



CITY COUNCIL REGULAR MEETING AGENDA

Wednesday, June 26, 2024 at 6:00 PM

Kerman City Hall, 850 S. Madera Avenue, Kerman, CA 93630

LEVINE ACT DISCLOSURE. Pursuant to the Levine Act (Govt Code Section 84308), any party to a permit, license, contract, or other entitlement before the City Council is required to disclose on the record any campaign contribution, including aggregated contributions, of more than \$250 made by the party or the party's agents within the preceding 12 months to any City official. Participants and agents are requested to make this disclosure as well. The disclosure should be made when the agenda item is called and must include the name of the party, participant, or agent, and any other person making the contribution, the name of the recipient, the amount of the contribution, and the date the contribution was made. Council Members are also required to make such disclosures and recuse themselves.

CONFLICT OF INTEREST. City Council Members with a conflict of interest under the Political Reform Act are required to make disclosure of financial interest when the item is called and recuse themselves.

1. OPENING CEREMONIES

A. Call to Order

B. Roll Call

C. Invocation

At this time the Council wishes to provide anyone an opportunity to give a brief invocation or inspirational thought. In accordance with law, we would request this opportunity not be used to recruit converts, to advance anyone, or to disparage any other faith or belief. If no one steps forward, we will observe a moment of silence so that we may all focus our thoughts on how best to serve our community.

D. Flag Salute

2. AGENDA APPROVAL/ADDITIONS/DELETIONS

To accommodate members of the public or convenience in the order of presentation, items on the agenda may not be presented or acted upon in the order listed.

3. PRESENTATIONS/CEREMONIAL MATTERS

A. July is Park and Recreation Month (TJ)

B. Kiana Crisosto Proclamation (JAJ)

C. Jazmine Badhesha Proclamation (JAJ)

4. PUBLIC FORUM *(for matters not on agenda)*

This portion of the meeting is reserved for members of the public to address the Council on items of interest that are not on the Agenda and are within the subject matter jurisdiction of the Council. Speakers shall be limited to three minutes. It is requested that no comments be made during this period on items on the Agenda. Members of the public wishing to address the Council on items on the Agenda should notify the Mayor when that Agenda item is called, and the Mayor will recognize your discussion at that time. It should be noted that the Council is prohibited by law from taking any action on matters discussed that are not on the Agenda. Speakers are asked to please use the microphone, and provide their name and address.

5. CONSENT CALENDAR

Matters listed under the Consent Calendar are considered routine and will be enacted by one motion and one vote. There will be no separate discussion of these items. If discussion is desired, a member of the audience or a Council Member may request an item be removed from the Consent Calendar and it will be considered separately.

A. SUBJECT: Minutes - June 12, 2024

RECOMMENDATION: Council approve minutes as presented.

B. SUBJECT: Warrants (JA)

1. Nos. 29462-29588 \$727,422.86 ACH \$136,120.34

RECOMMENDATION: Council approve warrants and electronic bank transfers as presented.
(Pursuant to Government Code 37208)

C. SUBJECT: Payroll (JA)

05/12/24 - 05/25/24: \$198,430.36; Retro Pay & Other: \$209.69; Overtime: \$10,601.42;
Standby: \$1,949.53; Comp Time Earned: 41.63

05/26/24 - 06/08/24: \$199,017.20; Retro Pay & Other: \$1,436.22; Overtime: \$11,378.50;
Holi1/2: \$1,613.34 Standby: \$1,662.43; Comp Time Earned: 40.50

RECOMMENDATION: Council approve payroll as presented.

D. SUBJECT: Monthly Investment Report (JA)

RECOMMENDATION: Council accept monthly investment report as presented.

E. SUBJECT: Amending 2023/2024 Miscellaneous, Public Safety and Management Salary Schedules (JA)

RECOMMENDATION: Council by motion adopt resolution approving the 2024/2025 Salary Schedules for Employees in Miscellaneous and Public Safety Bargaining Units and for Management employees effective July 1, 2024.

- F. SUBJECT:** Approval of Project List for Fiscal Year 2024/2025 Funded by SB-1-The Road Repair and Accountability Act of 2017 (JA)

RECOMMENDATION: Council by motion adopt resolution approving project list for Fiscal Year 2024/2025 funded by SB1-The Road Repair and Accountability Act of 2017.

6. PUBLIC HEARINGS

These hearings are scheduled at the time stated and will be heard by the Council as close to the time stated as possible.

7. DEPARTMENT REPORTS

- A. SUBJECT:** Workplace Violence Prevention Plan (JAJ & AC)

RECOMMENDATION: Consider adoption of resolution approving Workplace Violence Prevention Plan effective July 1, 2024 and rescinding and superseding Section 8.9 (1-4) of City Personnel Rules and Regulations.

8. CITY MANAGER/STAFF COMMUNICATIONS

9. MAYOR/COUNCIL REPORTS/ANNOUNCEMENTS/FUTURE AGENDA ITEMS

(This portion of the meeting is reserved for the Mayor and Council Members (i) to make brief reports on boards, committees, and other public agencies, and at public events, (ii) to request updates, (iii) to initiate future agenda items at the request of a Council Member, and (iv) to take action on matters initiated under this section of the agenda items. Under this section the Council may take action only on items specifically agendaized and which meet other requirements for action.)

10. CLOSED SESSION

- A. Conference with Legal Counsel – Existing Litigation (Government Code Section 54956.9)**
Name of Case: Moreno v. City of Kerman
Workers Comp Claim Nos. 220044 & FR220163
- B. Pursuant to Government Code Section 54957.6**
CONFERENCE WITH LABOR NEGOTIATORS
Agency Designated Representatives: City Manager
Employee Organization: Kerman Miscellaneous Employees Association
- C. Pursuant to Government Code Section 54957.6**
CONFERENCE WITH LABOR NEGOTIATORS
Agency Designated Representatives: City Manager
Employee Organization: Kerman Peace Officers Association

11. ADJOURNMENT

NOTICE OF AVAILABILITY OF AGENDA MATERIALS: Any writings or documents provided to a majority of the City Council within 72 hours of the meeting regarding any item on this agenda will be made available for public inspection at the City Clerk's Office located at 850 S. Madera Ave., Kerman, CA 93630 and on the City website at www.cityofkerman.net.

ADA Compliance and Reasonable Accommodation. The Council has adopted a Reasonable Accommodation Policy, which is available on the City website at www.cityofkerman.net or upon request by emailing the City Clerk at publicmeeting@cityofkerman.org or calling (559) 846-9450. The Policy provides a procedure for receiving and resolving requests for accommodation to participate in this meeting. If you need assistance in order to attend this Council meeting or require auxiliary aids or services, e.g., hearing aids or signing services to make a presentation to the Council, please contact the City Clerk at (559) 846-9450 or email at publicmeeting@cityofkerman.org so such aids or services can be arranged. Accommodations should be requested as early as possible as additional time may be required in order to provide the requested accommodation. The meeting room is accessible to persons with physical disabilities.

AGENDA POSTING CERTIFICATION

I, Josie Camacho, City Clerk for the City of Kerman, do hereby declare under penalty of perjury that I caused the above agenda to be posted at City of Kerman Council Chambers at 850 S. Madera Ave., Kerman, CA 93630 and on the City website at www.cityofkerman.net.

Date: June 21, 2024 /s/ Josie Camacho, City Clerk



DESIGNATION OF JULY AS PARK AND RECREATION MONTH

WHEREAS parks and recreation is an integral part of communities throughout this country, including Kerman, California; and

WHEREAS parks and recreation promotes health and wellness, improving the physical and mental health of people who live near parks; and

WHEREAS parks and recreation promotes time spent in nature, which positively impacts mental health by increasing cognitive performance and well-being, and alleviating illnesses such as depression, attention deficit disorders, and Alzheimer's; and

WHEREAS parks and recreation encourages physical activities by providing space for popular sports, hiking trails, swimming pools and many other activities designed to promote active lifestyles; and

WHEREAS parks and recreation is a leading provider of healthy meals, nutrition services and education; and

WHEREAS park and recreation programming and education activities are critical to childhood development, such as out-of-school time programming, youth sports and environmental education; and

WHEREAS parks and recreation increases a community's economic prosperity through increased property values, expansion of the local tax base, increased tourism, the attraction and retention of businesses, and crime reduction; and

WHEREAS parks and recreation is essential and adaptable infrastructure that makes our communities resilient in the face of natural disasters and climate change; and

WHEREAS our parks and natural recreation areas ensure the ecological beauty of our community and provide a place for children and adults to connect with nature and recreate outdoors; and

WHEREAS the City of Kerman recognizes the benefits derived from parks and recreation resources.

NOW THEREFORE, BE IT RESOLVED BY the City Council of the City of Kerman that July is recognized as Park and Recreation Month.

I have hereunto set my hand and caused the Official Seal of the City of Kerman to be affixed on this 26th day of June 2024.

Maria Pacheco
Mayor



KIANA CRISOSTO RECOGNITION

WHEREAS, Kiana Crisosto, a Kerman resident and first-generation student, received both her Bachelor's degree in psychology, and most recently her Master's degree in psychology, with an emphasis in general-experimental psychology, from California State University, Fresno; and

WHEREAS, Kiana's fascination with underlying biases and decision making processes, led her to participate in research programs that then led to her Master's thesis on how race influences persuasive outcomes; and

WHEREAS, Kiana received the Graduate Student Research and Creative Activities Support Award for her thesis, and presented at the Western Psychological Association conference; and

WHEREAS, Kiana served as a teaching assistant for the psychology department and a statistic consultant for the Graduate Student Success Center, as well as an intern and research assistant for the Central Valley Health Policy Institute; and

WHEREAS, Kiana was selected as one of the Graduate Deans' Medalist for the College of Science and Mathematics at Fresno State.

NOW THEREFORE, BE IT RESOLVED, that the City Council of Kerman, congratulates Kiana Crisosto on her many achievements and academic success, and wishes her the best of luck in her future plans to pursue a career as a data analyst in which she can utilize her expertise to make a meaningful impact towards her community and home state.

I have hereunto set my hand and caused the Official Seal of the City of Kerman to be affixed on this 26th day of June 2024.

Maria Pacheco
Mayor



JAZMINE BADHESHA RECOGNITION

WHEREAS, Jazmine Badhesha, a Kerman resident, earned her Bachelor's of Science in Business Administration, with an emphasis in Computer Information Systems and a minor in Anthropology and Economics, from California State University, Fresno; and

WHEREAS, Jazmine was able to maintain a 4.0 GPA, while also serving as the Vice President for the Association of Finance Scholars for two years; and

WHEREAS, Jazmine helped create the Student Management Investment Fund to facilitate student participation in investing and stock market workshops; and

WHEREAS, Jazmine served as a student assistant for the DISCOVERe technology hub, where she helped students and staff with their digital devices and worked to build an inclusive digital learning environment; and

WHEREAS, Jazmine was also a data analyst intern at Valley Children's Healthcare, where she updated annual reports, developed a roadmap to store data, and created visual representations of the data; and

WHEREAS, Jazmine was selected as the Undergraduate Deans' Medalist for the Craig School of Business at Fresno State.

NOW THEREFORE, BE IT RESOLVED, that the City Council of Kerman, congratulates Jazmine Badhesha on her academic achievement, and wishes her the best of luck in her future plans to pursue her Master's degree in Business Administration.

I have hereunto set my hand and caused the Official Seal of the City of Kerman to be affixed on this 26th day of June 2024.

Maria Pacheco
Mayor



**JOINT MEETING OF THE KERMAN CITY COUNCIL
AND KERMAN FINANCE AUTHORITY
MEETING MINUTES**

Wednesday, June 12, 2024 at 6:00 PM

Kerman City Hall, 850 S. Madera Avenue, Kerman, CA 93630

1. OPENING CEREMONIES

- A. Call to Order - **6:00 p.m.**
- B. Roll Call - **All present except for Council member Herrera and Mayor Pacheco.**
- C. Invocation - **A moment of silence was observed.**
- D. Flag Salute - **Performed**

2. AGENDA APPROVAL/ADDITIONS/DELETIONS

Motion made by Council member Yep, Seconded by Council member Coleman.

Ayes: Yep, Coleman, Nijjer

Noes: None

Abstain: None

Absent: Herrera, Pacheco

Motion passes 3-0-0-2

3. PRESENTATIONS/CEREMONIAL MATTERS

Council member Herrera arrives at 6:05 p.m.

- A. Patrick Guizar Proclamation (JAJ) – **Presented**

Recess at 6:10 p.m.

4. PUBLIC FORUM (*for matters not on agenda*)

Reconvene at 6:12 p.m.

Oneida Escobar introduced herself, Esmeralda Soria Office Field Representative

5. CONSENT CALENDAR

A. SUBJECT: Minutes - May 22, 2024

RECOMMENDATION: Council approve minutes as presented.

B. SUBJECT: Warrants (JA)

1. Nos. 29369-29461 \$281,767.96 ACH \$77,596.42.

RECOMMENDATION: Council approve warrants and electronic bank transfers as presented.
(Pursuant to Government Code 37208)

C. SUBJECT: Payroll (JA)

04/28/2024 - 05/11/2024: \$229,856.71; Retro Pay & Other: \$1,794.06; Overtime: \$9,431.85;
Standby: \$1,937.63; Comp Time Earned: 131.25

RECOMMENDATION: Council approve payroll as presented.

D. SUBJECT: Resolution Accepting Improvements and Authorizing Filing of the Notice of Completion for Tract No. 6236 (JG)

RECOMMENDATION: Council by motion adopt the resolution accepting the improvements for Tract No. 6236 and authorizing the City Engineer to record the Notice of Completion.

E. SUBJECT: Consolidating the Elections for Mayor and Council Members Representing Districts 2 and 4 with the November 5, 2024 Election (JC)

RECOMMENDATION: Council by motion adopt Resolution calling and giving notice of the holding of a general municipal election to be held on Tuesday, November 5, 2024, for the election of certain officers and requesting the Board of Supervisors of the County of Fresno to consolidate and canvass the election and permit the County Clerk/Registrar of Voters to render specified services to the City of Kerman relating to the conduct of the municipal election to be held on November 5, 2024, and appropriating funds to pay for said services.

F. SUBJECT: Approval of Contract Change Order No. 3 for the Lions Park Recharge Project (JG)

RECOMMENDATION: Council by motion adopt the resolution:

1. Approving contract change order no. 3 for the Lions Park Recharge Project to DG Construction Inc. in the amount of \$50,444.18 and;
2. Authorizing an additional construction contingency in the amount of \$11,100.00 (5% of original construction contract) and;
3. Authorizing the City Manager to sign the change order and subsequent change orders, up to the additional contingency amount, on behalf of the City.

Motion made by Council member Yep, Seconded by Council member Coleman to approve consent calendar as is, with modifications to minutes to reflect absences.

Ayes: Yep, Coleman, Herrera, Nijjer

Noes: None

Abstain: None

Absent: Pacheco

Motion passes 4-0-0-1

6. PUBLIC HEARINGS

Opened 6:14 p.m.

- A. SUBJECT:** A public hearing for General Plan Amendment 2024-01 regarding the City of Kerman's Sixth Cycle Housing Element (JRO)

RECOMMENDATION: City Council conduct a public hearing, deliberate, and by motion;

1. Adopt a finding for a Common Sense Exemption pursuant to section 15061(b)(3) of CEQA Guidelines (ENV 2024-04); and
2. Adopt a resolution approving General Plan Amendment 2024-01 to replace the current Fresno Multi-Jurisdictional 2015-2023 Housing Element with the Fresno Multi-Jurisdictional 2023-2031 Housing Element including Appendix 1G-Kerman *Local Housing Element Section*.

Motion made by Council member Herrera, Seconded by Council member Yep.

Ayes: Herrera, Yep, Coleman, Nijjer

Noes: None

Abstain: None

Absent: Pacheco

Motion passes 4-0-0-1

Closed 6:24 p.m.

7. DEPARTMENT REPORTS

- A. SUBJECT:** Approval of Workforce Connection Agreement for the City of Kerman to become a Worksite Placement for the Young Adult Services Work Experience Program (TJ)

RECOMMENDATION: Council by motion adopt a resolution approving the Workforce Connection Young Adult Services Agreement with Fresno Regional Workforce Development Board and authorizing City Manager to execute the contract.

Motion made by Council member Herrera, Seconded by Council member Coleman.

Ayes: Herrera, Coleman, Yep, Nijjer

Noes: None

Abstain: None

Absent: Pacheco

Motion passes 4-0-0-1

- B. SUBJECT:** Adoption of Fiscal Year 2024/2025 Budget, Amending Fiscal Year 2023/2024 Budget, Establishing Appropriations Limit for Fiscal Year 2024/2025 and Authorizing Number of Employee Positions and Titles (JA)

RECOMMENDATION: Council by motion adopt the following resolutions:

1. Approving the City of Kerman Fiscal Year 2024/2025 Operating and Capital Budgets and amending the Fiscal Year 2023/2024 budget; and
2. Establishing the Appropriations Limit for Fiscal year 2024/2025; and
3. Authorizing Number of Employee Positions and Titles.

Motion made by Council member Yep, Seconded by Council member Herrera to adopt all three resolutions.

Ayes: Yep, Herrera, Coleman, Nijjer

Noes: None

Abstain: None

Absent: Pacheco

Motion passes 4-0-0-1

(PUBLIC FINANCE AUTHORITY ACTION)

Reconvene as Public Finance Authority 6:39 p.m.

- C. SUBJECT:** Resolution Adopting the Fiscal Year 2024/2025 Kerman Public Finance Authority Budget (JA)

RECOMMENDATION: Council by motion approve resolution adopting Fiscal year 2024/2025 Kerman Public Finance Authority Budget.

Motion made by Board member Yep, Seconded by Board member Herrera.

Ayes: Yep, Herrera, Coleman, Nijjer

Noes: None

Abstain: None

Absent: Pacheco

Motion passes 4-0-0-1

Reconvene as City Council 6:41 p.m.

8. CITY MANAGER/STAFF COMMUNICATIONS

9. MAYOR/COUNCIL REPORTS/ANNOUNCEMENTS/FUTURE AGENDA ITEMS

10. CLOSED SESSION - 6:48 p.m.

- A. A. Pursuant to Government Code Section 54957.6
CONFERENCE WITH LABOR NEGOTIATORS
Agency Designated Representatives: City Manager
Employee Organization: Kerman Miscellaneous Employees Association
- B. A. Pursuant to Government Code Section 54957.6
CONFERENCE WITH LABOR NEGOTIATORS
Agency Designated Representatives: City Manager
Employee Organization: Kerman Peace Officers Association

Reconvene 8:19 p.m. with no reportable action. Four members were present, Mayor Pacheco absent.

11. ADJOURNMENT - 8:22 p.m.

MINUTES CERTIFICATION

I, Josie Camacho, City Clerk for the City of Kerman, do hereby declare under penalty of perjury that the above minutes are a true depiction of all actions taken at the City Council meeting held on the first date above written at Kerman City Hall, 850 S. Madera Ave, Kerman, CA.

Date: June 13, 2024 /s/ Josie Camacho, City Clerk

Accounts Payable

Checks by Date - Summary by Check Date

User: VSandoval
Printed: 6/19/2024 2:10 PM



Check No	Vendor No	Vendor Name	Check Date	Check Amount
ACH	10644	US BANK EQUIPMENT FINANCE	05/30/2024	710.78
29462	11493	24 / 7 PET VETS	05/30/2024	195.00
29463	12537	AMERITAS GROUP INSURANCE CORP	05/30/2024	2,549.56
29464	10035	AQUA NATURAL SOLUTIONS	05/30/2024	1,994.84
29465	12489	JOSE ARCIGA	05/30/2024	133.00
29466	10040	AT&T MOBILITY	05/30/2024	1,784.37
29467	10617	C A REDING CO INC	05/30/2024	314.52
29468	10571	DITCH WITCH	05/30/2024	784.85
29469	11999	DOG WASTE DEPOT	05/30/2024	640.69
29470	12607	GABRIELA ELORZA JIMENEZ	05/30/2024	157.07
29471	12606	ARNOLD ESCALANTE	05/30/2024	150.00
29472	11358	GREAT AMERICA FINANCIAL SERVICE	05/30/2024	425.95
29473	12187	HAMNER JEWELL & ASSOCIATES	05/30/2024	30.00
29474	10201	HORIZON	05/30/2024	970.37
29475	11923	JOE A GONSALVES & SON	05/30/2024	1,250.00
29476	10230	KENT M KAWAGOE PHD	05/30/2024	650.00
29477	10250	LIEBERT CASSIDY WHITMORE	05/30/2024	1,599.00
29478	10252	LITHIA FORD OF FRESNO	05/30/2024	784.15
29479	10265	MONTOY LAW CORPORATION	05/30/2024	10,901.50
29480	10282	OFFICE DEPOT	05/30/2024	330.41
29481	10289	P.G.& E.	05/30/2024	6,929.01
29482	10304	PITNEY BOWES GLOBAL FIN SERV LI	05/30/2024	1,698.19
29483	12602	SEQUOIA EQUIPMENT COMPANY INC	05/30/2024	977.61
29484	12368	SPECIALTY HOSE EXPRESS LLC	05/30/2024	320.03
29485	12581	TATES TSHIRT DESIGNS AND PRINTS,	05/30/2024	180.10
29486	10413	YAMABE & HORN ENGINEERING INC	05/30/2024	150,488.68
Total for 5/30/2024:				186,949.68
ACH	10522	CALPERS	05/31/2024	35,783.66
ACH	10147	EMPLOYMENT DEVELOPMENT DEPA	05/31/2024	7,747.82
ACH	10517	FEDERAL TAXES PAYROLL	05/31/2024	48,671.72
ACH	10520	ICMA-RC	05/31/2024	1,659.40
ACH	10522	CALPERS	05/31/2024	34,417.40
Total for 5/31/2024:				128,280.00
29487	10722	DILBER NIJER	06/03/2024	7,036.18
Total for 6/3/2024:				7,036.18
ACH	10386	US BANK CORPORATE PAYMENT	06/04/2024	7,129.56
29488	UB*01818	HORNE LLC dba CA LIHWAP	06/04/2024	307.77
Total for 6/4/2024:				7,437.33

				Section 5, Item B.
Check No	Vendor No	Vendor Name	Check Date	
29490	11708	ALTEC INDUSTRIES INC	06/06/2024	2,688.96
29491	12538	AMERITAS GROUP INSURANCE CORP	06/06/2024	422.50
29492	11355	BADGER METER	06/06/2024	432.33
29493	10617	C A REDING CO INC	06/06/2024	150.46
29494	11215	CALIFORNIA INDUSTRIAL RUBBER C	06/06/2024	944.81
29495	10452	CITY OF FRESNO WMD	06/06/2024	186.00
29496	10103	COLONIAL LIFE	06/06/2024	577.58
29497	10114	CROWN SHORT LOAD CONCRETE	06/06/2024	675.65
29498	12610	CUTTING EDGE	06/06/2024	352.27
29499	10458	RAUL HERRERA ECN POLYGRAPH AN	06/06/2024	750.00
29500	10157	FERGUSON ENTERPRISES INC	06/06/2024	360.87
29501	11550	FRESNO COUNTY SHERIFFS OFFICE -	06/06/2024	274.00
29502	10164	FRESNO IRRIGATION DISTRICT	06/06/2024	25,803.00
29503	10169	FRESNO PET CEMETERY	06/06/2024	211.20
29504	12028	FRESNO PIPE & SUPPLY INC	06/06/2024	95.36
29505	12611	MARIA GOMEZ	06/06/2024	150.00
29506	10188	GRAYBAR ELECTRONIC CO	06/06/2024	6,941.38
29507	11358	GREAT AMERICA FINANCIAL SERVICI	06/06/2024	129.57
29508	10201	HORIZON	06/06/2024	2,045.55
29509	10219	JENSEN & PILEGARD INC	06/06/2024	100.40
29510	11677	KINGS RIVER CASTING INC	06/06/2024	3,848.74
29512	10266	MOORE TWINING ASSOCIATES INC	06/06/2024	140.00
29513	10282	OFFICE DEPOT	06/06/2024	42.62
29514	10289	P.G.& E.	06/06/2024	6,001.21
29515	12523	PAMOIST PET HOSPITAL	06/06/2024	465.00
29516	10305	PITNEY BOWES BANK INC PURCHASI	06/06/2024	403.35
29517	11506	SCA OF CA LLC	06/06/2024	11,304.00
29518	10332	SEBASTIAN	06/06/2024	3,218.59
29519	12602	SEQUOIA EQUIPMENT COMPANY INC	06/06/2024	460.32
29520	11650	SITEONE LANDSCAPE SUPPLY, LLC	06/06/2024	4,720.48
29521	12054	SPARKLETTS	06/06/2024	293.66
29522	10354	T & T PAVEMENT MARKINGS	06/06/2024	56.50
29523	10357	TAYLOR MADE IRRIGATION	06/06/2024	61.80
29524	10015	THE ADVANCE GROUP INC	06/06/2024	200.31
29525	12609	THREE-WAY CHEVROLET-CADILLAC	06/06/2024	51,057.97
29526	12554	TOTER LLC	06/06/2024	5,516.57
29527	10168	UNITY IT	06/06/2024	4,954.31
29528	12178	VALLEY ANIMAL CENTER SPAY & NE	06/06/2024	88.80
29529	12290	VERIZON	06/06/2024	1,591.80
29530	10401	WALLYS TIRE AND WHEEL	06/06/2024	569.18
29531	10406	WEST HILLS OIL INC	06/06/2024	1,769.23
Total for 6/6/2024:				140,056.33
29532	UB*01821	LINDA BURROWS	06/10/2024	93.93
29533	UB*01823	DREAMS RECYCLING LLC	06/10/2024	33.48
29534	UB*01822	RUPINDER GORAYA	06/10/2024	118.90
29535	UB*01824	LEE RABNER	06/10/2024	51.69
Total for 6/10/2024:				298.00
29536	11387	LUISA AGUIRRE	06/13/2024	880.00
29537	12537	AMERITAS GROUP INSURANCE CORP	06/13/2024	958.71
29538	10040	AT&T MOBILITY	06/13/2024	2,534.21
29539	12348	BRADY INDUSTRIES	06/13/2024	491.46
29540	10617	C A REDING CO INC	06/13/2024	98.00
29541	10064	CAL VALLEY PRINTING	06/13/2024	81.19

				Section 5, Item B.
Check No	Vendor No	Vendor Name	Check Date	
29542	10106	CON EDISON CLEAN ENERGY	06/13/2024	33,020.92
29543	10577	COOMBS SERVICE GROUP	06/13/2024	7,500.00
29544	10120	DAVID WELLHOUSE & ASSOCIATES	06/13/2024	3,300.00
29545	10715	DC HEATING AND COOLING	06/13/2024	250.00
29546	10713	DIAMOND LOCKSMITHS	06/13/2024	16.08
29547	11398	FASTSIGNS	06/13/2024	294.81
29548	10162	FRESNO COUNTY TREASURER	06/13/2024	23,299.00
29549	12615	GEPP OF RI LLC	06/13/2024	168.96
29550	12614	CAROLYN GOMEZ	06/13/2024	150.00
29551	10185	GRAINGER	06/13/2024	795.37
29552	11358	GREAT AMERICA FINANCIAL SERVICE	06/13/2024	461.56
29553	10514	ICAD INC	06/13/2024	4,062.50
29554	10228	JS COMMUNICATIONS INC	06/13/2024	22.82
29555	10239	KERWEST INC	06/13/2024	692.00
29556	10251	LIGHTHOUSE ELECTRIC INC	06/13/2024	865.00
29557	10678	MAC'S EQUIPMENT INC	06/13/2024	874.42
29558	12613	LORI METZLER	06/13/2024	450.00
29559	10261	MID VALLEY DISPOSAL INC	06/13/2024	143,006.49
29560	11965	MISSION UNIFORM SERVICE	06/13/2024	2,515.46
29561	10266	MOORE TWINING ASSOCIATES INC	06/13/2024	3,060.00
29562	10282	OFFICE DEPOT	06/13/2024	1,440.96
29563	10286	O'REILLY AUTOMOTIVE INC	06/13/2024	2,751.67
29564	11833	ORKIN	06/13/2024	127.99
29565	10289	P.G.& E.	06/13/2024	4,333.16
29566	12523	PAMOIST PET HOSPITAL	06/13/2024	336.00
29567	11121	PARKSON CORPORATION	06/13/2024	8,642.77
29568	10309	PROFORCE LAW ENFORCEMENT	06/13/2024	473.12
29569	12053	R & L MUSIC ENT	06/13/2024	225.00
29570	10316	R G EQUIPMENT OF FRESNO INC	06/13/2024	2,199.65
29571	10319	RENO'S HARDWARE	06/13/2024	318.81
29572	11714	ROD CARSEY	06/13/2024	896.46
29573	12602	SEQUOIA EQUIPMENT COMPANY INC	06/13/2024	174.34
29574	11650	SITEONE LANDSCAPE SUPPLY, LLC	06/13/2024	818.83
29575	10337	SLUMBERGER LUMBER	06/13/2024	1,061.28
29576	12368	SPECIALTY HOSE EXPRESS LLC	06/13/2024	997.11
29577	11907	SPRINGBROOK HOLDING COMPANY I	06/13/2024	1,645.00
29578	11460	SUPERIOR POOL PRODUCTS LLC	06/13/2024	1,365.46
29579	12581	TATES TSHIRT DESIGNS AND PRINTS,	06/13/2024	518.28
29580	10357	TAYLOR MADE IRRIGATION	06/13/2024	70.11
29581	10754	THE HOME DEPOT PRO-SUPPLY WORK	06/13/2024	1,656.37
29582	10387	USA BLUE BOOK	06/13/2024	769.24
29583	12178	VALLEY ANIMAL CENTER SPAY & NE	06/13/2024	145.00
29584	10391	VALLEY FARM SUPPLY STORES	06/13/2024	13.07
29585	12290	VERIZON	06/13/2024	568.50
29586	10406	WEST HILLS OIL INC	06/13/2024	7,126.54
29587	10413	YAMABE & HORN ENGINEERING INC	06/13/2024	124,873.31
29588	UB*01825	ARACELI SOLIS	06/13/2024	88.69
Total for 6/13/2024:				393,485.68
Report Total (132 checks):				863,543.20

CITY OF KERMAN PAYROLL REPORT

Section 5, Item C.

PAY PERIOD: May 26, 2024 - June 08, 2024

EMPLOYEE	SALARY	RETRO PAY & Other	OVERTIME		HOLIDAY at 1/2 TIME		STANDBY		GROSS SALARY	COMP TIME EARNED	
			HOURS	AMOUNT	HOURS	AMOUNT	HOURS	AMOUNT			
<u>ADMINISTRATION</u>											
Alvarez, Josefina	\$ 3,748.31	\$ 462.29	0	\$ -	0	\$ -	0	\$ -	\$ 4,210.60	0.00	
Camacho, Josie	\$ 3,219.85	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,219.85	0.00	
Cheema, Akayla	\$ 3,261.23	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,261.23	0.00	
Garcia, Alex	\$ 1,584.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,584.62	0.75	
Jansons, John	\$ 7,012.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 7,012.54	0.00	
Leon, Ulysa	\$ 1,584.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,584.62	5.63	
Linares, Vanessa	\$ 1,793.69	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,793.69	1.50	
Lopez, Jacqueline	\$ 2,431.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,431.54	12.00	
Mendoza Hernandez, Ariana	\$ 2,009.23	\$ -	6.75	\$ 247.97	0	\$ -	0	\$ -	\$ 2,257.20	10.13	
Sandoval, Veronica	\$ 1,793.69	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,793.69	0.00	
Santana Zamudio, Dalia	\$ 2,009.23	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,009.23	0.00	
TOTAL	\$ 30,448.54	\$ 462.29	6.75	\$ 247.97	0	\$ -	0	\$ -	\$ 31,158.79	30.00	
<u>REC/SOCIAL</u>											
Acosta-Parra, Melary	\$ 8.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 8.00	0.00	
Aguilar, Corina	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Argumedo-Vargas, Frank	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Arredondo, Raquel	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Barrett, Shannon	\$ 1,979.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,979.54	0.00	
Beltran, Isabelle	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Brar, Manreet	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Burdine-Slaven, Jeanna	\$ 2,332.15	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,332.15	0.00	
Chouhan, Arnoop	\$ 8.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 8.00	0.00	
Chouhan, Gurnoor	\$ 8.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 8.00	0.00	
Cruz Paramo, Xitlali	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Escamilla, Paloma	\$ 672.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 672.00	0.00	
Flores, Haley	\$ 197.95	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 197.95	0.00	
Garcia, Anthony	\$ 1,778.31	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,778.31	0.00	
Gonzalez Corrales, Aleena	\$ 16.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 16.00	0.00	
Hurlbert, Ronald	\$ 436.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 436.00	0.00	
Jauriqui, Jose	\$ 585.75	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 585.75	0.00	
Johnson, Theresa	\$ 3,343.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,343.54	0.00	
Lemm, Kylie	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Lua, Daniela	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Lua, Joshua	\$ 18.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 18.00	0.00	
Lua, Miguelangel	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Lujan, Vanessa	\$ 408.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 408.00	0.00	
Martinez, Aylah	\$ 548.63	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 548.63	0.00	
Martinez, Jeness	\$ 80.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 80.00	0.00	
Naranjo, Alexander	\$ 144.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 144.00	0.00	
Nazaroff, Rebekah	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Negrete, Dean	\$ 1,960.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,960.62	0.00	
Pena, Alexis	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Pena, Mercedes	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Ruiz, Rosalba	\$ 627.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 627.00	0.00	
Salvador, Mark	\$ 3,270.18	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,270.18	0.00	
Sidhu, Nirmal	\$ 2,400.30	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,400.30	0.00	
Silva, Jessica	\$ 472.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 472.00	0.00	
Tovar, Jessica	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00	
Villarreal, Arlene	\$ 2,500.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,500.62	0.00	
TOTAL	\$ 23,794.58	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 23,794.58	0.00	
<u>POLICE</u>											
Arciga, Jose	\$ 3,736.23	\$ -	22	\$ 1,457.98	12	\$ 265.09	0	\$ -	\$ 5,459.30	0.00	
Barbosa, Isaias	\$ 3,498.53	\$ -	12	\$ 744.33	0	\$ -	0	\$ -	\$ 4,242.86	0.00	
Barcoma, Wilbert	\$ 5,142.47	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 5,142.47	0.00	
Barra, Brenden	\$ 2,777.41	\$ 240.44	0	\$ -	12	\$ 193.92	14	\$ 113.12	\$ 3,324.90	0.00	
Barrera, Eduardo	\$ 2,662.95	\$ -	7.75	\$ 368.53	12	\$ 190.21	0	\$ -	\$ 3,221.70	0.00	
Belding, Jeff	\$ 4,458.61	\$ -	3	\$ 157.00	0	\$ -	0	\$ -	\$ 4,615.61	0.00	
Castro, Jaclynn	\$ 2,725.45	\$ -	0	\$ -	8.5	\$ 134.73	0	\$ -	\$ 2,860.19	0.00	
Chapman, Tom	\$ 4,558.52	\$ -	1	\$ 80.29	12	\$ 321.14	0	\$ -	\$ 4,959.95	0.00	
Clark, Patrick	\$ 3,064.81	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,064.81	4.50	
Cubillos, Munique	\$ 2,402.04	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,402.04	0.00	
Cubillos, Theresa	\$ 3,308.12	\$ -	0	\$ -	8.5	\$ 167.38	0	\$ -	\$ 3,475.50	2.25	
Farr, Jonathan	\$ 2,662.95	\$ -	0	\$ -	0	\$ -	5	\$ 39.63	\$ 2,702.58	0.00	
Garcia, Andrew	\$ 2,598.00	\$ -	24	\$ 1,113.43	0	\$ -	0	\$ -	\$ 3,711.43	0.00	
Gempis, Danzel	\$ 2,356.62	\$ -	1	\$ 42.08	12	\$ 168.33	0	\$ -	\$ 2,567.03	0.00	
Gutierrez, Gloria	\$ 2,296.24	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,296.24	0.00	
Gutierrez, Luis	\$ 2,499.31	\$ -	12	\$ 706.95	0	\$ -	0	\$ -	\$ 3,206.25	0.00	
Irazoqui, Mario	\$ 2,563.61	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,563.61	0.00	

CITY OF KERMAN PAYROLL REPORT

Section 5, Item C.

PAY PERIOD: May 26, 2024 - June 08, 2024

EMPLOYEE	SALARY	RETRO PAY & Other	OVERTIME		HOLIDAY at 1/2 TIME		STANDBY		GROSS SALARY	COMP TIME EARNED
			HOURS	AMOUNT	HOURS	AMOUNT	HOURS	AMOUNT		
Lopez, Matt	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Lozano, Daniel	\$ 2,145.30	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,145.30	0.00
Mendoza, Sandra	\$ 3,995.15	\$ -	3	\$ 212.69	0	\$ -	0	\$ -	\$ 4,207.84	0.00
Ramirez, Victoria	\$ 1,808.70	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,808.70	0.00
Roth, Adriana	\$ 2,598.67	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,598.67	0.00
Ruiz, Jose	\$ 2,478.03	\$ -	6	\$ 258.81	12	\$ 172.54	0	\$ -	\$ 2,909.38	0.00
Vasquez, Francisco	\$ 2,440.53	\$ -	57	\$ 2,458.67	0	\$ -	0	\$ -	\$ 4,899.20	0.00
Velez, Bernice	\$ 1,906.50	\$ -	1.5	\$ 47.66	0	\$ -	0	\$ -	\$ 1,954.16	0.00
Wilkins, Steve	\$ 5,312.82	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 5,312.82	0.00
TOTAL:	\$ 75,997.58	\$ 240.44	150.25	\$ 7,648.41	89	\$ 1,613.34	19	\$ 152.75	\$ 85,652.52	6.75

PUBLIC WORKS

Arrellano, Antonio	\$ 2,216.46	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,216.46	0.00
Barajas, Michael	\$ 3,762.85	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,762.85	0.00
Camacho, Armando	\$ 2,216.46	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,216.46	0.00
Castro, Joseph	\$ 3,778.55	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,778.55	0.00
Cervantes, Pedro	\$ 1,743.85	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,743.85	0.00
Cruz Villalobos, Eulises	\$ 1,663.08	\$ -	6	\$ 181.47	0	\$ -	12	\$ 241.96	\$ 2,086.51	0.00
Garcia, Destiny	\$ 2,417.69	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,417.69	0.00
Garcia, Guadalupe	\$ 1,934.92	\$ (416.51)	58.75	\$ 2,323.76	0	\$ -	33	\$ 777.53	\$ 4,619.70	0.00
Garcia Pina, Gilberto	\$ 1,663.08	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,663.08	3.75
Gastelum, Humberto	\$ 3,270.18	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,270.18	0.00
Gutierrez Olivarez, Norberto	\$ 1,867.38	\$ 1,150.00	18	\$ 793.64	0	\$ -	21	\$ 490.19	\$ 4,301.21	0.00
Hernandez, Julian	\$ 2,108.92	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,108.92	0.00
Isaak, Denise	\$ 2,563.13	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,563.13	0.00
Jimenez, Gabriela	\$ 1,828.31	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,828.31	0.00
Kaur, Harmeen	\$ 2,437.08	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,437.08	0.00
Lopez, Josue	\$ 2,029.08	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,029.08	0.00
Morales, Andres	\$ 2,359.08	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,359.08	0.00
Ortiz, Carlos	\$ 2,324.46	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,324.46	0.00
Perez, Ruben Lopez	\$ 2,166.46	\$ -	1	\$ 40.62	0	\$ -	0	\$ -	\$ 2,207.08	0.00
Ramirez, Manuel	\$ 3,137.68	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,137.68	0.00
Sanchez, Daniel	\$ 3,114.71	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,114.71	0.00
Sanchez, Joseph	\$ 618.83	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 618.83	0.00
Soto, Samuel	\$ 2,236.77	\$ -	2	\$ 109.34	0	\$ -	0	\$ -	\$ 2,346.11	0.00
Tinoco, Alfonso	\$ 2,713.54	\$ -	0.5	\$ 33.29	0	\$ -	0	\$ -	\$ 2,746.83	0.00
Valdivia, Blanco	\$ 2,010.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,010.62	0.00
TOTAL	\$ 58,183.16	\$ 733.49	86.25	\$ 3,482.12	0	\$ -	66	\$ 1,509.68	\$ 63,908.45	3.75

PLANNING

Belmonte, Ruth	\$ 2,464.77	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,464.77	0.00
Campos, Manuel	\$ 2,622.15	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,622.15	0.00
Gomez, Juliana	\$ 892.50	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 892.50	0.00
Orozco, Jesus	\$ 3,763.92	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,763.92	0.00
Zamora, Karina	\$ 850.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 850.00	0.00
TOTAL	\$ 10,593.35	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 10,593.35	0.00

PLANNING

Bandy, R	\$ -
Molloy, Cory	\$ -
Nehring, K	\$ -
Felker, R	\$ -
Bishop, S	\$ -

COUNCIL

Yep, G	\$ -
Herrera, I	\$ -
Nijjer, B	\$ -
Coleman, J	\$ -
Pacheco, M	\$ -

	Total	\$	-	Total				\$	-	
GRAND TOTAL:	\$199,017.20	\$1,436.22	243.25	\$11,378.50	89	\$1,613.34	85	\$1,662.43	\$ 215,107.69	40.50

CITY OF KERMAN PAYROLL REPORT

Section 5, Item C.

PAY PERIOD: May 12, 2024 - May 25, 2024

EMPLOYEE	SALARY	RETRO PAY	OVERTIME		HOLIDAY at 1/2 TIME		STANDBY		GROSS SALARY	COMP TIME EARNED
		& Other	HOURS	AMOUNT	HOURS	AMOUNT	HOURS	AMOUNT		
ADMINISTRATION										
Alvarez, Josefina	\$ 3,698.31	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,698.31	0.00
Camacho, Josie	\$ 3,169.85	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,169.85	0.00
Cheema, Akayla	\$ 3,261.23	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,261.23	0.00
Garcia, Alex	\$ 1,534.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,534.62	4.50
Jansons, John	\$ 7,012.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 7,012.54	0.00
Leon, Ulysa	\$ 1,534.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,534.62	1.13
Linares, Vanessa	\$ 1,743.69	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,743.69	0.75
Lopez, Jacqueline	\$ 2,381.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,381.54	10.50
Mendoza Hernandez, Ariana	\$ 1,959.23	\$ -	8	\$ 293.88	0	\$ -	0	\$ -	\$ 2,253.12	0.00
Sandoval, Veronica	\$ 1,743.69	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,743.69	0.00
Santana Zamudio, Dalia	\$ 1,959.23	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,959.23	4.13
TOTAL	\$ 29,998.54	\$ -	8	\$ 293.88	0	\$ -	0	\$ -	\$ 30,292.42	21.00
REC/SOCIAL										
Acosta-Parra, Melany	\$ 56.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 56.00	0.00
Aguilar, Corina	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Argumedo-Vargas, Frank	\$ 144.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 144.00	0.00
Arredondo, Raquel	\$ 128.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 128.00	0.00
Barrett, Shannon	\$ 1,979.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,979.54	0.00
Beltran, Isabelle	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Brar, Manreet	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Burdine-Slaven, Jeanna	\$ 2,332.15	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,332.15	0.00
Chouhan, Arnoop	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Chouhan, Gurnoor	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Cruz Paramo, Xitlali	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Escamilla, Paloma	\$ 410.40	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 410.40	0.00
Flores, Haley	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Garcia, Anthony	\$ 1,778.31	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,778.31	0.00
Gonzalez Corrales, Aleena	\$ 16.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 16.00	0.00
Hurlbert, Ronald	\$ 440.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 440.00	0.00
Jauriqui, Jose	\$ 528.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 528.00	0.00
Johnson, Theresa	\$ 3,293.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,293.54	0.00
Leon Morales, Yesenia - Final Pay	\$ 587.20	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 587.20	0.00
Lemm, Kylie	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Lua, Daniela	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Lua, Joshua	\$ 162.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 162.00	0.00
Lua, Miguelangel	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Lujan, Vanessa	\$ 493.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 493.00	0.00
Martinez, Aylah	\$ 664.13	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 664.13	0.00
Martinez, Jeness	\$ 96.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 96.00	0.00
Naranjo, Alexander	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Nazaroff, Rebekah	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Negrete, Dean	\$ 1,960.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,960.62	0.00
Pena, Alexis	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Pena, Mercedes	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Ruiz, Rosalba	\$ 627.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 627.00	0.00
Salvador, Mark	\$ 3,270.18	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,270.18	0.00
Sidhu, Nirmal	\$ 2,400.30	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,400.30	0.00
Silva, Jessica	\$ 216.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 216.00	0.00
Tovar, Jessica	\$ -	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ -	0.00
Villarreal, Arlene	\$ 2,500.62	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,500.62	0.00
TOTAL	\$ 24,082.98	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 24,082.98	0.00
POLICE										
Arciga, Jose	\$ 3,711.23	\$ -	27	\$ 1,789.34	0	\$ -	0	\$ -	\$ 5,500.57	0.00
Barbosa, Isaias	\$ 3,473.53	\$ -	3	\$ 186.08	0	\$ -	3	\$ 31.01	\$ 3,690.62	0.00
Barcoma, Wilbert	\$ 5,079.97	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 5,079.97	0.00
Barra, Brenden	\$ 2,585.65	\$ -	13	\$ 600.24	0	\$ -	4	\$ 30.78	\$ 3,216.68	0.00
Barrera, Eduardo	\$ 2,662.95	\$ -	11.5	\$ 546.86	0	\$ -	0	\$ -	\$ 3,209.81	0.00
Belding, Jeff	\$ 4,396.11	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 4,396.11	0.00
Castro, Jaclynn	\$ 2,662.95	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,662.95	2.63
Chapman, Tom	\$ 4,496.02	\$ -	3	\$ 240.86	0	\$ -	0	\$ -	\$ 4,736.88	0.00
Clark, Patrick	\$ 3,064.81	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,064.81	0.00
Cubillos, Munique	\$ 2,339.54	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,339.54	0.00
Cubillos, Theresa	\$ 3,308.12	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,308.12	1.50
Farr, Jonathan	\$ 2,662.95	58.86	0	\$ -	0	\$ -	8	\$ 63.40	\$ 2,785.22	0.00
Garcia, Andrew	\$ 2,598.00	\$ -	27.5	\$ 1,275.80	0	\$ -	0	\$ -	\$ 3,873.80	

CITY OF KERMAN PAYROLL REPORT

Section 5, Item C.

PAY PERIOD: May 12, 2024 - May 25, 2024

EMPLOYEE	SALARY	RETRO PAY & Other	OVERTIME		HOLIDAY at 1/2 TIME		STANDBY		GROSS SALARY	COMP TIME EARNED
			HOURS	AMOUNT	HOURS	AMOUNT	HOURS	AMOUNT		
Gempis, Danzel	\$ 2,356.62	\$ -	4	\$ 168.33	0	\$ -	0	\$ -	\$ 2,524.95	0.00
Gutierrez, Gloria	\$ 2,271.24	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,271.24	0.00
Gutierrez, Luis	\$ 2,474.31	\$ -	3	\$ 132.55	0	\$ -	8	\$ 58.91	\$ 2,665.77	0.00
Irazoqui, Mario	\$ 1,281.80	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,281.80	0.00
Lim, Jim - Final Pay	\$ 2,419.02	\$ 150.81	0	\$ -	0	\$ -	0	\$ -	\$ 2,569.83	0.00
Lopez, Matt	\$ 297.50	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 297.50	0.00
Lozano, Daniel	\$ 2,325.18	\$ -	3	\$ 130.79	0	\$ -	0	\$ -	\$ 2,455.97	0.00
Mendoza, Sandra	\$ 3,970.15	\$ -	3	\$ 212.69	0	\$ -	0	\$ -	\$ 4,182.84	0.00
Ramirez, Victoria	\$ 1,808.70	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,808.70	0.00
Roth, Adriana	\$ 2,536.17	\$ -	0	\$ -	0	\$ -	8	\$ 60.38	\$ 2,596.55	0.00
Ruiz, Jose	\$ 2,415.53	\$ -	0.5	\$ 21.57	0	\$ -	0	\$ -	\$ 2,437.10	0.00
Vasquez, Francisco	\$ 2,415.53	\$ -	24	\$ 1,035.23	0	\$ -	0	\$ -	\$ 3,450.76	0.00
Velez, Bernice	\$ 1,906.50	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,906.50	0.00
Wilkins, Steve	\$ 5,250.32	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 5,250.32	0.00
TOTAL:	\$ 76,770.41	\$ 209.67	122.5	\$ 6,340.34	0	\$ -	31	\$ 244.50	\$ 83,564.91	4.13

PUBLIC WORKS

Arrellano, Antonio	\$ 2,166.46	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,166.46	0.00
Barajas, Michael	\$ 3,762.85	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,762.85	0.00
Camacho, Armando	\$ 2,166.46	\$ -	4	\$ 216.65	0	\$ -	0	\$ -	\$ 2,383.11	0.00
Castro, Joseph	\$ 3,778.55	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,778.55	0.00
Cervantes, Pedro	\$ 1,693.85	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,693.85	0.00
Cruz Villalobos, Eulises	\$ 1,613.08	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,613.08	0.00
Garcia, Destiny	\$ 2,367.69	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,367.69	0.00
Garcia, Guadalupe	\$ 1,884.92	\$ -	1.75	\$ 61.85	0	\$ -	3	\$ 70.68	\$ 2,017.46	0.00
Garcia Pina, Gilberto	\$ 1,613.08	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,613.08	12.00
Gastelum, Humberto	\$ 3,270.18	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,270.18	0.00
Gutierrez Olivarez, Norberto	\$ 933.69	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 933.69	0.00
Hernandez, Julian	\$ 2,058.92	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,058.92	0.00
Isaak, Denise	\$ 2,563.13	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,563.13	0.00
Jimenez, Gabriela	\$ 1,778.31	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 1,778.31	0.00
Kaur, Harmeen	\$ 2,387.08	\$ -	4.8	\$ 210.36	0	\$ -	0	\$ -	\$ 2,597.44	4.50
Lopez, Josue	\$ 1,979.08	\$ -	6	\$ 272.12	0	\$ -	0	\$ -	\$ 2,251.20	0.00
Morales, Andres	\$ 2,309.08	\$ -	25	\$ 1,212.27	0	\$ -	32	\$ 923.63	\$ 4,444.97	0.00
Ortiz, Carlos	\$ 2,274.46	\$ -	4	\$ 227.45	0	\$ -	0	\$ -	\$ 2,501.91	0.00
Perez, Ruben Lopez	\$ 2,166.46	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,166.46	0.00
Ramirez, Manuel	\$ 3,137.68	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,137.68	0.00
Sanchez, Daniel	\$ 3,064.71	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,064.71	0.00
Sanchez, Joseph	\$ 702.45	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 702.45	0.00
Soto, Samuel	\$ 2,186.77	\$ -	5	\$ 205.01	0	\$ -	0	\$ -	\$ 2,391.78	0.00
Tinoco, Alfonso	\$ 2,663.54	\$ -	0.25	\$ 8.32	0	\$ -	0	\$ -	\$ 2,671.86	0.00
Valdivia, Blanco	\$ 1,960.62	\$ -	39	\$ 1,553.18	0	\$ -	29	\$ 710.72	\$ 4,224.51	0.00
TOTAL	\$ 56,483.09	\$ -	89.8	\$ 3,967.20	0	\$ -	64	\$ 1,705.04	\$ 62,155.33	16.50

PLANNING

Belmonte, Ruth	\$ 2,414.77	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,414.77	0.00
Campos, Manuel	\$ 2,572.15	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 2,572.15	0.00
Gomez, Juliana	\$ 892.50	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 892.50	0.00
Orozco, Jesus	\$ 3,588.92	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 3,588.92	0.00
Zamora, Karina	\$ 952.00	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 952.00	0.00
TOTAL	\$ 10,420.35	\$ -	0	\$ -	0	\$ -	0	\$ -	\$ 10,420.35	0.00

PLANNING

Bandy, R	\$ 75.00
Molloy, Cory	\$ 75.00
Nehring, K	\$ 75.00
Felker, R	\$ -
Bishop, S	\$ 75.00

COUNCIL

Yep, G	\$ -
Herrera, I	\$ 125.00
Nijjer, B	\$ -
Coleman, J	\$ 125.00
Pacheco, M	\$ 125.00

	Total	\$ 300.00		Total				\$ 375.00		
GRAND TOTAL:	\$198,430.36	\$209.67	220.3	\$10,601.42	0	\$0.00	95	\$1,949.53	\$211,190.99	41.63

Section 5, Item D.

As of May 31, 2024					6/30/2023			6/30/2024	Section 5, Item D.		
Institution	Account Number	Interest Rate/ Trans. Date	Opening Date	Maturity Date	Book Balance	Additions/ (Deletions)	Cashed In	Book Balance	Fair Value	Interest Paid	
CD's:											
Golman Sachs BK NY	615-030525-245	2.30%	7/26/17	7/26/22	98,000.00	(98,000.00)		-	-	-	
Citibank Sioux Falls SD	615-030525-245	3.15%	8/14/18	8/15/22	98,000.00	(98,000.00)		-	-	-	
Sallie Mae Bank	615-030525-245	2.65%	2/8/18	2/8/23	51,000.00	(51,000.00)		-	-	-	
Synchrony Draper UT	615-030525-245	3.00%	4/20/18	4/20/23	96,000.00	(96,000.00)		-	-	-	
Morgan Stanley Bank	615-030525-245	3.30%	7/12/18	7/12/23	240,000.00	(240,000.00)		-	-	3,927.45	
Citibank	615-030525-245	3.30%	8/3/18	8/3/23	97,000.00	(97,000.00)		-	-	1,587.35	
UBS Bank Salt Lake	615-030525-245	3.35%	10/5/18	10/5/23	98,000.00	(98,000.00)		-	-	1,097.34	
Goldman Sachs Bank NY	615-030525-245	3.15%	2/6/19	2/6/24	48,000.00	(48,000.00)		-	-	1,512.00	
Beal Bank USA Las Vegas Nev CFT	615-030525-245	1.55%	3/9/22	3/6/24	248,000.00	(248,000.00)		-	-	3,822.94	
Ally Bank Sandy Utah	615-030525-245	2.55%	4/28/22	4/29/24	205,000.00	(205,000.00)		-	-	5,256.14	
Barclays Bank Del Retail	615-030525-245	2.85%	6/2/22	6/3/24	245,000.00			245,000.00	244,951.00	3,500.82	
American Express National Bank	615-030525-245	3.30%	6/29/22	7/1/24	245,000.00			245,000.00	244,576.15	4,053.58	
Capital One National Mclean	615-030525-245	3.30%	6/29/22	7/1/24	245,000.00			245,000.00	244,576.15	4,053.58	
Customers Bank Phoenixville PA	615-030525-245	4.70%	2/16/23	8/16/24	250,000.00			250,000.00	249,572.50	11,750.00	
Charles Schwab Bank	615-030525-245	5.20%	3/7/23	9/16/24	250,000.00			250,000.00	249,845.00	13,035.61	
Wells Fargo Bank in Sioux Falls	615-030525-245	4.35%	10/14/22	10/15/24	249,000.00			249,000.00	248,023.92	9,941.26	
Morgan Stanley Private National Bank	615-030525-245	4.80%	4/20/23	10/21/24	244,000.00			244,000.00	243,438.80	11,744.08	
Western Alliance Bank	615-030525-245	4.85%	4/13/23	10/21/24	244,000.00			244,000.00	243,390.00	11,866.42	
Brookline Bank Mass	615-030525-245	5.30%	8/30/23	10/30/24		248,000.00		248,000.00	247,955.36	9,867.01	
Morgan Stanley Bank	615-030525-245	5.20%	8/30/23	3/3/25		243,000.00		243,000.00	242,747.28	6,335.31	
Bank of Wisonsin	615-030525-245	5.40%	9/27/23	4/2/25		248,000.00		248,000.00	248,101.68	7,815.04	
Merrick Bank	615-030525-245	5.40%	9/27/23	4/4/25		248,000.00		248,000.00	248,106.64	7,815.04	
Synchrony Bank	615-030525-245	5.50%	11/3/23	5/5/25		243,000.00		243,000.00	243,286.74	6,664.19	
Bank of America	615-030525-245	5.50%	11/8/24	5/8/25		243,000.00		243,000.00	243,260.01	6,664.19	
State Bank of India	615-030525-245	1.10%	5/28/20	5/28/25	248,000.00			248,000.00	237,923.76	2,735.47	
Capital One National National	615-030525-245	3.35%	6/29/22	6/30/25	245,000.00			245,000.00	240,051.00	4,114.99	
Pacific Member Bank Irvine	615-030525-245	5.00%	3/15/24	9/15/25		243,000.00		243,000.00	242,159.22	-	
Discover Bank Greenwood	615-030525-245	3.55%	9/20/22	9/22/25	245,000.00			245,000.00	239,828.05	8,721.33	
BMW Bank North Amer Salt Lake	615-030525-245	0.50%	9/25/20	9/25/25	249,000.00			249,000.00	234,119.76	1,248.41	
Bank of Hapoalim B M New York	615-030525-245	5.05%	4/24/24	10/29/25		200,000.00		200,000.00	199,504.00	-	
US Government Bonds											
Federal Home Loan Bank	615-030525-245	4.00%	9/23/22	9/23/24	500,000.00			500,000.00	497,245.00	20,000.00	
Federal Home Loan Bank	615-030525-245	5.05%	1/30/23	1/28/25	500,000.00			500,000.00	498,445.00	25,109.72	
Federal Home Loan Bank	615-030525-245	5.10%	1/30/23	1/28/26	500,000.00			500,000.00	498,080.00	25,358.33	
United Security Bank CD											
United Security Bank	1317802	4.75%	2/2/24	2/2/26		250,000.00		250,000.00	250,000.00	-	
Average Rate		4.30%				5,738,000.00	887,000.00	-	6,625,000.00	6,579,187.02	219,720
Total CD's						5,738,000.00	887,000.00	-	6,625,000.00	6,579,187.02	219,720

Institution	Account Number	Interest Rate/ Trans. Date	Opening Date	Maturity Date	6/30/2023 Book Balance	Additions/ (Deletions)	Cashed In	6/30/2024 Book Balance	Fair Value	Interest Paid
Securities America Sweep Program										
	Beginning Balance				-			-		
	Transfers In/(Out)		7/6/23			269.84		269.84		
			7/13/23			243,927.45		243,927.45		
			7/14/23			12.06		12.06		
			7/17/23			890.26		890.26		
			7/28/23			(220,006.56)		(220,006.56)		
			7/31/23			(25,093.05)		(25,093.05)		
			7/31/23			34.06		34.06		
			8/4/23			98,587.35		98,587.35		
			8/8/23			1,028.62		1,028.62		
			8/15/23			933.15		933.15		
			8/17/23			5,826.71		5,826.71		
			8/30/23			(106,409.89)		(106,409.89)		
			8/31/23			26.81		26.81		
			9/1-9/26/23			24,703.61		24,703.61		
			9/26/23			(24,729.46)		(24,729.46)		
			10/1-10/31			112,157.47		112,157.47		
			10/30/23			(112,140.28)		(112,140.28)		
			11/1-11/30			246,219.90		246,219.90		
			11/3/24			(18.15)		(18.15)		
			11/8/23			(243,000.00)		(243,000.00)		
			11/29/23			(3,219.50)		(3,219.50)		
			12/1-12/31			6,594.11		6,594.11		
			12/1/23			(0.40)		(0.40)		
			12/27/23			(6,593.54)		(6,593.54)		
			1/2-1/17			16,499.25		16,499.25		
			1/30/24			(15,383.48)		(15,383.48)		
			2/1-2/27			(1,116.34)		(1,116.34)		
			2/29/24			7,415.64		7,415.64		
			3/1-3/31			(7,421.70)		(7,421.70)		
			4/1-4/30			(1,110.28)		(1,110.28)		
			5/1-5/31			36.01		36.01		
					-	(1,080.33)	-	(1,080.33)	(1,080.33)	-
Local Agency Investment Fund										
	Beginning Balance				12,165,605.11			12,165,605.11		-
	Interest	3.15%	7/14/23			95,517.05		95,517.05		95,517.05
		3.59%	10/13/23			110,565.87		110,565.87		110,565.87
		4.00%	1/12/24			124,287.89		124,287.89		124,287.89
		4.30%	4/15/24			140,569.77		140,569.77		140,569.77
	Transfers In/(Out)							-		
			3/21/24			5,000,000.00		5,000,000.00		
								-		
	Total - LAIF	3.76%			12,165,605.11	5,470,940.58	-	17,636,545.69	17,636,545.69	470,940.58

Institution	Account Number	Interest Rate/ Trans. Date	Opening Date	Maturity Date	6/30/2023 Book Balance	Additions/ (Deletions)	Cashed In	6/30/2024 Book Balance	Fair Value	Interest Paid
Central Valley Money Market Acct	015030960									
Beginning Balance					8,640,558.56			8,640,558.56		
	Interest		7/31/23			587.08		587.08		587.08
			8/31/23			587.12		587.12		587.12
			9/29/23			549.28		549.28		549.28
			10/31/23			606.14		606.14		606.14
			11/30/23			568.30		568.30		568.30
			12/31/23			549.39		549.39		549.39
			1/31/24			625.21		625.21		625.21
			2/29/24			549.47		549.47		549.47
			3/31/24			439.91		439.91		439.91
			4/30/24			255.69		255.69		255.69
			5/31/24			247.72		247.72		247.72
	Transfers In/(Out)							-		
			3/21/24			(5,000,000.00)		(5,000,000.00)		
		0.08%						-		
					8,640,558.56	(4,994,434.69)	-	3,646,123.87	3,646,123.87	5,565.31
Subtotal All City Investments		2.71%			26,544,163.67	1,363,505.89	-	27,907,669.56	27,861,856.58	696,301.60
			Total Investments		26,544,163.67	1,362,425.56	-	27,906,589.23	27,860,776.25	696,301.60
								Market Value Adjustment	(45,812.98)	
								1,362,425.56		
								1,362,425.56		
								(0.00)		



STAFF REPORT

MEETING DATE: June 26, 2024

PRESENTER: Josefina Alvarez, Finance Director

SUBJECT: Amending 2023/2024 Miscellaneous, Public Safety and Management Salary Schedules (JA)

RECOMMENDATION: Council by motion adopt resolution approving the 2024/2025 Salary Schedules for Employees in Miscellaneous and Public Safety Bargaining Units and for Management employees effective July 1, 2024.

EXECUTIVE SUMMARY:

City Council approved a resolution authorizing the number of employee positions and titles on June 12, 2024. This resolution results in title changes to the salary scales effective July 1, 2024.

California state law requires a pay schedule be approved and adopted by the City Council in accordance with public meeting laws that indicates the position title and the payrate for every position along with the effective date of any revisions. The salary scale must be posted or immediately accessible for public review or posted on the City's website.

The Kerman Police Officers Association and Kerman Miscellaneous Employees Association have not adopted new agreements. Staff will bring updated salary scales once agreements for both bargaining units are adopted.

FISCAL IMPACT: The Salary changes were incorporated into the Fiscal year 2024/2025 budget that was presented with the Budget adoption meeting on June 12, 2024.

ATTACHMENTS:

A. Resolution w/Exhibit

Attachment 'A'

RESOLUTION NO. 24-__

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN AMENDING 2024/2025
SALARY SCHEDULES FOR EMPLOYEES IN MISCELLANEOUS AND PUBLIC SAFETY BARGAINING
UNITS AND FOR MANAGEMENT EMPLOYEES

WHEREAS, the City of Kerman and the Kerman Municipal Employees Association (KMEA) and Kerman Public Safety Employee Association (KPSEA), entered into Memorandums of Understanding (MOU's) for the period of July 1, 2023 through June 30, 2024; and

WHEREAS, The City of Kerman has not adopted the new agreements for both bargaining units, therefore, only employee titles are being amended for both bargaining units; and

WHEREAS, the City of Kerman and the Management employees have entered into agreements for the period of July 1, 2024 through June 30, 2025; and

WHEREAS, the salary terms of the agreements have been incorporated into the revised salary scales attached effective July 1, 2024; and

WHEREAS, California State law requires pay schedules to be approved and adopted by the City Council.

NOW, THEREFORE, the City Council of the City of Kerman resolves as follows:

Section 1 The foregoing recitals are true and correct and incorporated by reference.

Section 2. The Council adopts amended salary schedules for employees in the KMEA and KPSEA bargaining units and for Management employees as set forth in **Exhibit 'A'**.

Section 3. This resolution is effective immediately.

The foregoing resolution was adopted by the Kerman City Council at a regularly scheduled meeting held on the 26th day of June 2024, by the following vote:

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

The foregoing resolution is hereby approved.

ATTEST:

Maria Pacheco
Mayor

Josie Camacho
City Clerk

Exhibit 'A'

Management Services	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Human Resource Officer**	\$ 5,536	\$ 5,813	\$ 6,103	\$ 6,409	\$ 6,729	\$ 7,066	\$ 7,419
Human Resource Specialist	\$ 4,534	\$ 4,761	\$ 4,999	\$ 5,249	\$ 5,511	\$ 5,787	\$ 6,076
Human Resource Technician	\$ 3,904	\$ 4,099	\$ 4,304	\$ 4,519	\$ 4,745	\$ 4,982	\$ 5,232
Executive Assistant to City Manager/City Clerk**	\$ 6,541	\$ 6,868	\$ 7,211	\$ 7,572	\$ 7,951	\$ 8,348	\$ 8,766
Assistant to the City Clerk	\$ 3,660	\$ 3,843	\$ 4,035	\$ 4,237	\$ 4,449	\$ 4,671	\$ 4,905
Administrative Assistant	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 5,160	\$ 5,418

** FLSA Exempt

Finance	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Senior Accountant**	\$ 5,010	\$ 5,261	\$ 5,524	\$ 5,800	\$ 6,090	\$ 6,394	\$ 6,714
Junior Accountant	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 5,160	\$ 5,418
Account Clerk II	\$ 3,598	\$ 3,778	\$ 3,967	\$ 4,166	\$ 4,374	\$ 4,593	\$ 4,822
Account Clerk I	\$ 3,166	\$ 3,325	\$ 3,491	\$ 3,665	\$ 3,849	\$ 4,041	\$ 4,243

** FLSA Exempt

Community Services	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Buildings & Facilities Supervisor**	\$ 5,036	\$ 5,287	\$ 5,552	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748
Recreation Supervisor**	\$ 5,293	\$ 5,558	\$ 5,835	\$ 6,127	\$ 6,434	\$ 6,755	\$ 7,093
Recreation Coordinator	\$ 4,084	\$ 4,289	\$ 4,503	\$ 4,728	\$ 4,965	\$ 5,213	\$ 5,474
Senior Services Coordinator	\$ 3,771	\$ 3,960	\$ 4,158	\$ 4,365	\$ 4,584	\$ 4,813	\$ 5,053
Parks Maintenance Specialist	\$ 4,083	\$ 4,287	\$ 4,502	\$ 4,727	\$ 4,963	\$ 5,211	\$ 5,472
Parks Maintenance Technician	\$ 3,696	\$ 3,881	\$ 4,075	\$ 4,279	\$ 4,493	\$ 4,717	\$ 4,953
Parks Maintenance Worker I	\$ 3,329	\$ 3,495	\$ 3,670	\$ 3,853	\$ 4,046	\$ 4,248	\$ 4,461
Administrative Assistant	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 5,160	\$ 5,418

** FLSA Exempt

Community Development	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Associate Planner**	\$ 5,319	\$ 5,585	\$ 5,864	\$ 6,157	\$ 6,465	\$ 6,788	\$ 7,128
Community Development Coordinator	\$ 4,086	\$ 4,290	\$ 4,505	\$ 4,730	\$ 4,966	\$ 5,215	\$ 5,475
Building Official **	\$ 6,086	\$ 6,390	\$ 6,710	\$ 7,046	\$ 7,398	\$ 7,768	\$ 8,156
Code Enforcement Official	\$ 4,304	\$ 4,520	\$ 4,746	\$ 4,983	\$ 5,232	\$ 5,494	\$ 5,768
Assistant Planner	\$ 4,814	\$ 5,055	\$ 5,307	\$ 5,573	\$ 5,851	\$ 6,144	\$ 6,451
Permit Tech II	\$ 4,023	\$ 4,224	\$ 4,435	\$ 4,657	\$ 4,890	\$ 5,134	\$ 5,391
Permit Tech I	\$ 3,828	\$ 4,019	\$ 4,220	\$ 4,431	\$ 4,653	\$ 4,885	\$ 5,130
Administrative Assistant	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 5,160	\$ 5,418

** FLSA Exempt

Public Works	Step A	Step B	Step C	Step D	Step E	Step F	Step G
PW Operations Coordinator **	\$ 5,819	\$ 6,110	\$ 6,415	\$ 6,736	\$ 7,073	\$ 7,426	\$ 7,797
Fleet Services Supervisor **	\$ 5,036	\$ 5,287	\$ 5,552	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748
Fleet Mechanic II	\$ 4,124	\$ 4,331	\$ 4,547	\$ 4,775	\$ 5,013	\$ 5,264	\$ 5,527
Fleet Mechanic I	\$ 3,733	\$ 3,920	\$ 4,116	\$ 4,322	\$ 4,538	\$ 4,765	\$ 5,003
PW Lead Supervisor	\$ 4,719	\$ 4,955	\$ 5,203	\$ 5,463	\$ 5,736	\$ 6,023	\$ 6,324
PW Maintenance Worker III- Specialist	\$ 4,064	\$ 4,267	\$ 4,480	\$ 4,704	\$ 4,940	\$ 5,186	\$ 5,446
PW Maintenance Worker II	\$ 3,678	\$ 3,861	\$ 4,055	\$ 4,257	\$ 4,470	\$ 4,694	\$ 4,928
PW Maintenance Worker I	\$ 3,329	\$ 3,495	\$ 3,670	\$ 3,853	\$ 4,046	\$ 4,248	\$ 4,461
Water Conservation Specialist (Certified)	\$ 4,467	\$ 4,691	\$ 4,925	\$ 5,172	\$ 5,430	\$ 5,702	\$ 5,987
Water Conservation Specialist (Non Certified)	\$ 4,249	\$ 4,462	\$ 4,685	\$ 4,919	\$ 5,165	\$ 5,423	\$ 5,694
WWTP Water Distribution/Waste Water Manager**	\$ 6,462	\$ 6,785	\$ 7,124	\$ 7,480	\$ 7,854	\$ 8,247	\$ 8,659
WWTP Lead Supervisor	\$ 4,985	\$ 5,235	\$ 5,496	\$ 5,771	\$ 6,060	\$ 6,363	\$ 6,681
WWTP & Water Operator Grade II	\$ 4,512	\$ 4,738	\$ 4,975	\$ 5,223	\$ 5,485	\$ 5,759	\$ 6,047
WWTP & Water Operator Grade I	\$ 4,084	\$ 4,288	\$ 4,502	\$ 4,727	\$ 4,964	\$ 5,212	\$ 5,473
WWTP Maintenance Worker III-Specialist	\$ 4,064	\$ 4,267	\$ 4,480	\$ 4,704	\$ 4,940	\$ 5,186	\$ 5,446
WWTP Maintenance Worker II	\$ 3,677	\$ 3,861	\$ 4,054	\$ 4,257	\$ 4,470	\$ 4,693	\$ 4,928
WWTP Maintenance Worker I	\$ 3,329	\$ 3,495	\$ 3,670	\$ 3,853	\$ 4,046	\$ 4,248	\$ 4,461
Administrative Assistant	\$ 4,043	\$ 4,245	\$ 4,457	\$ 4,680	\$ 4,914	\$ 5,160	\$ 5,418
Administrative Analyst	\$ 4,467	\$ 4,691	\$ 4,925	\$ 5,172	\$ 5,430	\$ 5,702	\$ 5,987

** FLSA Exempt

Public Safety	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Lieutenant	\$ 7,467	\$ 7,840	\$ 8,232	\$ 8,643	\$ 9,076	\$ 9,529	\$ 10,006
Sergeant- 2,184 Annual Hours	\$ 6,461	\$ 6,784	\$ 7,124	\$ 7,480	\$ 7,854	\$ 8,246	\$ 8,659
Corporal- 2,184 Annual Hrs	\$ 5,111	\$ 5,367	\$ 5,635	\$ 5,917	\$ 6,213	\$ 6,524	\$ 6,850
Police Officer- 2,184 Annual Hrs	\$ 4,863	\$ 5,106	\$ 5,361	\$ 5,629	\$ 5,911	\$ 6,206	\$ 6,516
Records Manager	\$ 4,572	\$ 4,801	\$ 5,041	\$ 5,293	\$ 5,558	\$ 5,836	\$ 6,127
Records Clerk	\$ 3,481	\$ 3,655	\$ 3,838	\$ 4,030	\$ 4,231	\$ 4,443	\$ 4,665
Community Service Officer	\$ 3,659	\$ 3,842	\$ 4,034	\$ 4,236	\$ 4,448	\$ 4,670	\$ 4,904
Animal Control	\$ 4,044	\$ 4,246	\$ 4,458	\$ 4,681	\$ 4,915	\$ 5,161	\$ 5,419
Animal Shelter Attendant	\$ 4,044	\$ 4,246	\$ 4,458	\$ 4,681	\$ 4,915	\$ 5,161	\$ 5,419
Administrative Assistant	\$ 4,379	\$ 4,598	\$ 4,828	\$ 5,069	\$ 5,323	\$ 5,589	\$ 5,868

Lieutenant - FLSA Exempt

[Sergeant and Police Officers Pay Based on 2,184 Annual Hours versus 2,080 Hours](#)

Management	Step A	Step B	Step C	Step D	Step E	Step F	Step G
City Manager	\$ 15,194	\$ 15,954	\$ 16,752	\$ 17,590	\$ 18,030	\$ 18,480	***
Police Chief	\$ 8,085	\$ 8,489	\$ 8,913	\$ 9,359	\$ 9,827	\$ 10,318	***
Community Development Director	\$ 6,717	\$ 7,053	\$ 7,406	\$ 7,776	\$ 8,165	\$ 8,573	\$ 9,002
Director of Public Works	\$ 6,231	\$ 6,543	\$ 6,870	\$ 7,214	\$ 7,575	\$ 7,954	***
Finance Director	\$ 6,278	\$ 6,592	\$ 6,922	\$ 7,268	\$ 7,631	\$ 8,013	***
Community Services Director	\$ 5,870	\$ 6,164	\$ 6,472	\$ 6,796	\$ 7,136	\$ 7,493	\$ 7,868

All Management employees are at will employees with employee agreements

***Per current employee agreement, employee shall be eligible for a 5% increase each year upon satisfactory evaluation



STAFF REPORT

MEETING DATE: June 26, 2024

PRESENTER: Josefina Alvarez, Finance Director

SUBJECT: Approval of Project List for Fiscal Year 2024/2025 Funded by SB-1-The Road Repair and Accountability Act of 2017 (JA)

RECOMMENDATION: Council by motion adopt resolution approving project list for Fiscal Year 2024/2025 funded by SB1-The Road Repair and Accountability Act of 2017.

EXECUTIVE SUMMARY:

Senate Bill 1 (SB1), known as the Road Repair and Accountability Act of 2017, was signed into law by the Governor in April 2017 to address basic road maintenance, rehabilitation and critical safety needs on both the state highway, local streets and road systems.

To receive funding from the Road Maintenance and Rehabilitation Act (RMRA), the City is required to submit to the California Transportation Commission (CTC) a list of projects proposed to be funded with these funds pursuant to an adopted resolution by the City Council at a regular public meeting.

Based on Maintenance of Effort (MOE) established in Streets and Highways Code Section 2036, an annual match of \$20,200 (minimum) from the City's discretionary spending is required. The purchase and installation of the Solar Light Poles Project on the East side has been designated for the use of the MOE for Fiscal Year (FY) 2019/2020, FY 2020/2021, FY 2021/2022, FY 2022/2023, FY 2023/2024 and installation of these lights will be done in FY 2024/2025.

The Street Rehabilitation Project will continue into FY 2024/2025. The total project cost for this FY is \$1,301,629. Funds from both SB1 and Article VIII will be used to fund this project.

Annually in December, the City must submit a completed and an in-progress project report. If this report is not submitted, the RMRA funds will be forfeited.

FISCAL IMPACT:

The City of Kerman projects to receive a total of \$433,918 from SB1 RMRA Funds in Fiscal Year 2024/2025, according to the State Department of Finance statewide revenue projection. Fund reserves or Local Transportation Funds (LTF) will fund this project, if needed.

ATTACHMENTS:

- A. Resolution
- B. Map

Attachment ‘A’

RESOLUTION NO. 24-__

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KERMAN APPROVING A LIST OF PROJECTS FOR FISCAL YEAR 2024/2025 FUNDED BY SB 1-THE ROAD REPAIR AND ACCOUNTABILITY ACT OF 2017

WHEREAS, Senate Bill 1 (SB 1), the Road Repair and Accountability Act of 2017 (Chapter 5, Statutes of 2017) was passed by the Legislature and signed into law by the Governor in April 2017 in order to address the significant multi-modal transportation funding shortfalls statewide; and

WHEREAS, SB 1 includes accountability and transparency provisions that will ensure the residents of our City of Kerman are aware of the projects proposed for funding in our community and which projects have been completed each Fiscal Year; and

WHEREAS, the City of Kerman must adopt a list of all projects proposed to receive funding from the Road Maintenance and Rehabilitation Account (RMRA), created by SB 1 by resolution, which must include a description and the location of each proposed project, a proposed schedule for the project’s completion, and the estimated useful life of the improvement; and

WHEREAS, the City of Kerman, will receive an estimated \$433,918 in RMRA funding in Fiscal Year 2024/2025 from SB 1; and

WHEREAS, this is the seventh year in which the City of Kerman is receiving SB 1 funding and will enable the City of Kerman to continue essential road maintenance and rehabilitation projects, safety improvements, repairing and replacing aging bridges and increasing access and mobility options for the traveling public that would not have otherwise been possible without SB 1; and

WHEREAS, the City of Kerman has undergone a public process to ensure public input into our community’s transportation priorities/the project list; and

WHEREAS, the City of Kerman used a Pavement Management System to develop the SB 1 project list to ensure revenues are being used on the most high-priority and cost-effective projects that also meet the communities priorities for transportation investment; and

WHEREAS, the funding from SB 1 will help the City of Kerman maintain and rehabilitate local streets through the City of Kerman such as E Street, 1st Street, A Street (California Avenue), Del Norte Avenue, 2nd Street, a segment of F Street between Pacheco Drive and Vineland Avenue and several of similar projects into the future; and

WHEREAS, the California Statewide Local Streets and Roads Needs Assessment Report found that the City of Kerman streets and roads are at higher risk (50-60) and this revenue will help us increase the overall quality of our road system and over the next decade will bring our streets and roads into a safe, functional and cutting edge road condition; and

WHEREAS, the SB 1 project list and overall investment in our local streets and roads infrastructure with a focus on basic maintenance and safety, investing in complete streets infrastructure and using cutting-edge technology, materials and practices, will have significant positive co-benefits statewide.

NOW, THEREFORE IT IS HEREBY RESOLVED, ORDERED AND FOUND by the City Council of the City of Kerman, State of California, as follows:

- 1. The foregoing recitals are true and correct.
- 2. The following list of newly proposed projects will be funded in-part with Fiscal Year 2024/2025 Road Maintenance and Rehabilitation Account revenues:

FY 24/25 Street Rehabilitation Project - Various Streets

Description: Reconstruction of the existing pavement, including excavation of the existing pavement section, compaction of subgrade, placement and compaction of aggregate base, and hot mix asphalt paving. The Project also includes the construction of concrete curb and gutter, sidewalk, alley approaches, and/or curb ramps where they are damaged and/or non-compliant with ADA requirements.

Location: Local streets in the area bounded by E St., 1st St., A St. and Del Norte Ave. and 2) a segment of F St. between Pacheco Dr. and Vineland Ave.

Estimated Useful Life: 20 years

Anticipated Project Schedule:	Bid Opening	March 2025
	Award Contract	March 2025
	Begin Construction	April 2025

- 3. This resolution is effective upon adoption.

The foregoing resolution was adopted by the Kerman City Council at a regularly scheduled meeting, held on June 26, 2024 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

The foregoing resolution is hereby approved.

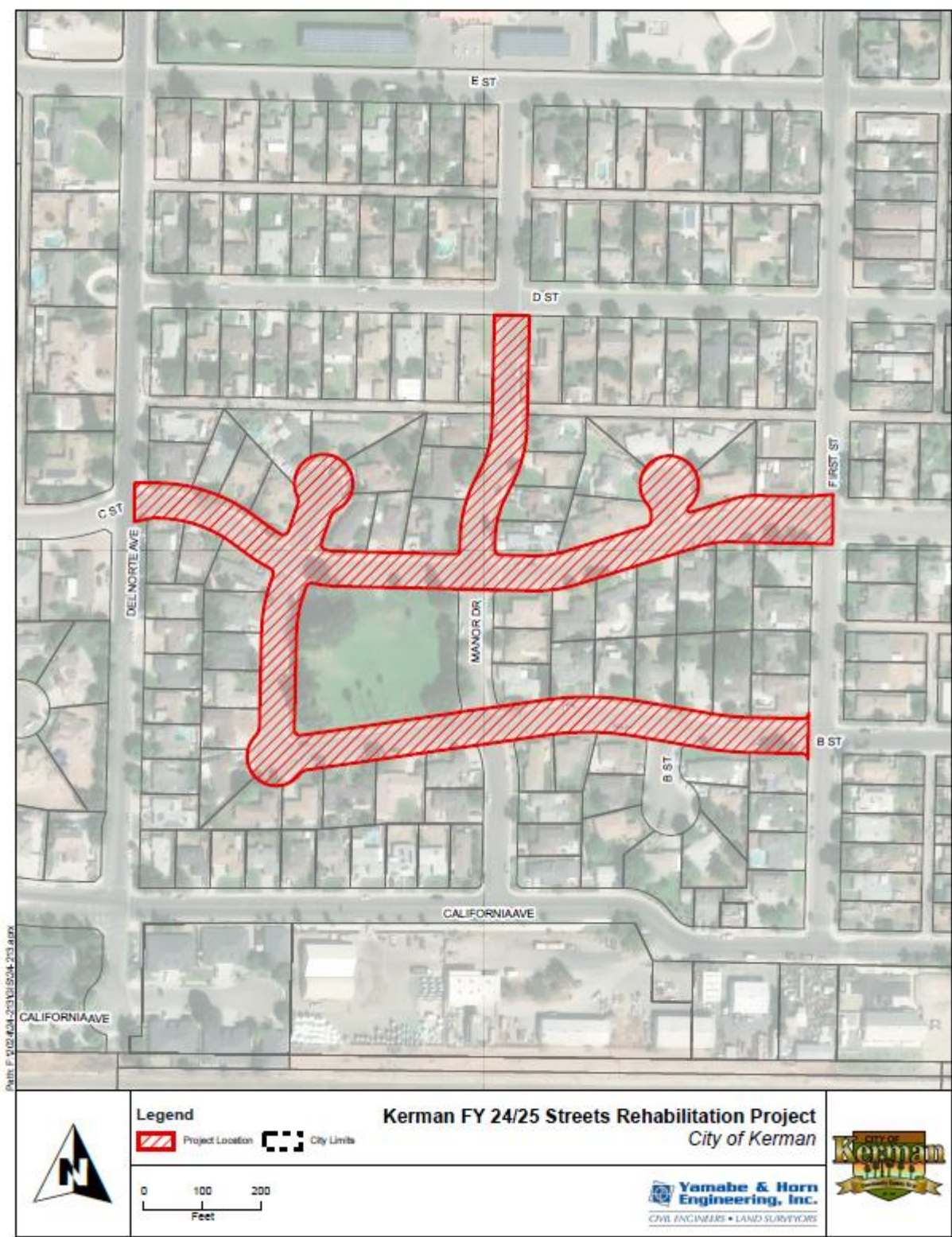
Maria Pacheco
Mayor

ATTEST:

Josie Camacho
City Clerk

Attachment 'B'









STAFF REPORT

MEETING DATE: June 26, 2024

PRESENTER: John Jansons, Personnel Director
Akayla Cheema, Human Resources Manager

SUBJECT: Workplace Violence Prevention Plan (JAJ & AC)

RECOMMENDATION: Consider adoption of resolution approving Workplace Violence Prevention Plan effective July 1, 2024 and rescinding and superseding Section 8.9 (1-4) of City Personnel Rules and Regulations.

EXECUTIVE SUMMARY:

Pursuant to California Senate Bill 553 (SB 553), which amended Labor Code section 6401.7 and was signed into law on September 30, 2023 requires employers to develop and implement a workplace violence prevention plan in accordance with newly codified Labor Code section 6401.9. This new law mandates that the majority of employers in California must, by July 1, 2024, establish, implement, and maintain a Workplace Violence Prevention Plan. The proposed Plan was submitted to KMEA and Management responded to two of their queries: 1) evaluation of staff, and 2) methods of contact, IE: text, phone, verbal etc., to the satisfaction of KMEA.

DISCUSSION:

The proposed Workplace Violence Prevention Plan (WVPP) prepared by the City includes the following:

- Prohibiting employee retaliation,
- Accepting and responding to reports of workplace violence,
- Employee workplace violence training and communication,
- Emergency response,
- Workplace violence hazard assessments, and
- Other requirements, such as maintaining a Violent Incident Log.

Labor Code section 6401.9 outlines the elements of a workplace violence prevention plan required by section 6401.7 that every covered employer is required to establish, implement, and maintain an effective workplace violence prevention plan. The plan needs to include the following:

- The names of persons responsible for its implementation.
- Effective procedures for employee involvement in developing and implementing the plan.

- Methods to coordinate implementation of the plan with other employers, when applicable.
- Procedures for employers to handle and respond to reports of workplace violence, while ensuring no retaliation against the reporting employee.
- Procedures to ensure compliance from employees, including supervisors.
- Procedures to communicate with employees regarding workplace violence matters.
- Emergency response protocols.
- Training provisions.
- Procedures to identify and evaluate workplace violence hazards that include inspections with the following frequency:
 - When the plan is first set up.
 - Periodically scheduled.
 - After violent incidents.
 - Whenever a new hazard becomes known.
- Procedures to timely correct workplace violence hazards identified and evaluated.
- Procedures for post-incident response and investigation.
- Procedures that allow for plan review
 - Annually.
 - When a deficiency is observed or becomes apparent.
 - After a workplace violence incident.
- Any other procedure necessary for employee health and safety as required by the Division and Standards Board.
- The plan must be in effect at all times and in all work areas and be specific to the hazards and corrective measures for each work area and operation.
- The written plan may be incorporated as a stand-alone section in the written injury and illness prevention program required by section 3203 of title 8 of the California Code of Regulations or maintained as a separate document.

Violent incident log requirements:

Employers must maintain a log of all incidents of workplace violence even if the incident did not result in injury. This log must include information on every workplace violence incident, based on employee statements, witness statements, and investigation findings. Incident information must include at least the following:

- Incident date, time, location.
- Workplace violence “Type” (1, 2, 3, and/or 4).
- Detailed description of the incident.
- Classification of who committed the violence.
- The circumstances at the time of the incident.
- Where the incident occurred.
- Specific incident characteristics, such as physical attacks, weapon involvement, threats, sexual assault, animal incidents, or other events.

- What the consequences of the incident were, including any involvement law enforcement.
- What steps were taken to protect employees from further threat or hazards.
- Who completed the log, including their name, job title, and the date completed. Note: Employers must exclude personal identifying information that would identify any person involved in a violent incident

Training employees on workplace violence:

Employers must provide effective training and ensure that training materials are easy to understand and match the workers' education, reading skills, and language. Employers must provide employees with an initial training and annually thereafter.

The training is required to cover various aspects, including the following:

Familiarizing employees with the plan, how to obtain a copy, and how to participate in the development and implementation of the employer's plan.

- Definitions and requirements of Labor Code section 6401.9.
- How to report workplace violence incidents without fear of retaliation.
- Understanding of job-specific violence hazards and preventive measures.
- Purpose of the violent incident log and how to obtain related records.
- Opportunities for interactive discussions with someone knowledgeable about the employer's plan.
- When new or previously unidentified workplace violence hazards are discovered, or changes are made to the plan, the employer must provide additional training that focuses on the specific hazard or plan modifications.

Employer responsibilities with workplace violence recordkeeping requirements:

The plan must be in writing and easily accessible to employees, authorized employee representatives, and Cal/OSHA representatives.

- Records of workplace violence hazard identification, evaluation, and correction must be created and maintained for a minimum of five years.
- Training records must be created and maintained for a minimum of one year.
- Violent incident logs must be maintained for a minimum of five years.
- Records of workplace violence incident investigations under must be maintained for a minimum of five years.

Amendment of Existing Policy

As a result of adopting the proposed WVPP, Section 8.9 (1-4) of City Personnel Rules and Regulations ("workplace violence") will be rescinded and superseded by the new WVPP.

FISCAL IMPACT:

The fiscal impact of this unfunded mandate is substantial for many cities, but Kerman was able to produce this plan at minimal cost because the City received assistance through membership in the San Joaquin Valley Risk Management Authority.

ATTACHMENT:

A. Resolution w/Exhibit

ATTACHMENT 'A'

RESOLUTION NO. 24-__

**RESOLUTION APPROVING WORKPLACE VIOLENCE PREVENTION PLAN EFFECTIVE JULY 1, 2024,
AND RESCINDING AND SUPERSEDING SECTION 8.9 (1-4) OF CITY PERSONNEL RULES AND
REGULATIONS.**

WHEREAS, California Senate Bill 553 (SB 553), which amended Labor Code section 6401.7 and was signed into law on September 30, 2023 requires employers to develop and implement a workplace violence prevention plan in accordance with newly codified Labor Code section 6401.9; and

WHEREAS, this new law mandates that the majority of employers in California must, starting July 1, 2024, establish, implement, and maintain a Workplace Violence Prevention Plan; and

WHEREAS, the City has prepared a Workplace Violence Prevention Plan attached hereto as **'Exhibit A'**; and

WHEREAS, the current language contained in the City's Personnel Rules and Regulations dated May 8, 2024 contains workplace violence policy language that is now necessary to be superseded by and replaced by the new Workplace Violence Prevention Plan (WVPP); and

WHEREAS, following approval by the Council, the City will initiate the distribution of the WVPP to all employees; and

WHEREAS, the City will schedule required training on the new WVPP for all employees; and

WHEREAS, the City will develop a plan of WVPP maintenance in accordance with Labor Code Section 6401.9.

NOW, THEREFORE, the City Council of the City of Kerman resolves as follows:

- SECTION 1. The above recitals are true and correct and incorporated herein by reference.
- SECTION 2. The City Council approves The Workplace Violence Prevention Plan (WVPP), attached as **'Exhibit A'** and incorporated by reference.
- SECTION 3. The City Council authorizes the City Manager to make necessary adjustments to the WVPP as needed to remain in conformance with Labor Code Section 6401.9 through the life of the WVPP.
- SECTION 4. This Resolution is effective upon its adoption.

The foregoing resolution was adopted by the Kerman City Council at a regularly scheduled meeting held on the 26th day of June 2024, by the following vote.

AYES:

NOES:

ABSTAIN:

ABSENT:

The foregoing resolution is hereby approved.

Maria Pacheco
Mayor

ATTEST:

Josie Camacho
City Clerk

Exhibit 'A'



City of Kerman
Workplace Violence Prevention Plan

July 1, 2024

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Appendices

 A. Workplace Violent Incident Log

 B. Workplace Violence Prevention Environmental Hazard Assessment & Control Checklist

Policy

The City of Kerman is committed to providing a work environment that is free of disruptive, threatening, or violent behavior involving any employee, appointed or elected official, volunteer, contractor, client, and/or visitor. Our policy is to establish, implement, and maintain an effective plan as required by [SB 533](#). That legislation requires us to establish, implement, and maintain, at all times in all our facilities, a workplace violence prevention plan for purposes of protecting employees and other personnel from aggressive and violent behavior at the workplace.

Our Workplace Violence Prevention (WVPP) is available to our employees, their representatives, and the Chief of Cal/OSHA or his or her designee.

Prohibited Acts

The City of Kerman will not ignore, condone, or tolerate *threats of violence* or *workplace violence* by any employee, appointed or elected official, volunteer, contractor, client, or visitor.

- *Threats of violence* include both verbal and non-verbal conduct that causes a person to fear for his or her safety because there is a reasonable possibility he or she might be physically injured and that serves no legitimate work-related purpose.
- *Workplace violence* means any act of violence or threat of violence that occurs at the work site. The term workplace violence shall not include lawful acts of self-defense or defense of others. Workplace violence includes the following:
 - The threat or use of physical force against an employee that results in, or has a high likelihood of resulting in, injury, psychological trauma, or stress, regardless of whether the employee sustains an injury
 - An incident involving the threat or use of a firearm or other dangerous weapon, including the use of common objects as weapons, regardless of whether or not the employee sustains an injury

Workplace violence can be categorized into four types:

Type 1: Workplace violence committed by a person who has no legitimate business at the work site - includes violent acts by anyone who enters the workplace with the intent to commit a crime

Type 2: Workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors

Type 3: Workplace violence against an employee by a present or former employee, supervisor, or manager

Type 4: Workplace violence committed in the workplace by someone who does not work there but has or is known to have had a personal relationship with an employee

In addition, The City of Kerman prohibits all *dangerous weapons* not used for fire suppression, accident and incident response, emergency medical services, the service of law enforcement, or security duties on all The City of Kerman property. Any employee or appointed or elected official in possession of prohibited dangerous weapons on The City of Kerman property is in violation of this policy and may be subject to disciplinary action up to and including dismissal. Any volunteer, contractor, client, or visitor in possession of prohibited dangerous weapons will be banned from the premises. *Dangerous weapons* include any instrument capable of inflicting death or serious bodily injury.

Responsibility and Authority

Workplace Violence Prevention Plan Administrator

Akayla Cheema, Human Resource Officer, is the designated WVPP Administrator (Administrator) and has the authority and responsibility for developing, implementing, and maintaining this plan and conducting or overseeing any investigations of workplace violence reports. Akayla Cheema will also be able to answer employee questions concerning this plan.

Akayla Cheema, Human Resource Officer, shall solicit feedback and input from employees and their authorized representatives in developing and implementing the WVPP. Active involvement of employees could include, but is not limited to, their participation in identifying, evaluating, and correcting workplace violence hazards; in designing and implementing training; and in reporting and investigating workplace violence incidents.

Akayla Cheema, Human Resource Officer, shall coordinate implementation of the workplace violence prevention plan with other employers (ex. contracted security staff and other employers on site), when applicable, to ensure those employers and their employees understand their respective roles as provided in the plan. These other employers and their staff shall be provided with training on the City of Kerman's WPV plan.

Managers and Supervisors

Responsibilities include:

- Implementing the plan in their work areas;
- Providing input to the Administrator regarding the plan;
- Participating in investigations of workplace violence reports; and
- Answering employee questions concerning this plan.

Employees

Responsibilities include:

- Complying with the plan;
- Maintaining a violence-free work environment;
- Attending all training;

- Following all directives, policies, and procedures; and
- Reporting suspicious persons in the area and alerting the proper authorities when necessary.

Compliance

The Administrator is responsible for ensuring the plan is clearly communicated and understood by all employees. The following techniques are used to ensure all employees understand and comply with the plan:

- Informing all employees of the plan during new employee safety orientation training and ongoing workplace violence prevention training;
- Ensuring *all* employees, including managers, and supervisors receive training on this plan;
- Providing comprehensive workplace violence prevention training to managers and supervisors concerning their roles and responsibilities for plan implementation;
- Evaluating employees to ensure their compliance with the plan;
- Disciplining employees, appointed or elected officials, and volunteers who engage in threats of violence behaviors up to and including dismissal; and
- Ensuring training of this plan is conducted on an annual basis.

Communication and Training

Managers and supervisors are responsible for communicating with employees about workplace violence in a form readily understandable by all employees.

Employees are encouraged to inform their supervisors about any threats of violence or workplace violence. Employees may use the Workplace Violent Incident Log (Appendix A) to assist in their reporting of incidents. No employee will be disciplined for reporting any threats of violence or workplace violence.

After the employee has reported their concerns about any threats of violence or workplace violence to their supervisor, the supervisor will report this information to the Administrator who will investigate the incident. The Administrator will then inform the employee of the results of their investigation and any corrective actions to be taken as part of the City of Kerman's responsibility in complying with hazard correction measures outlined in the WVPP.

Any employee who believes he or she has the potential of violent behavior is encouraged to use the City of Kerman's confidential Employee Assistance Program:

Halcyon

Main Phone Number: 1-888-425-4800

Website: www.halcyoneap.com

Employee training on workplace violence will include:

- This plan;
- Workplace violence risks that employees may encounter in their jobs;
- How to recognize the potential for violence and escalating behavior;
- Strategies to de-escalate behaviors and to avoid physical harm;
- The City of Kerman's alerts, alarms, or systems that are in place to warn of emergencies;
- How to report incidents to law enforcement; and
- The City of Kerman's EAP

Employees assigned to respond to alerts, alarms, or systems that are in place to warn others will receive additional training that includes:

- General and personal safety measures;
- Aggression and violence predicting factors;
- The assault cycle;
- Characteristics of aggressive and violent persons;
- Verbal intervention and de-escalation techniques and physical maneuvers to defuse and prevent violent behavior;
- Strategies to prevent physical harm;
- Appropriate and inappropriate use of restraining techniques and medications as chemical restraints in accordance with Title 22; and
- An opportunity to practice the taught maneuvers and techniques, including a debriefing session.

Training will occur:

- When the plan is first established;
- At time of hire or transfer;
- Annually for employees performing patient contact activities and their supervisors;
- Annually for employees assigned to respond to internal alerts, alarms, or systems;
- When new equipment or work practices are introduced; and
- When a new or previously unrecognized workplace violence hazard has been identified

Employees who receive training in a form other than live will have the opportunity to meet with a person knowledgeable on the plan within one business day of the training for interactive questions to be answered.

Procedures

Responding to Actual or Potential Workplace Violence Emergencies

In the event of an actual or potential workplace violence emergency, Department Director will alert employees of the presence, location, and nature of the workplace violence through the following methods:

- TEXT MESSAGE

When any employee becomes aware of an actual or potential workplace violence emergency, they shall notify the Department Director.

Employees shall implement the run, hide, and fight protocols where appropriate. Evacuation routes and sheltering locations will be communicated to affected staff. If employees are not able to evacuate or shelter in place, they are authorized to take all reasonable actions necessary to fight or subdue an active shooter or assailant.

Employees shall call 911 to report the incident and request assistance from law enforcement.

Emergencies and Reporting a Crime

For immediate assistance in an emergency that is not associated with a service call, contact emergency services or law enforcement by calling 911. For immediate assistance in an emergency associated with a service call in progress, follow internal procedures for requesting immediate back-up assistance by notifying local law enforcement. Employees should also notify their supervisor, manager, and the Administrator as soon as possible.

Reporting Workplace Violence Concerns

Employees who witness or experience *threats of violence* or *workplace violence* can report the incident through their chain of command or directly to Human Resources. Employees may report anonymously and without fear of reprisal by submitting the incident in writing through interoffice mail.

Restraining Orders

Employees or other personnel affiliated with the City of Kerman who have an active restraining order issued against another person that includes the workplace are encouraged to provide a copy of the restraining order to their supervisor and the Administrator. Supervisors who receive notification of a restraining order that includes the workplace will meet with the Administrator to decide what actions, if any, need to be initiated.

Hazard Assessment

Workplace hazard assessments will include:

- An annual review of the past year's workplace violence incidents; and
- Periodic physical security assessments.

The Workplace Violence Prevention Environmental Hazard Assessment & Control Checklist (Appendix B) can be used to assist with the security assessment. Inspections are performed according to the following schedule:

- Once a year;
- When the plan is implemented;
- When new, previously unidentified workplace violence/security hazards are recognized; and
- When workplace violence injuries or threats of injury occur.

Hazard Correction

Work practice controls will be used to correct unsafe work conditions, practices, or procedures that threaten the security of employees.

Work practice controls are defined as procedures, rules, and staffing that are used to effectively reduce workplace violence hazards. Work practice controls may include, but are not limited to:

- Appropriate staffing levels;
- Provision of dedicated safety personnel (i.e. security guards);
- Employee training on workplace violence prevention methods; and
- Employee training on procedures to follow in the event of a workplace violence incident.

Corrective actions will be implemented in a timely manner based on the severity of the hazard, documented and dated.

Post Incident Response and Investigation

Managers and supervisors will use the Workplace Violent Incident Log (Attachment A) to assist in documenting incidents and investigations.

These procedures will occur following an incident:

- Provide immediate medical care or first aid;
- Identify all employees involved in the incident;
- Offer staff individual trauma counseling resources;
- Conduct a debriefing with all affected staff;
- Determine if corrective measures developed under this plan were effectively implemented; solicit feedback from all personnel involved in the incident as to the cause of this incident and if injuries occurred, how injury could have been prevented; and
- Record the incident in the Workplace Violent Incident Log.

Recordkeeping

- Records of workplace violence hazard identification, evaluation, and correction will be maintained for three years in accordance with the recordkeeping requirements of the City of Kerman's Injury and Illness Prevention Program.
- Training for each employee, including the employee's name, training dates, type of training, and training provider will be maintained for a minimum of three years.
- Records of violent incidents (Workplace Violent Incident Log) will be maintained a minimum of five years at City Hall Human Resource Department.

Annual Review

The City of Kerman's Workplace Violence Prevention Plan will be reviewed annually and updated as needed considering the following criteria:

- Staffing;
- Sufficiency of security systems;
- Job, equipment, and facility design and risks;
- Modifications or additions to tasks and procedures that affect plan implementation;
- Newly identified hazards;
- Prior year incidents;
- Identified deficiencies; and
- Feedback provided by employees and their authorized representatives.

WORKPLACE VIOLENT INCIDENT LOG

This form must be completed for every record of violence in the workplace

Incident ID #*:	Date and Time of Incident:	Department:
Specific Location of Incident:		

* Do not identify employee by name, employee #, or SSL. The Incident ID must not reflect the employee's identity)

Describe Incident (Include additional pages if needed):

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Assailant information:

☐ Patient	☐ Client	☐ Customer
☐ Family or Friend of Patient	☐ Family or Friend of Client	☐ Family or Friend of Customer
☐ Partner/Spouse of Victim	☐ Parent/Relative of Victim	☐ Co-Worker/Supervisor/Manager
☐ Former Partner/Spouse of Victim	☐ Animal	☐ Person In Custody
☐ Robber/Burglar	☐ Passenger	☐ Stranger
☐ Student	☐ Other:	

Circumstances at time of incident:

☐ Employee Performing Normal Duties	☐ Poor Lighting	☐ Employee Rushed
☐ Employee Isolated or Alone	☐ High Crime Area	☐ Low Staffing Level
☐ Unable to Get Help or Assistance	☐ Working in a Community Setting	☐ Unfamiliar or New Location
☐ Other:		

Location of Incident:

☐ Patient or Client Room	☐ Emergency or Urgent Care	☐ Hallway
☐ Waiting Room	☐ Restroom or Bathroom	☐ Parking Lot or Outside Building
☐ Personal Residence	☐ Breakroom	☐ Cafeteria
☐ Other:		

Type of Incident (check as many apply):

☐ Robbery	☐ Grabbed	☐ Pushed
☐ Verbal Threat or Harassment	☐ Kicked	☐ Scratched
☐ Sexual Threat, Harassment, or Assault	☐ Hit with an Object	☐ Bitten
☐ Animal Attack	☐ Shot (or Attempted)	☐ Slapped
☐ Threat of Physical Force	☐ Bomb Threat	☐ Hit with Fist
☐ Threat of Use of Weapon or Object	☐ Vandalism (of Victim's Property)	☐ Knifed (or Attempted)
☐ Assault With A Weapon or Object	☐ Vandalism (of Employer's Property)	☐ Arson
☐ Robbery	☐ Other:	

Consequences of incident:

Medical care provided? ☐ Yes ☐ No	Law enforcement called? ☐ Yes ☐ No	Security contacted? ☐ Yes ☐ No
Did anyone provide assistance to conclude the event? ☐ Yes ☐ No		Days lost from work (if any) _____
Actions taken by employer to protect employees from a continuing threat? ☐ Yes ☐ No		

Completed by:

Name:	Title:	Date:
Telephone:	Email:	
Signature:	Telephone:	

WORKPLACE VIOLENCE PREVENTION ENVIRONMENTAL HAZARD ASSESSMENT & CONTROL CHECKLIST

Assessed by:	Title:
Location(s) Assessed:	

This checklist is designed to evaluate the workplace and job tasks to help identify situations that may place employees at risk of workplace violence.

Step 1: Identify risk factors that may increase The City of Kerman's vulnerability to workplace violence events

Step 2: Conduct a workplace assessment to identify physical and process vulnerabilities

Step 3: Develop a corrective action plan with measurable goals and target dates

STEP 1: IDENTIFY RISK FACTORS

Yes	No	Risk Factors	Comments:
		Does staff have contact with the public?	
		Does staff exchange money with the public?	
		Does staff work alone?	
		Is the workplace often understaffed?	
		Is the workplace located in an area with a high crime rate?	
		Does staff enter areas with high crime rates?	
		Does staff have mobile workplaces?	
		Does staff perform public safety functions that might put them in conflict with others?	
		Does staff perform duties that may upset people?	
		Does staff work with people known or suspected to have a history of violence?	
		Do any employees have a history of threats of violence?	

STEP 2: CONDUCT ASSESSMENT

Section 7, Item A.

Building Interior

Yes	No	Building Interior	Comments:
		Are employee ID badges required?	
		Are employees notified of past workplace violence events?	
		Are trained security personnel or staff accessible to employees?	
		Are bullet resistant windows or similar barriers used when money is exchanged with the public?	
		Are areas where money is exchanged visible to others?	
		Is a limited amount of cash kept on hand with appropriate signage?	
		Could someone hear an employee who called for help?	
		Do employees have a clear line of sight of visitors in waiting areas?	
		Do areas used for client or visitor interviews allow co-employees to observe problems?	
		Are waiting and work areas free of objects that could be used as weapons?	
		Is furniture in waiting and work areas arranged to prevent employee entrapment?	
		Are clients and visitors clearly informed how to use the department services so they will not become frustrated?	
		Are private, locked restrooms available for employees?	
		Do employees have a secure place to store personal belonging?	

Building Exterior

Yes	No	Building Exterior	Comments:
		Do employees feel safe walking to and from the workplace?	
		Are the entrances to the building clearly visible from the street?	
		Is the area surrounding the building free of bushes or other hiding places?	
		Are security personnel provided outside the building?	
		Is video surveillance provided outside the building?	
		Is there enough lighting to see clearly?	
		Are all exterior walkways visible to security personnel?	

Parking Area

Yes	No	Parking Area	Comments:
		Is there a nearby parking lot reserved for staff?	
		Is the parking lot attended and secure?	
		Is the parking lot free of blind spots and landscape trimmed to prevent hiding places?	
		Is there enough lighting to see clearly?	
		Are security escorts available?	

Security Measures

Section 7, Item A.

Yes	No	Security Measures	Comments:
		Is there a response plan for workplace violence emergencies?	
		Are there physical barriers? (between staff and clients)	
		Are there security cameras?	
		Are there panic buttons?	
		Are there alarm systems?	
		Are there metal detectors?	
		Are there X-ray machines?	
		Do doors lock?	
		Does internal telephone system activate emergency assistance?	
		Are telephones with an outside line programed for 911?	
		Are there two-way radios, pagers, or cell phones?	
		Are there security mirrors?	
		Is there a secured entry?	
		Are there personal alarm devices?	
		Are there "drop safes" to limit available cash?	
		Are pharmaceuticals secured?	
		Is there a system to alert staff of the presence, location, and nature of a security threat?	
		Is there a system in place for testing security measures?	

STEP 3: DEVELOP CORRECTIVE ACTION PLAN

(Action Plan Types: BI – Building Interior, BE – Building Exterior, PA – Parking Area, SM – Security Measure)

Type	Action Item	Person(s) Responsible	Target Date	Status	Comments