$77,751.92
Adjustment	\$0.00
Estimated Taxes	\$3,515.61
Total	\$81,267.53



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Quote # Q-00103728

Terms and Conditions

1. AMS.NET, LLC. will require a purchase order referencing this Quote # or if a purchase order is not provided, an authorized representative must sign this quote.
2. Payment terms are Net 30. An interest charge of 1.5% per month will be applied to all accounts past due, plus all costs of collection and reasonable attorneys fees. AMS.NET, LLC. accepts all major credit cards. A convenience fee of 3.5% will be assessed. Customer agrees to accept multiple invoices for projects that cover multiple sales. In the event that a site's readiness is delayed by the Customer, the Customer agrees to accept and pay invoices that reflect equipment and services already received.
3. Items sold by AMS.NET, LLC. D/B/A MGT Impact Solutions and shipped to destinations where sales tax is applicable will be subject to sales tax. If an item is subject to sales tax in the state to which the order is shipped, tax is generally calculated on the total selling price of each individual item. In accordance with state tax laws, the total selling price of an order will generally include shipping and handling charges and item-level discounts. The amount of tax charged on your order will depend upon many factors including, but not limited to, the type of item(s) purchased, and the source and destination of the shipment. Factors can change between the time you place an order and the time an invoice is sent, which could affect the calculation of sales taxes. The amount appearing on your proposal as 'Estimated Sales Tax' may differ from the sales taxes ultimately charged. Shipping charges and sales tax will be added to this order when invoiced and the customer agrees to pay these charges.
4. All companies with tax exemption must present a valid Tax Exempt form. If Customer is tax exempt or if tax exempt form is not provided then customer agrees to pay all applicable taxes.
5. All shipments are FOB Origin or Pre-paid and shipped to Dock. Any Special shipping requirements must be clearly stated on all PO's (i.e. inside delivery). If inside Delivery or Lift-gate is required it must be specified and additional fees will incur. Shipping charges that appear on this quote are an estimate, AMS.NET, LLC. D/B/A MGT Impact Solutions will invoice and the customer will pay the actual shipping charge when identified.
6. Upon delivery of equipment, customer agrees to open all shipments and visually inspect equipment for physical damages. All damages must be reported to AMS.NET, LLC. within 24 hours of delivery.
7. Returns. Returns for credit will be accepted at AMS.NET, LLC. D/B/A MGT Impact Solutions' discretion and are subject to manufacturer returns policies as well. Cisco and Meraki orders cannot be modified starting at 50 days prior to the current estimated ship date. Cisco and Meraki have a no return for credit RMA policy. Please make sure your order is accurate before AMS.NET, LLC. D/B/A MGT Impact Solutions places the order with the manufacturer. Returns for credit must be initiated within 20 days of customer receipt of goods. For returns to be approved all merchandise must be in an unopened box and the customer agrees to pay a restocking fee of 20% of the purchase price, unless waived by the manufacturer. All shipments must have a valid RMA number from AMS.NET, LLC. D/B/A MGT Impact Solutions before returning. To make a returns for credit request, please contact your Account Manager listed on page one of this quote.

A copy of AMS.NET, LLC.'s full RMA policy is available for review online at <https://bit.ly/4axLRVg>.
8. The laws of the state where the item is shipped will apply to this sale.
9. The term "installation date" means the first business day on which installation of the system is complete. Minor omissions or variances in performance of the System that do not materially or adversely affect the operation of the system, shall not be deemed to have postponed the Installation Date. Seller shall use its best efforts to make timely delivery and installation. However, all stated delivery and installation dates are approximate and except as expressly provided in this agreement, Seller shall, under no circumstance, be deemed to be in default hereunder or be liable for consequential, incidental or special damages or commercial loss resulting from delays in delivery or installation.
10. Warranties. AMS.NET, LLC. D/B/A MGT Impact Solutions warrants to Customer that it has good title to the equipment being sold to Customer under this Agreement, and the right to sell such equipment to Customer free of liens or



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502 Commerce Way, Livermore, CA 94551
(925) 245-6100 | Fax (925) 245-6150
www.mgt.us

Quote # Q-00103728

encumbrances. AMS.NET, LLC. D/B/A MGT Impact Solutions further warrants to Customer that the equipment being sold to Customer hereunder shall be free from defects in workmanship during the products' manufacturer warranty period. AMS.NET, LLC. D/B/A MGT Impact Solutions warrants Installation for a period of one year commencing upon when AMS.NET, LLC. D/B/A MGT Impact Solutions completes the installation under this agreement (this warranty being hereinafter referred to as an "Installation Warranty"). Except as expressly set forth in this paragraph, AMS.NET, LLC. D/B/A MGT Impact Solutions does not make, and hereby disclaims, any and all representations or warranties, express or implied, with respect to the equipment or services being provided under this agreement, including but not limited to any implied warranties of merchantability, fitness for a particular purpose, satisfactory quality, against infringement, or arising from a course of dealing, usage or trade practice. AMS.NET, LLC. D/B/A MGT Impact Solutions shall reasonably cooperate and assist Customer in enforcing any manufacturer warranties with respect to the equipment being sold to Customer under this Agreement. AMS.NET, LLC. D/B/A MGT Impact Solutions hereby advises Customer, and Customer acknowledges that in the event Customer desires to procure from AMS.NET, LLC. D/B/A MGT Impact Solutions any warranty protection beyond the warranty of title and the Installation Warranty provided under this Paragraph, Customer may do so by entering into a separate Service Agreement with AMS.NET, LLC. D/B/A MGT Impact Solutions. Manufacturer's warranty that is guaranteed is whatever is published by the manufacturer at the time of purchase.

For repair or replacement requests, please contact our Customer Service Department at (800) 893-3660 Option 2,2. Email requests should be sent to tac@mgt.us.

11. Cisco Cloud services purchased from AMS.NET, LLC. D/B/A MGT Impact Solutions requires customer to accept Cisco's

Purchase Order

Please make your purchase order to AMS.NET, LLC. and email it to Thomas Vasconi at tvasconi@mgt.us. You may also return it by mail to 502 Commerce Way, Livermore, CA 94551.

General Terms agreement located on Cisco Systems' Website. This Cisco General Terms Agreement describes the rights and responsibilities related to the Cloud Service(s) you purchase from Cisco or an Approved Source and is between you and Cisco. The Cisco General Terms Agreement includes the applicable Offer Description(s) located at www.cisco.com/c/dam/en_us/about/doing_business/legal/Cisco_General_Terms.pdf (collectively "Agreement"). By clicking 'accept,' or using the Cloud Service, you agree to the terms of this Agreement. If you do not have authority to enter into this Agreement, or if you do not agree with its terms, do not click 'accept' and do not use the Cloud Service.

12. The final price of all labor in this quote is contingent upon the customer providing AMS.NET, LLC. D/B/A MGT Impact Solutions full site access, with keys or a dedicated escort, for a period of at least nine consecutive hours per working day. Any existing pathway being pulled through is assumed to be easily discoverable, and meeting BICSI standards, such as the fill ratio, lack of non-cabling material in the conduit, and appropriate number of LBs. Additionally, any interior wall penetrations are assumed to be drywall or a like material unless otherwise noted in the labor scope for this project. Any deviation from these assumptions may result in additional costs to the customer based on the time added to the project.

AMS.NET, LLC.
Tax ID: 94-3291626

C7 & C10 Contractor Licenses: 763508

Full terms and conditions can be viewed on our website at <https://bit.ly/4ki2PKJ>.

Authorized Signature:

Date:

Print Name:

Print Title:



AMS.NET | **MGT**

AMS.NET, LLC. D/B/A MGT Impact Solutions
502 Commerce Way, Livermore, CA 94551
(925) 245-6100 | Fax (925) 245-6150
www.mgt.us

Quote # Q-00103728



AMS.NET, LLC. D/B/A MGT Impact Solutions
502 Commerce Way, Livermore, CA 94551
(925) 245-6100 | Fax (925) 245-6150
www.mgt.us

Quote # Q-00103065

Customer
City of Clearlake
14050 Olympic Drive
Clear Lake CA, 95422
ATTN: Martin Snyder

Project # 209839
Modified 6/11/2026
Account Mgr. Thomas Vasconi
(925) 245-6128
tvasconi@mgt.us
Inside Account Mgr. Jeffrey Souza
(925) 245-6133
jsouza@mgt.us
Quote Exp. 7/10/2026

Ship To
City of Clearlake
14050 Olympic Drive
Clear Lake, CA 95422
ATTN: Martin Snyder

Quote Description
Verkada Cameras - Park Parking Lot Cabling Rev-5/9

CMAS 3-24-07-1004

Line	Item Description	Manufacturer	Quantity	Unit Price	Extended Price
Materials					
1	3/4" 4X8 3/4" 4X8 AC-grade Plywood BackBoard Home Depot cabling Cabling	Home Depot	1.00	\$150.68	\$150.68
2	AWC-C60SP-10ft 10FT PATCH CORD CAT6 OSP W/BLK BOOTS SNAGLESS 568B BLACK 10FT	Arrow Wire & Cable	2.00	\$15.07	\$30.14
3	C60SP-20FT Patch Cord cat6 osp 20ft	Ifiber	8.00	\$30.67	\$245.36
4	AWC-C60SP-5F 5ft. Cat.6 Outdoor Patch Cord	Arrow Wire & Cable	3.00	\$13.70	\$41.10
5	AWC-C60SP-3F 3ft. Cat.6 Outdoor Patch Cord	Arrow Wire & Cable	2.00	\$10.96	\$21.92
6	PROS-6LRDU-003F CAT6 Snagless Slimline Clear Boot Ultra Flexible 3' Red	Total Cable Solutions	6.00	\$6.03	\$36.18
7	10032455 Berk-tek Cat.6 PVC Blue	Berk-Tek	1.00	\$287.67	\$287.67
8	258320804	Paige Datacom	4.00	\$1,363.01	\$5,452.04


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Quote # Q-00103065

OSP, Black Unshielded Twisted Pair CM-LS

9	31-388 IDEAL Pulling Lubercant 1 Quart IDEAL Cabling Cabling	Erico	2.00	\$16.44	\$32.88
10	AMS-FEE-BT Bucket Truck Operation Fee - This fee includes a second person to assist in the safe operation of the bucket truck and the delivery and consumables associated with the usage of the vehicle.	AMS.NET	2.00	\$1,000.00	\$2,000.00
11	FC-ICCP0.5MBU INDOOR CONNECTOR CORD BLU W/LOOSE CAT6A UTP PLENUM RJ45 CORD 0.5 METER	Panduit	8.00	\$42.33	\$338.64
12	AMS-CP-HARDWARE Cabling: Mounting Hardware	Cabling	4.00	\$50.00	\$200.00
13	AMS-CP-CONSUMABLES Cabling Consumables: Tape, String, Labels	Cabling	2.00	\$50.00	\$100.00
14	CJ688TGRD Panduit Mini-Com CAT 6 TX 6 Jack Red	Panduit	22.00	\$11.30	\$248.60
15	CBX6WH-AY Mini-Com Surface Mount Box 6 Port White	Panduit	2.00	\$22.17	\$44.34
16	CBX1IW-A Panduit Surface Mount Box Single Port IW GSA	Panduit	10.00	\$5.34	\$53.40

Conduit and Raceway Materials

17	CV12106LO-NH 12" x 10" x 6" NEMA 4X Enclosure with Solid Door, Backplate, Locking Latches, Mounting Feet and Cord Grip.	Terrawave Solutions	1.00	\$319.73	\$319.73
18	TWPMK-10-12-UNIV Ventev pole mount kit - for 10"/12" wide enclosures	Terrawave Solutions	1.00	\$244.90	\$244.90
19	641068 3/4" EMT Coupler	Platt Electric	8.00	\$3.61	\$28.88
20	125172 3/4" Conduit Body - Type LB	Platt Electric	2.00	\$15.00	\$30.00



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Quote # Q-00103065

21	65970 3/4" EMT 10' Pipe (Per 10ft Pricing)	Platt Electric	12.00	\$12.50	\$150.00
22	641064 3/4" EMT Connector	Platt Electric	16.00	\$3.47	\$55.52
23	53450 WP BOX 2G 5 3/4 OUTLETS GRY	Raco	10.00	\$15.97	\$159.70
24	52700 OUTLET PLUG 3/4NPT GRY 4/PLYBG	Raco	5.00	\$1.39	\$6.95
25	66774 3/4" Liquid Tight 90 Connector	Platt Electric	4.00	\$10.42	\$41.68
26	66773 3/4" Liquid Tight Connector	Platt Electric	14.00	\$6.29	\$88.06
27	51750 WP CVR 2G DEVMT BLANK GRY	Raco	10.00	\$3.33	\$33.30
28	65992 3/4" Liquid Tight (Per ft Pricing)	Platt Electric	14.00	\$2.92	\$40.88
29	AMS-CP-HARDWARE Misc. Pole Mounting straps, brackets bolts.	Cabling	12.00	\$50.00	\$600.00
30	366147 Arlington LPCG757 Cord Connector, Low Profile, 3/4", Non-Metallic	Platt Electric	10.00	\$5.42	\$54.20
31	295589 Single Gang RACO Cover	Platt Electric	2.00	\$1.67	\$3.34
32	297855 3/4" Single Gang RACO box	Platt Electric	2.00	\$7.64	\$15.28

Labor

33	AMS-CI-CT-PW Labor: Cabling - Prevailing Wage Install eight Cameras, Two Illuminators and two set of Bridges. Install Cameras and hardwire on four poles. POLES AND POWER WER TO BE INSTALL BY OTHERS. On Bathroom building a new IDF will be installed in closet. New conduit will be provided for the two new cameras on the building. A new	AMS.NET	84.00	\$176.00	\$14,784.00
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Quote # Q-00103065

Bridge will be mounted and linked to Building across the street. Install conduit and Cat.6 cable for all cameras and bridges. Terminate, test and label.					
34	AMS-CI-CT-FOC	AMS.NET	4.00	\$200.00	\$800.00
Labor: Cabling					
Shipping					
35	AMS-FREIGHT	None	1.00	\$0.00	\$0.00
Freight and Handling					

Order Summary

Subtotal	\$26,739.37
Adjustment	\$0.00
Estimated Taxes	\$801.09
Total	\$27,540.46


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Quote # Q-00103065

Terms and Conditions

1. AMS.NET, LLC. will require a purchase order referencing this Quote # or if a purchase order is not provided, an authorized representative must sign this quote.

2. Payment terms are Net 30. An interest charge of 1.5% per month will be applied to all accounts past due, plus all costs of collection and reasonable attorneys fees. AMS.NET, LLC. accepts all major credit cards. A convenience fee of 3.5% will be assessed. Customer agrees to accept multiple invoices for projects that cover multiple sales. In the event that a site's readiness is delayed by the Customer, the Customer agrees to accept and pay invoices that reflect equipment and services already received.

3. Items sold by AMS.NET, LLC. D/B/A MGT Impact Solutions and shipped to destinations where sales tax is applicable will be subject to sales tax. If an item is subject to sales tax in the state to which the order is shipped, tax is generally calculated on the total selling price of each individual item. In accordance with state tax laws, the total selling price of an order will generally include shipping and handling charges and item-level discounts. The amount of tax charged on your order will depend upon many factors including, but not limited to, the type of item(s) purchased, and the source and destination of the shipment. Factors can change between the time you place an order and the time an invoice is sent, which could affect the calculation of sales taxes. The amount appearing on your proposal as 'Estimated Sales Tax' may differ from the sales taxes ultimately charged. Shipping charges and sales tax will be added to this order when invoiced and the customer agrees to pay these charges.

4. All companies with tax exemption must present a valid Tax Exempt form. If Customer is tax exempt or if tax exempt form is not provided then customer agrees to pay all applicable taxes.

5. All shipments are FOB Origin or Pre-paid and shipped to Dock. Any Special shipping requirements must be clearly stated on all PO's (i.e. inside delivery). If inside Delivery or Lift-gate is required it must be specified and additional fees will incur. Shipping charges that appear on this quote are an estimate, AMS.NET, LLC. D/B/A MGT Impact Solutions will invoice and the customer will pay the actual shipping charge when identified.

6. Upon delivery of equipment, customer agrees to open all shipments and visually inspect equipment for physical damages. All damages must be reported to AMS.NET, LLC. within 24 hours of delivery.

7. Returns. Returns for credit will be accepted at AMS.NET, LLC. D/B/A MGT Impact Solutions' discretion and are subject to manufacturer returns policies as well. Cisco and Meraki orders cannot be modified starting at 50 days prior to the current estimated ship date. Cisco and Meraki have a no return for credit RMA policy. Please make sure your order is accurate before AMS.NET, LLC. D/B/A MGT Impact Solutions places the order with the manufacturer. Returns for credit must be initiated within 20 days of customer receipt of goods. For returns to be approved all merchandise must be in an unopened box and the customer agrees to pay a restocking fee of 20% of the purchase price, unless waived by the manufacturer. All shipments must have a valid RMA number from AMS.NET, LLC. D/B/A MGT Impact Solutions before returning. To make a returns for credit request, please contact your Account Manager listed on page one of this quote.

A copy of AMS.NET, LLC.'s full RMA policy is available for review online at <https://bit.ly/4axLRVg>.

8. The laws of the state where the item is shipped will apply to this sale.

9. The term "installation date" means the first business day on which installation of the system is complete. Minor omissions or variances in performance of the System that do not materially or adversely affect the operation of the system, shall not be deemed to have postponed the Installation Date. Seller shall use its best efforts to make timely delivery and installation. However, all stated delivery and installation dates are approximate and except as expressly provided in this agreement, Seller shall, under no circumstance, be deemed to be in default hereunder or be liable for consequential, incidental or special damages or commercial loss resulting from delays in delivery or installation.

10. Warranties. AMS.NET, LLC. D/B/A MGT Impact Solutions warrants to Customer that it has good title to the equipment being sold to Customer under this Agreement, and the right to sell such equipment to Customer free of liens or encumbrances. AMS.NET, LLC. D/B/A MGT Impact Solutions further warrants to Customer that the equipment being sold to Customer hereunder shall be free from defects in workmanship during the products' manufacturer warranty period. AMS.NET, LLC. D/B/A MGT Impact Solutions warrants Installation for a period of one year commencing upon when AMS.NET, LLC. D/B/A MGT Impact Solutions completes the installation under this agreement (this warranty being hereinafter referred to as an "Installation Warranty"). Except as expressly set forth in this paragraph,



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Quote # Q-00103065

AMS.NET, LLC. D/B/A MGT Impact Solutions does not make, and hereby disclaims, any and all representations or warranties, express or implied, with respect to the equipment or services being provided under this agreement, including but not limited to any implied warranties of merchantability, fitness for a particular purpose, satisfactory quality, against infringement, or arising from a course of dealing, usage or trade practice. AMS.NET, LLC. D/B/A MGT Impact Solutions shall reasonably cooperate and assist Customer in enforcing any manufacturer warranties with respect to the equipment being sold to Customer under this Agreement. AMS.NET, LLC. D/B/A MGT Impact Solutions hereby advises Customer, and Customer acknowledges that in the event Customer desires to procure from AMS.NET, LLC. D/B/A MGT Impact Solutions any warranty protection beyond the warranty of title and the Installation Warranty provided under this Paragraph, Customer may do so by entering into a separate Service Agreement with AMS.NET, LLC. D/B/A MGT Impact Solutions. Manufacturer's warranty that is guaranteed is whatever is published by the manufacturer at the time of purchase.

For repair or replacement requests, please contact our Customer Service Department at (800) 893-3660 Option 2,2. Email requests should be sent to tac@mgt.us.

11. Cisco Cloud services purchased from AMS.NET, LLC. D/B/A MGT Impact Solutions requires customer to accept Cisco's General Terms agreement located on Cisco Systems' Website. This Cisco General Terms Agreement describes the rights and responsibilities related to the Cloud Service(s) you purchase from Cisco or an Approved Source and is between you and Cisco. The Cisco General Terms Agreement includes the

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Authorized Signature:	Date:
Print Name:	Print Title:





CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consideration of Adoption of the 1st Amendment to the FY 2026-27 Budget (Resolution 2026-22); Resolution No. 2026-28

MEETING DATE:
July 16, 2026

SUBMITTED BY: Philip D. Sales II, Finance Manager

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to adopt resolution 2026-28 Amending the FY 2026-27 Budget to include an Adjustment.

BACKGROUND/DISCUSSION: Staff has received advanced funding for a new grant program necessitating an adjustment to FY 2026-27 budget.

The Finance department, on behalf of Public Works, seeks the Council's approval to appropriate receipt of advance grant funds and authorize the use of said funds on related project expenditures.

Appropriation Adjustments							
Fund	Fund Name	Department	Account	Description	Approved Budget as of 07/01/2026	Requested Adjustment	FY 26-27 Amended Budget
320	CNRA ALGAE HARVESTING DEMONSTRATION	Public Works	320-3000-960-894	OTHER SERVICES	-	300,000	300,000
Total Appropriations Adjustments: Special Revenue Fund						\$ 300,000	
Revenue/Fund Balance Adjustments							
Fund	Fund Name	Department	Account	Description	Approved Budget as of 07/01/2026	Requested Adjustment	FY 26-27 Amended Budget
320	CNRA ALGAE HARVESTING DEMONSTRATION	Public Works	320-485-875	OTHER GRANTS	-	300,000	300,000
Total Revenue Adjustments: Special Revenue Fund						\$ 300,000	

OPTIONS:

1. Adopt Resolution No. 2026-28
2. Provide direction to staff.

FISCAL IMPACT:

☐ None ☒ See Attached Budgeted Item? ☐ Yes ☒ No

Budget Adjustment Needed? ☒ Yes ☐ No If yes, amount of appropriation increase: \$300,000

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☒ Other: Ne

Section G, Item 5.

Comments:

STRATEGIC PLAN IMPACT:

- ☐ Goal #1: Economic Development
- ☐ Goal #2: Public Facilities and Infrastructure
- ☐ Goal #3: Celebrate Clearlake
- ☒ Goal #4: Clean
- ☒ Goal #5: Fiscal Sustainability
- ☐ Goal #6: Safe

SUGGESTED MOTIONS:

Move to Adopt Resolution 2026-xx Amending the Fiscal Year 2026-27 Budget to include an Adjustment.

- ☒ **Attachments:** 1) Resolution 2026-28: Resolution Amending the Fiscal Year 2026-27 Adopted Budget to include an Adjustment.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLEARLAKE ADOPTING AN AMENDMENT TO THE FISCAL YEAR 2026-27 BUDGET (RESOLUTION NO. 2026-22)

WHEREAS, the City Council desires to adjust the Fiscal Year 2026-27 budget to appropriate advance payment received for a new grant program from the California Natural Resources Agency, the Algae Harvesting Demonstration Project, and allow for expenditure of said funds for related project costs.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Clearlake:

Section 1. The FY 2026-27 Budget, adopted via Resolution 2026-22, is amended as follows:

Appropriation Adjustments							
Fund	Fund Name	Department	Account	Description	Approved Budget as of 07/01/2026	Requested Adjustment	FY 26-27 Amended Budget
320	CNRA ALGAE HARVESTING DEMONSTRATION	Public Works	320-3000-960-894	OTHER SERVICES	-	300,000	300,000
Total Appropriations Adjustments: Special Revenue Fund						\$ 300,000	
Revenue/Fund Balance Adjustments							
Fund	Fund Name	Department	Account	Description	Approved Budget as of 07/01/2026	Requested Adjustment	FY 26-27 Amended Budget
320	CNRA ALGAE HARVESTING DEMONSTRATION	Public Works	320-485-875	OTHER GRANTS	-	300,000	300,000
Total Revenue Adjustments: Special Revenue Fund						\$ 300,000	

PASSED AND ADOPTED by the City Council of the City of Clearlake, County of Lake, State of California, on this 16th day of July, 2026, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST: _____
City Clerk

Mayor



Clearlake, CA

Section G, Item 6.

Check Register

Packet: APPKT04541 - 6/25/26 AP CHECK RUN AA

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP-Accounts Payable						
VEN01085	ACC BUSINESS	06/25/2026	Regular	0.00	618.78	21627
VEN01085	ACC BUSINESS	06/25/2026	Regular	0.00	618.78	21628
002331	AFLAC	06/25/2026	Regular	0.00	183.34	21629
001397	AT&T CALNET 3	06/25/2026	Regular	0.00	66.52	21630
001397	AT&T CALNET 3	06/25/2026	Regular	0.00	226.34	21631
001397	AT&T CALNET 3	06/25/2026	Regular	0.00	154.45	21632
001397	AT&T CALNET 3	06/25/2026	Regular	0.00	636.56	21633
001397	AT&T CALNET 3	06/25/2026	Regular	0.00	32.14	21634
001397	AT&T CALNET 3	06/25/2026	Regular	0.00	62.72	21635
001397	AT&T CALNET 3	06/25/2026	Regular	0.00	32.66	21636
002162	CALIFORNIA ENGINEERING	06/25/2026	Regular	0.00	55,875.00	21637
VEN01610	CHARLOTTE WHITE	06/25/2026	Regular	0.00	222.51	21638
000024	CLEARLAKE POLICE ASSOCIATION	06/25/2026	Regular	0.00	2,000.00	21639
000548	COMPUTER LOGISTICS	06/25/2026	Regular	0.00	1,995.00	21640
000548	COMPUTER LOGISTICS	06/25/2026	Regular	0.00	94.80	21641
000548	COMPUTER LOGISTICS	06/25/2026	Regular	0.00	23.10	21642
000548	COMPUTER LOGISTICS	06/25/2026	Regular	0.00	872.34	21643
000561	DEPARTMENT OF HOUSING & COMM	06/25/2026	Regular	0.00	3,876.00	21644
000561	DEPARTMENT OF HOUSING & COMM	06/25/2026	Regular	0.00	17,277.00	21645
VEN01386	DOWNEY BRAND LLP	06/25/2026	Regular	0.00	18,354.21	21646
000073	EASTLAKE SANITARY LANDFILL	06/25/2026	Regular	0.00	421.75	21647
000120	FED EX	06/25/2026	Regular	0.00	6.95	21648
000096	GOLDEN STATE WATER COMPANY	06/25/2026	Regular	0.00	2,057.07	21649
000304	KONOCTI COUNTY WATER DISTRICT	06/25/2026	Regular	0.00	142.20	21650
000108	LAKE COUNTY RECORD BEE	06/25/2026	Regular	0.00	574.02	21651
002175	LAKE COUNTY SHERIFF'S OFFICE	06/25/2026	Regular	0.00	1,000.00	21652
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	348.84	21653
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	145.56	21654
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	127.20	21655
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	145.56	21656
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	18.36	21657
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	18.36	21658
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	127.20	21659
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	18.36	21660
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	18.36	21661
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	327.84	21662
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	272.30	21663
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	272.30	21664
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	90.92	21665
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	127.20	21666
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	145.56	21667
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	145.56	21668
000158	LAKE COUNTY SPECIAL DISTRICTS	06/25/2026	Regular	0.00	127.20	21669
VEN01089	LAMON CONSTRUCTION	06/25/2026	Regular	0.00	1,241,353.85	21670
001434	LYN DISTRIBUTING	06/25/2026	Regular	0.00	1,564.25	21671
VEN01240	MIDDLETOWN COPY & PRINT - JESSI	06/25/2026	Regular	0.00	42.90	21672
001489	NAPA AUTO PARTS	06/25/2026	Regular	0.00	126.16	21673
001913	OCCU-MED LTD	06/25/2026	Regular	0.00	2,200.65	21674
001392	OFFICE DEPOT	06/25/2026	Regular	0.00	201.63	21675
000009	OPERATING ENGINEERS LOCAL 3	06/25/2026	Regular	0.00	684.00	21676
001298	QUACKENBUSH MRRCF	06/25/2026	Regular	0.00	253.76	21677
VEN01255	REDWOOD EMPIRE MUNICIPAL INSL	06/25/2026	Regular	0.00	396.50	21678
VEN01273	STEVE W. ELLIS - DBA ELLIS RANCH	06/25/2026	Regular	0.00	1,394.24	21679
001812	SUTTER HEALTH	06/25/2026	Regular	0.00	25.00	21680

Check Register

Vendor Number

000708

000085

Vendor Name

VALIC LOCKBOX

VESTIS GROUP INC

Payment Date

06/25/2026

06/25/2026

Payment Type

Regular

Regular

Discount Amount

0.00

0.00

Payment Amount

470.00

69.84

Number

21681

21682

Packet: APPKT04541-6

Section G, Item 6.

A

Bank Code AP Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	88	56	0.00	1,358,683.70
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	0	0	0.00	0.00
	88	56	0.00	1,358,683.70

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash	6/2026	1,358,683.70
			<u>1,358,683.70</u>



Clearlake, CA

Section G, Item 6.

Check Register

Packet: APPKT04552 - 6/30/26 AP CHECK RUN AA

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP-Accounts Payable						
000591	ACTION SANITARY	06/30/2026	Regular	0.00	180.00	21683
001138	ADVENTIST HEALTH	06/30/2026	Regular	0.00	39.00	21684
001138	ADVENTIST HEALTH	06/30/2026	Regular	0.00	39.00	21685
VEN01542	ALAN WILLIAMS - COUNTERBALANCE	06/30/2026	Regular	0.00	2,500.00	21686
001397	AT&T CALNET 3	06/30/2026	Regular	0.00	334.47	21687
000068	BOB'S JANITORIAL	06/30/2026	Regular	0.00	769.91	21688
002162	CALIFORNIA ENGINEERING	06/30/2026	Regular	0.00	35,478.15	21689
VEN01618	CHEYENNE BLUE	06/30/2026	Regular	0.00	400.00	21690
VEN01393	CHRISTOPHER WILLIAM INGLIS	06/30/2026	Regular	0.00	75.00	21691
VEN01581	CRACKERJACK CLEANING LLC	06/30/2026	Regular	0.00	3,191.00	21692
000160	DEPT OF JUSTICE	06/30/2026	Regular	0.00	385.00	21693
VEN01627	DEREK E COUNTS II	06/30/2026	Regular	0.00	75.00	21694
VEN01729	DMV	06/30/2026	Regular	0.00	7,700.00	21695
000073	EASTLAKE SANITARY LANDFILL	06/30/2026	Regular	0.00	10.52	21696
VEN01126	ECORP CONSULTING INC	06/30/2026	Regular	0.00	10,818.75	21697
VEN01108	FAWN CHRISTINE WILLIAMS	06/30/2026	Regular	0.00	75.00	21698
2404	FLEXTG LLC	06/30/2026	Regular	0.00	58.62	21699
000096	GOLDEN STATE WATER COMPANY	06/30/2026	Regular	0.00	49.42	21700
001554	HINDERLITER DELLAMAS & ASSOC.	06/30/2026	Regular	0.00	1,685.31	21701
VEN01574	HOBLIT MOTORS	06/30/2026	Regular	0.00	4,247.48	21702
VEN01394	HUNTERS SERVICES INC	06/30/2026	Regular	0.00	285.00	21703
VEN01418	JACK SMALLEY	06/30/2026	Regular	0.00	75.00	21704
VEN01317	JACOB WHEELER	06/30/2026	Regular	0.00	500.00	21705
001311	JT AUTO GLASS	06/30/2026	Regular	0.00	549.31	21706
000077	LAKE COUNTY RECORDER	06/30/2026	Regular	0.00	50.00	21707
VEN01726	MICHAEL WAYNE ANDERSON-AKM I	06/30/2026	Regular	0.00	700.00	21708
001489	NAPA AUTO PARTS	06/30/2026	Regular	0.00	12.64	21709
VEN01625	RAYMOND A. SILVA	06/30/2026	Regular	0.00	75.00	21710
000506	SIGNS OF RANDY HARE	06/30/2026	Regular	0.00	8,585.81	21711
002375	THOMAS DEWALT	06/30/2026	Regular	0.00	2,640.00	21712
002264	WEX BANK	07/01/2026	Bank Draft	0.00	17,033.08	DFT0006264

Bank Code AP Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	40	30	0.00	81,584.39
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	1	1	0.00	17,033.08
EFT's	0	0	0.00	0.00
	41	31	0.00	98,617.47

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash	6/2026	81,584.39
999	Pooled Cash	7/2026	17,033.08
			98,617.47



Clearlake, CA

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Check Register

Packet: APPKT04566 - 7/9/26 AP CHECK RUN AA

By Check Number

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: AP-Accounts Payable						
001423	ALLIANT INSURANCE SERVICES INC	07/09/2026	Regular	0.00	395.00	21713
001423	ALLIANT INSURANCE SERVICES INC	07/09/2026	Regular	0.00	174.00	21714
001423	ALLIANT INSURANCE SERVICES INC	07/09/2026	Regular	0.00	397.00	21715
VEN01298	ASHLEY WILLIAMS	07/09/2026	Regular	0.00	100.00	21716
000068	BOB'S JANITORIAL	07/09/2026	Regular	0.00	446.22	21717
002162	CALIFORNIA ENGINEERING	07/09/2026	Regular	0.00	7,423.75	21718
000024	CLEARLAKE POLICE ASSOCIATION	07/09/2026	Regular	0.00	1,920.00	21719
VEN01709	COUNTY OF LAKE-HEALTH SERVICES	07/09/2026	Regular	0.00	33.00	21720
000774	DEEP VALLEY SECURITY	07/09/2026	Regular	0.00	104.85	21721
000073	EASTLAKE SANITARY LANDFILL	07/09/2026	Regular	0.00	68.84	21722
001732	GARY PRICE CONSULTING SERVICES	07/09/2026	Regular	0.00	4,010.00	21723
VEN01577	GOVERNMENT FINANCE SERVICES, L	07/09/2026	Regular	0.00	3,787.50	21724
002065	HERC RENTALS INC	07/09/2026	Regular	0.00	114.12	21725
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	329.26	21726
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	130.48	21727
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	65.72	21728
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	494.10	21729
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	349.96	21730
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	1,929.85	21731
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	241.58	21732
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	213.49	21733
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	225.76	21734
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	44.43	21735
000121	HIGHLANDS WATER COMPANY	07/09/2026	Regular	0.00	312.54	21736
001949	ICE WATER DISTRIBUTORS INC	07/09/2026	Regular	0.00	122.80	21737
001775	JONES & MAYER	07/09/2026	Regular	0.00	16,418.53	21738
000304	KONOCTI COUNTY WATER DISTRICT	07/09/2026	Regular	0.00	117.36	21739
000304	KONOCTI COUNTY WATER DISTRICT	07/09/2026	Regular	0.00	450.00	21740
000304	KONOCTI COUNTY WATER DISTRICT	07/09/2026	Regular	0.00	450.00	21741
VEN01718	L.N. CURTIS & SONS	07/09/2026	Regular	0.00	200.00	21742
000077	LAKE COUNTY RECORDER	07/09/2026	Regular	0.00	50.00	21743
VEN01392	LANGUAGE LINE SERVICES INC - DBA	07/09/2026	Regular	0.00	42.30	21744
VEN01123	LOOMIS	07/09/2026	Regular	0.00	701.32	21745
000793	MEDIACOM	07/09/2026	Regular	0.00	650.00	21746
VEN01240	MIDDLETOWN COPY & PRINT - JESSI	07/09/2026	Regular	0.00	96.53	21747
001843	PG&E CFM	07/09/2026	Regular	0.00	2,988.35	21748
001843	PG&E CFM	07/09/2026	Regular	0.00	23.82	21749
001843	PG&E CFM	07/09/2026	Regular	0.00	5,002.46	21750
	Void	07/09/2026	Regular	0.00	0.00	21751
001843	PG&E CFM	07/09/2026	Regular	0.00	42,956.76	21752
000506	SIGNS OF RANDY HARE	07/09/2026	Regular	0.00	174.00	21753
VEN01226	SPEAKWRITE LLC	07/09/2026	Regular	0.00	88.66	21754
VEN01336	SSA LANDSCAPE ARCHITECTS INC.	07/09/2026	Regular	0.00	10,813.25	21755
000708	VALIC LOCKBOX	07/09/2026	Regular	0.00	470.00	21756
000085	VESTIS GROUP INC	07/09/2026	Regular	0.00	69.84	21757

Check Register

Vendor Number

VEN01643

Vendor Name

VIALYTICS AMERICAS INC

Payment Date

07/09/2026

Payment Type

Regular

Discount Amount

0.00

Payment Amount

16,000.00

Number

21758

Packet: APPKT04566-

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A

Bank Code AP Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	54	45	0.00	121,197.43
Manual Checks	0	0	0.00	0.00
Voided Checks	0	1	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	0	0	0.00	0.00
	54	46	0.00	121,197.43

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash	7/2026	121,197.43
			<u>121,197.43</u>

MINUTES OF PREVIOUS MEETING

June 10, 2026

The regular monthly meeting of the Board of Trustees of the Lake County Vector Control District was called to order at 1:31 P.M. by President Giambruno.

Board Present: Rob Bostock, Curt Giambruno, Frank Lincoln, Ron Nagy, and George Spurr.

Absent: None.

District Personnel: Jamesina Scott, Ph.D., Manager and Research Director, and Ms. Julie Manick, Office Manager.

Guests: Mr. Austris Rungis (via Zoom).

Citizen's Input: None.

Agenda additions/Deletions: None.

Convene to Closed Session at 1:32 P.M.

Closed Session

Conference with Labor Negotiators, pursuant to Government Code 54957.6 for the purpose of reviewing its position and instructing the LCVCD's designated representatives: Jamesina J. Scott (District Manager), and Austris Rungis (IEDA).

Convene to Open Session at 1:47 P.M.

Report from Closed Session

No reportable actions were taken.

Mr. Rungis left the meeting at 1:47 P.M.

Consideration of Memorandum of Understanding between the Lake County Vector Control District and Operating Engineers Local 3

After some discussion Mr. Spurr moved to approve the Memorandum of Understanding between Lake County Vector Control District and Operating Engineers Local 3 as presented. Mr. Nagy seconded the motion. Motion carried unanimously.

Approve Minutes of May 13, 2026 Regular Meeting with a Correction to the Check Numbers to Include Checks 24181-24195 in the amount of \$35,382.34 Making the Total Expenditures for May 2026 \$207,990.13

Mr. Spurr moved to approve the minutes of the May 13, 2026 Regular Meeting with a correction to the check numbers to include checks 24181-24195 in the amount of \$35,382.34 making the total expenditures for May 2026 \$207,990.13. Mr. Nagy seconded the motion. Motion carried unanimously.

Research Report for May 2026

Dr. Scott reported on arbovirus activity. No West Nile virus (WNV) activity has been reported in Lake County in 2026.

For the rest of California, fourteen (14) West Nile virus positive dead birds, all American Crows, were found in eight (8) counties. Eleven (11) West Nile virus positive mosquito samples were reported from Los Angeles (6), Riverside (2), Sacramento (1), and San Bernardino (1) counties.

One sample of mosquitoes collected February 17th near the Salton Sea in eastern Riverside County was positive for St. Louis encephalitis virus.

Dr. Scott reported on adult biting fly activity. Carbon dioxide-baited traps were set in various locations around the County. Among the mosquito species collected were *Aedes sierrensis*, and *Culiseta incidens*, as well as several thousand *Aedes increpitus*.

Dr. Scott reported on tick testing. Twenty-four (24) ticks have been brought in for identification. Of those, sixteen (16) *Ixodes pacificus* (western black-legged ticks) were submitted to *Borrelia burgdorferi* (the causative agent of Lyme disease) testing. All were negative for *Borrelia*.

Dr. Scott reported on Clear Lake Gnat, Chironominae, and Tanypodinae Surveillance in Clear Lake. The Clear Lake gnat remained level at 0.14 larvae per dredge in the Upper Arm of Clear Lake for the third month in a row. Chironominae numbers increased from 29.75 larvae per dredge in April, to 37.11 larvae per dredge in May, which is above the historical

average of 21.58 larvae per dredge. The average number of Tanypodinae collected increased from 0.96 larvae per dredge in April to 4.29 larvae per dredge in May, which is below the historical average (8.51 larvae per dredge) for the month.

Research Entomologist Chip Markwardt had an article from their graduate work published in the Journal of Medical Entomology in May. The article, titled "Natural sugar-source associations of *Culicoides* biting midges (Diptera: Ceratopogonidae) in a Kansas tallgrass prairie" and co-authored by Chip Markwardt, Cassandra Olds, Phillip Shults, and Bethany L. McGregor, describes their research that uncovered what plants these insects feed on for sugar. Chip analyzed DNA from wild midges to identify their plant meals. The study revealed that midges feed on a wide variety of plants rather than sticking to just one type, a discovery that could help scientists design better toxic sugar baits to control *Culicoides* populations and protect livestock.

Operation Report for May 2026

The rain gauge at the LCVCD office in Lakeport received 0.49 inches of rainfall in May. Total rainfall for the season is 22.11 inches, which is 85% of the average rainfall for this date.

On May 1, the level of Clear Lake was 7.55 feet on the Rumsey Gauge. The lake level declined during the month, ending at 6.59 feet on May 31. The lake level was 0.80 feet lower than it was at the end of May 2025 (7.39 feet) and 0.38 feet about the 113-year median of 6.21 feet for this date.

District Vector Control Technicians completed 609 mosquito service requests in May, with 202 requests received online. In addition, there were 17 technician-generated applications and two yellowjacket requests.

On May 26, the District made a drone application to an organic pasture near Hidden Valley Lake.

In May, the District ordered a Hyllo Pegasus AgroDrone with a 20-pound payload. Once we receive the drone, we can begin the registration process with the Federal Aviation Administration (FAA), which can take several months.

Office Manager, Julie Manick and Dr. Scott attended a 90-minute training session for employers about Reasonable Suspicion. The training covered reasonable-suspicion drug and alcohol testing and was delivered by

Kathleen Chilcott, a Vector Control Joint Powers Agency (VCJPA) Risk Consultant with extensive experience in workplace substance programs.

In May, the District participated in three outreach events: the 7th Annual Ag and Resource Day at the Lake County Fairgrounds in Lakeport; Mendocino College's Lake Center Career and Resource Fair in Lakeport; and Kelseyville Riviera Elementary School Career Day in the Clear Lake Riviera. All three events were attended by Vector Biologist Michelle Meighan and Entomologist Jessi Edmiston. Their displays included insect collections, mosquito larvae, mosquitofish, mini LRB, and CO₂ traps.

The County of Lake plans to change over to the financial software system, Workday, this fall. The County expects the change to have minimal impacts on local agencies, including the District, that bank through the County, however the changeover will include a new Chart of Accounts which will require us to work with Caselle (the District's financial software provider) to update our use codes.

Earlier this year, the City of Clearlake advised local agencies that the County of Lake was planning to clawback ("reverse apportionment") \$2,138,558.88 in funds that it mistakenly paid out to local agencies. For the District, this means that future Benefit Assessment revenues will be slightly reduced over the next 5 years as the County withholds funds to correct its overpayments. The County is now aware of the problems that led to the incorrect allocations and have corrected them moving forward.

Dr. Scott's main concern for the District is the precedent the County's action sets for reducing the District's future benefit assessment revenues with reverse apportionments. She is also concerned about the lack of notification from the County and that the underlying data explaining how the reverse apportionment amounts were calculated was not provided. Dr. Scott is continuing to meet with the Auditor-Controller and SCI to ensure that any reverse apportionments are correct.

Office Manager Julie Manick and Dr. Scott are continuing to meet with VC3 every other week to correct any issues and plan for our centralized managed domain, SharePoint, and multifactor authentication rollouts.

Dr. Scott continues to meet with the District's Labor Negotiator, Austris Rungis of Industrial Employers Distributors Association (IEDA), and the

ratified Memorandum of Understanding (MOU) will be presented as an agenda item.

Consideration of Resolution No. 26-01 Resolution of Intention to Levy Annual Assessment, Preliminarily Accepting Engineer's Report and Scheduling of Public Hearing for FY 2026-2027

After some discussion, Mr. Bostock moved to approve Resolution 26-01 A Resolution of Intention to Levy Annual Assessment, Preliminarily Accepting Engineer's Report and Scheduling of Public Hearing for FY 2026-2027. Mr. Lincoln seconded the motion. Motion carried by roll call vote as follows: 5 in favor (Mr. Bostock, Mr. Giambruno, Mr. Lincoln, Mr. Nagy, and Mr. Spurr), and none against.

Consideration of Resolution No. 26-02 A Resolution Establishing the 2025-2026 Proposition 4 Appropriations Limit

After some discussion, Mr. Nagy moved to approve Resolution 26-02 A Resolution Establishing the 2026-2027 Proposition 4 Appropriations Limit. Mr. Lincoln seconded the motion. Motion carried by roll call vote as follows: 5 in favor (Mr. Bostock, Mr. Giambruno, Mr. Nagy, Mr. Lincoln, and Mr. Spurr) and none against.

Public Hearing to Review Lake County Vector Control District Vacancies and Recruitment and Retention Efforts in Compliance with Assembly Bill 2561/Government Code Section 3502.3

The Public Hearing was opened at 3:06 P.M. by President Giambruno.

There were no comments from the public or the Lake County Vector Control District Employee Organization.

No questions were posed to District Manager or staff.

The Public Input Portion of the Public Hearing was closed at 3:19 P.M. by President Giambruno.

Approve Budget Transfers

After some discussion Mr. Spurr moved to approve the Budget Transfer from 796.18-00 Maintenance of Structure, in the amount of \$1,000, to 796.19-40 Laboratory Supplies. Mr. Bostock seconded the motion. Motion carried unanimously.

Approve Checks for the Month of June 2026

Mr. Nagy moved to approve Check Nos. 24196-24241 for the month of June 2026 in the amount of \$77,826.18. Mr. Spurr seconded the motion. Motion carried unanimously.

Other Business

No Other Business was discussed.

Announcement of Next Regular Board Meeting

The next regular meeting of the Board of Trustees of the Lake County Vector Control District will be at 1:30 P.M. on July 8, 2026 in the LCVCD Board Room, 410 Esplanade, Lakeport, CA 95453.

Mr. Nagy moved to adjourn the meeting. Mr. Spurr seconded the motion. Motion carried unanimously. There being no other business the meeting was adjourned by President Giambruno at 3:25 P.M.

Respectfully submitted,

Ronald Nagy
Secretary



CITY COUNCIL REGULAR MEETING

**Clearlake City Hall Council Chambers
14050 Olympic Dr, Clearlake, CA**

Thursday, June 18, 2026

Regular Meeting 6:00 PM

MINUTES

A. ROLL CALL

PRESENT

Mayor Dirk Slooten
Councilmember Russ Cremer
Councilmember Jessica Hooten
Councilmember Mary Wilson

ABSENT

Vice Mayor Tara Downey

B. FY 26/27 BUDGET WORKSHOP

1. Fiscal Year 2026/27 Budget Workshop

City Manager Flora gave the staff report.

No action was taken by Council on this item.

C. PLEDGE OF ALLEGIANCE

D. INVOCATION/MOMENT OF SILENCE

E. ADOPTION OF THE AGENDA

Motion made by Councilmember Hooten, Seconded by Councilmember Cremer.
Voting Yea: Mayor Slooten, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

F. PRESENTATIONS

2. Presentation of June's Adoptable Dogs
3. Presentation by We Serve Veterans

G. PUBLIC COMMENT

Mayor Slooten read a proclamation declaring June 2026 as LGBTQIA+ Pride Month.

Crystal Pack spoke regarding a meeting she had with Chief Hobbs and the lieutenants regarding the code enforcement issues on her property. She was upset over the way she was treated during the meeting.

Carolyn Jarrett spoke regarding vacation rentals and the negative impacts she believes they have on the City. She stated she believes Councilmember Hooten has a conflict of interest in making decisions on laws governing vacation rentals due to her profession as a real estate agent.

Margaret Garcia spoke regarding the need for road improvements throughout the City.

H. CONSENT AGENDA

Motion made by Councilmember Cremer, Seconded by Councilmember Wilson.

Voting Yea: Mayor Slooten, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

4. Minutes

Recommended Action: Receive and file

5. Lake County Vector Control Board Minutes

Recommended Action: Receive and file

6. Consideration of Resolution No 2026-21, A Resolution of the City of Clearlake, Approving a Temporary Street Closure for the Annual Fourth of July Parade and Festivities

Recommended Action: Adopt resolution

I. PUBLIC HEARING

7. Adoption of the City of Clearlake's Budget for Fiscal Year 2026-27

Recommended Action: Move to adopt Resolution No. 2026-22

Finance Manager Sales gave the staff report.

Mayor Slooten opened the public hearing at 6:30 P.M.

Margaret Garcia asked questions of staff, which were answered by City Manager Flora.

Mayor Slooten closed the public hearing at 6:33 P.M.

Motion made by Councilmember Wilson, Seconded by Councilmember Hooten.

Voting Yea: Mayor Slooten, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

8. Adoption of Appropriations Limit (Gann Limit) for Fiscal Year 2026-27 and designating the formula to be used for calculation of same

Recommended Action: Adopt Resolution No. 2026-23

Finance Manager Sales gave the staff report.

Mayor Slooten opened the public hearing at 6:45 P.M.

There were no comments during the public hearing and Mayor Slooten closed the public hearing at 6:46 P.M.

Motion made by Councilmember Cremer, Seconded by Councilmember Wilson.

Voting Yea: Mayor Slooten, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

9. Adoption of the City of Clearlake's Fee Schedule for Fiscal Year 2026-27

Recommended Action: Adopt Resolution No. 2026-24

Finance Manager Sales gave the staff report.

Mayor Slooten opened the public hearing at 6:56 P.M.

There were no comments and Mayor Slooten closed the public hearing at 6:57 p.m.

Motion made by Councilmember Cremer, Seconded by Councilmember Hooten.

Voting Yea: Mayor Slooten, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

J. BUSINESS

10. Consideration of Adoption of Resolution 2026-20 A Stop Sign Installation and Evaluation Policy

Recommended Action: Adopt Resolution 2026-20

Public Works Director Leyba gave the staff report.

Motion made by Councilmember Cremer, Seconded by Councilmember Wilson.

Voting Yea: Mayor Slooten, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

11. Discussion and Updates Regarding the Lake County Sanitation District

Recommended Action: Direction to Staff

City Manager Flora gave the staff report.

There was no action taken by Council on this item.

K. CITY MANAGER AND COUNCILMEMBER REPORTS

L. FUTURE AGENDA ITEMS

M. CLOSED SESSION

- (12) Conference with Labor Negotiators: Pursuant to Government Code Section 54957.6: Agency designated representatives: City Manager Flora, Administrative Services Director Swanson; Employee Organization: Clearlake Police Officers Association; Clearlake Municipal Employees Association; Clearlake Middle Management Association
- (13) CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION - Initiation of litigation pursuant to Government Code § 54956.9(d)(4): (3 cases)

N. ANNOUNCEMENT OF ACTION FROM CLOSED SESSION

There was no reportable action taken in closed session.

O. ADJOURNMENT

The meeting was adjourned at 7:45 p.m.



Melissa Swanson, Administrative Services Director/City Clerk



CITY COUNCIL SPECIAL MEETING

Clearlake City Hall Council Chambers
14050 Olympic Dr, Clearlake, CA

Wednesday, July 01, 2026

Special Meeting 5:00 PM

MINUTES

A. ROLL CALL

PRESENT

Mayor Dirk Slooten

Vice Mayor Tara Downey

Councilmember Russ Cremer

Councilmember Jessica Hooten

Councilmember Mary Wilson

B. PLEDGE OF ALLEGIANCE

C. BUSINESS

1. Award of Contract for the Dam Rd Roundabout Project

Recommended Action: Authorize City Manager to enter into a contract with Ghilotti Construction in the amount of \$2,698,550.69 for the Dam Rd Roundabout Project and authorize the City Manager to approve up to 10% for additional unforeseen contract amendments.

Director Leyba gave the staff report.

Motion made by Councilmember Cremer, Seconded by Councilmember Wilson.

Voting Yea: Mayor Slooten, Vice Mayor Downey, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

2. Consideration of Adoption of a Memorandum of Understanding (MOU) with the Clearlake Municipal Employees Association (CMEA) for July 1, 2026 through June 30, 2027

Recommended Action: Adopt MOU and authorize the City Manager to sign

Director Swanson gave the staff report.

Motion made by Vice Mayor Downey, Seconded by Councilmember Wilson.

Voting Yea: Mayor Slooten, Vice Mayor Downey, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

3. Consideration of Adoption of a Memorandum of Understanding (MOU) with the Clearlake Police Officer Association (CPOA) for July 1, 2026 through June 30, 2027
Recommended Action: Adopt MOU and authorize the City Manager to sign
4. Consideration of Adoption of a Memorandum of Understanding (MOU) with the Clearlake Middle Management Association (MMA) for July 1, 2026 through June 30, 2027
Recommended Action: Adopt MOU and authorize the City Manager to sign

Director Swanson gave the staff report.

Motion made by Councilmember Cremer, Seconded by Councilmember Wilson.

Voting Yea: Mayor Slooten, Vice Mayor Downey, Councilmember Cremer, Councilmember Hooten, Councilmember Wilson

D. ADJOURNMENT

The meeting was adjourned at 5:09 p.m.



Melissa Swanson, Administrative Services Director/City Clerk



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Notification of Expiring Committee Appointments

MEETING DATE:

July 16, 2026

SUBMITTED BY: Melissa Swanson, Administrative Services Director/City Clerk

PURPOSE OF REPORT: ☒ Information only ☐ Discussion ☐ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to review the annual listing of Mayor's Appointments per the Council Norms and Procedures.

BACKGROUND/DISCUSSION:

Pursuant to City Council Norms and Procedures Section 5.4 Council Notification, which states, "By September 1st of each year, the City Clerk will notify the Council of expiring terms for members of those City Boards, commissions, and committees appointed by the full Council.

The 2026 Mayor's Appointments listing as updated in January 2026 is attached for review. No action by Council is necessary.

FISCAL IMPACT:

☒ None ☐ \$ Budgeted Item? ☐ Yes ☐ No

Budget Adjustment Needed? ☐ Yes ☐ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:

Comments:

STRATEGIC PLAN IMPACT:

- ☐ Goal #1: Economic Development
- ☐ Goal #2: Public Facilities and Infrastructure
- ☐ Goal #3: Celebrate Clearlake
- ☐ Goal #4: Clean
- ☐ Goal #5: Fiscal Sustainability
- ☐ Goal #6: Safe

☒ **Attachments:** 1) 2026 Mayor's Appointments

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CITY OF CLEARLAKE

2026 MAYOR'S APPOINTMENTS

ABANDONED VEHICLE AUTHORITY

Lake County Building Department
Code Enforcement Division
255 No. Forbes St.
Lakeport, CA 95453
263-2309

Jessica Hooten, Member
Tara Downey, Alternate

MEETS:

Third Wednesday of the
month at 1 PM; alternating
Clearlake/Lakeport

SEWER DISTRICT 1-6 ADVISORY BOARD

Lake County Special Districts
Attn: Administrator
230 No. Main St.
Lakeport, CA 95453
263-0119

Dirk Slooten, Member

As needed

RESOURCE MGMT COMMITTEE

Lake County Water Resources Department
Director
255 No. Forbes St.
Lakeport, CA 95453
263-2341

Mary Wilson, Member
Jessica Hooten, Alternate

As needed

INTEGRATED WASTE MANAGEMENT TASK FORCE/SOLID WASTE DIVERSION COMMITTEE & CLEARLAKE SOLID WASTE COMMITTEE

Lake County Public Services
Director
333 – Second Street
Lakeport, CA 95453
262-1760

Tara Downey, Member
Jessica Hooten, Alternate

As needed

VECTOR CONTROL BOARD OF TRUSTEES

Jamesina J. Scott, Director

P.O. Box 310
Lakeport, CA 95453

(4 year term – expires 2027)
Curt Giambruno

2nd Wed. of the mo.
1:30 p.m.

One member is chosen by each incorporated City, and three members are chosen by the Board of Supervisors, for a total of five members.

P.E.G. BOARD

14050 Olympic Drive
Clearlake, CA 95422

Mary Wilson, Member
Jessica Hooten, Alternate

2nd Mon of the mo. at
6:00 p.m. alternating in
Clearlake/Lakeport

TRAFFIC SAFETY COMMITTEE

Resolution 2019-46

Meets Quarterly/As Needed

Jessica Hooten, Member
Tara Downey, Alternate
City Engineer, Member
Public Works Director or designee
Clearlake Police Department representative
Lake County Fire Protection District representative
Sheryl Almon, Public Member

LEAGUE OF CALIFORNIA CITIES, REDWOOD EMPIRE DIVISION

Division Business Meeting and Legislative Committee

Mary Wilson, Member
Jessica Hooten, Alternate**AREA PLANNING COUNCIL (APC)/TRANSIT AUTHORITY**Lisa Davey-Bates, Executive Director
367 N. State Street, Suite 204
Ukiah, CA 95482
234-3314**City Representative**Russ Cremer, Member
Dirk Slooten, Member
Mary Wilson, AlternateMeets 2nd Wed of mo.
9:00 a.m alternating in Lower Lake
and Lakeport**LAKE COUNTY CLEAN WATER PROGRAM ADVISORY COUNCIL**
(NPDES-National Pollutant Discharge Elimination System)Lake County Water Resources Department
Director
255 No. Forbes St.
Lakeport, CA 95453
263-2341Public Works Department Representative, Member
TBD, Alternate

Meets as needed

LAKE COUNTY WATERSHED PROTECTION DISTRICT MANAGEMENT COUNCIL
(NPDES-National Pollutant Discharge Elimination System)Lake County Water Resources Department
Director
255 No. Forbes St.
Lakeport, CA 95453
263-2341Mary Wilson (2025 Calendar Year)
Russ Cremer, Alternate

Meets as needed

LAKE COUNTY COMMUNITY RISK REDUCTION AUTHORITYLake County Risk Reduction Authority
Director
255 No. Forbes St.
Lakeport, CA 95453
RRA@lakecountycal.govRuss Cremer, Member
Dirk Slooten, AlternateMeets 3rd Monday of each month at 3:00**LAKE COUNTY RECREATION AGENCY**County of Lake
255 No. Forbes St.
Lakeport, CA 95453Tara Downey, Member
Dirk Slooten, Member
Russ Cremer, Alternate
Meets 4th Thursday of each month at 4:00pm**CLEARLAKE PLANNING COMMISSION**

(4 Year Staggered Terms Expiring in Odd Numbered Years)

Meets the 2nd and 4th Tues
of the mo. at 6:00 p.m.

<u>Name</u>	<u>Term Began</u>	<u>Term Expiration</u>
Fawn Williams	11/03/20	03/11/29
Derek Counts	04/22/25	03/11/29
Ray Silva	04/22/25	03/11/29
Jack Smalley	04/11/23	03/11/27
Chris Inglis	04/11/23	03/11/27

MEASURE V CITIZEN OVERSIGHT COMMITTEE

Resolution Nos. 2017-07; 2021-18

Meets annually in October

Brett Freeman	Appointed by Tara Downey	2024-2028
Dave Hughes	Appointed by Jessica Hooten	2024-2028
Carlos Ramos	Appointed by Mary Wilson	2024-2028
Sheryl Almon, Member	Appointed by Russ Cremer	2022-2026
Bruno Sabatier, Member	Appointed by Dirk Slooten	2022-2026

TRIBAL – CITY ADVISORY COMMITTEE

Meets Quarterly

Mary Wilson, Member
Dirk Slooten, Member

LAKE COUNTY CONTINUUM OF CARE

Mary Wilson, Member

APPOINTED BY MAYORS’ SELECTION COMMITTEE:

(The following are recommended appointments from the Mayor to the Mayors’ Selection Committee that will make the final appointments)

Lake Local Agency Formation Commission (4 Yr Term: 1/1/23 – 1/1/27)

**NOTE: APPOINTED BY MAYORS’
SELECTION COMMITTEE**

Executive Director	Dirk Slooten, Member	Meets 3 rd Wed.
P.O. Box 2694	N/A, Alternate	at 9:00 a.m. alternating
Granite Bay, CA 95746		in Clearlake/Lakeport
707-592-7528		
(916) 797-7631 FAX		

**LAKE COUNTY AIRPORT LAND USE
COMMISSION**

Lake County Planning Department	Russ Cremer, Member	Meets as needed
255 No. Forbes St.	Dirk Slooten, Alternate	
Lakeport, CA 95453		
263-2221		

MAYORS’ SELECTION COMMITTEE

Chairman of the Board of Supervisors
City of Clearlake Mayor
City of Lakeport Mayor
Staff: Susan Parker, County Administrator
County of Lake
255 No. Forbes St
Lakeport, CA. 95453



City Council

STAFF REPORT

SUBJECT: Consideration of Resolution No 2026-26, A Resolution of the City of Clearlake, Approving a Temporary Closure of Lakeshore Drive in the City of Clearlake on Friday, July 31 and Saturday, August 1, 2026, for the Purpose of Conducting Shakespeare at the Lake: Two Gentlemen of Verona Special Event

MEETING DATE: July 16, 2026

SUBMITTED BY: Charlotte White, Recreation and Events Coordinator II

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to approve the temporary street closure for Shakespeare at the Lake: Two Gentlemen of Verona being held on July 31, 2026, and August 1, 2026.

BACKGROUND/DISCUSSION:

The Lake County Theatre Company has requested permission from the City Council to temporarily close Lakeshore Drive on July 30, 2026, and August 1, 2026, for the purpose of conducting the Shakespeare at the Lake: Two Gentlemen of Verona event. The requested street closure is as follows:

Road Closure of Lakeshore Drive from Olympic Dr. to Austin Rd., Friday July 31 and Saturday August 1 from 6:45pm to 9:30pm.

OPTIONS:

1. Move to approve the acceptance of Resolution No. 2026-26 and approve the temporary street closure.
2. Other direction

FISCAL IMPACT:

☒ None ☐ Budgeted Item? ☐ Yes ☒ No

Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:

Comments:

STRATEGIC PLAN IMPACT:

STRATEGIC PLAN IMPACT:

Section G, Item 10.

- ☐ Goal #1: Economic Development
- ☐ Goal #2: Public Facilities and Infrastructure
- ☒ Goal #3: Celebrate Clearlake
- ☐ Goal #4: Clean
- ☐ Goal #5: Fiscal Sustainability
- ☒ Goal #6: Safe

SUGGESTED MOTIONS:

Move to approve Resolution 2026-26 and approve the temporary road closure for the Shakespeare at the Lake: Two Gentlemen of Verona event.

- ☒ **Attachments:**
- 1) Resolution No. 2026-26
 - 2) Event Map

RESOLUTION NO. 2026-26

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLEARLAKE
AUTHORIZING TEMPORARY CLOSURE OF LAKESHORE BETWEEN OLYMPIC
AND AUSTIN FOR THE PURPOSE OF CONDUCTING SHAKESPEARE AT THE
LAKE: TWO GENTLEMAN OF VERONA SPECIAL EVENT**

WHEREAS, the organization Lake County Theatre Company has requested permission from the City Council to temporarily close a portion of Lakeshore Drive in the City of Clearlake on Friday July 31 and Saturday August 1 from 645pm to 930pm, for the purpose of conducting their Shakespeare at the Lake: Two Gentleman of Verona Special Event

.

WHEREAS, the City Council of the City of Clearlake deems such closure necessary for the safety of persons using that portion of Lakeshore Drive for said activities pursuant to Section 21101 of the Vehicle Code; and

NOW, THEREFORE, the City Council of the City of Clearlake hereby authorizes the temporary street closure of a portion of Lakeshore Drive as follows:

Friday July 31 and Saturday August 1 from 645pm to 930pm

PASSED AND ADOPTED on July 16, 2026 by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

Mayor, City of Clearlake

ATTEST:

City Clerk, City of Clearlake

AUSTIN PARK MASTER PLAN



AUSTIN PARK
CLEARLAKE, CALIFORNIA • CITY OF CLEARLAKE

DESIGNWORKSHOP
SEPTEMBER, 2019

RESOLUTION NO. 2026-25

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLEARLAKE
AUTHORIZING TEMPORARY CLOSURE OF AUSTIN ROAD FOR THE PURPOSE
OF CONDUCTING THE COMMUNITY BLESSINGS DAY SPECIAL EVENT**

WHEREAS, the organization PRIMERA IGLESIA BAUTISTA LA GRAN COMISIÓN has requested permission from the City Council to temporarily close a portion of Austin Road in the City of Clearlake on August 29, 2026, for the purpose of conducting their Community Blessings Day Special Event.

WHEREAS, the City Council of the City of Clearlake deems such closure necessary for the safety of persons using that portion of Austin Road for said activities pursuant to Section 21101 of the Vehicle Code; and

NOW, THEREFORE, the City Council of the City of Clearlake hereby authorizes the temporary street closure of a portion of Austin Road as follows:

Austin Road between Lakeshore Drive and Uhl Ave. on 8/29/26 from 9:00AM to 4:00PM for public safety.

PASSED AND ADOPTED on July 16, 2026 by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

Mayor, City of Clearlake

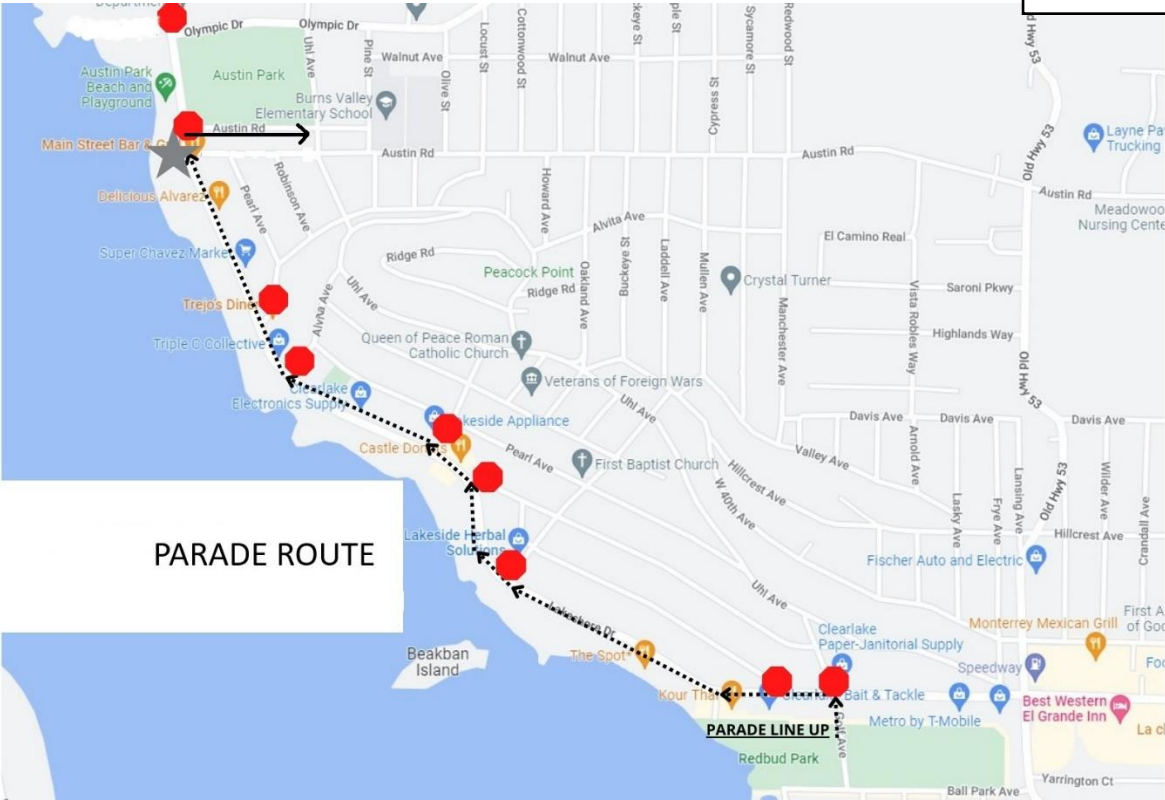
ATTEST:

City Clerk, City of Clearlake

STIN PARK MASTER PLAN

Community Blessings Day 8/29/26







City Council

STAFF REPORT	
SUBJECT: Consideration of Resolution No 2026-25, A Resolution of the City of Clearlake, Approving a Temporary Closure of Austin Road in the City of Clearlake on August 29, 2026, for the Purpose of Conducting the Community Blessings Day Special Event	MEETING DATE: July 16, 2026
SUBMITTED BY: Daniela Justus, Deputy City Clerk/HR Technician II	
PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item	

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to approve the temporary street closure for the Community Blessings Day special event being held on August 29, 2026.

BACKGROUND/DISCUSSION:

The PRIMERA IGLESIA BAUTISTA LA GRAN COMISIÓN has requested permission from the City Council to temporarily close Austin Road in the City of Clearlake on August 29, 2026, for the purpose of conducting the Community Blessings Day event. The requested street closure is as follows:

Austin Road between Lakeshore Drive and Uhl Ave. on 8/29/26 from 9:00AM to 4:00PM for public safety.

- OPTIONS:**
- 1. Move to approve the acceptance of Resolution No. 2026-25 and approve the temporary street closure.
 - 2. Other direction

FISCAL IMPACT:

☒ None ☐ Budgeted Item? ☐ Yes ☒ No

Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:

Comments:

- STRATEGIC PLAN IMPACT:**
- ☐ Goal #1: Make Clearlake a Visibly Cleaner City
 - ☐ Goal #2: Make Clearlake a Statistically Safer City
 - ☐ Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities

☒ Goal #4: Improve the Image of Clearlake

Section G, Item 11.

☐ Goal #5: Ensure Fiscal Sustainability of City

☐ Goal #6: Update Policies and Procedures to Current Government Standards

☐ Goal #7: Support Economic Development

SUGGESTED MOTIONS:

Move to approve Resolution 2026-13 and approve the temporary road closure for the Sober Grad Event.

- ☒ **Attachments:**
- 1) Resolution No. 2026-25
 - 2) Event Map



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Amendment to Professional Services Agreement with Lucy & Company for Public Relations and Communications Services

MEETING DATE: June 19, 2025

SUBMITTED BY: Alan Flora, City Manager

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

Approve contract for continued public relations and communications services.

BACKGROUND/DISCUSSION:

In 2023 the City executed a contract with Lucy & Company to provide public relations and communications services. This work has resulted in several new initiatives including the Clearlake Express newsletter. The contract was extended for an additional year in 2024.

The proposed one-year contract would be \$10,000/month with an additional allowance of \$25,000 for other additional costs such as meeting facilitation, graphic design, travel, printing, etc., to be approved by the City Manager prior to initiation.

OPTIONS:

1. Approve Contract Amendment for up to \$145,000 over one year
2. Provide Direction to Staff.

FISCAL IMPACT:

☐ None ☒ \$145,000 Budgeted Item? ☒ Yes ☐ No

Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☒ Other: Project Funds

Comments:

STRATEGIC PLAN IMPACT:

☒ Goal #1: Make Clearlake a Visibly Cleaner City

☒ Goal #2: Make Clearlake a Statistically Safer City

☐ Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities

☒ Goal #4: Improve the Image of Clearlake

- ☒ Goal #5: Ensure Fiscal Sustainability of City
- ☐ Goal #6: Update Policies and Procedures to Current Government Standards
- ☒ Goal #7: Support Economic Development

Section G, Item 12.

☒ **Attachments:**



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Discussion and Consideration of a Partnership with Lake County Fire Protection District and CalFire Regarding a Local Government Wildland Agreement	MEETING DATE: July 16, 2026
SUBMITTED BY: Alan D. Flora, City Manager	
PURPOSE OF REPORT: ☐ Information only ☒ Discussion ☒ Action Item	

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is to discuss a possible partnership with the Lake County Fire Protection District and CalFire regarding a Local Government Wildland Agreement.

BACKGROUND/DISCUSSION:

Recently the Lake County Fire Protection District approached the City in order to determine interest in a partnership around a Wildland Local Government Agreement.

A Local Government Wildland agreement is a cooperative agreement authorized under Public Resources Code 4142, that allows CalFire to provide wildland fire protection services within a local agency's Local Responsibility Area (LRA). Currently any land within the City boundary is considered LRA. The agreement would apply only to wildland fire protection. The local agency (Lake County Fire) retains full responsibility for structural fire protection.

CalFire typically considers LG-W agreements to be appropriate when:

1. The LRA contains wildland fuels and wildfire risk similar to State Responsibility Area (SRA).
2. The area is adjacent to or operationally aligned with existing CalFire protection areas.
3. The arrangement does not negatively impact CalFire's ability to protect SRA lands.
4. The agency participates on a full-cost recovery basis using the statewide per-acre wildland rate.

Under an annual agreement between the Lake County Fire Protection District and CalFire, a specific portion of LRA area will be treated as SRA for the purposes of wildland fire protection. The benefit to the District is related to responsibility of costs for firefighting. In the City's case the responsibility for damage assessment, which is not handled by the City, would shift to CalFire.

Lake County Fire District staff will provide a more detailed presentation to the Council.

OPTIONS:

1. Authorize City Manager to Execute an Agreement with Lake County Fire Protection District Regarding a Local Government Wildland Agreement.
2. Other Direction to Staff.

FISCAL IMPACT:

☐ None ☒ \$ Budgeted Item? ☐ Yes ☒ No
Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$
Affected fund(s): ☒ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:
Comments:

STRATEGIC PLAN IMPACT:

- ☐ Goal #1: Economic Development
☒ Goal #2: Public Facilities and Infrastructure
☐ Goal #3: Celebrate Clearlake
☐ Goal #4: Clean
☐ Goal #5: Fiscal Sustainability
☒ Goal #6: Safe

SUGGESTED MOTIONS:

Authorize City Manager to Execute an Agreement with Lake County Fire Protection District Regarding a Local Government Wildland Agreement

- ☒ **Attachments:**
1. LG-W Overview
 2. LG-W Map

LAKE COUNTY FIRE PROTECTION DISTRICT

14815 OLYMPIC DRIVE, CLEARLAKE,
CALIFORNIA 95422
707-994-2170 PHONE 707-994-4861 FAX
V-1

Good morning,

The Lake County Fire Protection District is exploring a Wildland Local Government Agreement (LG-W) with CAL FIRE. I wanted to provide an overview of what the agreement is and outline the steps involved as we decide to formally pursue one.

What an LG-W Agreement Is

A Wildland Local Government Agreement is a cooperative agreement authorized under PRC 4142 that allows CAL FIRE to provide **wildland fire protection services** within a local agency’s Local Responsibility Area (LRA).

These agreements apply **only to wildland fire protection**—the local agency retains full responsibility for **structural fire protection**.

LG-W agreements are typically appropriate when:

- The LRA contains wildland fuels and wildfire risk similar to State Responsibility Area (SRA).
- The area is adjacent to or operationally aligned with existing CAL FIRE protection areas.
- The arrangement does not negatively impact CAL FIRE’s ability to protect SRA lands.
- The agency participates on a **full-cost-recovery** basis using the statewide per-acre wildland rate.

Overview of the LG-W Request Process

The process generally includes the following steps:

1. Initial Coordination

The agency (Lake County Fire Protection District) submits a formal letter expressing interest in entering into an LG-W agreement. The Unit then conducts a preliminary discussion and reviews the proposed protection area and operational needs.

2. Mapping and Acreage Determination

CAL FIRE works with your agency to develop a GIS map that clearly identifies the LRA acreage under consideration. Acreage totals serve as the basis for cost calculations.

Area of coverage from West of Hwy 53 @ Cache Creek North to just North of Polk Avenue. This would include Genasys Zones: CLE-130, 148, 155, and 157 which are comprised of the following values.

- a. Population: 2,615
- b. Vehicles: 7,444
- c. Structures: 2,322

3. **Cost Development**

Cooperative Fire applies the current statewide LG-W wildland protection rate. For FY 2026–27, the rate is **\$53.31 per acre**, which includes the base protection rate plus administrative overhead. We are looking at an original **2,469.5** acres but reduced it to **2,122.67** acres at **\$53.31** per acre totaling **\$113,159.54** instead of the previous estimate of **\$131,649.05**. This is a savings of **\$18,489.28** and is it possible to negotiate a cost share with the city and the Fire District with a cost share not to exceed 25% of the annual contract. For the current contract the share would be **\$28,289.89**.

4. **Agreement Development**

CAL FIRE prepares the agreement package using the standard statewide template, including:

- Scope of work
- Budget
- GIS map
- Operating plan

The Unit Chief and designated local agency representatives are incorporated into the documents.

5. **Review and Approval**

The completed package routes through Region and Cooperative Fire Protection Program for review.

Final execution occurs once both the local agency and CAL FIRE sign the agreement.

Our next step would be submitting a **formal letter expressing interest**.

6. **Benefits to the City of Clearlake, Lake County Fire Protection, and the community we serve.**

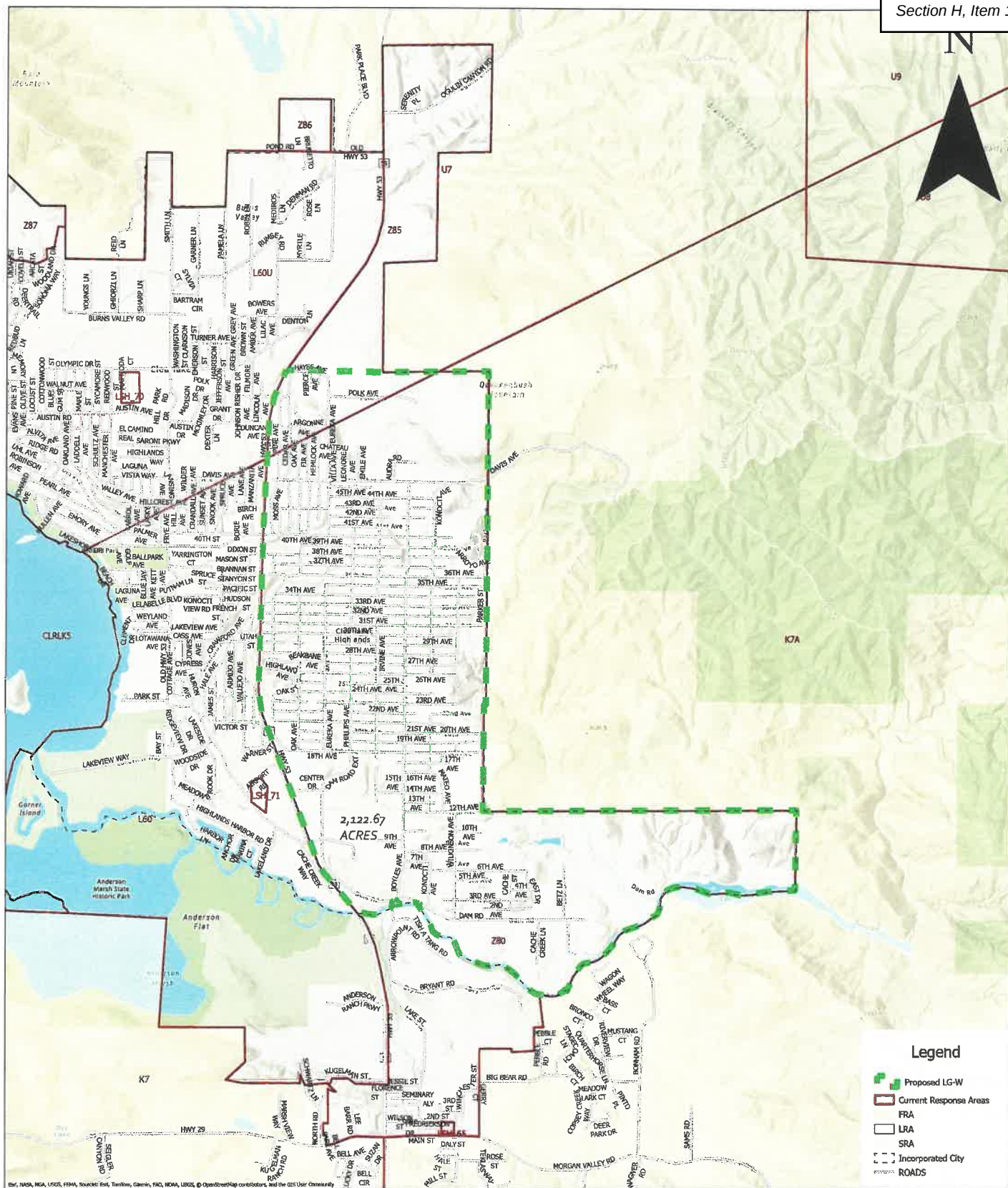
- Increased resource response of Air & Ground resources on initial dispatch (Low-Medium-High) levels.
- CALFIRE provides a DINS crew for the Initial & ongoing Damage Estimates (IDE which tie directly to the ICS-209 situational summary)
- Damage to infrastructure for fire suppression covered by CALFIRE in their suppression repair operations.
- CALFIRE will initiate and submit the entire FMAG and CDAA processes.
- CALFIRE assumes all financial responsibilities for resource ordering for the initial attack through mop-up operations, which can take days to weeks to complete.
- Further strengthens the collaboration and coordination between the City of Clearlake and the LCFPD to better protect our community members life, property and environment.

7. **Post Meeting with City and Next Step**

CALFIRE Chief West, B.C. Hill, Chairperson Watson and me met with City Manager Alan Flora regarding a benefit and cost share with the city based on the above benefits with the city based on two previous fires (Cache & Boyles). The discussion resulted in an agreement to provide a short presentation to the city council on July 16, 2026, with City Manager Flora running the city costs for previous fires and potential support of an amount like their expenses. It was agreed that the LCFPD would move forward with the full expense and would coordinate with the city following the July 16, 2026, meeting and if approved LCFPD would enter into an agreement and invoice them for the agreed amount.

Sincerely,

Willie Sapeta, Fire Chief
Lake County Fire Protection District
Email: wsapeta@lakecountyfire.com



Lake County FPD - Proposed LG-W

2,122.67 Acres



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Approval of a Memorandum of Understanding (MOU) with the Konocti Unified School District (KUSD) for the School Resource Officer Program

MEETING DATE:
July 16, 2026

SUBMITTED BY: Tim Hobbs, Chief of Police

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to authorize the City Manager to execute a Memorandum of Understanding (MOU) with the Konocti Unified School District (KUSD) for the School Resource Officer Program for the 2026-27 school year.

BACKGROUND/DISCUSSION:

The City of Clearlake Police Department and the Konocti Unified School District (KUSD) have maintained a long-standing partnership through the School Resource Officer (SRO) Program. The program provides two full-time police officers who are assigned to KUSD schools to enhance campus safety, build positive relationships with students and staff, assist with emergency preparedness, and provide law enforcement services when necessary. Beyond responding to criminal incidents, SROs work proactively to prevent problems through daily interaction with students, education, mentoring, and collaboration with school administrators.

The Police Department's current staffing levels allow two officers to remain assigned full-time to the SRO Program without reducing patrol staffing below acceptable operational levels. Both the City and KUSD desire to continue the program for the 2026-27 school year under the terms of the proposed Memorandum of Understanding.

Under the proposed MOU, KUSD will reimburse the City \$163,129.20 per officer, for a total annual reimbursement of \$326,258.40. This amount covers salary, employee benefits, overtime, training, and vehicle usage costs associated with the two assigned SROs. The agreement also allows the City to recover additional overtime costs incurred by other officers providing law enforcement services at school events.

Staff recommends that the City Council authorize the City Manager to execute the Memorandum of Understanding with KUSD.

OPTIONS:

1. Approve the MOU with Konocti Unified School District and authorize the City Manager to sign.
2. Provide alternative direction to staff.

FISCAL IMPACT:

☐ None ☒ \$326,258.40 Budgeted Item? ☒ Yes ☐ No (FY 26-27)

Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:

Comments: 100% of costs covered by KUSD

STRATEGIC PLAN IMPACT:

- ☐ Goal #1: Make Clearlake a Visibly Cleaner City
- ☒ Goal #2: Make Clearlake a Statistically Safer City
- ☐ Goal #3: Improve the Quality of Life in Clearlake with Improved Public Facilities
- ☒ Goal #4: Improve the Image of Clearlake
- ☐ Goal #5: Ensure Fiscal Sustainability of City
- ☐ Goal #6: Update Policies and Procedures to Current Government Standards
- ☐ Goal #7: Support Economic Development

SUGGESTED MOTIONS:

- ☒ **Attachments:** 1) Memorandum of Understanding between the City of Clearlake and the Konocti Unified School District for the School Resource Officer Program

**MEMORANDUM OF UNDERSTANDING
FOR SCHOOL RESOURCE OFFICER PROGRAM
BETWEEN THE
CITY OF CLEARLAKE AND
KONOCTI UNIFIED SCHOOL DISTRICT**

This Memorandum of Understanding (MOU), entered into this ____ day of _____ 2026 by and between the City of Clearlake (hereinafter known as “City”) and Konocti Unified School District (hereinafter known as “District”) and will remain in effect until June 30, 2027. This MOU is regarding services relative to the School Resource Officer Program (SRO) and is authorized under Government Code 6500.

RECITALS

WHEREAS, both City and District have entered into this MOU in partnership to maintain a safe and orderly learning environment with the outreach of the School Resource Officer Program in the Konocti Unified School District.

AGREEMENT

It is hereby agreed by and between the parties hereto as follows:

1. General.

- A. The Clearlake Police Department will provide administration of this MOU.
- B. The Clearlake Police Department (CPD) will agree to provide two SRO’s to the District. These officer’s will provide the service of an SRO to all district schools during normal school hours and special events with prior approval from both District and CPD. Any event (that may require law enforcement response) that may occur on a District campus not during normal school business hours will be the responsibility of the law enforcement agency that provides service to that jurisdiction. During time that the assigned SRO is not on duty (due to training, court time, vacation or sickness, etc.), it will be the responsibility of the local law enforcement jurisdiction to respond and provide whatever services are requested to/from District. If at any time there is an emergency on any of the District campuses that requires immediate law enforcement involvement, the local law enforcement jurisdiction will be notified for the appropriate response.
- C. The position of the SRO will be under the supervision of the Clearlake Police Department as an employee of the Clearlake Police Department, with direct reporting to the Superintendent of District. The District shall fund the position in the amount of \$163,129.20, which includes the salary and benefits and marked vehicle usage for each SRO position. This amount includes any non-Peace Officers Standards and Training-reimbursable School Resource Officer training, overtime and compensatory time, and any time required for court appearances related to the duties of the School Resource Officers.

D. District may request additional Clearlake police officers to work school events, such as football games and school dances. District will reimburse City for overtime costs of these personnel.

E. City shall submit to District an invoice once every three months for payment for services rendered under this MOU. The invoice will include time accountability for overtime reimbursement requests submitted pursuant to Section D.

F. The SRO’s hours of work will generally be a 5/8 schedule, Monday through Friday from 7:30 am to 3:30 pm. This schedule may be adjusted to ensure coverage for school events. The 5/8 schedule may be reverted to a 4/10 or 9/80 schedule with 30 days notice from the Superintendent of District to the Chief of Police and following an opportunity to meet and discuss. The School Resource Officer shall be available for other school events, such as football games and school dances, as needed.

G. District will provide the School Resource Officer access to district-owned premises, including keys and key codes, as well as access to pertinent student records, as needed in the performance of his/her duties. The School Resource Officer will comply with the District’s policies regarding confidentiality of student records.

H. The SRO position will not generally be required to respond to staffing level impacts within the department and will be assigned specifically for utilization as an SRO, excepting an unforeseeable emergency situation.

2. **Insurance**

A. City and District shall maintain or be self insured for comprehensive, broad form, general public liability insurance against claims and liabilities for personal injury, death, or property damage, proving protection of at least \$1,000,000 for bodily injury or death to any one person for any one accident or occurrence and at least \$1,000,000 for property damage occurring on their respective property.

B. City shall maintain Worker’s Compensation Insurance for its personnel as may be required by state law.

C. City is self insured through the California Intergovernmental Risk Authority (CIRA) for general liability, Worker’s Compensation Insurance and automobile liability coverage.

3. **Term**

The term of this MOU may be terminated by either party by giving at least 30 (thirty) days advance written notice to the other party.

4. **Notices**

All notices and communications shall be in writing and shall be deemed given and served upon delivery if delivered personally, or five days after mailing if sent by first class mail as follows:

Clearlake Police Department	Konocti Unified School District
Attn: Chief of Police	Attn: Superintendent
14050 Olympic Drive	9340-B Lake Street
Clearlake, CA 95422	P.O. Box 759
	Lower Lake, CA 95457

Updates may be made to the above noted addresses/addressees as needed based upon mailing address or personnel changes.

IN WITNESS THEREOF, this Agreement has been executed by the parties on the day and year first above written.

CITY OF CLEARLAKE	KONOCITI UNIFIED SCHOOL DISTRICT
BY _____	BY _____
Alan Flora	Dr. Becky Salato
City Manager	District Superintendent



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Discussion and Consideration of Resolution 2026-27,
Supporting the Lake County Sanitation District's
Proposed Interim Governance Reorganization

MEETING DATE:
July 16, 2026

SUBMITTED BY: Alan D. Flora, City Manager

PURPOSE OF REPORT: ☐ Information only ☒ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is to discuss the reorganization of the Lake County Sanitation District Board of Directors.

BACKGROUND/DISCUSSION:

The Lake County Sanitation District was formed by the Board of Supervisors in 1963. At the time it included all of the County with the exception of the City of Lakeport and Clearlake Oaks. The District was established for the purpose of constructing wastewater improvements in various areas of the County. Multiple assessment districts were formed, within the District to finance sewer collection. A total of 10 assessment districts are completely or partially within the City of Clearlake. The Lake County Sanitation District (LACOSAN) is a separate legal entity from the County of Lake, but has always been governed by the Lake County Board of Supervisors as its Board of Directors. The Sanitation District has no staff and is operated and managed by staff from Lake County Special Districts, with direction from the Board. Lake County Special Districts also manages other utility districts within the County and is split into three Utility Areas: 1 (Clearlake, Spring Valley, Middletown), 2 (Kelseyville, Cobb, South Lakeport), 3 (North Lakeport, Upper Lake, Nice, Lucerne, Glenhaven).

According to the information available on Special Districts website, the sewer system has 11,053 connections (excluding 932 connections in Kelseyville's system which is not a part of LACOSAN). This includes 492 connections in Middletown, 196 connections in South Lakeport, 4,088 connections in the Northeast system (North Lakeport, Upper Lake, Nice, Lucerne, Glenhaven), and 6,277 connections in the Southeast system (Clearlake and Lower Lake). It should be noted that these numbers appear to be several years old and do not reflect a significant number of new connections in Clearlake over the past several years. The population served by LACOSAN that resides within the City is approximately 60%.

When the City was incorporated in 1980, the conditions of the District changed and a shift of governance should have occurred. There was no change at the time and some years later the City realized they should have been afforded a role in the governance of the District per Health and Safety Code (HSC) 4730. In 1983 the City Council took action to formally designate the Board of Supervisors as the governing Board of LACOSAN, essentially foregoing its right at that time to be involved in the governance.

After a significant period of time trying to address concerns over system operation and maintenance at a staff level, in April of 2024 the City Council took action to request the Board of Supervisors meet with the City to determine a governance structure was consistent with HSC 4730 and the population of those served by the District.

Requests to meet from the City were unsuccessful until February of 2025 the Board narrowly voted (3-2) to meet with the City and appointed Supervisor Sabatier and Supervisor Owen for that role. Still no meeting was scheduled and attempts by the City to schedule a meeting were again unsuccessful. In November of 2025, the City Council took action to rescind the delegation of authority from 1983. This action did result in a staff level discussion in January and ultimately nearly weekly meetings between with City/County representatives since then to discuss issues.

The Board of Supervisors, sitting as the LACOSAN Board, have noticed an agenda item on July 14th to consider a notice of intent to establish an interim composition of the governing board that would include City representation. If approved, this would start a 30-day period where objections to the new governance structure could be submitted to the LACOSAN Board, after which the Board could take final action. Presumably this action would be on August 18th. The new Board would be effective immediately upon that action.

While I will not try to summarize all of the discussion or scenarios that were part of the City/County meetings, the proposed end result is summarized here. The organization of a Sanitation District is outlined in Health and Safety Code Section 4730-4732. The District boundary itself is even unclear, but is presumed to potentially include two additional sewer service providers that are not connected to LACOSAN. They are the Kelseyville Water Works District #3 and Hidden Valley Lake Community Services District. Based on the assumption the District boundary includes both districts, they would qualify for a representative on the LACOSAN Board. Kelseyville is also governed by the Board of Supervisors as its Board of Directors, and propose to appoint a second Board member as a representative, even though they are separate entities. The Hidden Valley Lake CSD expressed no interest in representation on LACOSAN as they are also distinct entities, but recommended a “non-county” representative hold their seat. This seat is proposed to be appointed by the Clearlake City Council. The Chair of the Board of Supervisors and the Mayor of Clearlake would hold an additional two seats. The final seat would be a public seat, appointed by the four members of the new board, pending a future election. The current timing does not allow the seat to be placed on the November 2026 election.

This governance structure is intended to be an interim framework, pending the application for re-organization through the Lake Local Agency Formation Commission (LAFCO), an application the City is currently working on.

The Board of Supervisors/Board of Directors will be considering the Resolution of Intent on Tuesday July 14th. The recommended approval of the resolution has been conditioned based on the City rescinding its Resolution 2025-24, which rescinded the delegation of authority to the Board of Supervisors to represent the City on LACOSAN’s Board. While this contingency is somewhat perplexing, staff recommends taking this action in order to facilitate the long-awaited transition of governance to something that is more representative of LACOSAN’s customers served.

The City’s determination for a representative role in the governance of the system is rooted in longstanding concerns over operations and maintenance of the system and under the current administration frequent hurdles, and unnecessary conflict, for development projects that require sewer service and infrastructure projects that require the adjustment of utilities.

OPTIONS:

1. Adopt Resolution 2026-27
2. Other Direction to Staff.

FISCAL IMPACT:

☒ None ☐ \$ Budgeted Item? ☐ Yes ☐ No

Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:

Comments:

STRATEGIC PLAN IMPACT:

- ☒ Goal #1: Economic Development
- ☒ Goal #2: Public Facilities and Infrastructure
- ☒ Goal #3: Celebrate Clearlake
- ☒ Goal #4: Clean
- ☒ Goal #5: Fiscal Sustainability
- ☒ Goal #6: Safe

SUGGESTED MOTIONS:

Adopt Resolution 2026-27.

☒ **Attachments:** Resolutions 2026-27

RESOLUTION NO. 2026-27

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLEARLAKE
SUPPORTING THE LAKE COUNTY SANITATION DISTRICT’S PROPOSED INTERIM
GOVERNANCE REORGANIZATION AND AFFIRMING THE CITY’S COMMITMENT
TO EQUITABLE REPRESENTATION AND LONG-TERM REORGANIZATION OF
THE DISTRICT**

WHEREAS, the Lake County Sanitation District (“LACOSAN” or “District”) provides wastewater collection, treatment, and disposal services within most of the City of Clearlake and several other unincorporated areas of Lake County; and

WHEREAS, the District was originally created to primarily serve the community that is now the City of Clearlake; and

WHEREAS, the City of Clearlake has long maintained that the governance structure of the District should reflect the communities served by the District and comply with the representation principles established in Chapter 4 (commencing with Section 4730) of the California Health and Safety Code; and

WHEREAS, the City has engaged in good-faith discussions with the County and LACOSAN regarding the proper interpretation and application of Health and Safety Code Sections 4730 through 4732 as they relate to the composition of the governing board of the District; and

WHEREAS, while the City and County have not reached complete agreement regarding the legal interpretation of these statutes, both agencies recognize the importance of maintaining uninterrupted sewer services, protecting public health, preserving regulatory compliance, and ensuring continued operation of critical wastewater infrastructure; and

WHEREAS, the City acknowledges the District’s proposed Resolution of Intent to establish an interim governing board pursuant to Health and Safety Code Section 4730.1 pending a comprehensive review of District boundaries and governance through the Lake County Local Agency Formation Commission (“LAFCO”); and

WHEREAS, the proposed interim governance structure would provide direct representation for both the County of Lake and the City of Clearlake, while also providing for public representation, thereby improving transparency, accountability, and collaboration during the interim period; and

WHEREAS, the City believes that cooperative governance between the affected jurisdictions is in the best interests of District customers and will facilitate orderly consideration of future boundary, governance, and organizational changes through the LAFCO process; and

WHEREAS, the City further supports conducting any transition in a manner that preserves the validity of prior lawful District actions, protects existing contractual obligations, avoids disruption of essential wastewater services, and particularly supports the long term sustainability of the Geysers pipeline; and

WHEREAS, the County has requested the City rescind its action November 20, 2025 rescinding the delegation of authority to the Lake County Board of Supervisors to serve as the governing board of the Lake County Sanitation District and the City’s statutory right to direct representation on the Board of Directors; and

WHEREAS, the County expects to appoint the current Chair of the Board of Supervisors as a representative and one additional Board member as a representative of Kelseyville County Waterworks District #3, which is a separate legal entity, the City Council requests the Board appoint the board member that has the largest number of LACOSAN customers within their supervisorial district to provide the most equitable representation; and

WHEREAS, the City continues to reserve all legal rights regarding the ultimate interpretation and application of Health and Safety Code Sections 4730 through 4732 and does not waive any position concerning the proper permanent composition of the District governing board.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Clearlake as follows:

Section 1. Support for Interim Governance.

The City Council supports the Lake County Sanitation District’s proposed Resolution of Intent establishing an interim governing board pursuant to Health and Safety Code Section 4730.1, recognizing that the proposal represents a reasonable interim approach while the parties pursue permanent governance and boundary determinations through LAFCO.

The City Council hereby rescinds *Resolution 2025-42 – A Resolution of the City Council of the City of Clearlake Rescinding the Delegation of Authority to the Lake County Board of Supervisors to serve as the Governing Board of the Lake County Sanitation District and Asserting the City’s Statutory Right to Direct Representation on the Board of Directors*, for the sole purpose of facilitating the County’s request prior to the Board of Directors taking action to Establish an Interim Composition of the Governing Board.

Section 2. Continued Cooperation.

The City Council reaffirms their direction to City staff to continue working collaboratively with the County of Lake, the Lake County Sanitation District, affected public agencies, and LAFCO to develop a long-term governance structure that is legally compliant, transparent, representative, and protective of the public interest.

Section 3. Reservation of Rights.

Nothing contained in this Resolution shall be construed as:

- (a) an admission regarding the legal interpretation of Health and Safety Code Sections 4730 through 4731;
- (b) a waiver of any legal rights or remedies available to the City; or
- (c) an agreement regarding the ultimate composition or boundaries of the Lake County Sanitation District.

Section 4. Support for LAFCO Process.

The City Council supports initiating and participating in an expedited LAFCO proceeding to evaluate the appropriate governance, boundaries, and organizational structure of the District, including consideration of detachment of the Southeast Regional Sewer System and any other matters determined appropriate by LAFCO.

Section 5. Public Participation.

The City Council encourages public participation during the District’s public comment period and throughout the LAFCO process to ensure that all affected ratepayers, residents, businesses, and public agencies have the opportunity to provide input.

PASSED AND ADOPTED by the City Council of the City of Clearlake at a regular meeting held on July 16, 2026, by the following vote:

- AYES:
- NOES:
- ABSENT:
- ABSTAIN:

CITY OF CLEARLAKE

Dirk Slooten, Mayor

ATTEST: Melissa Swanson
 City Clerk

By: _____



CITY OF CLEARLAKE

City Council

STAFF REPORT	
SUBJECT: Ratification of the Appointment of the Mayor and the Mayor’s Designated Appointee to Serve on the Restructured Lake County Sanitation District (LACOSAN) Board of Directors	MEETING DATE: July 16, 2026
SUBMITTED BY: Melissa Swanson, Administrative Services Director/City Clerk	
PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item	

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to ratify the appointment of the Mayor and the Mayor’s designated appointee to serve on the restructured Lake County Sanitation District (LACOSAN) Board of Directors.

BACKGROUND/DISCUSSION:

The organization of a Sanitation District is strictly outlined in HSC Sections 4730-4732. Because the exact boundary of the District is legally unclear, it is presumed to potentially encompass two additional sewer providers not physically connected to LACOSAN: Kelseyville Water Works District #3 (which is also governed by the Board of Supervisors) and the Hidden Valley Lake Community Services District (HVL CSD). An interim 5-member board structure has been proposed:

Seat	Representative Designation
Seat 1	Chair of the Lake County Board of Supervisors
Seat 2	Mayor of the City of Clearlake
Seat 3	Lake County Supervisor (Appointed to represent the Kelseyville system)

Seat	Representative Designation
Seat 4	Clearlake City Council Appointee (Representing the non-county seat recommended by HVL CSD, as they expressed no interest in direct representation)
Seat 5	Public Seat (Appointed by the initial four board members, pending a future public election)

OPTIONS:

1. Move to ratify the Mayor and the Mayor's appointee to serve on the restructured LACOSAN Board of Directors.
2. Other direction

FISCAL IMPACT:

☒ None ☐ \$ Budgeted Item? ☐ Yes ☐ No

Budget Adjustment Needed? ☐ Yes ☐ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:

Comments:

STRATEGIC PLAN IMPACT:

- ☒ Goal #1: Economic Development
- ☒ Goal #2: Public Facilities and Infrastructure
- ☐ Goal #3: Celebrate Clearlake
- ☒ Goal #4: Clean
- ☒ Goal #5: Fiscal Sustainability
- ☒ Goal #6: Safe

SUGGESTED MOTIONS:

Move to ratify the Mayor and _____ to serve on the restructured LACOSAN Board of Directors.

☐ **Attachments:** None



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consideration of Adoption of Resolution No. 2026-29, Calling For and Giving Notice of the General Municipal Election

MEETING DATE:

July 16, 2026

SUBMITTED BY: Melissa Swanson, Administrative Services Director/City Clerk

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to adopt Resolution No. 2026-29, Calling For and Giving Notice of the General Municipal Election.

BACKGROUND/DISCUSSION:

At the February 19th Council meeting, direction was given to staff to proceed with the preparation of a ballot measure to be placed before the voters of the City of Clearlake on November 3rd, 2026, to transition the city treasurer position from elected to an appointed one. In addition to the measure, two Council seats are up for election, along with the city treasurer position.

The wording for the ballot measure is as follows:

“SHALL THE OFFICE OF CITY TREASURER BE APPOINTIVE?”

Because the office of City Treasurer will appear on the same ballot as the measure, the resolution (Section 1.C) and the full text of the measure (Exhibit A to the resolution) address the effect of the measure on the Treasurer contest. If the measure is approved by a majority of the votes cast on it, no candidate will be declared elected to, and no person will assume or be installed in, the office of City Treasurer as a result of the November 3, 2026 election. If the measure is approved, the ordinance is adopted by the voters and takes effect ten days after the City Council declares the vote (Elections Code Section 9217).

Approval of the ballot measure would begin a timeline of necessary actions:

- Arguments for or against the measure would be due by 5:00 p.m. on August 18, 2026.
- The Impartial Analysis by the City Attorney would be due August 25, 2026.
- Rebuttal arguments would be due by 5:00 p.m. on August 25, 2026.

The ballot measure would require a simple majority vote to pass. A ballot measure letter will be assigned by the Registrar of Voters once the County receives the submission, and staff will update the resolution accordingly.

OPTIONS:

- 1. Move to adopt Resolution No. 2026-29.
- 2. Other direction

FISCAL IMPACT:

☒ None ☐ \$ Budgeted Item? ☒ Yes ☐ No
Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$
Affected fund(s): ☒ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:
Comments: Related costs for the election will be projected in the proposed 2026/27 budget.

STRATEGIC PLAN IMPACT:

- ☐ Goal #1: Economic Development
- ☐ Goal #2: Public Facilities and Infrastructure
- ☐ Goal #3: Celebrate Clearlake
- ☐ Goal #4: Clean
- ☒ Goal #5: Fiscal Sustainability
- ☐ Goal #6: Safe

SUGGESTED MOTIONS:

Move to adopt Resolution No. 2026-29.

☒ **Attachments:** 1) Resolution No. 2026-29 with Exhibit A (Full Text of Measure ____)

RESOLUTION NO. 2026-29

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLEARLAKE CALLING FOR AND PROVIDING FOR AND GIVING NOTICE OF THE GENERAL MUNICIPAL ELECTION TO BE HELD IN THE CITY OF CLEARLAKE, COUNTY OF LAKE, STATE OF CALIFORNIA, ON THE 3rd DAY OF NOVEMBER, 2026 FOR THE PURPOSE OF ELECTING TWO CITY COUNCIL MEMBERS, EACH TO HOLD A TERM OF FOUR YEARS, AND ONE CITY TREASURER, TO HOLD A TERM OF FOUR YEARS (SUBJECT TO SECTION 1.C OF THIS RESOLUTION), OR UNTIL THEIR SUCCESSORS ARE ELECTED AND QUALIFIED, AND SUBMITTING TO THE ELECTORS MEASURE ____ TO BE VOTED ON AT SAID ELECTION, ESTABLISHING DEADLINES FOR DIRECT AND REBUTTAL ARGUMENTS, PROVIDING FOR THE PREPARATION OF AN IMPARTIAL ANALYSIS, AND REQUESTING APPROVAL OF THE LAKE COUNTY BOARD OF SUPERVISORS FOR ELECTION SERVICES TO BE PROVIDED BY THE COUNTY ELECTIONS DEPARTMENT

WHEREAS, the General Municipal Election is hereby called and ordered to be held in the City of Clearlake, County of Lake, State of California, on the 3rd day of November, 2026 for the purpose of electing two (2) members of the City Council, each to hold office for a term of four (4) years, or until their successors are elected and qualified, and one (1) City Treasurer, to hold office for a term of four (4) years, or until a successor is elected and qualified, subject to Section 1.C of this Resolution.

WHEREAS, the General Municipal Election hereby called and ordered to be held shall be held and conducted, and the votes thereat received and canvassed, and the returns thereof made, and the result thereof ascertained, determined, and declared as herein provided, and in all particulars not recited herein, according to the laws of the State of California, providing for Municipal Elections; and the polls for such election shall be and remain open during the time required by said laws.

WHEREAS, all voting places, precincts, and election officials within the boundaries of the City of Clearlake shall be the same as those for the General Election.

WHEREAS, the two (2) City Council Member nominees, receiving the highest number of votes for their respective offices and who have filed the required disclosure statements, shall be declared elected for their four (4) year terms beginning when first administered the oath of office, and ending when their successors are elected and qualified. The City Treasurer nominee receiving the highest number of votes shall be declared elected and installed only as and to the extent provided in Section 1.C of this Resolution.

WHEREAS, the Clearlake City Council has determined to prepare and submit Measure _____ to the voters of the City of Clearlake as follows:

Section 1. **Ballot Question:** There shall be submitted to the electors of the City of Clearlake at said election Measure _____ with the question appearing on the voter ballot as follows:

Ballot Measure _____:

“SHALL THE OFFICE OF CITY TREASURER BE APPOINTIVE?”

A. Full Text of Measure ____: The full text of Measure ____ is the ordinance attached hereto as Exhibit A and incorporated herein by this reference. The City Clerk shall transmit the full text of the measure to the County Elections Official together with this Resolution and shall make it available to any voter upon request.

B. Vote Required for Passage of Measure ____: That Measure ____ shall be submitted to the voters with spaces provided on the ballot form whereby each voter may vote “yes” or “no” on the measure. That Measure ____ shall be considered approved if a simple majority of the voters voting in said election cast a “yes” vote.

C. Effect of Measure ____ on the Election for City Treasurer: The office of City Treasurer will appear on the same November 3, 2026 ballot as Measure _____. If Measure _____ is approved by a majority of the votes cast on it, then, as provided in the full text of the measure: (1) the office of City Treasurer shall become an appointive office; and (2) notwithstanding any other provision of this Resolution, no person shall be declared elected to the office of City Treasurer as a result of the November 3, 2026 election, and no person shall assume, be installed in, or qualify for that office by virtue of votes cast at that election, notwithstanding that the person qualified for the ballot as a candidate for City Treasurer.

Section 2. The Clearlake City Council hereby requests approval of the Lake County Board of Supervisors to authorize the County Elections Department to provide election services to conduct said election.

Section 3. Arguments for and against Ballot Measure _____ shall be permitted and shall be submitted to the City Clerk not later than 5:00 p.m. on August 18, 2026, after which time no arguments for or against the Ballot Measure may be submitted to the City Clerk. All primary arguments submitted shall comply with Elections Code Section 9600 *et seq.*

Section 4. Rebuttal arguments shall be permitted and shall be submitted to City Clerk not later than 5:00 p.m. on August 25, 2026, after which time no rebuttal arguments may be submitted to the City Clerk. All rebuttal arguments submitted shall comply with Elections Code Section 9600 *et seq.*

Section 5. Pursuant to Elections Code section 9280, the City Council directs the City Clerk to transmit a copy of this Resolution to the City Attorney, who shall prepare impartial analysis of the Ballot Measure no later than August 25, 2026, showing the effect of the Ballot Measure on existing law and the operation of the measure. The impartial analysis shall be filed with the City Clerk.

Section 6. The City Clerk shall certify the adoption of this Resolution, and is authorized and directed to transmit copies hereof so certified to the Board of Supervisors and the Registrar of Voters of Lake County, cause notice of the Ballot Measure authorized by this Resolution to be published once in a newspaper of general circulation in the City of Clearlake and take all other necessary and appropriate steps to place the Ballot Measure on the ballot and

accomplish the election thereon, including requesting any and all assistance from the County Elections Official necessary to do so.

Section 7. Notice of the time and place of holding the election on the Ballot Measure is hereby given, and the City Clerk is authorized, instructed and directed to give such further or additional notice, in the time, form and manner required by law. The polls for the election shall open at seven o'clock a.m. on the day of the election and shall remain open continuously from that time until eight o'clock p.m. on the same day, at which time the polls shall close unless otherwise required under Section 14401 of the Elections Code.

Section 8. The City Manager is hereby authorized and directed to appropriate and expend the necessary funds to pay for the City's cost of placing the Ballot Measure on the election ballot at the November 3, 2026 general municipal election, and to take all necessary and appropriate steps to place the Ballot Measure on the ballot including, without limitation, entering into an agreement between the City and Lake County Elections Official for the provision of election services, if needed.

Section 9. The City Council recognizes that additional costs may be incurred by the County by reason of this request for services and agrees to reimburse the County in full for such costs upon presentation of a bill to the City.

Section 10. In all particulars not recited in this Resolution, the election shall be held and conducted as provided by law for holding municipal elections.

Section 11. This Resolution shall take effect upon its adoption.

PASSED, APPROVED AND ADOPTED this 16th day of July, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dirk Slooten, Mayor

ATTEST:

Melissa Swanson, City Clerk

EXHIBIT A
FULL TEXT OF MEASURE ____
ORDINANCE NO. ____

**AN ORDINANCE OF THE PEOPLE OF THE CITY OF CLEARLAKE MAKING THE
OFFICE OF CITY TREASURER APPOINTIVE AND PROVIDING TRANSITION
RULES**

The People of the City of Clearlake do ordain as follows:

SECTION 1. APPOINTIVE OFFICE. Pursuant to Government Code Sections 36508 through 36510, the office of City Treasurer of the City of Clearlake is appointive. The City Treasurer shall be appointed, and shall hold office, as provided in Government Code Section 36510.

SECTION 2. EFFECT ON THE NOVEMBER 3, 2026 ELECTION FOR CITY TREASURER; TRANSITION.

- (a) The People of the City of Clearlake intend that the office of City Treasurer be appointive beginning with the election at which this ordinance is adopted, and that the office of City Treasurer not be filled by election at the November 3, 2026 general municipal election.
- (b) Accordingly, if this ordinance is approved by a majority of the votes cast on it: (1) no person shall be declared elected to, assume, be installed in, or qualify for the office of City Treasurer by virtue of votes cast at the November 3, 2026 election, notwithstanding that the person qualified for the ballot as a candidate for that office; (2) all votes cast for candidates for the office of City Treasurer at that election shall be null and void and of no legal effect; and (3) the person holding the office of City Treasurer on the effective date of this ordinance shall continue in office until a City Treasurer is appointed pursuant to Government Code Section 36510, at which time the elective term shall be deemed expired for all purposes, including Government Code Section 36510.
- (c) This section shall be liberally construed to effectuate the voters' intent stated in subdivision (a).

SECTION 3. AMENDMENT BY CITY COUNCIL. Pursuant to Elections Code Section 9217, the People of the City of Clearlake authorize the City Council to amend this ordinance by ordinance adopted without a vote of the people; provided, however, that the appointive character of the office of City Treasurer established by this ordinance may be changed only as authorized by state law.

SECTION 4. SEVERABILITY. If any provision of this ordinance or its application to any person or circumstance is held invalid, that invalidity shall not affect any other provision or application that can be given effect without the invalid provision or application.

SECTION 5. EFFECTIVE DATE. If approved by a majority of the voters voting on the measure, this ordinance shall be considered adopted upon the date that the City Council declares the vote, and shall go into effect ten (10) days after that date, pursuant to Elections Code Section 9217.

Adopted by the People of the City of Clearlake at the general municipal election held November 3, 2026.

ATTEST:

Melissa Swanson, City Clerk



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consideration of Adoption of a Memorandum of Understanding (MOU) with the Clearlake Police Officers Association (CPOA) for July 1, 2026, through June 30, 2027

MEETING DATE:
July 16, 2026

SUBMITTED BY: Melissa Swanson, Administrative Services Director/City Clerk

PURPOSE OF REPORT: ☐ Information only ☐ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL/BOARD:

The City Council is being asked to approve the Memorandum of Understanding (MOU) between the City of Clearlake and the Clearlake Police Officers Association (CPOA) for the period of July 1, 2026, through June 30, 2027, and authorize the City Manager to sign.

BACKGROUND/DISCUSSION:

The CPOA represents employees in the Police Department. The City negotiations team and the CPOA have reached a tentative agreement for an MOU covering the period of July 1, 2026, through June 30, 2027.

This report summarizes the tentative agreement negotiated in good faith with CPOA representatives in accordance with the Meyers-Milias-Brown Act regarding salaries, benefits and other terms and conditions of employment. The City negotiation team believes this agreement acknowledges the critical role the CPOA employees play in Clearlake's success while balancing financial responsibility and sustainability within budget constraints.

Highlights of the tentative agreement are as follows:

- Term: A one-year agreement effective July 1, 2026, through June 30, 2027.
- Cost-of-Living Adjustment (COLA): A 3% COLA.
- Removal of the recertification requirement for bilingual pay.

A redlined version of the MOU is attached to this staff report.

OPTIONS:

1. Move to approve the CPOA MOU and authorize the City Manager to sign.
2. Other direction

FISCAL IMPACT:

☐ None ☐ \$ Budgeted Item? ☒ Yes ☐ No

Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$

Affected fund(s): ☒ General Fund ☒ Measure P Fund ☐ Measure V Fund ☐ Other:

Comments: If approved, the FY 2026-27 Budget reflects the salary increase indicated in the MOU.

STRATEGIC PLAN IMPACT:

- ☐ Goal #1: Economic Development
- ☐ Goal #2: Public Facilities and Infrastructure
- ☐ Goal #3: Celebrate Clearlake
- ☐ Goal #4: Clean
- ☒ Goal #5: Fiscal Sustainability
- ☐ Goal #6: Safe

SUGGESTED MOTIONS:

Move to approve the Memorandum of Understanding (MOU) between the City of Clearlake and the Clearlake Police Officers Association (CPOA) for the period of July 1, 2026 through June 30, 2027 and authorize the City Manager to sign.

- ☒ **Attachments:** 1) Redlined Memorandum of Understanding

Memorandum of Understanding

Between the

City of Clearlake

And the

Clearlake Police Officers Association

July 1, ~~2024~~2026
through
June 30, ~~2026~~2027

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Article I. General Provisions

Section 1-1.0 Preamble

The Memorandum of Understanding (hereinafter referred to as MOU or Agreement, interchangeably) has been prepared pursuant to California Government Code Sections 3500 et seq., the City of Clearlake Personnel System (Ordinance No. 10), the City of Clearlake Personnel System Rules and Regulations Resolution (No. 81-40), and the City of Clearlake Employer-Employee Organization Relations Resolution (No. 38-40), which are hereby incorporated by reference. This Agreement has been made and executed by the Clearlake Police Association (hereinafter referred to as “Association”) and the Employee Relations Officer of the City of Clearlake (hereinafter referred to as “City”) and satisfies the City’s duty to meet and confer with the Association.

The parties have met and conferred in good faith regarding the terms and conditions of employment for members of the Association, and having reached agreement as herein set forth, agree to submit this MOU to the City Council with the joint recommendation that the City Council adopt its terms and conditions and take such action as may be necessary to implement its implementation.

Section 1-2.0 Purpose

It is the purpose of this MOU to promote and provide for continuity of operation and employment through harmonious relations, cooperation and understanding between the management of the City and the employees covered by the provisions of the Agreement, and to set forth the understanding reached between the parties as a result of good faith negotiations on the matters set forth herein.

Section 1-3.0 Recognition

The City acknowledges the Association as the exclusive recognized employee organization representing the permanent employees occupying job classifications set forth in Exhibit A.

Section 1-4.0 Employee Rights and Responsibilities

Association members shall be free to participate in Association activities without interference, intimidation or discrimination in accord with State and City rules and regulations. Association rights and responsibilities include:

- a. The right to represent its members before the City Council with regard to wages, hours and working conditions.
- b. The right of reasonable notice of any proposed ordinance, resolution, regulation or rule relating to wages, hours and working conditions.

- c. The right to reasonable time off without loss of compensation or benefits when meeting and conferring with management representatives on matters relating to wages, hours and working conditions.
- d. The right of reasonable use of the City facilities for Association activities, provided that appropriate advance arrangements are made and applicable costs to the public are borne by the Association.
- e. The right of reasonable access to employees and applicable documents for the purpose of processing grievances and appeals. Such access shall not interfere with the normal operations of the City or with safety and security requirements of the Police Department.
- f. The right to maintain a bulletin board in an area readily accessible to Association members.
- g. The right to have payroll deductions made for payment of Association dues, subject to written request for each individual Association member.
- h. The right to recommend changes to Personnel System and Personnel Rules and meet and confer on changes thereof.

Section 1-5.0 Management Rights and Responsibilities

The City shall reserve and retain the sole and exclusive right, whether exercised or not, to administer, manage and operate its municipal services and the work force employed to perform those services. Management rights and responsibilities include:

- a. The right to determine the organization of the City government and the purpose and mission of its constituent parts.
- b. The right to set standards of service and levels of staffing for both routine services and emergency operations.
- c. The right to determine the type and kind of goods and services to be made purchased and contracted for.
- d. The right to determine the methods of financing municipal services.
- e. The right to administer the Personnel System in accord with Ordinance No. 10, the Personnel Rules and Regulations, the Employer-Employee Organization Relations Resolution and this MOU.

Article II. Wages & Benefits

Section 2-1.0 Maintenance of Benefits

All employee rights, benefits, privileges, and other terms and conditions of employment in effect through the duration of the previous agreement and not expressly contradicted by this agreement are hereby incorporated in this agreement.

Section 2-2.0 Incorporation of Rules and Regulations

The Personnel System Rules and Regulations, as amended by Resolution No. 82-60, is hereby incorporated by reference.

Section 2-3.0 Probationary Period

The first twelve (12) months after an employee has been hired or promoted shall be a probationary period during which he or she will be considered as in training.

The probationary period for police officers shall be of two types. Sworn personnel hired through lateral recruitment shall have a twelve (12) month probationary period. All other sworn personnel shall have an eighteen (18) month probationary period.

This period is an extension of the examination process and the employee's performance shall be carefully observed. Thirty (30) days prior to the end of the probationary period, the employee's performance shall be formally evaluated. If the employee's performance has been satisfactory, and advancement to regular status is warranted, the Department Head shall so state in the employee's evaluation report to the Personnel Officer. The employee shall then be advanced to regular status.

If the employee's performance has not been satisfactory, the Department Head shall so state in the employee's evaluation report and the employee shall be rejected. Alternatively, the probationary period may be extended by the Department Head, not to exceed 6 additional months.

Probationary employees may be rejected at any time without the right of appeal. Notification of rejection shall be in writing and shall be given to the probationary employee with a copy to the Personnel Officer.

Section 2-4.0 Lay-Off

For reasons of economy or efficiency, or in the interest or mandate of the public, reductions or curtailments of City services may be required. In such event, it may be necessary to lay off one (1) or more City employees. The following procedure is intended to give primary consideration to seniority in classification and service and job performance whenever the layoff of employees is necessary. The City's decision to abolish a position is not subject to the employee's right of appeal or grievance.

Notwithstanding the above, the City recognizes the responsibility and the Association's right to meet and confer over the impact of such an action.

When a position within a department or division is abolished, all employees in that department or division in the subject classification shall be listed in order of their length of time in classification. The department head shall choose from among their number the probationary employee to be laid off for each position to be abolished.

In any case length of time in classification should be equal, the appointing authority shall take length of service with the City into consideration in determining the employee to be laid off.

If in any case length of time in classification and length of time of service with the City should be equal, the appointing authority may take job performance into consideration in determining the employee to be laid off.

Employees laid off shall be given two (2) weeks written notice of the action.

An employee who is to be laid off may request, in writing, to be transferred to a vacant position, subject to existing transfer rules within the two-week notification period.

An employee who has held regular status in a lower classification within the same department and/or division may request, within the two (2) week notification period, demotion to a position of said lower classification or an equivalent class in order to avoid layoff. If the employee makes such a request, a list of employees as prescribed in the preceding section shall be prepared and subject employee shall have his/her name placed among the other names on said list according to his/her total length of service in said class and any higher class within the department and/or division. Thereafter, the appointing authority shall choose an employee to be laid off according to the preceding section.

A regular employee of the City who has been employed for a minimum of two (2) years and has been laid off because of either abolition of his/her position or as a result of a demotion of another employee to avoid layoff will be eligible for ten (10) days severance pay.

The names of all permanent employees who were laid off or who were demoted to avoid layoff shall be placed on a layoff list for two (2) years. Whenever a vacancy occurs in the classes from which employees were laid off, the qualifying employees on the layoff list will be notified of the vacancy, prior to announcing an open or promotional position. In such an event, the appointing authority shall consider the former employee(s) from the layoff list prior to considering other candidates. However, the appointing authority shall retain the right not to appoint

said former employee(s) and may request an examination to establish a new eligibility list.

A regular employee may be reinstated within twenty-four (24) months after resignation in good standing to a vacant position in the same classification. No credit shall be received for prior service in terms of benefits accrued prior to reinstatement unless recommended by the appointing authority and approved by the Personnel Officer. A reinstated employee shall begin a new probationary period and anniversary date.

Section 2-5.0 Provisional Appointment

In the absence of an appropriate eligibility list, transfer, or a demotion, a provisional appointment may be made by the appointing authority of an individual who meets the training and experience requirements for the position. Such an appointment may be made during the period of suspension of an employee or pending final action on proceedings to review suspension, demotion, or discharge of an employee. Provisional appointments may also be made under other circumstances deemed for the good of the service by the Personnel Officer.

A provisional employee may be removed at any time without rights to appeal or hearing. Provisional employees shall accrue the same benefits as probationary employees.

Section 2-6.0 Residency

No employee shall be required to relocate or establish a primary residence closer than forty-five (45) minutes travel time to the City limits.

Section 2-7.0 Retirement

2-7.1 Retirement Plan & Contributions

“Classic” (Employed by the City or other eligible public agency prior to January 1, 2013 as defined by CalPERS) sworn unit employees shall be provided the benefit of the local Safety Members 3%@50 retirement formula.

“Classic” sworn employees represented under this MOU shall pay 100% of the employee’s share of the Public Employees Retirement System (PERS) contribution for Safety Members, which is currently 9%.

“PEPRA” (Employed by the City or other eligible public agency on or after January 1, 2013, as defined by CalPERS) sworn unit employees shall be provided the benefit of the local Safety Members 2.7%@57 retirement formula.

“PEPRA” sworn employees represented under this MOU shall pay 100% of the employee’s share of the Public Employees Retirement System (PERS) contribution for Safety Members, which is currently 12%.

Members that previously received a salary adjustment of 2.5% as an offset for contributing 100% of the employee contribution shall continue to receive this offset during the term of the MOU.

2-7.2 Unused Sick Leave Conversion

The City’s contract with the California Public Employees Retirement System (CalPERS) will allow unit employees to convert unused sick leave to service credit upon retirement.

2.7.3 Industrial Disability Retirement

Any safety employee, who is disabled from performing the normal range of duties attached to his or her position, as determined under applicable law, shall be retired for disability. Pursuant to Government Code Section 21164, the employee’s effective retirement date shall be no earlier than the date upon which leave pursuant to Labor Code Section 4850 terminates or the date upon which the employee has been declared to be permanent and stationary by the primary treating physician, whichever is earlier. Should the employee consent, however, the employee may be retired at an earlier date than either of those dates.

Notwithstanding the provisions of Government Code Section 21163, an employee who is otherwise incapacitated for duty and eligible for disability retirement may not be allowed to postpone the effective date of his or her retirement using any sick leave to which the employee might otherwise be entitled.

Section 2-8.0 Salary Adjustment and Longevity Plan

2-8.1 Salary Adjustment

~~Effective July 1, 2024, all unit members will receive a three percent (3.0%) cost of living adjustment (COLA) increase.~~

Effective July 1, ~~2025~~2026, all unit members will receive a three percent (3.0%) base salary cost of living adjustment (COLA) increase.

2-8.2 Longevity Pay

City will provide a longevity payment to all sworn and non-sworn unit employees based on the following schedule (Applies only to continuous service at the City of Clearlake, although no incumbent as of September 12, 2019 will receive a reduction in pay as a result):

Completion of Years of Service	% of Salary Longevity Payment
5	1.0%
6	2.0%
7	3.0%
8	4.0%
9	5.0%
10	6.0%
11	7.0%
12	8.0%
13	9.0%
14	10.0%
15	11.0%

2-8.3 Pay Periods

There shall be twenty-six (26) pay periods per year.

2-8.4 Shift Differential

a) Member shall receive a differential of five (5%) percent of their base pay for actual hours worked during the night shift period as defined below:

Night shift shall be 6:00 p.m. (1800 hrs) to 6:00 a.m. (0600 hrs). The start and end time for this period are based on the current 3/12 alternative work schedule for patrol and dispatch.

b) The City agrees to meet and confer regarding shift differential if the City changes from the current 3/12 alternative work schedule for patrol and/or dispatch to another schedule (eg. 4/10, 5/8).

2-8.5 Merit Increases

All Merit Increases and Status Changes affecting employee pay shall be effective the first day of the pay period following the anniversary date or date of change of status, whichever is later.

Payment of Comp Time Upon Promotion and/or Change of Bargaining Unit

Employees who have accrued compensation time and who are promoted to a new bargaining unit shall receive a cash-out of all accrued compensation time prior to the effective date of the promotion/bargaining unit change. This amount would be paid in the next pay period following the promotion date.

Section 2-9.0 Health and Welfare

2-9.1 Health Insurance Plan

- a) The City shall provide a Medical/Dental/Vision Plan for unit employees and their dependents. The medical/vision plan shall be that offered by Operating Engineers Local Union No. 3 with individual employees paying the associate membership fee.
- b) If the City is mandated to contribute toward employee’s health insurance program by state or federal action, this subsection shall be considered invalid and subject to Section 10 in Article V (Severability).
- c) The City and employees shall contribute the following percentages towards health insurance:

City Contribution: 80% of premium
Employee Responsibility: 20% of premium

2-9.2 Waiver of Participation

Effective July 1, 2022, all new employees hired on or after this date who elect to waive participation in the City’s health insurance plan due to participation in a spouse’s insurance program or private health insurance program shall, upon written request to waive said participation and proof of alternative health insurance coverage, receive from the City a two hundred dollar (\$200) flat rate payment towards unit employee’s health insurance plan, regardless of family size or alternate coverage cost.

Current unit members waiving participation and receiving in-lieu pay shall continue to receive in-lieu pay for the duration of this agreement at the equivalent of 50% of the City’s contribution towards employee’s health care plan at the rate effective June 30, 2022.

Should the IRS (or other state or federal agency) adopt rulings or regulations that place the City at great risk of penalty for offering the stipend for opting out of medical insurance, the City reserves the right to delete the Waiver of Participation in-lieu payments.

2-9.3 Employee Spouses/Dependents Not Eligible for “In lieu”

For City medical plans, when a unit employee is the spouse or dependent of another benefited City employee, the affected employees shall have the option of:

- a) Individual coverage; or

- b) One (1) employee may select a plan and list the spouse/dependent as a dependent.

A unit employee, who becomes eligible for “in lieu” compensation, or who is covered as the dependent of a City employee in the City plan is eligible for “in lieu” compensation. Unit employees may not both insure each other or the same dependents.

2-9.4 Proof of Coverage/Waiver of City Liability

Unit employees electing to cancel City health insurance coverage for themselves and all eligible family members must provide proof of the following:

- a) The unit employee is not receiving Medicare or Medical.
- b) The unit employee must sign a document stating his/her desire to waive their City medical insurance coverage.
- c) The unit employee has coverage through another (non-City) benefit plan (e.g., spouse's coverage through another employer), and must waive any liability to the City for their decision to cease coverage under the City's health insurance plan.

2-9.5 In lieu Cash Value (Non-PERSable)

Effective July 1, 2024, all unit employees electing to opt out will receive the taxable cash (non-PERSable) payment payable in two equal amounts and added to the first and the next subsequent paycheck of each month.

Employees may elect to have this amount deposited into a deferred compensation account or other pre-tax program offered, or approved by the City, or the employee may elect to receive this amount as a cash medical-in lieu taxable benefit. If, for any reason, Operating Engineers Trust Fund determines that unit employees may not "opt out", this program becomes null and void.

2-9.6 Re-enrollment in City Health Plan

After electing the In lieu provision, a unit employee and their dependents who later request to re-enroll under the City plan can only do so after a qualifying event as permitted by the insurance carrier. Coverage will commence per the plan document.

A qualifying event shall be defined as set forth in the OE3 Trust Fund medical plan and the Health Insurance Portability and Accountability Act of 1996, a copy of which is available to unit employees in the Administrative Services Department. Examples include, but are not limited to:

- a) New marriage
- b) New dependent(s)
- c) Birth of a child
- d) Adoption or placement for adoption
- e) Loss of spouse's coverage

2-9.7 Alternate Health Insurance Plan

Further, the parties agree to work mutually toward seeking health and benefit plans which are acceptable to both parties, including counseling services provided by an independent contractor.

If an alternate Health Insurance Plan is identified by either party during the term of this agreement, the City and the Association agree to re-open negotiations for the sole purpose of renegotiation the City and employee levels of contribution and implementation of the plan.

2-9.8 Life Insurance

The City shall provide a \$50,000 Life Insurance Policy for Association Members and an additional \$100,000 policy as a line of duty benefit for sworn employees. Employees have the option of purchasing additional coverage at their own expense.

2-9.9 State Disability Insurance

The City shall provide SDI coverage for all unit employees.

2-9.10 Physical Requirements

The City may require that all applicants and employees be in such physical or mental condition to perform the duties of their jobs and may require periodic medical or psychological evaluation. No employee shall hold any position in a classification in which he cannot physically or mentally perform all the duties of the job adequately or without hazard to himself or others. Within the limitations indicated, the City's policy shall be to make such efforts as are consistent with the provisions of the City rules to place physically disabled employees in such positions as are available in the City service where their disabilities will not affect their performance of duties. The employee's length of service, nature of past performance and the availability of openings may be considered in placing disabled employees.

It is the intent of the City to administer this provision on an equitable basis.

2.9-11 Stress Management/Wellness Program

Outpatient care for treatment by a psychiatrist, psychologist, or certified social worker: The City will reimburse unit employees fifty percent (50%) of the covered charges up to a maximum of \$60 charge, therefore paying up to \$30 per visit, with an overall maximum of twelve (12) visits per fiscal year.

A \$200 per fiscal year wellness stipend will be provided to all classifications within the bargaining unit. This is a reimbursement for costs relating to wellness, up to \$200 maximum per fiscal year. Examples are, but not limited to, Fitbit exercise watch, yoga class, meditation class, smoking cessation, weight loss classes, gym membership, etc.

Dispatch staff may purchase a walking pad treadmill for use in Dispatch. The walking pad treadmill should fit under the desk when not in use and not used as a running treadmill. Employees using the walking pad treadmill must sign a waiver before using it releasing the City from any injuries resulting from its use.

Section 2-10.0 Sick Leave

2-10.1 Accrual of Sick Leave

Every full-time regular employee and probationary employee shall earn sick leave at the rate of eight (8) hours per month, or major fraction thereof. Permanent part-time employees shall earn sick leave at a ratio of their hours to full time position.

2-10.2 Use of Sick Leave

Sick leave with pay may only be granted by the appointing authority for valid illness, injury, or scheduled appointment for medical or dental care unless otherwise provided by this agreement. The appointing authority may require evidence in the form of a physician’s certificate, or otherwise, of the adequacy of the reason for an employee’s absence during the time for which sick leave was requested. When in the judgment of the appointing authority, the employee’s reasons for being absent because of alleged illness or injury are inadequate, he/she shall indicate on the payroll time report that the absence was leave without pay. The appointing authority may take reasonable steps to insure proper use of sick leave with pay.

2-10.3 Sick Leave Integration

An employee who is entitled to temporary disability indemnity under the State Labor Code may elect to take that number of hours or portions of hours of his/her accumulated sick leave, or his/her accumulated vacation, as when added to the disability indemnity will result in a payment to the employee of his/her full salary.

When accumulated sick leave, or vacation or both are exhausted, the employee is still entitled to receive disability indemnity.

2-10.4 Illness While on Vacation/Holiday

An employee who becomes ill while on vacation may have such period of illness charged to his/her accumulated sick leave instead of to vacation, provided that:

- a. Immediately upon return to duty, the employee submits to the appointing authority a written request for sick leave. The appointing authority may require evidence in the form of a physician’s certificate, or otherwise, of the adequacy of the reasons for the time for which sick leave was requested.
- b. The appointing authority recommends, and the Personnel Officer approves the granting of such sick leave.

2-10.5 Illness on Observed Holidays

Observed Holidays occurring during sick leave shall not be counted as a day of sick leave, except for employees receiving holiday pay.

2-10.6 Use of Sick Leave for Dependent Care

A employee may use sick leave for the case of dependents who are ill, injured or pregnant and who are living in the employee’s household.

2-10.7 Separation

An employee leaving municipal services shall forfeit all sick leave benefits except that sick leave may be used only through the final day of the actual work performed for the City and not during a period of terminal vacation.

Section 2-11.0 Vacation Leave

2-11.1 Accrual of Vacation

Every full-time regular probationary employee shall earn leave with pay, as follows:

Completed Years of Service	Vacation Hours per Year
0	80
1	88
2	92
3	96
4	100
5	104

6	108
7	112
8	116
9	120
10	124
11	128
12	132
13	136
14	140
15	144
16	148
17	152
18	156
19	160

2-11.2 Maximum Vacation Leave Accrual

An employee may accumulate unused vacation leave up to a maximum of twice the number of hours due annually. Under extraordinary circumstances, and when the best interest of the City requires, the City Manager may permit a temporary accumulation of vacation leave in excess of the maximum accrued. Except for the above exception, annual vacation leave shall not accrue nor accumulate in excess of the following amounts:

After Years of Service	Vacation Hours Per Year	Maximum Accrued Balance
0	80	160
1	88	172
2	92	184
3	96	192
4	100	200
5	104	208
6	108	216
7	112	224
8	116	232
9	120	240
10	124	248
11	128	256
12	132	264

13	136	172
14	140	280
15	144	288
16	148	296
17	152	304
18	156	312
19	160	320

2-11.3 Scheduling Vacation Leave

All vacation requests for the coming calendar year shall be submitted in writing to the Chief of Police between November 1st and November 30th of the current year. When the requested vacation periods of two (2) or more employees working the same shift conflict and not all such requests can be reasonably granted, employees shall be granted their preferred vacation period in order of department seniority. When department seniority is equal, the employees’ ranking on the original list from which they were hired will be used to break the tie. Vacation requests shall not be denied nor scheduled vacations canceled unless operational needs require it.

2-11.4 Separation

An employee who is eligible for vacation time shall be paid for such accumulated vacation time on the effective date of termination. It shall not be necessary to carry such employee on the payroll for the vacation period and the vacancy thus created may be filled at any time after the effective date of termination. When separation is caused by death of the employee, payment shall be made to the employee’s designated beneficiary.

2-11.5 Denial of Leave Request/Accrual Extension

In the event an employee is denied two requests to take vacation within a calendar year, he/she shall be allowed to carry-over accrued vacation in excess of the maximum allowed.

2-11.6 Pay for Vacation Time

Upon request, an employee may be paid for vacation accruals the straight time hourly equivalent of his/her salary in lieu of vacation time off. Such payment shall be for no more than eighty (80) hours of vacation accruals in any one fiscal year.

Section 2-12.0 Bereavement Leave

An employee shall receive forty (40) hours bereavement leave due to the death of his or her parent, stepparent, mother-in-law, father-in-law, spouse, child, step

child, adopted child, grandchild, grandparent, sister, brother, sister-in-law, brother-in-law, or the death of any person residing in the immediate household of the employee at the time of the death.

An employee shall receive twenty-four (24) hours bereavement leave due to the death of his or her aunt, uncle, niece, nephew, first cousin, aunt-in-law, uncle-in-law, great-grandfather, great-grandmother, great-granddaughter, or great-grandson at the time of death.

Section 2-13.0 Holidays

The following holidays shall be observed except for shift employees in the Police Department. Shift employees are police officer and dispatcher employees.

- New Year’s Day – January 1
- Martin Luther King’s Birthday – 3rd Monday in January
- Washington’s Birthday – 3rd Monday in February
- Memorial Day – Last Monday in May
- Juneteenth – June 19th
- Independence Day – July 4
- Labor Day – 1st Monday in September
- Veteran’s Day – November 11th
- Thanksgiving Day – 4th Thursday in November Day after Thanksgiving Day
- One-half day Christmas Eve Christmas Day – December 25th
- One-half day New Year’s Eve One Floating Holiday

Section 2-14.0 Leave of Absence without Pay

Upon written request, the City Manager may, in his/her discretion and upon recommendation of the Chief of Police, grant a temporary leave of absence without pay to any unit employee who has been employed by the City regularly for one (1) year or more, provided a time fixed for return is provided by the employee.

Any such unit employee, with the approval of the City Manager, may return prior to the time fixed for the expiration of such leave.

Section 2-15.0 FMLA/CFRA/PDL Leaves

2-15.1 Purpose

This section does not purport to provide all the provisions of law but summarizes the general intent at the time this MOU was adopted. Specific details of the FMLA and CFRA are available in the Administrative Services Department. Unit employees and the Chief of Police must contact Administrative Services Department to verify

current provisions and requirements. Failure to do so could result in a misunderstanding of rights and obligations and could cause loss of leave benefits or loss of insurance coverage.

2-15.2 Eligibility for FMLA and CFRA

Pursuant to State and Federal laws, employees shall be eligible for Family and Medical Leave of absence for:

- The birth of an employee's child;
- Disability due to pregnancy - FMLA only;
- The placement of a child with an employee in connection with the adoption or foster care of that child;
- The care of the employee's child with a serious health condition;
- The care of a spouse or parent with a serious health condition; or
- The employee's own serious health condition.

Such leave rights apply to all employees with twelve (12) or more months of service with the City prior to the leave request and who have also worked a minimum of one-thousand two-hundred fifty (1,250) hours in the preceding twelve (12) months.

2-15.3 Employee Rights under FMLA/CFRA

Except for family medical leave taken to care for an injured service member, the maximum amount of family medical leave an eligible employee may take shall be limited to twelve (12) weeks in a twelve (12) month period.

The twelve (12) month period is rolling, and is measured backward from the date leave is used and continuous with each additional leave day taken.

Leave may be taken as days off, or intermittently or through modified work schedules.

The unit employee is guaranteed a return to his/her position at the end of approved leave.

During the twelve (12) work week FMLA period, the City shall maintain the employee's medical, dental, and life insurance.

2-15.4 Approval Process for FMLA/CFRA

Unit employees must give thirty (30) days advance written notice, on a form provided by the City, of the need for such leave, unless the absence could not be

anticipated. In such cases, the unit employee must give notice as soon as possible but, in any event, no later than five (5) working days from learning of the need for FMLA leave.

Verification by the attending physician or health care provider will be required for absences relating to the unit employee's or family member's serious health condition.

The Administrative Services Department shall determine if the leave qualifies under the Family and Medical leave laws and may determine the commencement date.

2-15.5 Privacy Under FMLA/CFRA

For privacy reasons, the City shall not require specific medical diagnosis of either the employee's condition or a family member's health condition but shall be entitled to the health care provider's certification of the need for the leave.

2-15.6 Pregnancy Disability Leave (PDL)

Pregnancy Disability Leave of up to four (4) months, with or without pay, shall be provided to unit employees covered herein pursuant to the Fair Employment and Housing Act (FEHA).

Such leave shall be granted for disability of the unit employee determined by a physician, for the duration of such disability, provided, however, that the cumulative unpaid leave for disability and non-disability reasons under FMLA/CFRA/PDL shall not exceed one (1) year.

2-15.7 Use of Accruals While on FMLA/CFRA/PDL

The unit employee shall have the option to use sick leave for any FMLA/CFRA-eligible illness or medical-related absence and shall have the option to use vacation or other accrued leaves if sick leave has been exhausted. If the unit employee chooses not to use accrued leave and instead chooses unpaid leave, the City shall use accrued leave to pay any payroll deductions and/or health care premiums due from the unit employee.

FMLA shall run concurrently with Pregnancy Disability Leave.

2-15.8 Expiration of FMLA/CFRA/PDL

Upon expiration of FMLA/CFRA/PDL, if the unit employee remains on leave, he/she shall be responsible for maintaining his/her insurance benefits, either by use of sufficient accrued paid leave or by payment of the required premiums, if accruals have been exhausted.

Section 2-16.0 Post Incentive Pay

Additional compensation shall be paid to Police Officers and Dispatchers for POST certificates as prescribed below:

- Intermediate Certificate 5.0%
- Advanced Certificate 2.5% additional for a total of 7.5%

Section 2-17.0 Bi-Lingual Pay

Based on the City and community need and the language proficiency of the employee, the Chief of Police may approve bilingual pay for Police Officer’s Association classifications. Approval will only be given where the employee’s bilingual skill is regularly used in the course of business.

Bilingual pay shall be 2.5% of base salary for speaking and/or 2.5% of base salary for writing based upon successful passing of testing through Language Testing International and the American Council on the Teaching of Foreign Languages and proficiency of an Intermediate Mid or higher test result. ~~Employee validations are valid for two years from the date of testing.~~

If an employee is off work for over 30 consecutive calendar days, the employee will not receive the bilingual differential for the remainder of the leave; this will not take effect if the employee is out on LC 4850 disability leave.

Section 2-18.0 Special Assignments

Employee shall receive a five percent (5%) premium pay while assigned by the Police Chief and while performing in any of the following special assignments:

- Traffic Officer
- Canine Officer
- Field Training Officer
- Non-sworn personnel while actively training other non-sworn personnel
- Watch Commander
- Police Corporal
- Detective
- Lead Dispatch
- School Resource Officer

Time performing the special assignment does not include the time training to qualify for the special assignment.

The maximum premium pay for multiple special duty assignments is ten percent (10%). A member serving as Field Training Officer shall not have the five percent (5%) special duty assignment pay count towards the maximum premium pay. A

member serving as a Police Corporal shall not be eligible for Watch Commander special assignment pay.

2-18.1 Police Corporal Assignment

- a) Responsibilities. The functions and responsibilities of the Police Corporal assignment include those of a Police Officer with the additional duties of an assistant supervisor or, in the absence of a sergeant, the shift supervisor. The assignment is distinguished from Police Officer by the focus on leadership, coordination and oversight of officers during field operations. They have the responsibility of monitoring the job performance of police personnel, in support of the sergeant, to ensure adherence to department policy and procedures. They provide informal, remedial training to assigned personnel and take corrective action of field performance issues as needed. They make decisions as to the correct action at calls for service as the shift supervisor or as the lead officer on the shift or at the call. They may receive and investigate complaints related to an employee's conduct and be assigned projects or other responsibilities consistent with the additional leadership responsibilities of the assignment.
- b) Maximum Assignments. The Police Chief may appoint a maximum of four (4) Police Corporals, with a maximum of one per patrol shift. Appointments are subject to budgetary and staffing needs.
- c) Minimum Eligibility. In order to be eligible for the Police Corporal assignment, an applicant must meet the following minimum requirements:
 - a. Four (4) years of experience as a Police Officer with the City of Clearlake; and
 - b. Experience serving as a Watch Commander with the City of Clearlake; and
 - c. Experience serving as a Field Training Officer with the City of Clearlake.
- d) Selection Process: Upon a vacancy in the Police Corporal program, the Police Chief may solicit memorandums of interest for the assignment. Members will be notified via e-mail. Candidates meeting the minimum qualifications will be invited to participate in a testing process. The testing will minimally consist of a scored written test. The minimum passing score shall be 80% overall and for any scored component of the testing process. Successful candidates will be placed on an eligibility list, ranked by score, and referred to the Chief of Police, who has pick of the list for final

selection. A passing score does not guarantee placement in the assignment.

- a) Candidates who fail the testing process are ineligible from re-applying for a period of one year.
- b) Candidates who pass the testing process but are not selected will remain on an eligibility list for twelve (12) months. Their score will be merged with the scores from subsequent testing process(es) that occur during their period of eligibility or the candidate may re-test at their discretion.
- c) Evaluation: The Annual Evaluation for a Police Corporal will include an assessment and evaluation of their performance with respect to the additional duties and responsibilities of the assignment in addition to those of a Police Officer.
- d) Probationary Period: Upon selection to the Police Corporal assignment, members will serve a Probationary Period of one year from the date of their advanced assignment. During this time, they may be removed from the advanced assignment, with or without cause, without the right of due process appeal or hearing at the sole discretion of the Chief of Police. A member so removed shall be ineligible to reapply for the assignment for a period of one year from the date of removal.
- e) Removal: Upon successful completion of the Probationary Period, a member may be removed from the Corporal assignment by the Police Chief (1) as part of a disciplinary action or (2) the member is physically incapable of performing the duties of the special assignment. A member removed for disciplinary reasons shall be ineligible to reapply for the assignment for a period of one year from the date of removal.
- f) Assignments: Police Corporals will be assigned to a patrol shift with no more than one corporal assigned to a shift. A member assigned as a Police Corporal who transfers to a non-patrol assignment, such as Investigations or School Resource Officer, will no longer be a Police Corporal.
- g) Watch Commander: In the absence of a sergeant, the Corporal will serve as the shift supervisor, except if they are actively training as an FTO, another qualified officer on the shift may serve as shift supervisor. If two or more Corporals are working the same shift, the most senior Corporal will generally serve as the shift supervisor.

However, this may be overridden by a sergeant or other higher-ranking supervisor.

- h) Reversion: A member serving in the Police Corporal assignment who is promoted to Police Sergeant but fails the promotional probationary period shall not have reversion rights to the Police Corporal assignment or the associated compensation.
- i) Policy and Direction: The Police Chief may enact policies and procedures to implement the Police Corporal Assignment Program so long as they do not conflict with the above terms.

2-18.2 K9 Care and Maintenance

Police Officers who are assigned a K-9 shall be provided one half (1/2) hour per day of overtime pay at the base rate of \$19.30 per hour for the care and maintenance of the K-9.

Section 2-19.0 Uniform Regulations

2-19.1 Uniform Allowance and Maintenance

For a new employee to City service, the City will initially provide the following uniforms and equipment, which will then be maintained and replaced by the employee:

- Two uniform shirts (1 Long Sleeve / 1 Short Sleeve)
- Two uniform pants
- Neck tie
- Tie bar
- Name Tag
- Uniform belt
- Duty belt (Excluding Dispatcher & Supp. Svc. Tech.)

Employees shall be solely responsible for the purchase of non-listed items required to comply with the uniform policy such as t-shirts, socks and boots/footwear.

If a new employee does not pass their initial probationary period and does not remain in City service, they shall return to the city all uniform items that were provided by the City upon hire.

Upon approval of the Chief of Police, the City may replace uniform items damaged in the course and scope of an employee's duties. The employee remains solely responsible for the replacement of uniforms due to normal wear and tear.

The City will provide and maintain the following items for Police Officers:

- Firearm
- Ballistic vest
- Flashlight
- Handcuffs
- Baton
- Pepper spray

For non-police officer classifications, the City will provide and maintain items required, as determined by the Chief of Police, for the assignment, such as a utility belt, handcuffs, etc.

2-19.2 Personal Property Reimbursement

The City shall reimburse employee for the repair or replacement cost of personal property, clothing and equipment damaged, destroyed, stolen, or lost during the performance of his/her duty. The maximum reimbursement amount shall not exceed a reasonable replacement value as determined by the Chief of Police.

2-19.3 Load Bearing Vest Carriers

Officers may wear load bearing vest carriers while working patrol operations to reduce the risk of injury.

Section 2-20.0 Equipment Loan Program

The City will offer no-interest loans to non-probationary officers for the purpose of purchasing work related equipment. Loans can be no larger than \$500 at a time and must be repaid on a monthly basis over a period not to exceed one year through a payroll deduction. Only one loan per each officer can be outstanding at a time.

Section 2-21.0 Hours of Work and Overtime

2-21.1 Hours of Work

The Chief of Police shall schedule the shifts to meet the department’s operational needs.

All unit employees are employed on a seven (7) day/minimum forty (40) hour work period basis and may include sick leave, vacation and holiday leave (where applicable).

2-21.2 Overtime/Compensatory Time Off

Overtime is defined as a City required act or time expenditure by an employee in excess of the regularly scheduled work shift. Overtime shall be calculated at one and one-half (1 ½) times the employee's rate of pay or one and one-half (1 ½) times the number of overtime hours worked as compensatory time off (CTO). Compensatory time may be accumulated to a maximum of one hundred and sixty (160) hours at any given time.

During the month of June of each year, unit employees may, upon recommendation of the Department Head and approval of the City Manager, request pay-off of up to forty (40) hours of their accumulated compensatory leave balance. Requests shall be submitted in writing to the Department Head no earlier than June 1st and no later than June 26th of each year. Approved pay off shall be issued no later than June 30th of each year.

2-21.3 Compensatory Time

Compensatory time shall be earned and accumulated only if the employee agrees in advance that he/she is required to provide two (2) weeks' notice prior to reducing compensatory time. An employee who does not agree in advance to such notice shall not be allowed to earn or accumulate compensatory time. Exceptions may be considered by the Chief of Police.

2-21.4 Call Back/Call Out

- a. Call Back is defined as Association Members called back to work to perform corrections to work completed which results in overtime as defined in Section 2-14.2 shall commence at the time the Association Member reports to the Police Station. Call Back excludes Court Time, as defined in Section 2-14.5
- b. Call Back/Call Out pay for Association Members does not apply to meetings, training sessions, or other work about which employees receive seven (7) calendar days advance notice. Call Back pay also does not apply to work performed as an extension of a scheduled shift, either prior to or after said shift.
- c. Call Out is defined as hours worked when an Association Member has already been relieved of duty, has left the station, and is then called back to duty for work other than that defined as Call Back work above, which results in employee overtime as defined in Section 2-14.2. Call Out time begins when the Association Member reports to work. Call Out work shall be paid as overtime as defined in Section 2-14.2, at a minimum of four (4) hours compensation for hours worked, up to the start of the Association

Member's regularly scheduled shift, as applicable. Association Member shall not be paid Call Out pay during their regularly scheduled shift.

2-21.5 Court Time

Court time is time required and spent by an employee attending in response to a subpoena, a coroner's inquest, or a hearing or trial in a civil or criminal case, at a time other than that regularly required of such employee for employment, for the purpose of testifying as to knowledge acquired or claimed to have been acquired by such employee in the course of employment with the City. An employee shall be compensated at one and one-half (1 ½) times the regular hourly rate for all court time worked in excess of the prescribed regular work week. Employees shall receive a minimum of four (4) hours overtime compensation.

Employee must call the court one business day before the employee's scheduled appearance and confirm appearance is required.

2-21.6 Standby Pay

- a) Employees required to be on call for duty shall be furnished a cell phone.
- b) City shall create a rotating on-call schedule with on call pay of \$25 per weekday and \$50 per weekend day for Detectives.

2-21.7 Shift Selection

The Association agrees to mandatory shift rotation for patrol and dispatch assignments. The intent of shift rotation is to provide opportunities for employees to be exposed to all facets of police work.

- a) All shifts sign-up shall be by seniority.
- b) No employee shall work the same shift for more than two (2) rotations.
- c) An employee on leave extending over thirty (30) days is not eligible for shift sign-up but will have shift administratively assigned upon return to work.
- e) Management will attempt to allow shift selection for patrol and dispatch to be done at the same intervals at the same time.

Hardship: Any employee claiming a hardship and requesting to maintain on a shift for more than two (2) rotations shall comply with the following:

- a) Submit in writing to the Association Board of Directors the reasons for said hardship.

- b) Upon receipt of the hardship request, the Association shall make a recommendation to the Chief of Police for their determination.

2-21.8 Alternative Work Schedules

The Parties agree to meet and confer regarding work hours and related Overtime provisions of alternative work schedules such as the 3/12, 4/10 and 9/80 AWS plans. A side letter will be utilized to document the understanding of the Parties regarding such alternative work schedules.

Section 2-22.0 Day

For the purposes of administering benefits such as vacation accrual, holiday leave, etc. a “day” shall mean an eight (8) hour period.

Section 2-23.0 Training

The Chief of Police shall establish the training schedule for the department. Any employee interested in career related training shall submit a request to the Chief of Police. A schedule of training shall be prepared by the Chief of Police to meet the needs of the employee and the department. Requests shall be treated in a fair and equitable manner and shall not be unreasonably denied.

Section 2-24.0 Take Home Vehicle Policy

The Police Chief may recommend that the City provide Police Officers a take home vehicle if it has been determined a vehicle is available and based on the approval of the City.

Section 2-25.0 Educational Tuition Reimbursement

2-25.1 Tuition and Books

Tuition and Books: The city will reimburse those classifications represented by the Association up to \$600 per year for the cost of educational classes and books to encourage higher education subject to the approval of the Department Head. Employees are not eligible for both tuition and books reimbursement and the Safety Education Loan Forgiveness Program below..

2-25.2 Safety Education Loan Forgiveness (SELF) Program

POA and the City agree with the interest of enhancing the training and retaining of POA employees. Safety Education Loan Forgiveness (SELF) Program would be established to provide a forgivable loan amount of up to a maximum \$10,000 per employee for a program leading to a bachelor’s degree or other advanced degree (master’s or doctorate). The City would pay an amount up to \$5,000 per fiscal year

on behalf of the employee to the educational institution for tuition and related direct expenses as provided below:

In order to be eligible for the program, an employee must have been an employee of the City or a minimum of one year and completed field training. The course of study must be approved in advance, be relevant to the City, and be from a regionally accredited, degree-granting institution. The City Manager may approve a course of study from a nationally-accredited, degree-granting institution. The City will develop a list of preapproved courses of study in consultation with the POA.

Employees would have up to a maximum of four years to successfully complete the program by obtaining their degree. The maximum loan amount is limited to \$5,000 per year, with a total of \$10,000 per employee within the four-year period.

If an employee (1) does not complete the program within the four years, (2) quits the program, or (3) leaves City service prior to completion of the program, repayment of all funds disbursed under the program would be due back to the City. The repayment would be required to be paid via a payroll deduction (presumably from paid leave cash-out). In the event of insufficient paid leave balances, employees would be permitted to spread the amount due back to the City in equal payments for up to one year, provided they are in City service during this time. If they leave City service during this repayment period, any balance remaining on the final date of employment would become immediately due.

Upon successful completion of the program, provided an employee remains in City service, the loan would be forgiven after the fifth year after the two-year program period. If an employee successfully completes the program, but leaves City service prior to this time, the loan would be required to be paid via a payroll deduction (presumably from paid leave cash-out) based on the following schedule:

- 100% repayment for an employee who leaves City service during the first two years after the initial two-year program period.
- 75% repayment for an employee who leaves City service during the third year after the initial two-year program period.
- 50% repayment for an employee who leaves City service during the fourth year after the initial two-year program period.
- 25% repayment for an employee who leaves City service during the fifth year after the initial two-year program period.
- 0% repayment for an employee who leaves City service after the fifth year after the initial two-year program period (loan forgiven).

Article III. Grievance and Discipline

Section 3-1.0 Grievance Procedure

A grievance shall be a claim, filed by an employee on his/her own behalf, or the Association (for alleged violations of Association rights) contending that the City has violated or misapplied on obligation expressed, referenced and/or written in the agreement.

The following matters are specifically excluded from consideration under the grievance and appeal procedure:

- a. Determination of contents of job classification.
- b. Determination of the procedures and standards for employment.
- c. Items subject to the meet and confer process.
- d. Matters subject to disciplinary proceedings
- e. The procedures set for therein shall not apply in matters where other methods of dispute resolution have specifically been provided for in State or Federal Law, such as, but not limited to, appeal of Workers' Compensation claims; unemployment insurance claims; or claims of employment discrimination based upon race, religious creed, sex, color, physical disability, age, medical condition, national origin, political affiliation or marital status for which a remedy is provided by the California Fair Employment and Practices Act or Title VII.
- f. Probationary employees rejected during probation shall have no right to appeal or grieve under this MOU.
- g. Items filed more than fourteen (14) calendar days following the event giving rise to the grievance or first knowledge of the grievance.

Every effort shall be made to resolve a grievance through discussion between the grievant and the immediate supervisor. The grievant must bring the grievance to the attention of his/her immediate supervisor within 14 days of the grievable event. Failure to do so will constitute a waiver of the grievance.

If, after such discussion, the grievant does not feel that the grievance has been satisfactorily resolved, the grievant shall have the right to discuss the matter with the supervisor's superior, if any within the departmental organization. Otherwise, the grievant shall have the right to discuss the matter with the department head.

If the grievant is not in agreement with the decision of the informal grievance procedure, the grievant shall have the right to present a formal grievance, in writing, to the department head. If such formal grievance has not been submitted within twelve (12) calendar days from the date of receiving the informal decision, the informal decision shall be considered as final.

When discussing the formal grievance with the department head, the grievant shall have the right to appear with a representative who may also participate in the discussion. The department head receiving the grievance shall review it, render a decision and comments in writing and return them to the grievant within twelve (12) calendar days after receiving the formal grievance. If the grievant does not agree with the decision reached, the grievant may present an appeal in writing to the City Manager within twelve (12) calendar days. Failure of the grievant to take further action within twelve (12) calendar days after receipt of the decision of the department head will constitute withdrawal of the grievance.

Upon receipt of an appeal, the City Manager or designated representative shall discuss the grievance with the grievant, the representative, if any, and other appropriate persons. The City Manager may designate a fact-finding committee, an individual not in the normal line of the grievant's supervision, or the City Attorney to render advice concerning the appeal. Within twelve (12) calendar days, the City Administer shall render a formal decision in writing to the grievant. If the grievant does not agree with the decision reached, the grievant may present an appeal in writing to the City Council within twelve (12) calendar days.

Upon receipt of an appeal, the City Council shall discuss the grievance with the grievant, the representative, if any, and other appropriate persons. The City

Council shall designate a fact-finding committee, an individual not in the normal line of the grievant's supervision, or the City Attorney to render written advice concerning the appeal. Within twelve (12) calendar days, the City Council shall render a formal decision in writing to the grievant.

Any or all of the time limitations mentioned above with reference to filing and response may be extended by mutual agreement between the employee and the City Manager and/or department head.

Section 3-2.0 Discipline

Disciplinary action may only be taken for just cause and should reflect consideration of the severity of the offense or performance problem, previous performance problems or offenses of the same nature and of the time between occurrences, overall work record and treatment of other employees in similar circumstances. Prior to any disciplinary action as defined in Government Code Section 3303 against any regular employee pursuant to provisions of the Personnel Ordinance and Rules, to following procedure shall be complied with:

1. Written notice of the proposed disciplinary action shall be given to the employee. Such notice shall include a statement of the reason(s) for the proposed disciplinary action, the charge(s) being considered, the time

periods in which the employee may respond, and shall be signed by the appointing Authority.

2. The employee shall be given an opportunity to review the documents or material upon which the proposed disciplinary action is based, and, if practicable, he/she shall be supplied with a copy of the documents or materials.
3. Within seven (7) calendar days after the employee has had the review opportunity provided above, he/she shall have the right to respond, orally or in writing, or both, at the employee's option, to the appointing authority concerning the proposed action. The Personnel Officer may at his/her discretion extend such time period to facilitate fair administration of the disciplinary process. The failure of the employee to respond shall constitute the employee's waiver of the opportunity to respond. Notwithstanding the above, a reasonable request for additional time within which to respond shall not be denied.
4. If the employee does not agree with the decision reached by the appointing authority, the employee may request a hearing before the Personnel Officer within seven (7) calendar days.
5. Within ten (10) calendar days of receipt of a written request for hearing, the Personnel Officer will schedule a date to hear the appeal of the appointing authority's decision. The failure of the employee to appeal shall constitute the employee's waiver of the opportunity to appeal and the appointing authority decision will become final.
6. Notwithstanding the provisions of this section, upon the recommendation of appointing authority, the Personnel Officer may approve the temporary assignment of an employee to a status of leave with pay pending an investigation(s) or hearing(s) as may be required to determine if disciplinary action is to be taken.

Throughout the above procedure, the employee may be represented.

Article V. Closing Provisions

Section 4-1.0 Severability

If any article or section of this Memorandum of Understanding should be found invalid, unlawful, or unenforceable by reason of any existing or subsequent enacted legislation or by judicial authority, all other articles and sections of the Memorandum of Understanding shall remain in full force for the duration of the Memorandum. In the event of invalidation of any article or section the City and

Association agree to meet within thirty (30) days for the purpose of renegotiating said article or section.

Section 4-2.0 Term of Agreement

The term of the Agreement shall be for the period commencing July 1, ~~2024~~2026 through June 30, ~~2026~~2027.

The City and Association agree to commence meeting in January 2026 for the purpose of negotiating a successor agreement.

The City will provide financial information prior to negotiations.

Section 4-3.0 Agreement Modification

In the absence of an executed agreement for the period commencing July 1, 2026, the provisions of the agreement shall remain in effect unless amended in accordance with the provisions of Government Code Section 3500 et seq.

Section 4-4.0 Ratification and Implementation

The City and the Association acknowledge that this Memorandum of Understanding shall not be in full force and effect until ratified by a simple majority vote of those employees voting who are in classifications represented by the Association set forth in this agreement and adopted in the form of a resolution by the City Council.

This agreement constitutes a mutual recommendation by the parties hereto, to the City Council, that the changes enumerated herein relating to wages, hours, fringe benefits and other terms and conditions of employment for unit employees represented by the Association.

Advanced notice shall be given to the Association on any amendments to the personnel rules or administrative procedures which affect wages, hours and other terms and conditions of employment, upon request, the City shall provide the opportunity to meet with the Association regarding these matters. As provided in Section 3500 et seq. of the Government Code, in cases of emergency, when the City Council determines that amendments to the personnel rules must be adopted immediately without prior notice or meeting with the Association, the City shall provide such notice and opportunity to meet at the earliest practical time following the adoption of the amendments. Amendments shall become effective upon adoption by the City Council.

Subject to the foregoing, this Memorandum of Understanding is hereby agreed to be recommended for approval by the authorized representative(s) of the Association.

~~Daniel Eagle~~Steve Felder, President
Clearlake Police Officers' Assoc.

Alan D. Flora
City Manager

~~Carl Carr~~Marc Beauchamp, OE3 Representative

Executed On: _____

Exhibit A

Clearlake Police Officers Association Membership

Animal Control Officer

Community Service Officer

Code Enforcement Officer

Code Enforcement Officer, Senior

Dispatcher

Police Officer

Support Services (Evidence) Technician



CITY OF CLEARLAKE

City Council

STAFF REPORT

SUBJECT: Consideration of Cost-of-Living Adjustment for Management Employees and Corresponding Update to the City Salary Schedule

MEETING DATE: July 16, 2026

SUBMITTED BY: Alan Flora, City Manager

PURPOSE OF REPORT: ☐ Information only ☒ Discussion ☒ Action Item

WHAT IS BEING ASKED OF THE CITY COUNCIL:

The City Council is being asked to consider a cost-of-living adjustment (COLA) for employees under the Management/Confidential Employees Classification and Benefit Plan (MBP) and approve the corresponding update to the salary schedule.

BACKGROUND/ DISCUSSION:

An updated MBP was adopted by the Council in 2023. According to Section 6-2.1 Salary Adjustments of the MBP, *"Management Employees shall receive a salary adjustment each July 1st. The salary adjustment shall take into consideration the March-to-March U.S. All Urban Cities Consumer Price Index, equity adjustments based on the labor market, and the financial condition of the City."* The recent Consumer Price Index (CPI) March to March increases were 1.9% in 2019, 1.5% in 2020, 2.6% in 2021, 8.5% in 2022, 5% in 2023, 3.5% in March 2024, and 2.4% in March 2025.

While inflation has fluctuated this year as seen in the attached information from the Bureau of Labor Statistics (BLS), the BLS reported a 3.3% Consumer Price Index (CPI) increase from March 2025 to March 2026. Staff recommend that the Council approve a 3% Cost of Living Adjustment (COLA) for employees covered by the management benefit plan, aligning them with the percentage already offered to the bargaining units.

OPTIONS:

1. Authorize a Salary Adjustment effective July 1, 2026, for management employees consistent with the Management Benefit Plan and approve the updated FY 2026/27 salary schedule.
2. Provide Direction to Staff.

FISCAL IMPACT:

☐ None ☐ \$ Budgeted Item? ☒ Yes ☐ No

Budget Adjustment Needed? ☐ Yes ☒ No If yes, amount of appropriation increase: \$

Affected fund(s): ☐ General Fund ☐ Measure P Fund ☐ Measure V Fund ☐ Other:

Comments:

The recommended salary increases for the Management group and other previously negotiated cost of living adjustments have been included in the FY 2026-27 Budget.

STRATEGIC PLAN IMPACT

- ☐ Goal #1: Economic Development
- ☐ Goal #2: Public Facilities and Infrastructure
- ☐ Goal #3: Celebrate Clearlake
- ☐ Goal #4: Clean
- ☒ Goal #5: Fiscal Sustainability
- ☐ Goal #6: Safe

SUGGESTED MOTIONS:

☒ **Attachments:**

1. Management Benefit Plan
2. CPI Press Release
3. Updated FY 26/27 Salary Schedule

CHAPTER 6
MANAGEMENT EMPLOYEES
CLASSIFICATION AND BENEFIT PLAN
SECTION 6

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CHAPTER 6

MANAGEMENT EMPLOYEES
CLASSIFICATION AND BENEFIT PLAN

SECTION 6

SECTION 6.1 CLASSIFICATION PLAN

Section 6-1.1 Classification Plan, Management: The following Classifications are considered “Management” employees:

- CITY MANAGER
- ASSISTANT CITY MANAGER
- ADMINISTRATIVE SERVICES DIRECTOR/CITY CLERK
- CHIEF OF POLICE
- COMMUNITY DEVELOPMENT DIRECTOR
- CITY ENGINEER
- DIRECTOR OF PUBLIC WORKS
- PUBLIC WORKS SUPERINTENDENT
- DIRECTOR OF FINANCE
- POLICE CAPTAIN
- POLICE LIEUTENANT
- SENIOR PLANNER
- PUBLIC WORKS CONSTRUCTION PROJECT MANAGER

SECTION 6-2 BENEFIT PLAN

Section 6-2.1 Salary Adjustments:

Management Employees shall receive a salary adjustment each July 1st. The salary adjustment shall take into consideration the March to March U.S. All Urban Cities Consumer Price Index, equity adjustments based on the labor market, and the financial condition of the City. (Res 28-2007)

Section 6-2.2 Longevity Pay:

The City will provide a longevity payment to all sworn and non-sworn unit employees based on the following schedule:

Completion of Years of Service	% of Salary Longevity Payment
5	1.0%
6	2.0%
7	3.0%
8	4.0%

9	5.0%
10	6.0%
11	7.0%
12	8.0%
13	9.0%
14	10.%
15	11%

(Res 97-04 and 2009-50)

Section 6-2.3 Medical/Dental/Vision and Life Insurance: The City will provide one hundred (100%) of the monthly premium for the employee and dependents including a \$50,000 life insurance policy for each - employee and \$100,000 Line of Duty benefit for each safety employee.. (Res 2017-45)

Section 6-2.4 Retirement Contribution: All employees shall pay 100% of the employee’s share of the Public Employees Retirement System (Res 2017-45).

The City shall maintain a deferred compensation plan of the City’s choice for employee’s voluntary participation in said plan.
(Res 86-108, Res 93-79)

Section 6-2.5 Executive Leave Account: The City shall establish an executive leave account for management employees.

- a) All management employees shall be entitled to executive leave of 80 hours per fiscal year with full pay.
- b) Executive leave does not accumulate and is not earned vacation time or benefit.
- c) Executive leave shall be credited to management employees on the first full pay period commencing after July 1st of each year.
- d) Executive leave accruals not used by June 30th each year are lost.
- e) In the event of any conflict or inconsistency between the provisions of this Plan and any employee contract, the provisions of the employee contract shall control.

Unused executive leave may be paid out up to forty (40) hours per calendar year (Res 2017-45).

Section 6-2.6 Sick Leave: Each employee shall accrue sick leave at the rate of eight hours per month which shall be placed in a sick leave account for each employee. (Res 86-108)

Section 6-2.7 Unused Sick Leave Conversion: The City will modify its contract with the Public Employees Retirement System (PERS) to allow management employees to convert unused sick leave to service credit upon retirement (Res 2009-50).

Section 6-2.8 Sick Leave Incentive:

- (a) Management employees who have an accrued sick leave account balance on June 30th of not less than 192 hours of sick leave shall be eligible to receive benefits during the subsequent fiscal year under the Annual Sick Leave Incentive Program.

On July 1st of each year the unused portion of sick leave accrued during the previous fiscal year which is in excess of eight (8) days, but not to exceed thirty (32) hours, shall be placed in the Annual Sick Leave Incentive Program. Eligible employee may elect to:

- 1. receive pay-off of that portion of unused sick leave which has been placed in the Annual Sick Leave Incentive Program up to the maximum of thirty (32) hours; or
- 2. convert said unused sick leave which has been placed in the Annual Sick Leave Incentive Program to vacation leave up to the maximum of thirty (32) hours; or
- 3. return said unused sick leave which has been placed in the Annual Sick Leave Incentive Program said unused leave to the employee's sick leave account.

- (b) Employees who have:

- 1) completed 20 years of service with the City of Clearlake; and
- 2) have a minimum balance of 1,000 hours of accrued unused sick leave; and
- 3) who separate from employment for any reason except termination for cause shall upon separation from employment with the City receive sick leave pay-off of one-hundred (100%) percent of the accrued unused sick leave balance that is in excess of 1,000 hours up to a maximum of 500 hours of sick leave pay-off.

At the City’s sole discretion, sick leave pay-off may be paid to the employee spread over a period of up to three (3) fiscal years. Whenever sick leave payment is not paid in full at the time of separation, sick leave payment shall not be subject to interest and payments shall be dispersed to the employee at a minimum rate of one-third (1/3) of the total amount of sick leave pay due the employee with the first payment to be made upon separation from employment with the City and each subsequent payment to be made on the anniversary date of separation. (Res 86-108, Res 93-79, Res 02-40)

Section 6-2.9 Vacation: Effective January 1, 1997, each employee covered under this benefit plan shall earn vacation leave with pay as follows:

<u>Years of Service</u>	<u>Vacation Hours Per Year</u>
0 - 2 yrs.	96
2 - 3	100
4	104
5	108
6	112
7	116
8	120
9	124
10	128
11	132
12	136
13	140
14	144
15	148
16	152
17	156
18	160
19	164
20	168

An employee may accumulate unused vacation leave up to a maximum of twice the number of days due annually. Under extraordinary circumstances and when the best interest of the City so requires, the City Manager may permit a temporary accumulation of vacation leave in excess of the maximum accrued. (Res 86-108, Res 93-79, Res 97-04)

Section 6-2.10 Holidays: The following holidays shall be observed:

New Years Day ---- January 1st
Martin Luther King's Birthday -- Third Monday in January
Washington's Birthday -- Third Monday in February
Memorial Day -- Last Monday in May
Independence Day -- July 4th
Labor Day -- 1st Monday in September
Veteran's Day -- November 11th
Thanksgiving Day - 4th Thursday in November
Day after Thanksgiving Day
Christmas Eve
Christmas Day
New Years Eve

(Res 86-108)

Section 6-2.11 Bereavement Leave: An employee shall receive five (5) days bereavement leave due to death of his or her parent, step-parent, mother-in-law, father-in-law, spouse,

child, step child, adopted child, grandchild, grandparent, sister, brother, sister-in-law, brother-in-law, or the death of any person residing in the immediate household of the employee at the time of death. (Res 86-108)

Section 6-2.12 Mileage Reimbursement:

- a) Effective immediately, except for the Chief of Police, Police Captain and Police Lieutenant, management employees shall receive \$200 per month vehicle allowance unless otherwise provided for under the terms and conditions of an employment contract.
- b) The Chief of Police shall have personal use of a City vehicle.
- c) The Police Captain and Police Lieutenant shall have use of a city vehicle during the course of conducting business or events which arise as a result of city employment. The Police Captain and Police Lieutenant may have the privilege of a city vehicle while traveling to and from work of the Clearlake Police Department subject to approval by the City Manager.
- d) The Public Works Director and Public Works Superintendent shall have the use of a City vehicle during the course of conducting business or events which arise as a result of City employment. The vehicle may be used while traveling to and from work subject to approval of the City Manager. (Res 2009-44)

Benefits provided pursuant to provisions of this section shall be subject to applicable State and Federal taxes. (Res 86-108, Res 00-96, Res 02-40)

Section 6-2.13 Legal Representation: The City will provide legal defense of its public employees pursuant to requirements set forth in Part 7 of the California Government Code commencing with Section 995. (Res 86-108, Res 02-40)

Section 6-2.14 Disability Plan: City shall provide a disability indemnity plan either through State Disability and/or a private plan. The type of plan shall be at the sole discretion of the City, however, benefits provided under said plan shall not be less than the benefits provided under the State Disability Plan. (Res 86-108, Res 02-40)

Section 6-2.15 Tuition and Books: The City will reimburse management employees up to \$600 per year for the cost of educational classes and books to encourage higher education, subject to the approval of the City Manager (Res 2009-50).

Section 6-2.16 Disciplinary Action: Disciplinary action of management employee shall be subject to the disciplinary procedures set forth in the Personnel Rules of the City of Clearlake unless otherwise provided for under the terms and conditions of an “at-will” employment contract.
(Res 02-40)

Section 6-2.17 Incentives – Certificate Incentive: Police Lieutenants who possess a POST Advanced Certificate shall be paid in an amount equal to two and one-half (2.5%) percent of base pay.

Section 6-2.18 Conflicts: In the event that any of the provisions of this agreement conflict with those contained within a personal employment contract, the terms of the contract shall take precedent. (Res 02-40)

(Res 86-108) November 17, 1986
 (Res 87-04) January 5, 1987
 (Res 87-75) September 8, 1987
 (Res 93-79) September 14, 1993
 (Res 97-04) January 9, 1997
 (Res 99-34) July 22, 1999
 (Res 99-60) November 18, 1999
 (Res 02-40) June 27, 2002
 (Res 28-2007) June 28, 2007
 (Res 2009-44) September 24, 2009
 (Res 2009-50) October 22, 2009
 (Res 2017-45) July 13, 2017
 (Res 2019-14) March 28, 2019
 (Res 2020-56) November 5, 2020
 (Res 2022-16) April 7, 2022
 (Res 2023-04) January 5, 2023

Codified and updated through January 5, 2023.

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Consumer prices up 3.3 percent over the year, 0.9 percent over the month, in March 2026

April 14, 2026

The Consumer Price Index for All Urban Consumers increased 3.3 percent, not seasonally adjusted, over the 12 months from March 2025 to March 2026. On a monthly basis, the all items index increased 0.9 percent, seasonally adjusted, in March 2026, after rising 0.3 percent in February and 0.2 percent in January.

CHART IMAGE

CHART DATA

Consumer Price Index for All Urban Consumers, 1-month and 12-month percent changes, March 2026

Category	1-month seasonally adjusted change			12-month change, Mar 2025–Mar 2026, not seasonally adjusted
	Jan 2026	Feb 2026	Mar 2026	
All items	0.2	0.3	0.9	3.3
Food	0.2	0.4	0.0	2.7
Food at home	0.2	0.4	-0.2	1.9
Food away from home ^[1]	0.1	0.3	0.2	3.8
Energy	-1.5	0.6	10.9	12.5
Energy commodities	-3.3	1.1	21.3	19.4
Gasoline (all types)	-3.2	0.8	21.2	18.9
Fuel oil	-5.7	11.1	30.7	44.2
Energy services	0.2	0.2	0.4	5.0
Electricity	-0.1	-0.7	0.8	4.6
Utility (fixed) gas service	1.0	2.1	0.0	6.4

Overall, food prices increased 2.7 percent over the year but were unchanged in March after rising 0.4 percent in February.

Prices for food at home rose 1.9 percent over the year. Prices for fruits and vegetables, nonalcoholic beverages, cereals and bakery products increased over the year, while prices for dairy and related products, meats, poultry, fish, and eggs decreased.

Prices for food away from home rose 3.8 percent over the last year, with prices for both full-service meals and limited-service meals increasing.

Energy prices increased 12.5 percent for the 12 months ending in March. Over the month, energy prices increased 10.9 percent in March, the largest monthly increase since September 2005.

Gasoline prices rose 21.2 percent in March, the largest monthly increase since these data were first published in 1967. Over the year, gasoline prices were 18.9 percent higher in March 2026 than in March 2025. Electricity prices increased 4.6 percent over the last 12 months, while natural gas prices rose 6.4 percent.

Prices for all other items, not including food and energy, rose 2.6 percent over the past 12 months. Shelter prices (including rent, owners' equivalent rent of residences, tenants' and household insurance, and lodging away from home) increased 3.0 percent over the last year. Prices for transportation services were up 4.1 percent over the year, while prices for medical care services increased 3.7 percent.

These data are from the [Consumer Price Index](#) program. One-month data are seasonally adjusted (except as noted) and 12-month data are not seasonally adjusted. To learn more, see "[Consumer Price Index — March 2026](#)." Also see these [charts of consumer prices data](#).

RELATED SUBJECTS

Prices

SUGGESTED CITATION

Section H, Item 19.

Bureau of Labor Statistics, U.S. Department of Labor, *The Economics Daily*, Consumer prices up 3.3 percent over the year, 0.9 percent over the month, in March 2026 at <https://www.bls.gov/opub/ted/2026/consumer-prices-up-3-3-percent-over-the-year-0-9-percent-over-the-month-in-march-2026.htm> (visited *July 13, 2026*).

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	S	T	U	V	W	X	Y	Z	AA	AB	
1																												
2		Proposed FY 2026-27 Salary Schedule				MONTHLY (Payroll Base)							ANNUAL									HOURLY (Payroll Input)						
3		Position	UNIT	RANGE	FY25-26	A Step	B Step	C Step	D Step	E Step	F Step		A Step	B Step	C Step	D Step	E Step	F Step		FY 25-26		A Step	B Step	C Step	D Step	E Step	F Step	
9		Maintenance Worker I	CMEA	21	3,224.46	3,321.19	3,487.25	3,661.61	3,844.69	4,036.93			39,854.28	41,846.99	43,939.34	46,136.31	48,443.12			19.1607		19.735517	20.722293	21.758408	22.846328	23.988645		
10		Parks Maintenance Worker I	CMEA	21	3,224.46	3,321.19	3,487.25	3,661.61	3,844.69	4,036.93			39,854.28	41,846.99	43,939.34	46,136.31	48,443.12			19.1607		19.735517	20.722293	21.758408	22.846328	23.988645		
11		Facilities Maintenance Worker II	CMEA	21	3,224.46	3,321.19	3,487.25	3,661.61	3,844.69	4,036.93			39,854.28	41,846.99	43,939.34	46,136.31	48,443.12			19.1607		19.735517	20.722293	21.758408	22.846328	23.988645		
12		Office Assistant/Secretary	CMEA	24	3,470.31	3,574.42	3,753.14	3,940.79	4,137.83	4,344.73			42,892.99	45,037.64	47,289.53	49,654.00	52,136.70			20.0210		20.621658	21.652740	22.735377	23.872146	25.065754		
13		Account Clerk I	CMEA	26	3,643.82	3,753.14	3,940.79	4,137.83	4,344.72	4,561.96			45,037.62	47,289.51	49,653.98	52,136.68	54,743.51			21.0221		21.652729	22.735366	23.872134	25.065741	26.319028		
14		Code Enforcement Technician	CMEA	26	3,643.82	3,753.14	3,940.79	4,137.83	4,344.72	4,561.96			45,037.62	47,289.51	49,653.98	52,136.68	54,743.51			21.0221		21.652729	22.735366	23.872134	25.065741	26.319028		
15		Grants Technician	CMEA	26	3,643.82	3,753.14	3,940.79	4,137.83	4,344.72	4,561.96			45,037.62	47,289.51	49,653.98	52,136.68	54,743.51			21.0221		21.652729	22.735366	23.872134	25.065741	26.319028		
16		Planner, Technician	CMEA	26	3,643.82	3,753.14	3,940.79	4,137.83	4,344.72	4,561.96			45,037.62	47,289.51	49,653.98	52,136.68	54,743.51			21.0221		21.652729	22.735366	23.872134	25.065741	26.319028		
17		Secretary/Permit Technician	CMEA	26	3,643.82	3,753.14	3,940.79	4,137.83	4,344.72	4,561.96			45,037.62	47,289.51	49,653.98	52,136.68	54,743.51			21.0221		21.652729	22.735366	23.872134	25.065741	26.319028		
18		Dispatcher Aide	CMEA	26	3,643.82	3,753.14	3,940.79	4,137.83	4,344.72	4,561.96			45,037.62	47,289.51	49,653.98	52,136.68	54,743.51			21.0221		21.652763	22.735401	23.872171	25.065780	26.319069		
19		Maintenance Worker II	CMEA	29	3,919.34	4,036.92	4,238.76	4,450.70	4,673.23	4,906.90			48,442.99	50,865.13	53,408.39	56,078.81	58,882.75			22.6116		23.289902	24.454397	25.677117	26.960972	28.309021		
20		Parks Maintenance Worker II	CMEA	29	3,919.34	4,036.92	4,238.76	4,450.70	4,673.23	4,906.90			48,442.99	50,865.13	53,408.39	56,078.81	58,882.75			22.6116		23.289902	24.454397	25.677117	26.960972	28.309021		
21		Support Services Technician I	CMEA	29	3,919.34	4,036.92	4,238.76	4,450.70	4,673.23	4,906.90			48,442.99	50,865.13	53,408.39	56,078.81	58,882.75			22.6116		23.289902	24.454397	25.677117	26.960972	28.309021		
22		Community Development Specialist	CMEA	29	3,919.34	4,036.92	4,238.76	4,450.70	4,673.23	4,906.90			48,442.99	50,865.13	53,408.39	56,078.81	58,882.75			22.6116		23.289902	24.454397	25.677117	26.960972	28.309021		
23		Parks Foreman	CMEA	31	4,115.30	4,238.76	4,450.70	4,673.24	4,906.90	5,152.24			50,865.15	53,408.40	56,078.83	58,882.77	61,826.90			23.7421		24.454396	25.677116	26.960972	28.309021	29.724472		
24		Account Clerk II	CMEA	32	4,218.19	4,344.74	4,561.97	4,790.07	5,029.57	5,281.05			52,136.83	54,743.67	57,480.85	60,354.89	63,372.64			24.3357		25.065781	26.319070	27.635024	29.016775	30.467614		
25		Building Inspector I	CMEA	32	4,218.19	4,344.74	4,561.97	4,790.07	5,029.57	5,281.05			52,136.83	54,743.67	57,480.85	60,354.89	63,372.64			24.3357		25.065781	26.319070	27.635024	29.016775	30.467614		
26		Fire Prevention Equipment Operator	CMEA	32	4,218.19	4,344.74	4,561.97	4,790.07	5,029.57	5,281.05			52,136.83	54,743.67	57,480.85	60,354.89	63,372.64			24.3357		25.065781	26.319070	27.635024	29.016775	30.467614		
27		Maintenance Worker, Senior	CMEA	32	4,218.19	4,344.74	4,561.97	4,790.07	5,029.57	5,281.05			52,136.83	54,743.67	57,480.85	60,354.89	63,372.64			24.3357		25.065781	26.319070	27.635024	29.016775	30.467614		
28		Dep City Clerk/ HR Tech I	CMEA	34	4,429.10	4,561.98	4,790.07	5,029.58	5,281.06	5,545.11			54,743.71	57,480.90	60,354.94	63,372.69	66,541.33			25.5525		26.319067	27.635020	29.016772	30.467610	31.990991		
29		Maintenance Worker, Lead	CMEA	34	4,429.10	4,561.98	4,790.07	5,029.58	5,281.06	5,545.11			54,743.71	57,480.90	60,354.94	63,372.69	66,541.33			25.5525		26.319067	27.635020	29.016772	30.467610	31.990991		
30		Management Analyst I	CMEA	34	4,429.10	4,561.98	4,790.07	5,029.58	5,281.06	5,545.11			54,743.71	57,480.90	60,354.94	63,372.69	66,541.33			25.5525		26.319067	27.635020	29.016772	30.467610	31.990991		
31		Planner I, Assistant	CMEA	34	4,429.10	4,561.98	4,790.07	5,029.58	5,281.06	5,545.11			54,743.71	57,480.90	60,354.94	63,372.69	66,541.33			25.5525		26.319067	27.635020	29.016772	30.467610	31.990991		
32		Building Inspector II	CMEA	36	4,650.55	4,790.07	5,029.57	5,281.05	5,545.10	5,822.36			57,480.84	60,354.88	63,372.62	66,541.25	69,868.31			26.8301		27.635000	29.016750	30.467588	31.990967	33.590515		
33		Senior Account Clerk	CMEA	37	4,766.82	4,909.82	5,155.32	5,413.08	5,683.73	5,967.92			58,917.89	61,863.78	64,956.97	68,204.82	71,615.06			27.5009		28.325883	29.742177	31.229285	32.790750	34.430287		
34		Recreation/Event Coordinator I	CMEA	37	4,766.82	4,909.82	5,155.32	5,413.08	5,683.73	5,967.92			58,917.89	61,863.78	64,956.97	68,204.82	71,615.06			27.5009		28.325883	29.742177	31.229285	32.790750	34.430287		
35		Associate Planner	CMEA	39	5,002.17	5,152.24	5,409.85	5,680.34	5,964.36	6,262.58			61,826.88	64,918.22	68,164.13	71,572.34	75,150.95			28.8587		29.724465	31.210688	32.771223	34.409784	36.130273		
36		Engineering Technician	CMEA	45	5,790.65	5,964.37	6,262.59	6,575.72	6,904.50	7,249.73			71,572.43	75,151.05	78,908.60	82,854.03	86,996.74			33.4076		34.409835	36.130327	37.936843	39.833686	41.825370		
37		Dep City Clerk/ HR Tech II	CMEA	45	5,790.65	5,964.37	6,262.59	6,575.72	6,904.50	7,249.73			69,487.80	75,151.05	78,908.60	82,854.03	86,996.74			33.4076		34.409835	36.130327	37.936843	39.833686	41.825370		
38		Recreation/Event Coordinator II	CMEA	45	5,790.65	5,964.37	6,262.59	6,575.72	6,904.50	7,249.73			71,572.43	75,151.05	78,908.60	82,854.03	86,996.74			33.4076		34.409835	36.130327	37.936843	39.833686	41.825370		
39		Code Enforcement Officer I	CPA	28	4,009.97	4,130.26	4,336.78	4,553.62	4,781.30	5,020.36			49,563.17	52,041.33	54,643.39	57,375.56	60,244.34			23.1344		23.828471	25.019894	26.270889	27.584433	28.963655		
40		Animal Control Officer	CPA	30	4,210.46	4,336.78	4,553.62	4,781.30	5,020.36	5,271.38			52,041.35	54,643.41	57,375.58	60,244.36	63,256.58			24.2912		25.019894	26.270889	27.584433	28.963655	30.411838		
41		Support Services Tech	CPA	30	4,210.46	4,336.78	4,553.62	4,781.30	5,020.36	5,271.38			52,041.35	54,643.41	57,375.58	60,244.36	63,256.58			24.2912		25.019894	26.270889	27.584433	28.963655	30.411838		
42		Community Service Officer	CPA	30	4,210.46	4,336.78	4,553.62	4,781.30	5,020.36	5,271.38			52,041.35	54,643.41	57,375.58	60,244.36	63,256.58			24.2912		25.019894	26.270889	27.584433	28.963655	30.411838		
43		Police Trainee (P/T)		30	4,210.46	4,336.78	4,553.62	4,781.30	5,020.36	5,271.38			52,041.35	54,643.41	57,375.58	60,244.36	63,256.58			24.2912		25.019894	26.270889	27.584433	28.963655	30.411838		
44		Police Dispatcher	CPA	31	4,313.16	4,442.55	4,664.68	4,897.91	5,142.81	5,399.95			53,310.61	55,976.14	58,774.94	61,713.69	64,799.38			24.8836		25.630107	26.911612	28.257193	29.670053	31.153555		
45		Code Enforcement Officer, Senior	CPA	32	4,420.99	4,553.62	4,781.30	5,020.36	5,271.38	5,534.95			54,643.39	57,375.56	60,244.34	63,256.56	66,419.39			25.5057		26.270867	27.584411	28.963631	30.411813	31.932403		
46		Police Officer	CPA	42	5,783.49	5,957.00	6,254.85	6,567.59	6,895.97	7,240.77	7,602.80		71,483.95	75,058.15	78,811.06	82,751.61	86,889.19	91,233.65			33.3663		34.367299	36.085663	37.889947	39.784444	41.773666	43.862349
47		Construction/Project Manager	MGT	60	7,719.65	7,951.24	8,348.80	8,766.24	9,204.55	9,664.78			95,414.87	100,185.61	105,194.89	110,454.63	115,977.36			44.5365		45.872575	48.166204	50.574514	53.103240	55.758402		
48		Public Works Superintendent	MGT	60	7,719.65	7,951.24	8,348.80	8,766.24	9,204.55	9,664.78			95,414.87	100,185.61	105,194.89	110,454.63	115,977.36			44.5365		45.872575	48.166204	50.574				