Mission Statement: To foster a safe, vibrant, and prosperous community that enhances the quality of life for all

CITY OF SONORA
City Council Regular Meeting
Agenda
Monday, November 17, 2025
5:00 PM

NOTICE IS HEREBY GIVEN that the Sonora City Council will have their regular meeting on November 17, 2025, at 5:00 PM in the City of Sonora Council Chambers located at 94 N. Washington Street Sonora, CA 95370.

This meeting is physically open to the Public and citizens who wish to provide public comment during the meeting will be invited to do so by the Mayor.

Written comments can be submitted to be included as part of the administrative record; they will not be read during the meeting. All comments must be received by 3:00 pm on the day of the noticed meeting and can be submitted to the City Clerk at 94 N. Washington Street Sonora, CA 95370, or via email to tskelly@sonoraca.com.

Public Access Audio and Video Live Streaming

The Public will not have access to give public comments via public access audio and video live streaming; they are available for audio and visual only; and can be accessed via our website at www.sonoraca.com.

Remote viewing of the meeting via live streaming is provided to members of the public as a courtesy. If the live streaming connection malfunctions for any reason and no Council Members are attending via teleconference, the City Council will continue the public meeting in Chambers without remote access.

CITY COUNCIL appreciates your interest and encourages participation. Regularly scheduled meetings are held on the 1st and 3rd Monday of each month.

The numerical order of the items on this agenda is for convenience of reference. Items may be taken out of order upon request of the Mayor or Council Members. All questions shall be directed to the Mayor who, at their discretion, will refer to Staff.

Mayor Ann Segerstrom

Vice Mayor Andy Merrill

Council Members Bess Levine, Stephen Opie, Mark Plummer

City Administrator Melissa Eads

City Attorney Douglas White

Vision Statement: With leadership and integrity, the City of Sonora commits to excellent service through collaboration and innovation

CLOSED SESSION - 4:00 PM

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **PUBLIC COMMENTS**
4. **ADJOURN INTO CLOSED SESSION**

   A. Conference Regarding Potential Litigation Pursuant to Government Code Section 54956.9(d)(3); William Creger, Deputy City Attorney, Douglas White, City Attorney.

   B. Conference with Labor Negotiators (Gov. Code Section § 54957.6): Agency Designated Representatives: Doug White, City Attorney; Chris Gorsky, Assistant City Administrator; Employee Organization: City Administrator.

5. **RECONVENE INTO OPEN SESSION**

   OPEN SESSION - 5:00 PM

6. **REPORT OUT OF CLOSED SESSION**
7. **PLEDGE OF ALLEGIANCE**
8. **ROLL CALL**
9. **CITY CLERK'S REPORT ON AGENDA POSTING**
10. **APPROVAL OF THE AGENDA**
11. **PUBLIC COMMENT** (NON-AGENDA ITEMS)

    The public may address the Council on any item of public interest not otherwise on the agenda that is within the jurisdiction of the City. No action may be taken. Matters to be addressed may be referred to City Staff or placed on a subsequent meeting Agenda. Speakers are limited to a three (3) minute presentation.

12. **PRESENTATIONS**

A. Receive a Presentation from the Central Sierra Economic Development District (CSEDD) Regarding the Sierra Jobs First Program Update; Alex Bloom, Economic Development Manager, Mother Lode Job Training and Central Sierra Economic Development District.

B. Receive a Presentation on Visit Tuolumne County's Quarterly Report; Lisa Mayo, Visit Tuolumne County President & CEO, Jen Lopez, Visit Tuolumne County Marketing Manager, Amariah Richards, Visit Tuolumne County Business Development Manager.

C. Receive a Presentation from Przybyla Advisors to Share the Economic Development Strategy Outline Recommended for the City of Sonora; Tyler Summersett, Community Development Director, Cole Przybyla, Przybyla Advisors.

13. CONSENT CALENDAR

Items on the Consent Calendar are considered routine and will be voted on in one motion unless a Council member or member of the public has a question or wishes to discuss an item. In that case, the item will be removed from the Consent Calendar and considered separately.

A. Consider Approval of the Meeting Minutes from October 20, 2025; Stacy Enos-Delrazo, Deputy City Clerk.

B. Consider Approval of Disbursements in the Amount of $196,839.37 and $195,846.64 for Payroll, Including Employee Salaries, Employer and Employee Taxes, Retirement Contributions, Miscellaneous Voluntary Employee Deductions, Holiday Pay, and Other Adjustments, Including Retro-Pay; Tracy Skelly, Administrative Services Officer/City Clerk.

C. Consider Acceptance of an Informational Report for October 2025 Accounts Payable Payment Register and Void Report; Chris Gorsky, Assistant City Administrator

D. Receive and file this Quarterly Investment Report for informational purposes. No further action is required at this time, as the portfolio remains in compliance with all applicable policies and regulations. This report fulfills the reporting requirements under California Government Code Section 53601 and City policy; Chris Gorsky, Assistant City Administrator

E. Consider Approval of Resolution 11-17-2025-B, Updating the Job Description and Education Requirements for the Police Corporal; Chris Gorsky, Assistant City Administrator.

14. NEW BUSINESS

A. Recognize and Thank City Administrator Melissa Eads for Her Service to the City of Sonora and Join Staff and Community Members for a Brief Break and Celebration in Her Honor; Tracy Skelly, Administrative Services Officer/City Clerk.

B. Consider and Approve the Proposed Employment Agreement ("Agreement") with Christopher J. Gorsky for the City Administrator Position, Authorize the Mayor to Execute the Agreement on Behalf of the City of Sonora, and Approve Resolution No. 11-17-2025-A; Doug White, City Attorney.

15. COUNCIL MEMBER REPORTS

16. ADJOURNMENT

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk at City Hall (209) 532-4541, tskelly@sonoraca.com. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting (28 CFR 35.102-35.104 ADA Title II).

Materials related to an item on this Agenda submitted to the City Council after distribution of the agenda packet are available for public inspection in the City Administrator's Office at 94 N. Washington Street, Sonora, CA 95370 during normal business hours (8:00 am - 4:00 pm, Monday through Friday, excluding holidays). The agenda and supporting public documents are also available on our City website www.sonoraca.com listed under the agenda/minutes link on the Government page.

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Alex Bloom, Economic Development Manager, Mother Lode Job Training and Central Sierra Economic Development District

SUBJECT: Receive a Presentation from the Central Sierra Economic Development District (CSEDD) Regarding the Sierra Jobs First Program Update

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RECOMMENDATION:

Receive a Presentation from the Central Sierra Economic Development District (CSEDD) Regarding the Sierra Jobs First Program Update.

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan

November 3
2025

Sonora City Council

Central Sierra Economic Development District Regional Update

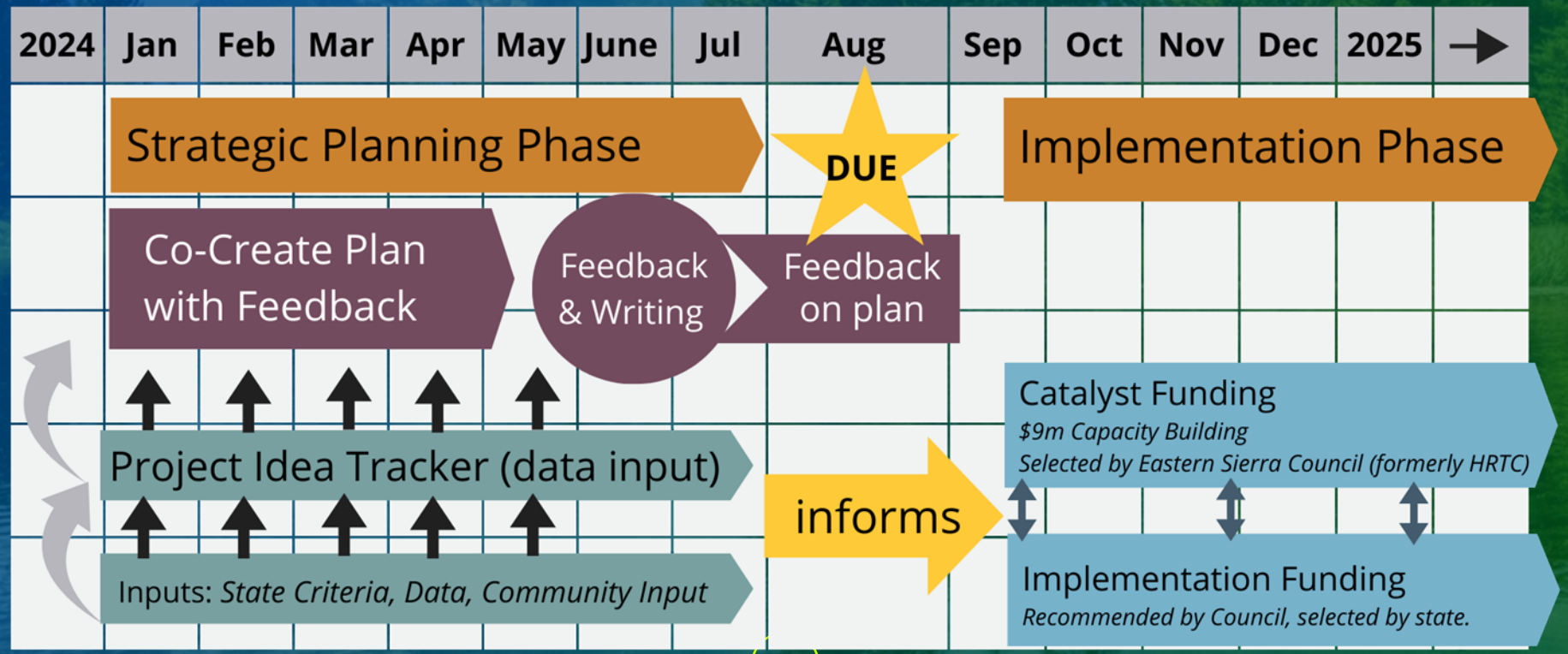
Agenda:

- California Jobs First Initiative Update
- CASF Grant Update
- Funding Sources & Sustainability
- CEDS Annual Report
- Regional Activities
- Discussion / Q & A



CA Jobs First Update

Transition to the Implementation Phase



Sierra Jobs First

Our work to date as a region

Planning Phase
Mar 2023-Sep 2024

Community Outreach
14 Focus Groups
11 Community Workshops
59 Organizational Surveys

Formed Governing Council

Convened Committees
Local Government, Workforce & Education, Tribal, Business, Project Identification

Created Regional Summary and Strategic Plan





Catalyst Phase
Jun 2024-Sep 2026

Industry Sector Coordination

Community Healthcare

Agriculture, Natural & Working Lands

Recreation & Tourism

Developed Activation Plans

Facilitated Working Groups

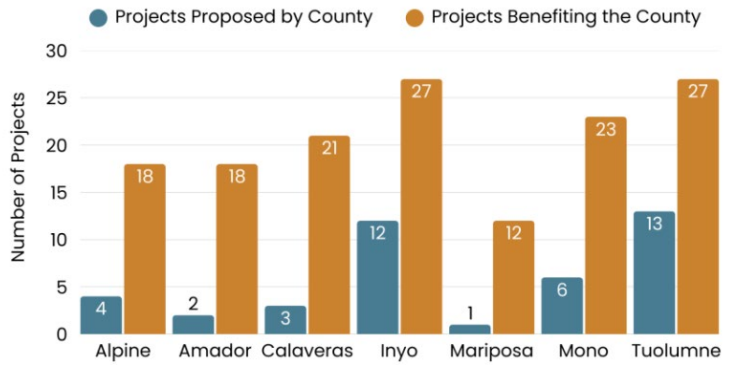
Supported Projects with Industry Expertise

Catalyst Projects

$9M in Grant Funding

47 applications

39 projects funded to date

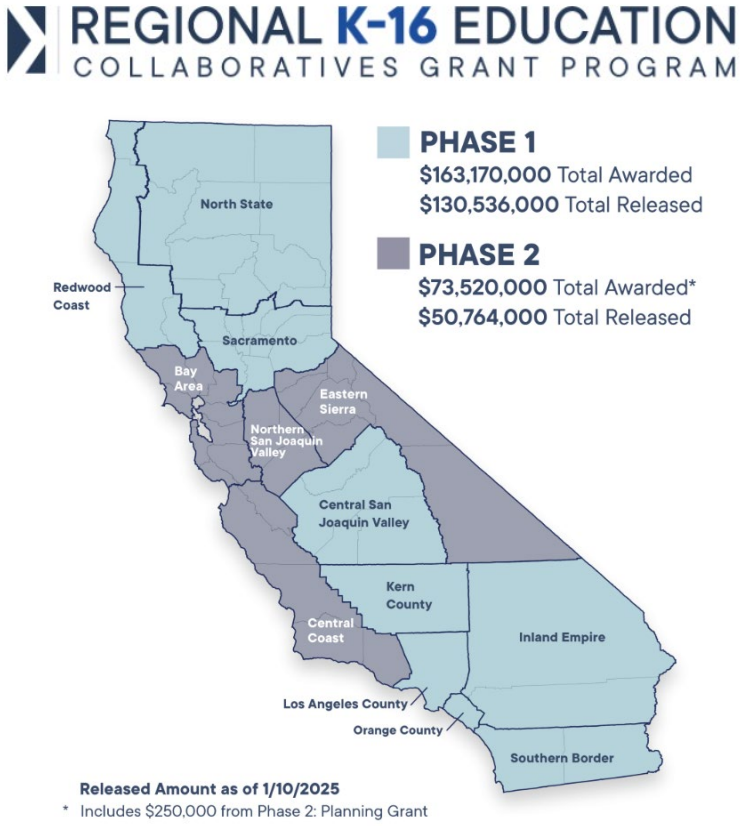


Transition Phase - Preparing for What's Next
Sep 2025-2026

Ongoing Support for Regionalism at the State Level



New funding opportunities using CJF regions/priorities





MLJT & CSEDD's Roles

- Providing Technical Assistance – Build Capacity, Expand Access
  - Aligning projects with regional and state criteria for funding (CA Economic Blueprint)
  - Moving projects towards execution – Contracting & Collaboration
  - Funding and logistical challenges, act as a solution architect

- Sector Navigation – Driving Regional Coordination and Workforce Alignment
  - Serve as a credible, consistent, and culturally competent source of information for stakeholders
  - Serve as a bridge for relationship management between Eastside and Westside stakeholders, translating projects for meaningful impact across the region

MLJT & CSEDD's Roles

- Facilitation of Working Groups – Focus on Collaboration
  - Convene cross-sector stakeholders using the "Next-Gen" Model
    - Industry, Workforce Boards, Government, Education, CBOs
  - Focus on regional needs, promotion of local voice – Lived experience of stakeholders
  - Sector Partnership Initiatives
    - Healthcare 8/1/25, 9/11/25
    - Natural and Working Lands/Agriculture 11/13/25

- Sector Activation Plans – Advancing Regional 'Readiness'
  - Develop sector specific plans to guide workforce and economic development efforts
  - Establish clear goals, strategies, and actionable steps tailored to our communities
  - Built alignment with state priorities, ensuring equity amongst disinvested populations

CSEDD's Project

- CSEDD's Project Submission 'Sierra Founder's Academy'
  - Approved for partial funding - $176,000 for entrepreneurship training
  - Working to align with existing programming and educational pathways
    - Will be implemented in partnership Sierra Commons
    - Work to complement entrepreneurship programs in regional HS & Community Colleges
    - Creation of a 'Youth Chamber of Commerce' to foster sustainability and community



CASF Grant Update
Procedural and Work Plan Based Activities

- Marketing and Outreach efforts in collaboration w/ CSUF
- Working in collaboration w/ RCRC
- 4th Iteration of subject matter panel 8/29/25, 5th 12/5/25
- FFA awards coming to the region
- GSCA bringing open access model to benefit constituents and ISPs

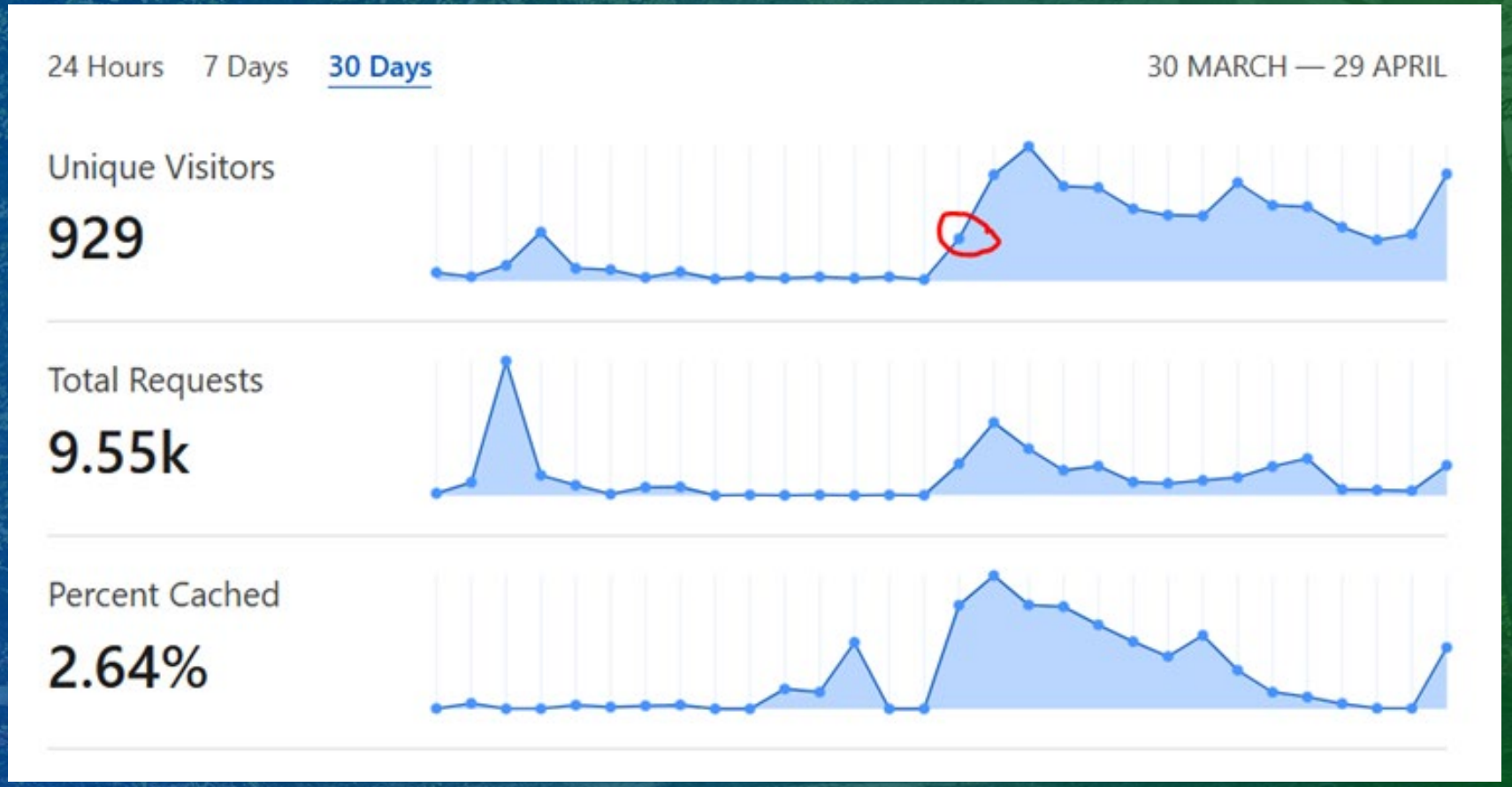
Central Sierra
Economic Development District

FFA Grant Activity



County	Award ID	Requestor	Proj Title	FFA grant Funding
Alpine	T-17833	GSCA	GSCA Alpine County Broadband Network	$6,985,978.00
Amador	T-17853	GSCA	GSCA Amador County Broadband Network	$57,180,300.00
Loan Loss Reserve, All	T-17858	GSCA	Loan Loss Reserve	$50,000,000.00
Tuolumne	T-17874	Sierra Nevada Communications	Fiber 108 Lower Phase	$1,889,117.00
Tuolumne	T-17874	Sierra Nevada Communications	Fiber 108 - Upper Phase	$1,916,752.00
Tuolumne	T-17874	Sierra Nevada Communications	Fiber 120	$374,469.00
Tuolumne	T-17874	Sierra Nevada Communications	Fiber 108 -Strawberry Summer Hill	$2,105,330.00
Tuolumne	T-17874	AT&T	Tuolumne-1C	$3,015,032.00
Mariposa, Stanislaus, Tuolumne	T-17869	AT&T	Mariposa-1	$9,443,101.00

CSEDD Awareness Campaign



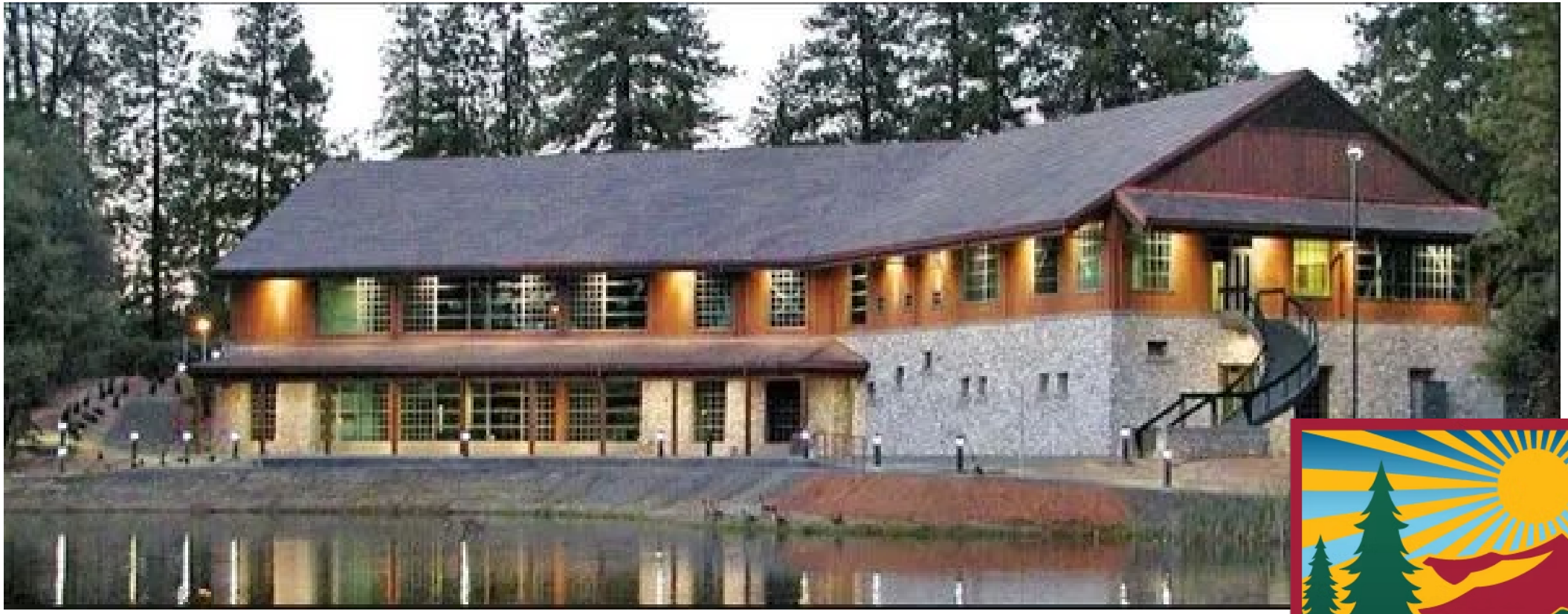
Funding Sources and Sustainability

- CASF - $595,600
- SJF Planning - $350,000
- SJF Convenor Partner - $175,000
- Sierra Founders - $176,00
- CLERE / LCI - $100,000
- DOL Healthcare – $240,000
- Rural EV Chargers – Pending
- Prop 4 Funding - $4M - $6M (SNC)
- Implementation – Pending Submission





CSEDD & MLJT – Trusted Messengers, Impactful Partners



Pathways. Partnerships. Regional Prosperity

COLUMBIA COLLEGE



Greater Sierra Forestry Corps

- Hands-on Training for Fuels Reduction, Chainsaw Operation, and Heavy Equipment Use
- Graduates Transition into Forestry, Conservation, and Fire Protection Careers
- High Demand, Industry Driven Career Paths Supporting Regional Partners
- Developed in Partnership w/ MLJT and Regional Employers


HEARTWOOD
BIOMASS
We believe in healthy forests



HEART WOOD

- Converts Underutilized Biomass into Value-Added Products
- Hires Graduates from the Greater Sierra Forestry Corps
- General Manager Sits on Workforce Development Board
- Engages MLJT for Business Services (Upskilling)

Adventist Hospital – Community Partners and Industry Leaders



Adventist Health Sonora



Workforce Partnerships:

- Partners with Columbia College and Sonora High School to provide internship sites for healthcare students.
- Actively hires program graduates, strengthening local healthcare career ladders
- Operates a Skilled Nursing Facility (SNF), expanding workforce demand.

Leadership Role:

- Operations Manager serves as Board Chair for the Mother Lode WDB


EST. 2025
BLUE HERON FARM
GOOD FOOD GROWS Here
BISHOP, CALIFORNIA



Primary Operations:

- 10 Acre Regenerative Farm and Orchard in Bishop, CA
- Blue Heron Farm is the **Largest** Production Farm in Inyo County
- Produced over **200,00 lbs**. of Produce in 2025

Regional Impact:

- Project Goal is to Drive Year-Round Agricultural Production
- Produce a Feasibility Study Identifying Residents Served
- Community-Driven, Sustainable Agriculture in the High Deser



Bishop Paiute Food Sovereignty Program



- Working to Restore Traditional Food Systems, Improve Community Health and Food Access
- Addresses Health Disparities of Indigenous Populations
- Community Gardens and Farmers Markets
- Engenders Cultural Revitalization through Traditional Plants and Farming Practices



DEVELOPER PITCH DECK

INVESTING IN THE FUTURE OF THE CENTRAL SIERRAS

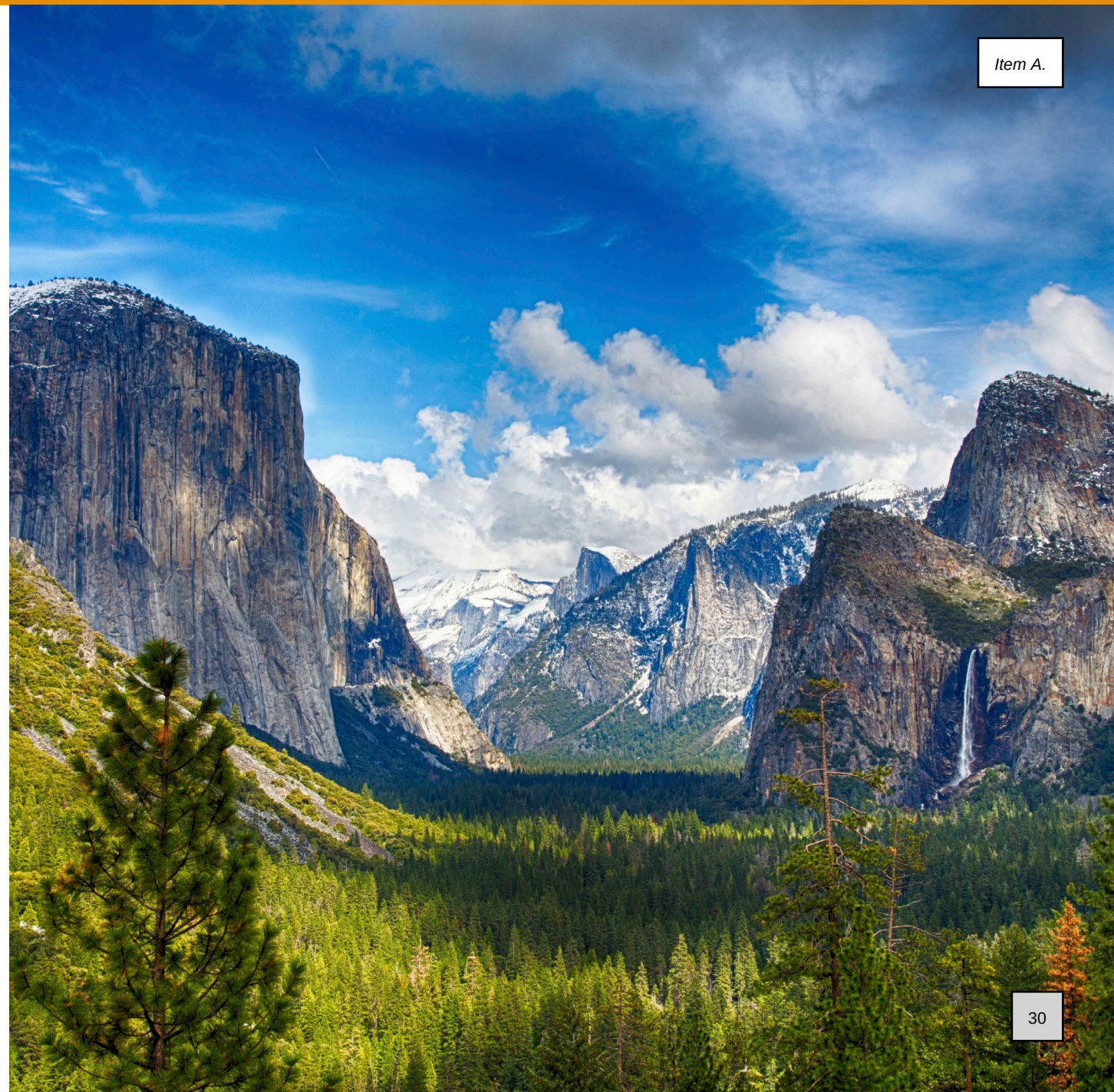
TOURISM AND RECREATION

Where Natural Beauty Meets Economic Opportunity

The Central Sierras are home to world-class recreation destinations that attract millions of visitors each year.

Destinations Include:

- Yosemite National Park (4M+ Visitors/yr)
- Stanislaus National Forest
- Dodge Ridge and Bear Valley Ski Resorts
- Calaveras Big Trees State Park
- Lake Don Pedro and New Melones Lake



WORKFORCE HOUSING

A Critical Regional Barrier and Opportunity



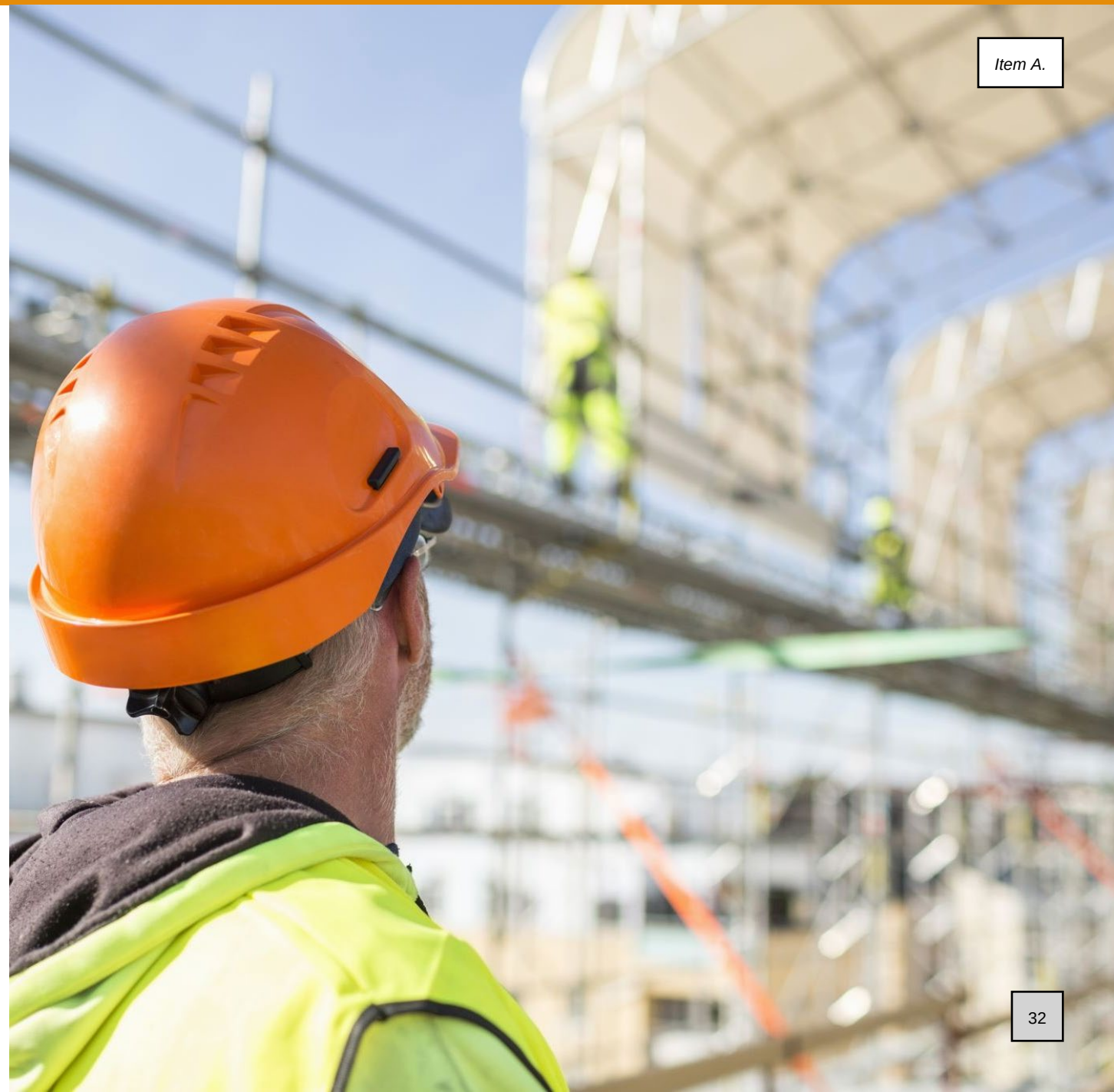
- Housing is consistently cited as a top barrier to recruitment and retention across industry
- Production lags far behind demand, exacerbating the shortage of affordable housing
- Average home costs rising faster than regional wage growth
- Outmigration of working-age residents and inbound retirees/second home buyers creates a structural imbalance

FROM POLICY TO POSSIBILITY

A Region Ready for Development

Zoning reforms, supportive governance, streamlined policies, and regional coordination

- Prioritization of housing as a workforce and economic development strategy
- Streamlined zoning updates act as incentives to support workforce housing and mixed-use projects
- Reduced permit burdens for commercial projects alleviate delays and uncertainty for developers
- Priority access to utilities ensures affordable housing projects can expedite timelines



LAND IS READY: OPPORTUNITY AWAITS

With abundant acreage, identified growth parcels, and proactive planning the Central Sierras offer an abundance of opportunities for workforce and mixed-use development.

- **Ready to build infill sites are mapped,** pinpointing parcels suitable for immediate development
- Policies align zoning for MDR, HDR, and MU **expand developable land for workforce housing**
- Regional Comprehensive Economic Development Strategy (CEDS) **highlights available land as a regional strength**
- **Available parcels are strategically located** near employment centers, schools, and high-traffic visitor areas
- Several sites in the Central Sierras fall within **Opportunity Zones, offering federal tax incentives**

Thank you!

Questions?

Central Sierra
Economic Development District

CALIFORNIA JOBS FIRST
Sierra Region

MOTHER LODE Job TRAINING

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Lisa Mayo, Visit Tuolumne County President & CEO
Jen Lopez, Visit Tuolumne County Marketing Manager
Amariah Richards, Visit Tuolumne County Business Development Manager

SUBJECT: Receive a Presentation on Visit Tuolumne County's Quarterly Report

RECOMMENDATION:

Receive a Presentation on Visit Tuolumne County's Quarterly Report.

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

ATTACHMENTS:

Presentation

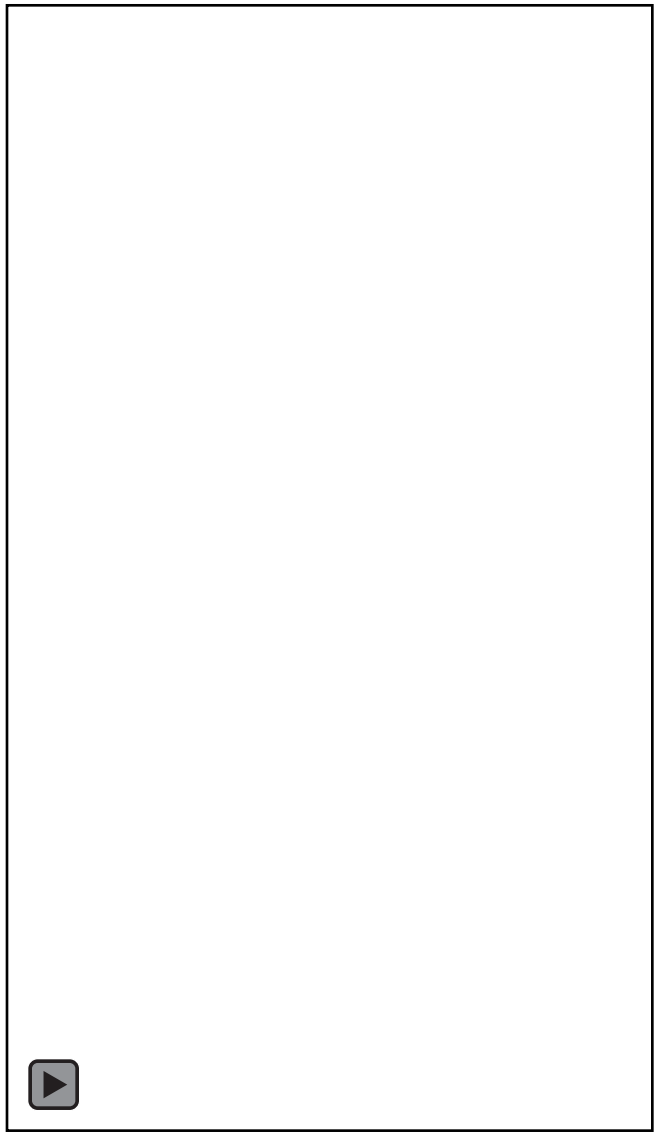
CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Economic Development/Growth and General Plan

Visit Tuolumne County Quarterly Report for the City of Sonora

November 17, 2025

A Perfect Day in Tuolumne County



Print Ads

209 Magazine
October/November 2025

209 MAGAZINE REACHES OVER **100,000*** ACTIVE, INFLUENTIAL AND ENGAGED READERS WITH EACH ISSUE.

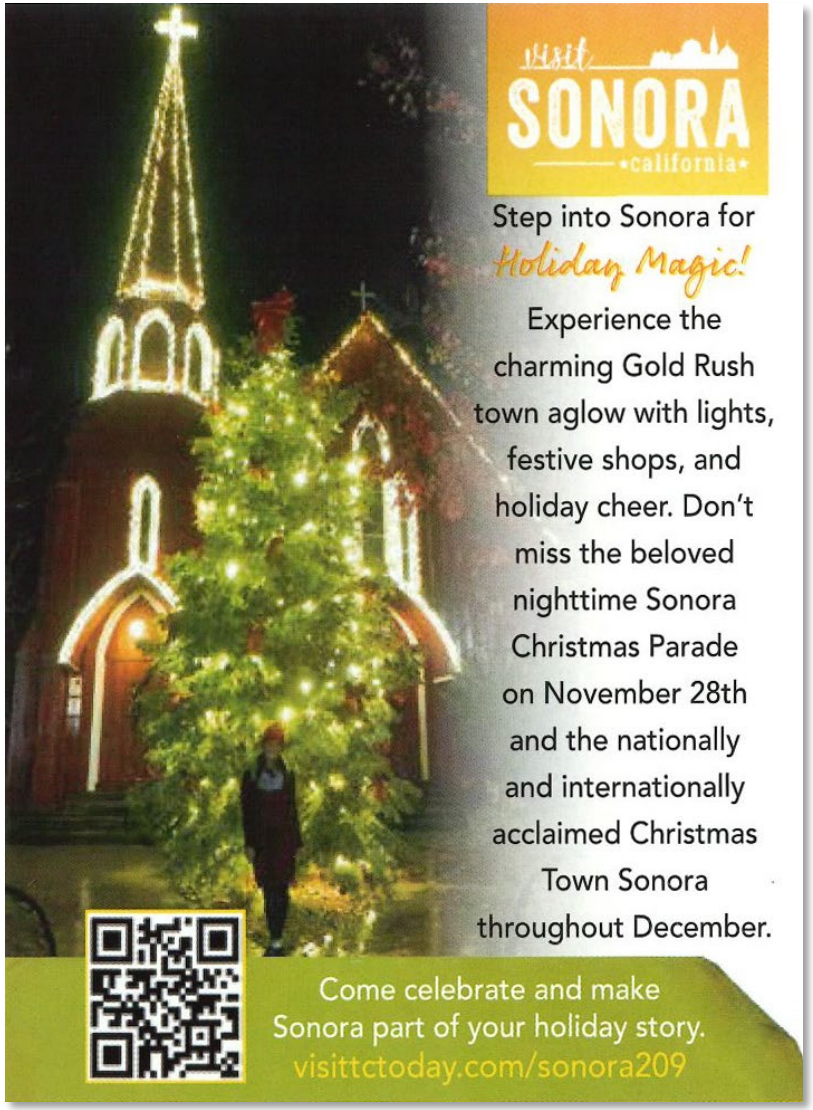
10,367 PAID SUBSCRIBERS

209 MAGAZINE IS READILY AVAILABLE AT

- AUTO DEALERSHIP WAITING ROOMS
- GROCERY STORES
- RETAIL LOCATIONS
- RESTAURANTS
- GOLF COURSES

AND **MANY OTHER** LOCATIONS.

CONTACT YOUR AD REP FOR MORE INFORMATION.



San Joaquin Magazine
November 2025

24,300
AVG. MONTHLY CIRCULATION
15,500 PRINT
8,800 DIGITAL

86.323+
READERS Each Month

- Covering the San Joaquin region
- 15,500 Circulation [86,323 readers] - SJMAG
- 12 Issues per year
- Paid Subscribers / Requestor Copies
- More than 300+ **medical waiting rooms, professional lobbies, health clubs, spas** and **boutiques.**
- Events/Wineries/Visitor Centers
- A **specific demographic** of loyal residents from San Joaquin Counties most affluent communities.

Print Ads

Adventure Sports Journal
Fall 2025

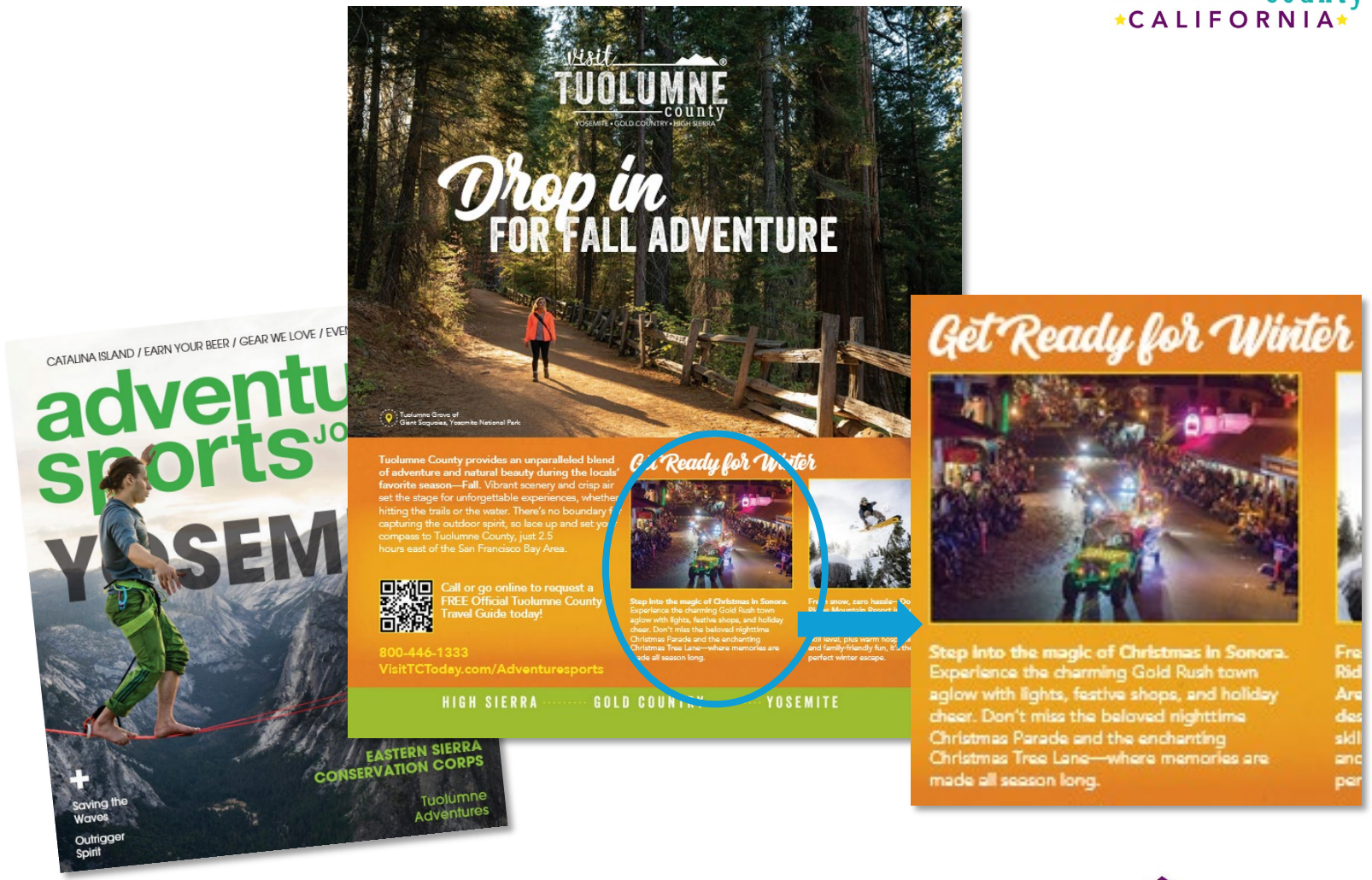
110K+
readers per copy

45K
copies per issue

1,000+
targeted locations

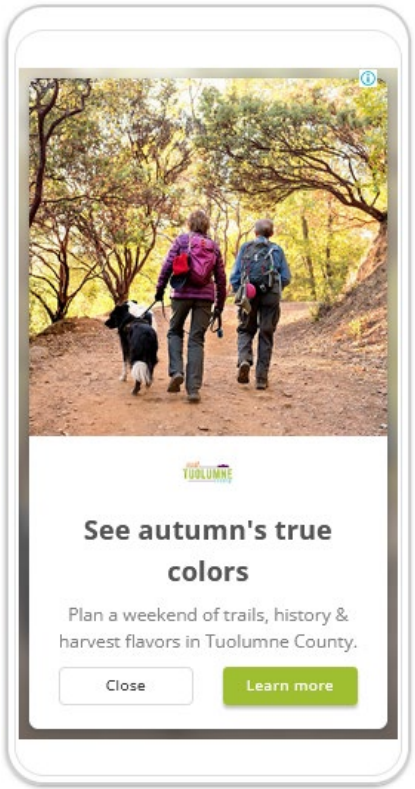
NORTHERN CALIFORNIA & NW NEVADA
Santa Cruz & Monterey Bay Area, Silicon Valley, San Francisco Bay Area, Chico, Lake Tahoe, Auburn, Sacramento, Santa Rosa, Carson City, Reno – 85%

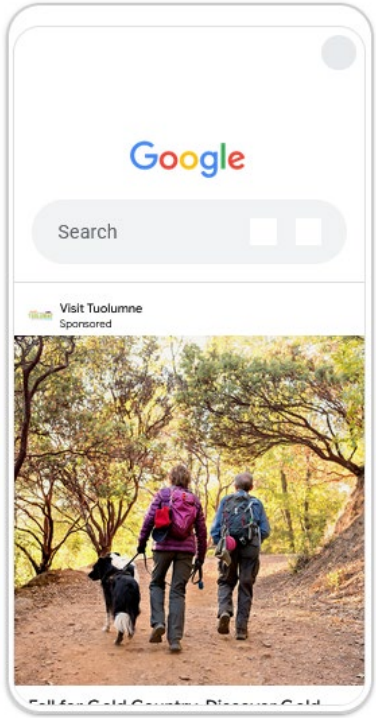
& SOUTHERN CALIFORNIA
Los Angeles, San Diego, San Luis Obispo, Santa Barbara, Ventura – 15%



Digital Ads

Google Performance Max

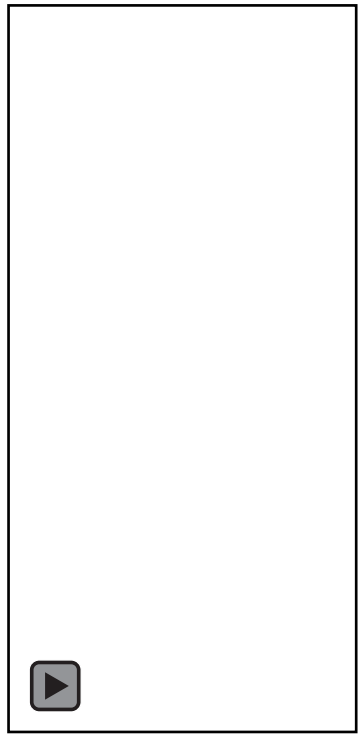




San Joaquin Magazine E-Blast

November 13

15,000 Subscribers

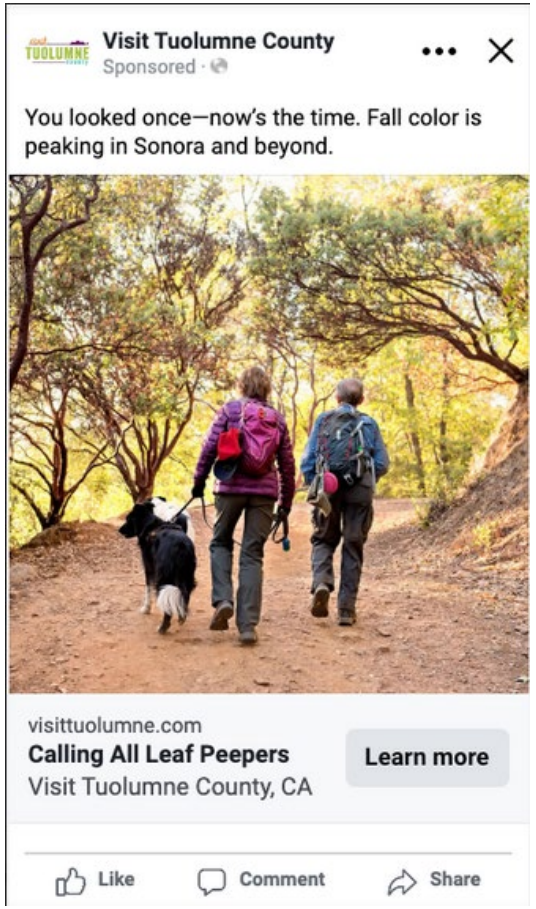


Social Ads

Pinterest



Facebook

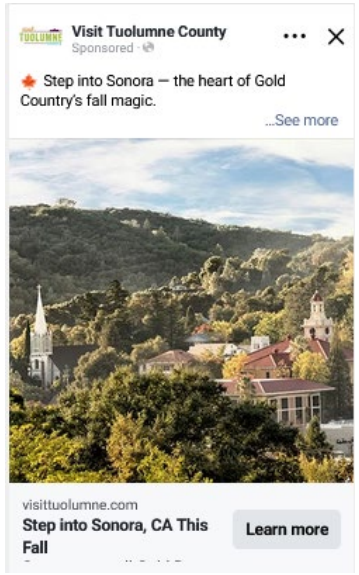


Facebook (In-House)



Last Minute Weekend Plans: Downtown Sonora Sidewalk Sale
Sept. 26-28

Goal: Link Clicks (event page)
- Link Clicks: 117
- Impressions: 4,400



Step Into Sonora this Fall
Oct. 23 – Nov. 8

Goal: Landing Page Views (visitsonoraca.com)
- Page Views: 219
- Impressions: 14,600

Digital Billboards

Sonora Christmas Parade
Nov. 14-28

~8,500 Daily Impressions
Riverbank on Hwy 108
Manteca on Hwy 120



SAMPLE: Hwy 120.
Actual image not available at time of report submission.

Web Views

Page Views, July 1 – October 31, 2025

VisitSonoraCA.com (visittuolumne.com/sonora): 5,323 (+27.65% yoy)



Tuolumne County Veterans Memorial Trail

Three Sonora Locations









Recent FAM Highlights

Visit Tuolumne County hosted 4 high-value FAMs this quarter designed to increase destination exposure and encourage overnight stays.

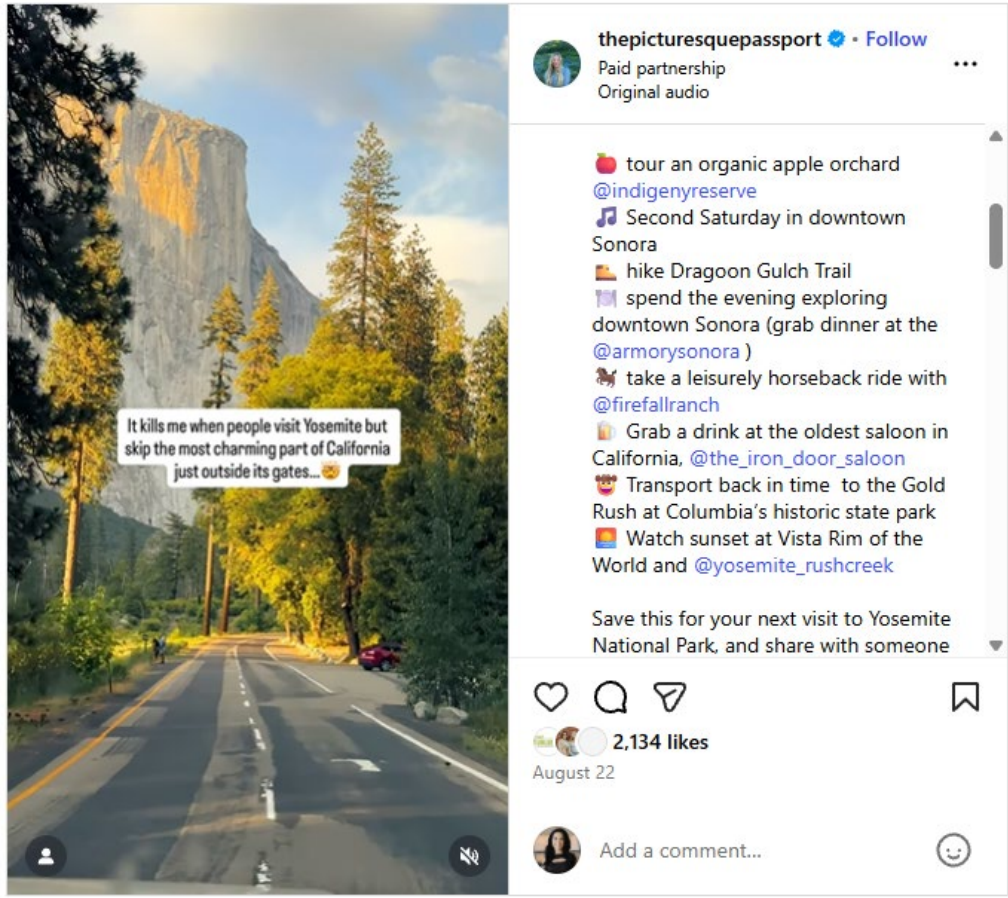
4 hosted FAMs

- 9 total participants
- 6 Sonora partners showcased
- 3 domestic | 1 international
- Projected reach: 920k+ impressions
- Estimated AVE: (Advertising Value Equivalent) $20-30K



In Partnership with Visit California

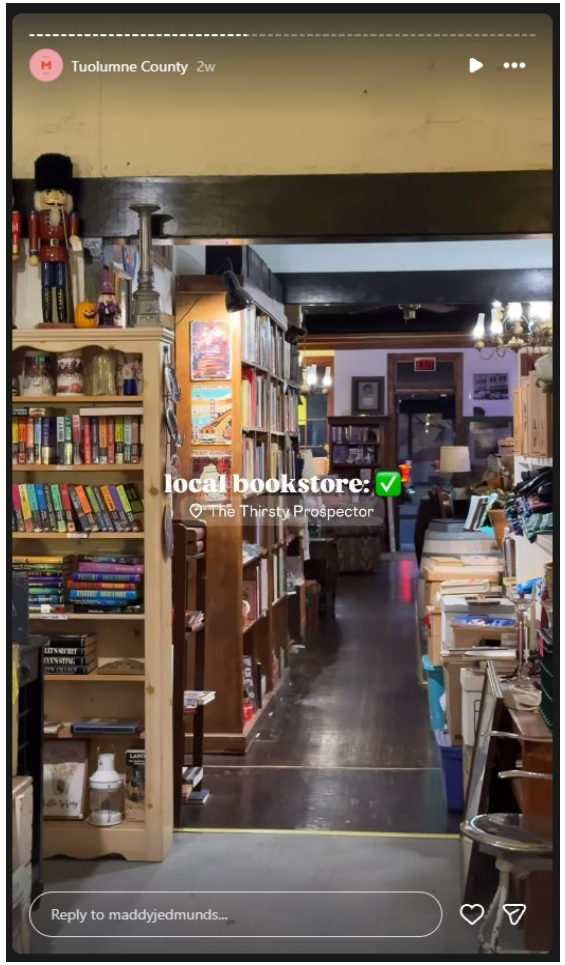
Alex Suttman | @ThePicturesquePassport



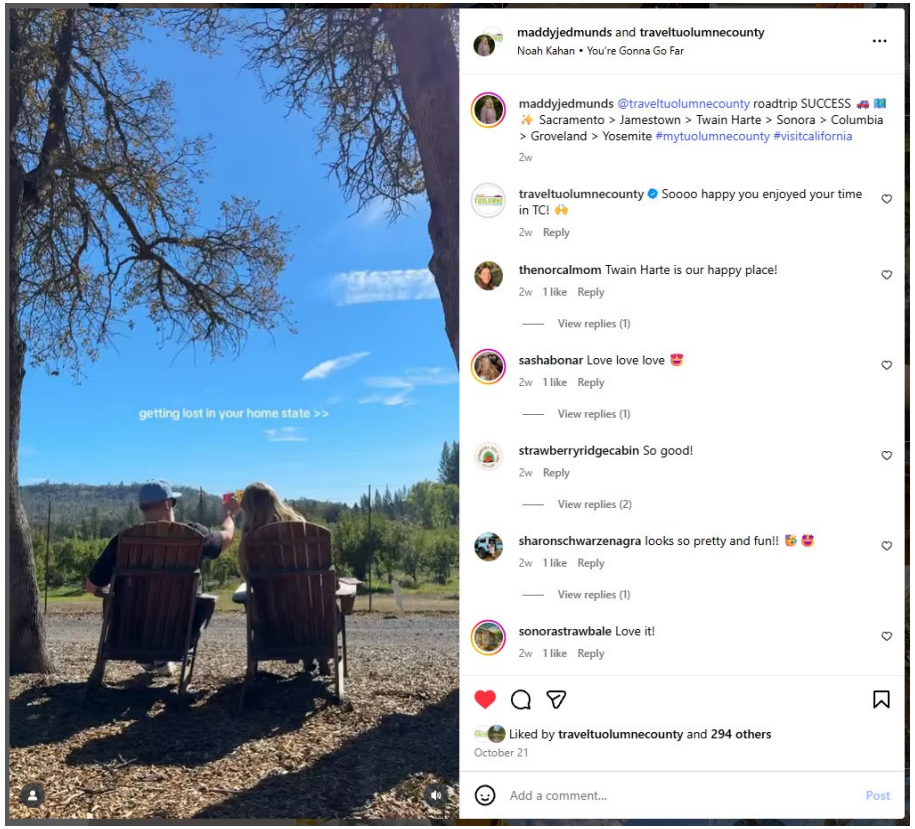
IG REEL
53.3 K VIEWS

In Partnership with Visit Tuolumne County

Maddy Edmunds | @maddyjedmunds







IG REEL
11.6K VIEWS

In Partnership with Visit California

Race Across California SuperFAM







In Partnership with Visit Gold Country

The Global Gumshoe – Ron Stern

- Hospitality Editor for RealFoodTraveler.com (**~567K monthly reach**)
- Travel columnist for **50 Plus Marketplace News** (**200K print | ~1M online**)
- Culinary FAM highlighted The Armory + Bigwood Brew Works to elevate Sonora's food scene



View

YOUTUBE

Global Gumshoe Video Pilot

Broadmoor Hotel, Colorado

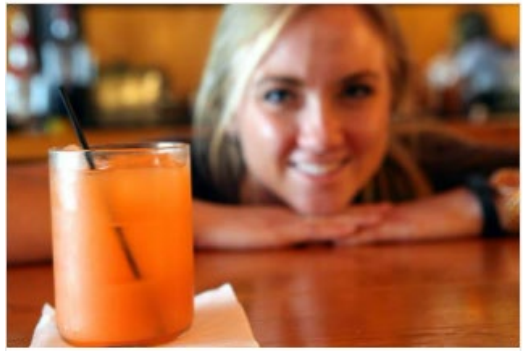


View

ISEEIGO.COM

ISEEIGO- Santa Fe

Cover shot and story about Santa Fe, NM



View

COMMDIGINEWS.COM

Manhattan, Kansas: Unexpected Foodie Town in The Little Apple™

If you love good food, there's no reason to spend the time and money flying to The Big Apple when The Little Apple™ of Manhattan, Kansas, so dubbed by a collaboration with Mayor Ed Koch and New York City, will do nicely for a prime slice of culinary heaven....

Thank You for Your Continued Support!

Are there any questions?

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Tyler Summersett, Community Development Director
Cole Przybyla, Przybyla Advisors

SUBJECT: Receive a Presentation from Przybyla Advisors to Share the Economic Development Strategy Outline Recommended for the City of Sonora.

RECOMMENDATION:

Receive a Presentation from Przybyla Advisors to Share the Economic Development Strategy Outline Recommended for the City of Sonora.

BACKGROUND:

The City completed an Organization Review and Budget Stabilization Study in 2023. This plan included a Five-Year Strategic and Implementation Plan that outlined a number of priorities for the City across various sectors and responsibilities. Identified tasks within the document were prioritized as well. Numerous strategies fell into the category of Economic Development. As a result, Community Development staff brought Economic Development goals from the Strategic Plan forward for implementation.

DISCUSSION / ANALYSIS:

Przybyla Advisors will present the outline, objectives and actions items to reach the goals identified in the plan and supported by data collected from existing/recent economic planning efforts and the outreach completed as part of this effort.

Plan Outline:
Section 1- Mayor/City Administrator Letter
Section 2- Existing Conditions and Challenges
Section 3- Regional & State Alignment
Section 4- Quick Scan Table (Matrix of Top Priorities w/ Action Items)
Section 5- Objectives Toolkit
Section 6- Appendices

CITY COUNCIL AGENDA REPORT

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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

The heart of the Strategic Planning document will be ten (10) Objectives supported by specific, targeted Action items. The presentation will identify the objectives and major action items that support each one. For brevity, the 10 Objectives are as follows:

Objective 1: Business Attraction and Investment Readiness
Objective 2: Business Retention and Expansion
Objective 3: Policy and Incentives
Objective 4: Tourism and Niche Marketing
Objective 5: Infill Development and Housing Activation
Objective 6: Community Vitality
Objective 7: Transient Occupancy Tax (TOT) Growth
Objective 8: Workforce
Objective 9: City Growth—Annexation/Development Buffer
Objective 10: Funding Economic Development Activities

Next steps following input from City Council on Objectives and Action items include a community outreach and engagement workshop to review draft plan. Plan implementation is anticipated to begin in the first quarter of 2026.

FISCAL IMPACT:

The expenditure associated with this presentation is funded within the approved FY25/26 Budget that was passed by the City Council in June 2025.

ATTACHMENTS:

Presentation of Economic Development Objectives and Action Items

CORE COUNCIL PRIORITIES:

Economic Development/Growth and General Plan



CITY OF SONORA

ECONOMIC DEVELOPMENT STRATEGIC PLAN UPDATE

November 2025

PROPOSED TABLE OF CONTENTS



01 MESSAGE FROM THE CITY ADMINISTRATOR

02 CURRENT CONDITIONS & CHALLENGES

03 REGIONAL & STATE ALIGNMENT

04 QUICK-SCAN TABLE

05 FULL OBJECTIVE TOOLKITS

06 REFERENCES & APPENDICES

07 APPENDIX

OBJECTIVE 1

Business Attraction

ACTION ITEM	SHORT SUMMARY
Select Sonora Campaign	Launch a branded platform for business recruitment and lead tracking.
Business Attraction Strategy	Incorporate a dedicated hospitality and retail attraction strategy by 2026
Business Attraction Packets	Distribute a one-page recruitment sheet and web resources.
Outreach Events	Conduct 2 targeted outreach events per quarter to potential investors or firms.
Annual Business Attraction List	Update annually to prioritize high-fit industries.

OBJECTIVE 2

Business Retention

ACTION ITEM	SHORT SUMMARY
Quarterly Vacancy Inventories	Conduct a quarterly inventory of vacant spaces
Downtown Vitality Scorecard	Track storefront occupancy, foot traffic estimates, parking utilization, and business turnover
Digital Tools Program	Partner to deliver two “Digital Tools for Downtown” workshops annually.
Parking and Circulation Memo	Prepare and present a downtown parking and circulation improvement memo.

OBJECTIVE 2

Business Retention

ACTION ITEM	SHORT SUMMARY
Capital Access Guide	Compile and distribute CDFI/USDA/SBDC financing programs.
Business Referrals to MLJT	Refer at least 10 local businesses per year to the Mother Lode Job Training

OBJECTIVE 3

Policy & Incentives

ACTION ITEM	SHORT SUMMARY
TOT Reinvestment Policy	Dedicate a share of TOT growth to signage and amenities.
Tax Revenue Sharing	Develop policy for reinvestment in infill and hospitality projects.
Housing Incentives	Adopt developer incentives for moderate-income units.
Incentives Guide Publication	Release “Incentives for Business”.
Technology & Govt Efficiency	Online Payment System

OBJECTIVE 4

Tourism & Niche Marketing

ACTION ITEM	SHORT SUMMARY
Branding and Identity Package	Draft and present a new branding package for Sonora
Anchor Event	Formally designate the ML Fairgrounds as the site for one annual anchor event
“Visit Sonora” Campaign	Partner with the Visitors Bureau for seasonal marketing.

OBJECTIVE 5

Infill Development & Housing Activation

ACTION ITEM	SHORT SUMMARY
Commercial Prospectuses	Zoning allowances, infrastructure capacity, potential uses, and available incentives.
Resolution of Support for Bypass	Ensure Sonora has a voice in shaping a regional transportation project
Active Transportation Integration	Incorporate active transportation improvements into corridor and downtown planning
Housing Prospectuses	Zoning allowances, infrastructure capacity, potential uses, and available incentives.

OBJECTIVE 6

Community Vitality

ACTION ITEM	SHORT SUMMARY
Vision Sonora Plan	Identifying one to two priority projects from the plan annually
Childcare and After-School	Inventory of need to assess next step

OBJECTIVE 6 CONT.

Community Vitality

ACTION ITEM	SHORT SUMMARY
Family Amenities Campaign	Campaign on quarterly basis to attract young families
Fire Insurance Advocacy	Advocate for fire insurance solutions and join advocacy organization

OBJECTIVE 7

TOT Growth

ACTION ITEM	SHORT SUMMARY
Hospitality Attraction	Recruit 25-100 room hospitality project
STR Compliance	Enforce Short Term Rental (STR) compliance
TOT Reporting	Quarterly TOT revenue reports that break down contributions

OBJECTIVE 8

Workforce

ACTION ITEM	SHORT SUMMARY
Natural Resources Training Center	Facilitate forestry, biomass utilization, and wildfire resilience jobs CTE Center
Feasibility Study	Feasibility study by 2027 to assess funding, partnerships, and program design.
Broad Workforce Support	Track workforce needs in healthcare, hospitality, and professional services.
Regional Workforce	Actively participate in regional workforce programs led by MLJT and CBOs

OBJECTIVE 9

City Growth

ACTION ITEM	SHORT SUMMARY
Annexation Feasibility Study	Study of fiscal, infrastructure, costs, and potential revenue gains. Findings will guide Council on whether annexation aligns with Sonora's long-term growth strategy.
Urban Growth Plan	Establishes a framework for future city expansion.
Community Engagement on Growth	Host at least two community workshops before 2028

OBJECTIVE 10

Sustained Economic Development Funding

ACTION ITEM	SHORT SUMMARY
Annual Funding Matrix	Prepare annual report that identifies $25,000–$50,000 in govt. grant opportunities.
Targeted Grant Applications	Submit at least two external grant applications each year
Sustainable Local Funding	Explore options for establishing a dedicated local economic development fund



NEXT STEPS

01

Community Engagement Workshop

Host early-December Workshop on key objective/action items for community input

02

Draft Completion

Incorporate stakeholder, community, council input into final draft for review and publication.

03

Implementation

Begin use of plan by Q1 2027.

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Stacy Enos-Del Razo, Deputy City Clerk

SUBJECT: Meeting Minutes from October 20, 2025

RECOMMENDATION:

Consider Approval of the Meeting Minutes from October 20, 2025.

DISCUSSION / ANALYSIS:

Staff Recommends the City Council Approve the Meeting Minutes from October 20, 2025.

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

ATTACHMENTS:

Meeting Minutes from October 20, 2025.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan, Homelessness Issues, Staffing - Salary, Benefits, Training, and Retention

Mission Statement: To foster a safe, vibrant, and prosperous community that enhances the quality of life for all

CITY OF SONORA
City Council Regular Meeting
Minutes
Monday, October 20, 2025
5:00 PM

NOTICE IS HEREBY GIVEN that the Sonora City Council will have their regular meeting on October 20, 2025, at 5:00 PM in the City of Sonora Council Chambers located at 94 N. Washington Street Sonora, CA 95370.

This meeting is physically open to the Public and citizens who wish to provide public comment during the meeting will be invited to do so by the Mayor.

Written comments can be submitted to be included as part of the administrative record; they will not be read during the meeting. All comments must be received by 3:00 pm on the day of the noticed meeting and can be submitted to the City Clerk at 94 N. Washington Street Sonora, CA 95370, or via email to tskelly@sonoraca.com.

Public Access Audio and Video Live Streaming

The Public will not have access to give public comments via public access audio and video live streaming; they are available for audio and visual only; and can be accessed via our website at www.sonoraca.com.

Remote viewing of the meeting via live streaming is provided to members of the public as a courtesy. If the live streaming connection malfunctions for any reason and no Council Members are attending via teleconference, the City Council will continue the public meeting in Chambers without remote access.

CITY COUNCIL appreciates your interest and encourages participation. Regularly scheduled meetings are held on the 1st and 3rd Monday of each month.

The numerical order of the items on this agenda is for convenience of reference. Items may be taken out of order upon request of the Mayor or Council Members. All questions shall be directed to the Mayor who, at their discretion, will refer to Staff.

Mayor Ann Segerstrom

Vice Mayor Andy Merrill

Council Members Bess Levine, Stephen Opie, Mark Plummer

City Administrator Melissa Eads

City Attorney Douglas White

Vision Statement: With leadership and integrity, the City of Sonora commits to excellent service through collaboration and innovation

Mission Statement: To foster a safe, vibrant, and prosperous community that enhances the quality of life for all

CLOSED SESSION - 4:00 PM

CALL TO ORDER

Called to order at 4:00 PM.

ROLL CALL

PRESENT
Mayor Ann Segerstrom
Vice Mayor Andy Merrill
Councilmember Bess Levine
Councilmember Mark Plummer

ARRIVING IN CLOSED SESSION
Councilmember Stephen Opie

PUBLIC COMMENTS

No public comment.

ADJOURN INTO CLOSED SESSION

Adjourned at 4:01 PM.

1. Conference with Labor Negotiators (Gov. Code Section § 54957.6): Agency Designated Representatives: Melissa Eads, City Administrator; Chris Gorsky, Assistant City Administrator; Employee Organization: Sonora Fire Fighters Association (SFFA).

2. Conference with Labor Negotiators (Gov. Code Section § 54957.6): Agency Designated Representatives: Melissa Eads, City Administrator; Chris Gorsky, Administrative Services Director; Employee Organization: Sonora Police Officers' Association (SPOA).

RECONVENE INTO OPEN SESSION

OPEN SESSION - 5:00 PM

REPORT OUT OF CLOSED SESSION

Mayor Ann Segerstrom stated direction was given to staff.

Mission Statement: To foster a safe, vibrant, and prosperous community that enhances the quality of life for all

PLEDGE OF ALLEGIANCE

Vice Mayor Andy Merrill led the Pledge of Allegiance.

ROLL CALL

PRESENT
Mayor Ann Segerstrom
Vice Mayor Andy Merrill
Councilmember Bess Levine
Councilmember Stephen Opie
Councilmember Mark Plummer

CITY CLERK'S REPORT ON AGENDA POSTING

The Agenda was posted on Friday, October 17, 2025, at 10:52 AM.

APPROVAL OF THE AGENDA

Motion made by Vice Mayor Andy Merrill, Seconded by Councilmember Stephen Opie. Voting Yea: Mayor Ann Segerstrom, Vice Mayor Andy Merrill, Councilmember Bess Levine, Councilmember Stephen Opie, Councilmember Mark Plummer.

PUBLIC COMMENT (NON-AGENDA ITEMS)

The public may address the Council on any item of public interest not otherwise on the agenda that is within the jurisdiction of the City. No action may be taken. Matters to be addressed may be referred to City Staff or placed on a subsequent meeting Agenda. Speakers are limited to a three (3) minute presentation.

Barbara Dressler addressed the Council.

Mike Lemke gave an update to the Council.

Charles Segerstrom addressed the Council.

David Morgan thanked the Sonora Police Department.

Thad Waterbury addressed the Council.

PRESENTATIONS

3. Receive an Update from the President of the Sonora Chamber of Commerce Katie Dunn; Melisa Eads, City Administrator.

Vision Statement: With leadership and integrity, the City of Sonora commits to excellent service through collaboration and innovation

Katie Dunn President of the Sonora Chamber of Commerce acknowledged the Goodness Cafe and Bigwood Brew Works; the lights have been installed at the Red Church and Court House Park; gave an update and next steps for the "So Beautiful" pilot project and introduced Eleanor BonBon Brennan as the Administrator for the project; Trick or Treat Street and Spooky Town Park are this Friday October 25th; and the next mixer is October 24th at McDonald's.

CONSENT CALENDAR

Items on the Consent Calendar are considered routine and will be voted on in one motion unless a Council member or member of the public has a question or wishes to discuss an item. In that case, the item will be removed from the Consent Calendar and considered separately.

4. Consider Approval of the Meeting Minute from September 15, 2025; Stacy Enos-Del Razo, Deputy City Clerk.

5. Consider Acceptance of an Informational Report for September 2025 Accounts Payable Payment Register and Void Report; Chris Gorsky, Assistant City Administrator

6. Consider Approval of Disbursements in the Amount of $198,612.86 and $195,840.14 for Payroll, Including Employee Salaries, Employer and Employee Taxes, Retirement Contributions, Miscellaneous Voluntary Employee Deductions, Holiday Pay, and Other Adjustments, Including Retro-Pay; Tracy Skelly, Administrative Services Officer/City Clerk.

7. Consider Approval of Resolution No.10-20-2025-A Amending and Restating the Joint Powers Agreement of the CSJVRMA and Authorizing the City Administrator to Execute the Agreement; Chris Gorsky, Assistant City Administrator.

8. Consider Approval of a Proclamation Condemning Violence and Promoting Respectful Dialogue; Stephen Opie, Councilmember.

9. Waive the Second Reading, Read by Title Only, and Adopt Ordinance No. 910 of the Sonora City Council Repealing and Replacing Section 8.40.010, Fire Hazard Severity Zones, of Section 8.40, Fire Hazard Severity Zones, of Title 8, Health and Safety, of the Sonora Municipal Code to Align with Ordinance No. 906; Douglas White, City Attorney.

10. Consider Recommendation to Formally Dissolve Four (4) City Commissions/Committees:

    1. Waive the Second Reading, Read by Title Only, and Adopt an Ordinance of the Sonora City Council Amending Chapter 12.20, Shade Trees and Shrubs, of Title 12, Streets and Sidewalks, of the Sonora Municipal Code to Dissolve the City Tree and Landscaping Board.

    2. Waive the Second Reading, Read by Title Only, and Adopt an Ordinance of the Sonora City Council Amending Sections 2.36.040, Management and Supervision, 2.36.060, Superintendent – Purchases; City

Council Approval, and 2.36.130, Grave Markers – Requirements, of Chapter 2.36, Cemeteries, Of Title 2, Administration and Personnel, of the Sonora Municipal Code to Dissolve the Cemetery Committee.

3. Waive the Second Reading, Read by Title Only, and Adopt an Ordinance of the Sonora City Council Repealing Chapter 10.24, Parking and Traffic Commission, of Title 10, Vehicles and Traffic, of the Sonora Municipal Code to Dissolve the Parking and Traffic Commission.

4. Waive the Second Reading, Read by Title Only, and Adopt an Ordinance of the Sonora City Council Amending Sections 17.33.050 Administration, and 17.33.030, Land Use Plan, of Chapter 17.33, Commercial Specific Plan, of Title 17, Zoning, of the Sonora Municipal Code; Douglas White, City Attorney.

11. Consider Approval of Resolution Number 10-20-2025-B, Authorizing the Closure of State Route 49 (Washington Street) and Certain City Streets and Designating Temporary "No Parking" Zones for the 42nd Annual Historic Downtown Christmas Parade; Release the Three-Hour Parking Restrictions from Monday, November 17, through Friday, January 2, 2026, within the Downtown Corridor; and Request the Mayor or Vice Mayor Represent the City in the Christmas Parade; Turu VanderWiel, Police Chief.

12. Consider Approval of the Solid Waste Franchise Agreement, with All Exhibits, to California Waste Recovery Systems, LLC (Cal-Waste) for Subscription Based Solid Waste, Recycling, and Green Waste Collection and Management Services; Carlye Buchholz, City Engineer.

Councilmember Mark Plummer and Vice Mayor Andy Merrill asked to remove Item 10.

No public comment.

Motion made by Vice Mayor Andy Merrill, Seconded by Councilmember Stephen Opie for Items 4-9, 11 and 12. Voting Yea: Mayor Ann Segerstrom, Vice Mayor Andy Merrill, Councilmember Bess Levine, Councilmember Stephen Opie, Councilmember Mark Plummer

Mayor Ann Segerstrom made a comment on Item 8.

Councilmembers had a detailed discussion on Item 10, with Melissa Eads City Administrator.

Sharon Maravich Tuolumne Heritage Committee addressed the Council.

David Morgan addressed the Council.

Charles Segerstrom addressed the Council.

Mission Statement: To foster a safe, vibrant, and prosperous community that enhances the quality of life for all

Motion made by Vice Mayor Andy Merrill, Seconded by Councilmember Stephen Opie for Item 10. Voting Yea: Mayor Ann Segerstrom, Vice Mayor Andy Merrill, Councilmember Bess Levine, Councilmember Stephen Opie
Voting Nay: Councilmember Mark Plummer

PUBLIC HEARINGS

13. Waive First Reading, Read by Title Only, and Introduce an Ordinance of the Sonora City Council Clarifying Ordinance No. 905; Repealing Chapter 8.30, Emergency Services; and Repealing and Replacing Chapter 2.28, Emergency Services (Reserved) of the Sonora Municipal Code; Douglas White, City Attorney.

Christina Pritchard, White Brenner explained the clarification for Ordinance 905.

No public comment.

Motion made by Vice Mayor Andy Merrill, Seconded by Councilmember Bess Levine. Voting Yea: Mayor Ann Segerstrom, Vice Mayor Andy Merrill, Councilmember Bess Levine, Councilmember Stephen Opie, Councilmember Mark Plummer

14. Consider Adoption of Resolution No. 10-20-2025-C - Amending the City's General Plan to Approve the 2024-2029 Housing Element, Including Adoption of an Initial Study/Negative Declaration in Accordance with the California Environmental Quality Act; Tyler Summersett, Community Development Director.

    1. Adoption of the Initial Study and Negative Declaration as the Appropriate Level of Environmental Review in Accordance with the California Environmental Quality Act (CEQA) and Guidelines;

    2. Adoption of Findings of Fact for Approval of the 2024-2029 Housing Element as Presented in the Staff Report; and,

    3. Approval of the 2024-2029 Housing Element as Included in the Agenda Materials.

Tyler Summersett Community Development Director gave a brief summary of the 2024-2029 Housing Element and introduced Lance Lowe from CSG Consultants, Inc.

Lance Lowe CSG Consultants, Inc. reviewed the 2024-2029 Housing Element Update including the Introduction and Purpose; Housing Element Table of Contents; Demographics and Needs Assessment; Housing Stock and Affordability; Special Needs and Homelessness; Regional Housing Needs Allocation; Site Inventory; Constraints to Housing; Affirmatively Furthering Fair Housing; Housing Plan Goals; Key Programs and Objectives; Housing Program Summary; Example of Housing Programs; Community Outreach; HCD Consultation; CEQA; Planning Commission; and Recommendation.

Councilmembers asked questions and discussed.

Lance Lowe CSG Consultants, Inc. gave a clarification; **Tyler Summersett Community Development Director and Melissa Eads City Administrator** made additional comments.

Mike Lemke addressed the Council.

Quincy Yaley addressed the Council on behalf of Mike and Eric Lemke.

The Council continued to ask questions and discuss the 2024-2029Housing Element. Lance Lowe, CSG Consultants, Inc.; Tyler Summersett, Community Development Director; Christina Pritchard, White Brenner; Glenn Lajoie, CSG Consultants, Inc.; and Rich Beck, MBI provided answers and clarification to the Council.

Mike Lemke and Quincy Yaley provided further comments.

Motion made by Councilmember Mark Plummer, Seconded by Councilmember Bess Levine. Voting Yea: Mayor Ann Segerstrom, Vice Mayor Andy Merrill, Councilmember Bess Levine, Councilmember Mark Plummer
Voting Nay: Councilmember Stephen Opie

QUARTERLY REPORTS

15. Receive the Sonora Community Development Department Quarterly Report for July, August, and September of 2025; Tyler Summersett, Community Development Director.

16. Receive the Sonora Engineering Department Quarterly Report for July, August, and September 2025; Mike Pugh, City Engineer, Carlye Buchholz, City Engineer.

17. Receive the Sonora Fire Department Quarterly Report for July, August, and September 2025; Gary Carlson, Interim Fire Chief.

18. Receive the Sonora Police Departments Quarterly Report for July, August, and September 2025.

19. Receive the Sonora Public Works Department Quarterly Report for July, August, and September 2025; Mike Lagomarsino, Public Works Supervisor.

COUNCIL MEMBER REPORTS

Councilmember Stephen Opie attended IRWM (Integrated Regional Water Management).

Councilmember Bess Levine had nothing to report.

Mission Statement: To foster a safe, vibrant, and prosperous community that enhances the quality of life for all

Vice Mayor Andy Merrill attended the Solid Waste Committee; TCTC (Tuolumne County Transportation Council); the Commission on Homelessness and ATCAA (Amador- Tuolumne County Community Action Agency) cancelled their meetings; and attended the protest.

Councilmember Mark Plummer attended TCTC; Tuolumne County Airport Land Use Commission (ALUC); and the protest.

Mayor Ann Segerstrom attended the Safeway Grand Re-Opening Ribbon Cutting; Christmas Town meeting; Valley Vista walk through; and Cal Cities Round Table.

ADJOURNMENT

Adjourned at 7:55 PM.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk at City Hall (209) 532-4541, tskelly@sonoraca.com. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting (28 CFR 35.102-35.104 ADA Title II).

Materials related to an item on this Agenda submitted to the City Council after distribution of the agenda packet are available for public inspection in the City Administrator's Office at 94 N. Washington Street, Sonora, CA 95370 during normal business hours (8:00 am - 4:00 pm, Monday through Friday, excluding holidays). The agenda and supporting public documents are also available on our City website www.sonoraca.com listed under the agenda/minutes link on the Government page.

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Tracy Skelly, Administrative Services Officer

SUBJECT: Disbursements in the Amount of $196,839.37 and $195,846.64 for Payroll

RECOMMENDATION:

Consider Approval of Disbursements in the Amount of $196,839.37 and $195,846.64 for Payroll, Including Employee Salaries, Employer and Employee Taxes, Retirement Contributions, Miscellaneous Voluntary Employee Deductions, Holiday Pay, and Other Adjustments, Including Retro-Pay.

DISCUSSION / ANALYSIS:

This was the 2nd and 3rd payrolls for October, which were the expected amounts.

These were the 8th and 9th payrolls of 26 for FY25-26; we would have expected to expend 34.60% of the current fiscal year budgeted amount. In total, we have expended 36.62% of the Salaries and Wages for the FY25-26 budget.

FISCAL IMPACT:

Disbursements are part of the approved FY25-26 Budgets.

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Staffing - Salary, Benefits, Training, and Retention

CITY COUNCIL AGENDA REPORT

CITY HALL

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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Chris Gorsky, Assistant City Administrator

SUBJECT: Consider Acceptance of an Informational Report for October 2025 Accounts Payable Payment Register and Void Report.

RECOMMENDATION:

Consider Acceptance of an Informational Report for October Accounts Payable Payment Register and Void Report.

BACKGROUND:

The Administrative Services Department manages the payment processing for all City disbursements. The City has three main types of payments which includes the following:

1. Vendors – These payments are associated with goods received and contractual services provided to the City and payroll benefits paid by the City on behalf of City employees.
2. Refunds – These payments are associated with refunds issued for deposits collected and have been authorized to be released for business licenses, building permits, rental agreements, etc.
3. Employees – These payments are associated with City-related travel advances and reimbursements related to training events or City business reimbursements.

DISCUSSION / ANALYSIS:

On a monthly basis, Administrative Services Staff prepare a monthly warrant report of vendors receiving payment from the City. The informational report for the monthly payments provides Council the oversight and ability to review all spending activity for the City.

FISCAL IMPACT:

No fiscal impact will result from this informational report on the October Accounts Payable Payment Register and Void report. Expenditures are tracked according to budget authority.

All payments have been approved for payment through the adoption of the fiscal year budget or by an additional item passed by Council.

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SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

ATTACHMENTS:

- Accounts Payable Warrants Report

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Staffing - Salary, Benefits, Training, and Retention

City of Sonora

A/P Register

October 2025

Check Number	Effective Date	Document Description	ID	Payee	Check Amount	Payment Type	VOID ?
203484	10/2/2025	System Generated Check/Voucher	200028	General Plumbing Supply	14.40	Check	No
203485	10/2/2025	System Generated Check/Voucher	200033	ODP Business Solutions, LLC	111.86	Check	No
203486	10/2/2025	System Generated Check/Voucher	200035	Pacific Gas and Electric	42.87	Check	No
203487	10/2/2025	System Generated Check/Voucher	200038	Safeguard Pest Control	277.00	Check	No
203488	10/2/2025	System Generated Check/Voucher	200043	Sonora Lumber Company	98.34	Check	No
203489	10/2/2025	System Generated Check/Voucher	200048	The Union Democrat	1,359.00	Check	No
203490	10/2/2025	System Generated Check/Voucher	200094	Sierra Instant Print	163.13	Check	No
203491	10/2/2025	System Generated Check/Voucher	200118	Pet Waste Eliminator	361.89	Check	No
203492	10/2/2025	System Generated Check/Voucher	200201	Granicus	12,242.64	Check	No
203493	10/2/2025	System Generated Check/Voucher	200207	Sonora Police Officers Association	1,024.82	Check	No
203494	10/2/2025	System Generated Check/Voucher	200209	VALIC	25.00	Check	No
203495	10/2/2025	System Generated Check/Voucher	200210	Operating Engineers #3	260.00	Check	No
203496	10/2/2025	System Generated Check/Voucher	200216	Franchise Tax Board	238.89	Check	No
203497	10/2/2025	System Generated Check/Voucher	200249	Golden Valley Awards	28.07	Check	No
203498	10/2/2025	System Generated Check/Voucher	200278	Allstar Fire Equipment	1,416.00	Check	No
203499	10/2/2025	System Generated Check/Voucher	200303	Pat Perry	200.00	Check	No
203500	10/2/2025	System Generated Check/Voucher	200351	Tuolumne County Fire Chiefs Associatic	300.00	Check	No
203501	10/2/2025	System Generated Check/Voucher	200363	Modesto Steel	209.67	Check	No
203502	10/2/2025	System Generated Check/Voucher	200366	Scott's PPE Recon, Inc.	216.49	Check	No
203503	10/2/2025	System Generated Check/Voucher	200487	Standard Insurance Company	174.00	Check	No
203504	10/2/2025	System Generated Check/Voucher	200505	Valley Strong Credit Union	2,106.00	Check	No
203505	10/2/2025	System Generated Check/Voucher	200531	California State Disbursement Unit	258.92	Check	No
203506	10/2/2025	System Generated Check/Voucher	200535	Toshiba Financial Services	2,520.90	Check	No
203507	10/2/2025	System Generated Check/Voucher	200552	Jay's Tires	1,929.32	Check	No
203508	10/2/2025	System Generated Check/Voucher	200581	Regional Government Services	1,663.20	Check	No
203509	10/2/2025	System Generated Check/Voucher	200633	Bauer Compressors	1,392.50	Check	No
203510	10/2/2025	System Generated Check/Voucher	200637	Industrial Electrical Co., Inc.	1,200.00	Check	No
203511	10/2/2025	System Generated Check/Voucher	200640	Diamond Digital Marketing Co.	2,600.00	Check	No
203512	10/2/2025	System Generated Check/Voucher	200750	Jessica Hodge	720.00	Check	No
203513	10/2/2025	System Generated Check/Voucher	Emp2078	Brian Odom	125.00	Check	No
203514	10/2/2025	System Generated Check/Voucher	FM2001	Mourad Cherif (Hummus Heaven)	12.00	Check	No
203515	10/2/2025	System Generated Check/Voucher	FM2004	Sunny Pence dba Pence Farm Sourdou	60.00	Check	No
203516	10/2/2025	System Generated Check/Voucher	FM2007	Tyson Hill Farm LLC	24.00	Check	No

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Check Number	Effective Date	Document Description	ID	Payee	Check Amount	Payment Type	VOID ?
203517	10/2/2025	System Generated Check/Voucher	FM2008	J&J Ramos Farms, Inc.	13.00	Check	No
203518	10/2/2025	System Generated Check/Voucher	FM2010	Engler Ag Enterprises	38.00	Check	No
203519	10/2/2025	System Generated Check/Voucher	FM2016	Sweet Water Farm & Ranch Co	2.00	Check	No
203520	10/2/2025	System Generated Check/Voucher	FM2017	Columbia Kate's Teahouse & Bakery	16.00	Check	No
203521	10/2/2025	System Generated Check/Voucher	FM2018	Joseph Horat	21.00	Check	No
203522	10/2/2025	System Generated Check/Voucher	FM2020	That Garlic Stuff	55.00	Check	No
203523	10/9/2025	System Generated Check/Voucher	200006	Central San Joaquin Valley Risk Manag	161,478.00	Check	No
203524	10/9/2025	System Generated Check/Voucher	200011	AT&T Calnet 3	808.70	Check	No
203525	10/9/2025	System Generated Check/Voucher	200013	JS West Propane Gas	38.02	Check	No
203526	10/9/2025	System Generated Check/Voucher	200015	Silke Communications	150.68	Check	No
203527	10/9/2025	System Generated Check/Voucher	200016	Tuolumne County Public Power Agency	3,926.08	Check	No
203528	10/9/2025	System Generated Check/Voucher	200018	U.S. Bank Corporate Payment System	13,800.63	Check	No
203529	10/9/2025	System Generated Check/Voucher	200032	Mountain Oasis Water	12.25	Check	No
203530	10/9/2025	System Generated Check/Voucher	200035	Pacific Gas and Electric	421.04	Check	No
203531	10/9/2025	System Generated Check/Voucher	200036	O'Reilly Auto Parts	124.03	Check	No
203532	10/9/2025	System Generated Check/Voucher	200038	Safeguard Pest Control	58.00	Check	No
203533	10/9/2025	System Generated Check/Voucher	200039	Safe-T-Lite of Modesto, Inc.	53.52	Check	No
203534	10/9/2025	System Generated Check/Voucher	200043	Sonora Lumber Company	127.93	Check	No
203535	10/9/2025	System Generated Check/Voucher	200047	Tuolumne Utilities District	173.48	Check	No
203536	10/9/2025	System Generated Check/Voucher	200055	Keenan Associates	83,404.97	Check	No
203537	10/9/2025	System Generated Check/Voucher	200058	Unum Life Insurance Company of Amer	5,604.08	Check	No
203538	10/9/2025	System Generated Check/Voucher	200060	Combined Benefits Administrators	168.00	Check	No
203539	10/9/2025	System Generated Check/Voucher	200065	ProClean Supply	195.36	Check	No
203540	10/9/2025	System Generated Check/Voucher	200074	Vision Service Plan (CA)	846.72	Check	No
203541	10/9/2025	System Generated Check/Voucher	200080	JTM Cleaning Co.	1,350.00	Check	No
203542	10/9/2025	System Generated Check/Voucher	200088	Waypoint Network Solutions LLC	567.50	Check	No
203543	10/9/2025	System Generated Check/Voucher	200096	General Supply Company	63.31	Check	No
203544	10/9/2025	System Generated Check/Voucher	200104	San Diego Police Equipment Co. Inc.	2,022.75	Check	No
203545	10/9/2025	System Generated Check/Voucher	200111	Division of the State Architect	14.80	Check	No
203546	10/9/2025	System Generated Check/Voucher	200226	Rebecca Howard	649.26	Check	No
203547	10/9/2025	System Generated Check/Voucher	200231	Visit Tuolumne County	24,758.39	Check	No
203548	10/9/2025	System Generated Check/Voucher	200263	Hunt & Sons LLC	834.49	Check	No
203549	10/9/2025	System Generated Check/Voucher	200282	Employee Relations, Inc.	360.77	Check	No
203550	10/9/2025	System Generated Check/Voucher	200304	Sonora Chamber of Commerce	25,000.00	Check	No

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Check Number	Effective Date	Document Description	ID	Payee	Check Amount	Payment Type	VOID ?
203551	10/9/2025	System Generated Check/Voucher	200413	CSG Consultants	12,979.00	Check	No
203552	10/9/2025	System Generated Check/Voucher	200423	Bear Electrical Solutions (BES), LLC	462.50	Check	No
203553	10/9/2025	System Generated Check/Voucher	200433	SimsUshare	74.95	Check	No
203554	10/9/2025	System Generated Check/Voucher	200552	Jay's Tires	652.16	Check	No
203555	10/9/2025	System Generated Check/Voucher	200598	Top Dog Police K9 Training & Consultin	125.00	Check	No
203556	10/9/2025	System Generated Check/Voucher	200670	Visibly Clean Window Cleaning	572.00	Check	No
203557	10/9/2025	System Generated Check/Voucher	200694	Douglas Lorimer	1,250.92	Check	No
203558	10/9/2025	System Generated Check/Voucher	200735	Przybyla Advisors	2,906.25	Check	No
203559	10/9/2025	System Generated Check/Voucher	200737	TransUnion Risk and Alternative	175.00	Check	No
203560	10/9/2025	System Generated Check/Voucher	200778	Patrick Clark Consulting	3,125.00	Check	No
203561	10/9/2025	System Generated Check/Voucher	200779	Hazy Bulldog Farms, LLC	230.54	Check	No
203562	10/9/2025	System Generated Check/Voucher	FM2001	Mourad Cherif (Hummus Heaven)	13.00	Check	No
203563	10/9/2025	System Generated Check/Voucher	FM2002	Dambacher Family Farms	6.00	Check	No
203564	10/9/2025	System Generated Check/Voucher	FM2004	Sunny Pence dba Pence Farm Sourdou	33.00	Check	No
203565	10/9/2025	System Generated Check/Voucher	FM2005	Sally J Oliver Trial dba Bon Appetit	31.00	Check	No
203566	10/9/2025	System Generated Check/Voucher	FM2006	Rosa's Portuguese Bakery, Inc.	29.00	Check	No
203567	10/9/2025	System Generated Check/Voucher	FM2007	Tyson Hill Farm LLC	71.00	Check	No
203568	10/9/2025	System Generated Check/Voucher	FM2008	J&J Ramos Farms, Inc.	106.00	Check	No
203569	10/9/2025	System Generated Check/Voucher	FM2009	Bulk Farms Inc dba Oakdale Cheese	10.00	Check	No
203570	10/9/2025	System Generated Check/Voucher	FM2011	Oscar A Campos dba Salsa 4 All Seasc	18.00	Check	No
203571	10/9/2025	System Generated Check/Voucher	FM2020	That Garlic Stuff	40.00	Check	No
203572	10/17/2025	System Generated Check/Voucher	200011	AT&T Calnet 3	121.66	Check	No
203573	10/17/2025	System Generated Check/Voucher	200015	Silke Communications	716.00	Check	No
203574	10/17/2025	System Generated Check/Voucher	200020	AT&T Mobility (FirstNet)	1,570.34	Check	No
203575	10/17/2025	System Generated Check/Voucher	200020	AT&T Mobility (FirstNet)	66.36	Check	No
203576	10/17/2025	System Generated Check/Voucher	200024	Comcast Business	784.13	Check	No
203577	10/17/2025	System Generated Check/Voucher	200024	Comcast Business	163.42	Check	No
203578	10/17/2025	System Generated Check/Voucher	200024	Comcast Business	352.51	Check	No
203579	10/17/2025	System Generated Check/Voucher	200026	Department of Justice	654.00	Check	No
203580	10/17/2025	System Generated Check/Voucher	200033	ODP Business Solutions, LLC	222.95	Check	No
203581	10/17/2025	System Generated Check/Voucher	200035	Pacific Gas and Electric	577.04	Check	No
203582	10/17/2025	System Generated Check/Voucher	200036	O'Reilly Auto Parts	9.97	Check	No
203583	10/17/2025	System Generated Check/Voucher	200038	Safeguard Pest Control	139.00	Check	No
203584	10/17/2025	System Generated Check/Voucher	200048	The Union Democrat	328.50	Check	No

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Check Number	Effective Date	Document Description	ID	Payee	Check Amount	Payment Type	VOID ?
203585	10/17/2025	System Generated Check/Voucher	200060	Combined Benefits Administrators	1,982.10	Check	No
203586	10/17/2025	System Generated Check/Voucher	200068	Sierra Motors	2,358.58	Check	No
203587	10/17/2025	System Generated Check/Voucher	200075	Waste Management	23.62	Check	No
203588	10/17/2025	System Generated Check/Voucher	200084	Hi-Tech Emergency Vehicle Service, In	18,500.61	Check	No
203589	10/17/2025	System Generated Check/Voucher	200092	DMV Renewal	128.00	Check	No
203590	10/17/2025	System Generated Check/Voucher	200095	Sonora AIRCO Gas & Gear	70.46	Check	No
203591	10/17/2025	System Generated Check/Voucher	200105	County of Tuolumne Information Tech D	2,538.90	Check	No
203592	10/17/2025	System Generated Check/Voucher	200117	Verizon Wireless	38.01	Check	No
203593	10/17/2025	System Generated Check/Voucher	200207	Sonora Police Officers Association	1,024.82	Check	No
203594	10/17/2025	System Generated Check/Voucher	200209	VALIC	25.00	Check	No
203595	10/17/2025	System Generated Check/Voucher	200210	Operating Engineers #3	260.00	Check	No
203596	10/17/2025	System Generated Check/Voucher	200216	Franchise Tax Board	238.89	Check	No
203597	10/17/2025	System Generated Check/Voucher	200263	Hunt & Sons LLC	6,303.88	Check	No
203598	10/17/2025	System Generated Check/Voucher	200374	Central Sierra Economic Development D	812.75	Check	No
203599	10/17/2025	System Generated Check/Voucher	200402	Viking Shred	119.98	Check	No
203600	10/17/2025	System Generated Check/Voucher	200413	CSG Consultants	2,928.00	Check	No
203601	10/17/2025	System Generated Check/Voucher	200465	Entenmann-Rovin Co.	386.11	Check	No
203602	10/17/2025	System Generated Check/Voucher	200496	Victoria Arduengo	593.51	Check	No
203603	10/17/2025	System Generated Check/Voucher	200505	Valley Strong Credit Union	2,106.00	Check	No
203604	10/17/2025	System Generated Check/Voucher	200552	Jay's Tires	876.45	Check	No
203605	10/17/2025	System Generated Check/Voucher	200680	Epic Productions of Phoenix, LLC	22,500.00	Check	No
203606	10/17/2025	System Generated Check/Voucher	200710	Tuolumne County Transportation Counc	103,867.24	Check	No
203607	10/17/2025	System Generated Check/Voucher	200755	Selman & Company, LLC	47.40	Check	No
203608	10/17/2025	System Generated Check/Voucher	Emp2005	Naomi Moran	287.00	Check	No
203609	10/17/2025	System Generated Check/Voucher	Emp2007	Ashley Brandow	188.00	Check	No
203610	10/17/2025	System Generated Check/Voucher	Emp2031	Jennifer Hannula	188.00	Check	No
203611	10/17/2025	System Generated Check/Voucher	Emp2038	Cynthia Nordvik	349.44	Check	No
203612	10/17/2025	System Generated Check/Voucher	Emp2044	Ronald Watson	40.00	Check	No
203613	10/17/2025	System Generated Check/Voucher	Emp2069	Michael DaRosa	89.09	Check	No
203614	10/17/2025	System Generated Check/Voucher	Emp2079	Zachary Argenal	63.00	Check	No
203615	10/23/2025	System Generated Check/Voucher	200024	Comcast Business	186.28	Check	No
203616	10/23/2025	System Generated Check/Voucher	200035	Pacific Gas and Electric	6,135.77	Check	No
203617	10/23/2025	System Generated Check/Voucher	200038	Safeguard Pest Control	211.00	Check	No
203618	10/23/2025	System Generated Check/Voucher	200043	Sonora Lumber Company	55.46	Check	No

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Check Number	Effective Date	Document Description	ID	Payee	Check Amount	Payment Type	VOID ?
203619		VOID - Tuolumne Utilities District - Overflow			0.00		Yes
203620	10/23/2025	System Generated Check/Voucher	200047	Tuolumne Utilities District	8,604.81	Check	No
203621	10/23/2025	System Generated Check/Voucher	200059	Cal.Net Motherlode	54.01	Check	No
203622	10/23/2025	System Generated Check/Voucher	200068	Sierra Motors	1,850.47	Check	No
203623	10/23/2025	System Generated Check/Voucher	200226	Rebecca Howard	588.57	Check	No
203624	10/23/2025	System Generated Check/Voucher	200263	Hunt & Sons LLC	499.70	Check	No
203625	10/23/2025	System Generated Check/Voucher	200277	CA Dept of Food and Agriculture	986.00	Check	No
203626	10/23/2025	System Generated Check/Voucher	200530	Dept of Industrial Relations	675.00	Check	No
203627	10/23/2025	System Generated Check/Voucher	200616	Granite Peak Alarms LLC	360.00	Check	No
203628	10/23/2025	System Generated Check/Voucher	200750	Jessica Hodge	180.00	Check	No
203629	10/23/2025	System Generated Check/Voucher	200780	Ashley Alvelais - Sison (Mz. Shea's Mot	200.00	Check	No
203630	10/23/2025	System Generated Check/Voucher	Emp2050	Michael Rainbolt	192.99	Check	No
203631	10/23/2025	System Generated Check/Voucher	FM2001	Mourad Cherif (Hummus Heaven)	28.00	Check	No
203632	10/23/2025	System Generated Check/Voucher	FM2002	Dambacher Family Farms	14.00	Check	No
203633	10/23/2025	System Generated Check/Voucher	FM2003	Jonathan Anderson dba Tuttletown Far	60.00	Check	No
203634	10/23/2025	System Generated Check/Voucher	FM2004	Sunny Pence dba Pence Farm Sourdou	90.00	Check	No
203635	10/23/2025	System Generated Check/Voucher	FM2005	Sally J Oliver Trial dba Bon Appetit	37.00	Check	No
203636	10/23/2025	System Generated Check/Voucher	FM2006	Rosa's Portuguese Bakery, Inc.	67.00	Check	No
203637	10/23/2025	System Generated Check/Voucher	FM2007	Tyson Hill Farm LLC	121.00	Check	No
203638	10/23/2025	System Generated Check/Voucher	FM2008	J&J Ramos Farms, Inc.	115.00	Check	No
203639	10/23/2025	System Generated Check/Voucher	FM2009	Bulk Farms Inc dba Oakdale Cheese	14.00	Check	No
203640	10/23/2025	System Generated Check/Voucher	FM2010	Engler Ag Enterprises	96.00	Check	No
203641	10/23/2025	System Generated Check/Voucher	FM2013	Gold Country Honey Farms	69.00	Check	No
203642	10/23/2025	System Generated Check/Voucher	FM2017	Columbia Kate's Teahouse & Bakery	29.00	Check	No
203643	10/23/2025	System Generated Check/Voucher	FM2018	Joseph Horat	8.00	Check	No
203644	10/23/2025	System Generated Check/Voucher	FM2019	Sunshine Organic	186.00	Check	No
203645	10/23/2025	System Generated Check/Voucher	FM2021	Dales Gourmet Kettle Popcorn	37.00	Check	No
203646	10/30/2025	System Generated Check/Voucher	200024	Comcast Business	201.58	Check	No
203647	10/30/2025	System Generated Check/Voucher	200024	Comcast Business	162.17	Check	No
203648	10/30/2025	System Generated Check/Voucher	200038	Safeguard Pest Control	58.00	Check	No
203649	10/30/2025	System Generated Check/Voucher	200043	Sonora Lumber Company	78.05	Check	No
203650	10/30/2025	System Generated Check/Voucher	200047	Tuolumne Utilities District	1,093.61	Check	No
203651	10/30/2025	System Generated Check/Voucher	200048	The Union Democrat	432.00	Check	No
203652	10/30/2025	System Generated Check/Voucher	200065	ProClean Supply	667.50	Check	No

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Check Number	Effective Date	Document Description	ID	Payee	Check Amount	Payment Type	VOID ?
203653	10/30/2025	System Generated Check/Voucher	200068	Sierra Motors	0.00	Check	No
203654	10/30/2025	System Generated Check/Voucher	200075	Waste Management	4.00	Check	No
203655	10/30/2025	System Generated Check/Voucher	200108	CISCO Fire Sprinklers, Inc.	200.00	Check	No
203656	10/30/2025	System Generated Check/Voucher	200216	Franchise Tax Board	168.02	Check	No
203657	10/30/2025	System Generated Check/Voucher	200221	California Department of Transportation	810.75	Check	No
203658	10/30/2025	System Generated Check/Voucher	200263	Hunt & Sons LLC	2,935.66	Check	No
203659	10/30/2025	System Generated Check/Voucher	200265	Tuolumne County Public Works Departr	76.31	Check	No
203660	10/30/2025	System Generated Check/Voucher	200423	Bear Electrical Solutions (BES), LLC	1,110.00	Check	No
203661	10/30/2025	System Generated Check/Voucher	200450	Alley Tree and Landscape, Inc.	1,950.00	Check	No
203662	10/30/2025	System Generated Check/Voucher	200481	ESO Solutions, Inc.	4,393.00	Check	No
203663	10/30/2025	System Generated Check/Voucher	200487	Standard Insurance Company	174.00	Check	No
203664	10/30/2025	System Generated Check/Voucher	200505	Valley Strong Credit Union	2,106.00	Check	No
203665	10/30/2025	System Generated Check/Voucher	200535	Toshiba Financial Services	2,204.42	Check	No
203666	10/30/2025	System Generated Check/Voucher	200610	Ann Segerstrom	258.29	Check	No
203667	10/30/2025	System Generated Check/Voucher	200781	Janice Kwiatkowski	115.35	Check	No
203668	10/30/2025	System Generated Check/Voucher	200782	Sinclair General Engineering Constructi	166,435.51	Check	No
203669	10/30/2025	System Generated Check/Voucher	Emp2001	Quinn Vanderwerff	199.73	Check	No
203670	10/30/2025	System Generated Check/Voucher	Emp2027	Mikale Bell	366.76	Check	No
203671	10/30/2025	System Generated Check/Voucher	Emp2074	Dominic Bertalotto	379.68	Check	No
203672	10/31/2025	System Generated Check/Voucher	200065	ProClean Supply	76.57	Check	No
ACH257	10/2/2025	System Generated Check/Voucher	200004	White Brenner LLP	7,514.84	Voucher	No
ACH258	10/2/2025	System Generated Check/Voucher	200004	White Brenner LLP	745.73	Voucher	No
ACH259	10/2/2025	System Generated Check/Voucher	200004	White Brenner LLP	66.62	Voucher	No
ACH260	10/2/2025	System Generated Check/Voucher	200004	White Brenner LLP	2,431.81	Voucher	No
ACH261	10/2/2025	System Generated Check/Voucher	200004	White Brenner LLP	12,458.88	Voucher	No
ACH262	10/2/2025	System Generated Check/Voucher	200004	White Brenner LLP	3,098.06	Voucher	No
ACH263	10/2/2025	System Generated Check/Voucher	200004	White Brenner LLP	266.50	Voucher	No
ACH264	10/3/2025	System Generated Check/Voucher	200003	Abila	1,598.24	Voucher	No
ACH293	10/9/2025	System Generated Check/Voucher	200528	CivicPlus LLC	2,883.51	Voucher	No
ACH294	10/9/2025	System Generated Check/Voucher	200608	Enterprise FM Trust	18,256.96	Voucher	No
ACH295	10/17/2025	System Generated Check/Voucher	200003	Abila	1,598.24	Voucher	No
ACH296	10/17/2025	System Generated Check/Voucher	200010	American Tower	1,549.60	Voucher	No
ACH297	10/17/2025	System Generated Check/Voucher	200301	RingCentral	576.78	Voucher	No
ACH298	10/17/2025	System Generated Check/Voucher	200528	CivicPlus LLC	3,400.00	Voucher	No

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Check Number	Effective Date	Document Description	ID	Payee	Check Amount	Payment Type	VOID ?
ACH299	10/30/2025	System Generated Check/Voucher	200004	White Brenner LLP	10,550.76	Voucher	No
ACH300	10/30/2025	System Generated Check/Voucher	200004	White Brenner LLP	666.97	Voucher	No
ACH301	10/30/2025	System Generated Check/Voucher	200004	White Brenner LLP	14,391.00	Voucher	No
ACH302	10/30/2025	System Generated Check/Voucher	200004	White Brenner LLP	99.94	Voucher	No
ACH303	10/30/2025	System Generated Check/Voucher	200004	White Brenner LLP	2,231.94	Voucher	No
ACH304	10/30/2025	System Generated Check/Voucher	200004	White Brenner LLP	7,693.54	Voucher	No
ACH305	10/30/2025	System Generated Check/Voucher	200004	White Brenner LLP	1,998.75	Voucher	No
ACH306	10/30/2025	System Generated Check/Voucher	200004	White Brenner LLP	4,298.71	Voucher	No
ACH307	10/30/2025	System Generated Check/Voucher	200600	Dewberry Engineers Inc.	27,898.10	Voucher	No
ACH308	10/30/2025	System Generated Check/Voucher	200600	Dewberry Engineers Inc.	7,147.68	Voucher	No
Report Total					899,915.89		

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Chris Gorsky, Assistant City Administrator

SUBJECT: Consider Acceptance of the Quarterly Investment Report for the First Quarter of Fiscal Year 2025/26, for the period ended September 30, 2025.

RECOMMENDATION:

Staff recommend that the City Council receive and file this Quarterly Investment Report for informational purposes. No further action is required at this time, as the portfolio remains in compliance with all applicable policies and regulations. This report fulfills the reporting requirements under California Government Code Section 53601 and City policy.

BACKGROUND:

The City of Sonora maintains an investment portfolio to manage surplus funds generated from taxes, fees, grants, and other revenues. The portfolio is governed by the City's Investment Policy, last updated and adopted by the City Council on January 15, 2024, which emphasizes the principles of safety, liquidity, and return in that order of priority. Investments are limited to those authorized under California Government Code Section 53601.

This quarterly report is prepared to provide transparency on the status of the Citys investments, as required by the City’s Investment Policy. The portfolio's performance is benchmarked against indicators such as the LAIF apportionment rate and short-term U.S. Treasury yields.

DISCUSSION / ANALYSIS:

The City's investment portfolio as of September 30, 2025, totaled $20,011,387 in market value. The portfolio is well diversified, with a heavy allocation to highly liquid assets like LAIF (36%) to ensure funds are readily available for operational and capital needs.

Key performance metrics include:

- **Quarterly Earnings:** The City earned $223,895 in investment income this quarter, primarily from LAIF, money market funds, and other short-term holdings. Earnings remained steady, consistent with stable short-term market rates.

- **Year to Date Earnings:** $223,895.

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

- **Rate of Return:** The weighted average yield to maturity was 4.5%. This annualized rate aligns closely with the LAIF benchmark of 4.34% and the 3-month U.S. Treasury Bill rate of 4.20%. No unrealized losses exceeded 1% of book value, indicating low volatility.

The following table details the holdings by investment type, and market values. Earnings are accrued and include interest income and any amortization or accretion. Market values are sourced from reliable providers such as the State Treasurer's Office or custodian reports.

FISCAL IMPACT:

The quarterly earnings of $223,895 contribute positively to the City's General Fund and other funds, providing additional revenue for operations without increasing taxes or fees. Fiscal Year 2025-26 earnings total approximately $223,895, which supports budgetary flexibility and helps offset inflationary pressures on expenditures. There are no negative fiscal impacts noted; the portfolio's conservative approach is to minimize risk. Future rate changes could affect yields, but the current structure ensures stability.

ATTACHMENTS:

- Quarterly Investment Report for the Quarter Ending September 30, 2025

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan, Homelessness Issues, Staffing - Salary, Benefits, Training, and Retention

Quarterly Investment Report
For the Quarter Ending: September 30, 2025

Investment Type	Issuer/Institution	Purchas Date	Maturity Date	Market Value	Interest Rate	Days to Maturity
Cash						
Checking Account	Bank of Stockton	Various	Liquid	$570,164	0.50%	-
State Pooled Investments						
LAIF Pooled Investment Fund	CA State Treasurer	Various	Liquid	$7,209,046	4.34%	248
Pension Trust						
CalPERS 115 Trust Account	CalPERS	Various	Restricted	$1,141,116	5.60%	
Money Market Accounts						
Money Market	Bank of Stockton	Various	Liquid	$5,009,420	3.53%	-
FDIC Insured Sweeps	Bank of Stockton	Various	Liquid	$3,183,252	3.95%	-
Government Bonds						
Federal Farm Credit U.S. Gov. Agency Bond	Bank of Stockton	05/07/25	07/23/29	$900,299	4.43%	1484
Corporate Bonds						
United Health Bond	Bank of Stockton	04/01/25	01/15/30	$102,187	4.70%	1660
State Street Bank Bond	Bank of Stockton	04/01/25	11/23/29	$102,573	4.66%	1607
Pacific Corp Bond	Bank of Stockton	04/01/25	06/15/29	$97,181	3.62%	1446
Honeywell International Bond	Bank of Stockton	04/01/25	07/30/27	$101,200	4.65%	760
Hershey Company Bond	Bank of Stockton	04/01/25	02/24/30	$102,430	4.64%	1700
Federal Home Loans Bond	Bank of Stockton	04/09/25	04/10/29	$502,297	4.58%	1380
Walt Disney Bond	Bank of Stockton	04/01/25	03/22/30	$98,906	3.84%	1726
Conoco Phillips Bond	Bank of Stockton	04/01/25	10/01/27	$98,832	3.79%	823
Centerpointe Energy Bond	Bank of Stockton	04/01/25	03/15/30	$102,318	4.69%	1719
Archer Daniels Midland Bond	Bank of Stockton	04/01/25	03/27/30	$96,190	3.25%	1731
Mutual Funds						
Vanguard Short Term Federal	Bank of Stockton	Various	-	$593,975	3.65%	-

Total City Portfolio: **$20,011,387**

Total Investment Income FY25-26 (All Funds): **$223,895**

Compliance: All investments are in compliance with the City's Investment Policy and Government Code Section 53601

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Christopher Gorsky, Administrative Services Director

SUBJECT: Consider Approval of Resolution 11-17-2025-B, Updating the Job Description and Education Requirements for the Police Corporal

RECOMMENDATION:

Consider Approval of Resolution 11-17-2025-B, Updating the Job Description and Education Requirements for the Police Corporal.

BACKGROUND:

The current Police Corporal job description includes an experience requirement stating that candidates must have “two years, which must be with the City of Sonora,” and “Completion of one (1) year in a special assignment within the Sonora Police Department.” This language was originally intended to ensure that candidates for the Corporal position were familiar with the City’s operations, policies, and community.

However, the Sonora Police Department currently employs several newer officers who possess significant prior law enforcement experience from other agencies but have not yet reached two years of service with the City. Under the current requirement, these qualified and experienced officers are ineligible for consideration, which limits the available pool of candidates for this critical leadership role.

Following discussions with the Chief of Police, it has been recommended that the City remove the “two years which must be with the City of Sonora” and “Completion of one (1) year in a special assignment within the Sonora Police Department” portions of the education and experience requirement. This revision will allow the department to consider all qualified applicants based on their overall law enforcement experience, skills, and demonstrated leadership ability—regardless of tenure with the City.

DISCUSSION / ANALYSIS:

The Police Department has identified an operational need to fill the Corporal leadership position to support supervision, mentorship, and field training responsibilities within the department. Removing the internal tenure requirement will help the department fill this position promptly and ensure continued leadership coverage and operational effectiveness.

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

This change aligns with the City's broader recruitment goals of attracting a diverse and qualified pool of candidates for key positions by focusing on relevant experience and demonstrated performance rather than rigid tenure-based prerequisites.

The proposed change has been shared with the Sonora Police Officers Association (SPOA) for review and concurrence prior to Council consideration.

FISCAL IMPACT:

There is No Fiscal Impact to the General Fund.

ATTACHMENTS:

- Resolution 11-17-2025-B
- Draft Police Corporal Job Description

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Staffing - Salary, Benefits, Training, and Retention

RESOLUTION 11-17-2025-B

A RESOLUTION OF THE SONORA CITY COUNCIL APPROVING THE UPDATED JOB DESCRIPTIONS FOR THE POLICE CORPORAL POSITION

WHEREAS, the City of Sonora recognizes the importance of attracting a diverse and qualified pool of candidates for key leadership positions within municipal government and public safety; and

WHEREAS, the current job description for the position of Police Corporal includes an experience requirement specifying "two years which must be with the City of Sonora" and "Completion of one (1) year in a special assignment within the Sonora Police Department", which has limited the eligibility of otherwise qualified and experienced officers; and

WHEREAS, the Sonora Police Department currently employs several officers with extensive prior law enforcement experience from other agencies who are not eligible for consideration under the existing requirement; and

WHEREAS, the Police Department has identified an operational need to fill the Corporal leadership role and wishes to consider these qualified individuals to ensure continued effectiveness and stability within the department; and

WHEREAS, removing these phrases from the education and experience section of the Police Corporal job description will allow for a more inclusive recruitment process while ensuring that candidates are evaluated based on their overall experience, skills, and professional accomplishments; and

WHEREAS, the City Council of the City of Sonora seeks to enhance recruitment efforts by prioritizing relevant professional experience and demonstrated leadership abilities over rigid tenure-based prerequisites;

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Sonora does hereby approve the updated Police Corporal job description.

PASSED, APPROVED AND ADOPTED as a Resolution by the Sonora City Council at a meeting held by the City Council on the 17th day of November 2025, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

_____
Ann Segerstrom, Mayor, City of Sonora

ATTEST: _____
Tracy Skelly, City Clerk, City of Sonora

JOB DESCRIPTION
OCTOBER 2021
FLSA: NON-EXEMPT

POLICE CORPORAL

DEFINITION

Under general supervision, leads, oversees, and performs law enforcement and related services to safeguard the lives, property, and constitutional rights of citizens in the City. Patrol assigned areas, respond to crime and accident scenes, emergency situations, and requests for assistance. Detect, apprehend, and arrest violators of the law; enforce State, Federal, and Local laws. Enforce City and County ordinances, perform comprehensive criminal investigation work and a variety of specialized duties, as assigned. The Corporal is expected to act in the capacity of a Sergeant, performing supervisory responsibilities in the absence of, or at the direction of the Sergeant, and provide field supervision of patrol activities, as assigned. This has been created to provide opportunities for advancement and is intended as an internal promotion only.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Police Seargent. Exercises direct and general supervision over sworn and non-sworn staff on an assigned shift in the absence of a Police Sergeant.

CLASS CHARACTERISTICS

The classification represents the first level of supervision in the law enforcement series, in the absence of, or direction of the Sergeant. An incumbent in this class supervises officers engaged in a well-defined departmental activity on a part-time operational basis. Incumbents perform a full range of supervisory and training activities.

EXAMPLES OF ESSENTIAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- A Corporal becomes involved in a variety of activities while responding to public requests for service and crime prevention, detection, and apprehension.
- Prepares and files police reports of crimes and other incidents.
- Is assigned geographical areas in police cars equipped with special equipment for the purpose of controlling traffic, preventing crimes and disturbances of the peace, and for the arrest of persons who violate criminal statutes.
- Notes suspicious persons and reports activities to their superior officers.
- Report hazards and disburse unruly crowds at gatherings.
- Renders First Aid and CPR at accidents and investigates the cause and results of accidents.
- Directs traffic around accidents, fires, and other disruptions.
- Inspects public establishments requiring licenses to ensure compliance with local ordinances and federal rules and regulations.
- Warns, cites, or arrests persons violating local ordinances, and state law.
- Conducts preliminary investigations of disturbances, prowlers, burglaries, thefts,

holdups, vehicle accidents, and the enforcement of City, County, State, and Federal laws.
- Maintains discipline and ensures that department rules and policies are followed.
- Assists officers in follow-up investigations.
- Review reports submitted by officers.

QUALIFICATIONS

Knowledge of:

- Department organization, policies, and directives, after instruction.
- Modern principles, practices, and procedures used in law enforcement.
- Federal, state, county, and city laws and ordinances.
- Recent legislation and court decisions affecting law enforcement.
- Rules of evidence pertaining to search and seizure and the preservation and presentation of evidence in court and laws of arrest.
- Criminal investigation techniques and procedures, including crime scene investigation, interrogation, fingerprinting, and photography.
- Geography of the city, county, and specific areas of assignment.
- Traffic accident investigation procedures and techniques.
- Traffic and crowd control techniques.
- Crime scene preservation and investigation methods and techniques.
- Proper care and use of police weapons.
- Record-keeping techniques.
- Principles of supervision and training.

Ability to:

- Gather, assemble, analyze, evaluate, and use facts and evidence.
- Analyze situations and adopt effective courses of action.
- Interpret and apply laws and regulations.
- Communicate clearly and concisely both orally and in writing.
- Schedule, organize, and supervise the work of subordinates.
- Use interpersonal skills using tact, patience, and courtesy.
- Observe, record, and recall accurate information, direction, or complaints given toor received from supervisors, citizens, or suspects, even after long periods of time.
- Use and care for safety equipment and departmental equipment, including officebusiness machines and computers.
- Administer First Aid and CPR.
- Work irregular hours.

Education/Experience/Licenses and Certifications:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Three years' experience in law enforcement work~~, two of which must be with the City of Sonora~~.
- ~~Completion of one (1) year in a special assignment within the Sonora Police Department.~~
- Must be a full-time non-probationary employee of the City of Sonora at the time of appointment.
- At the date of application filing, must be a high school graduate or possess a GED equivalent.
- At the date of appointment, must possess a valid California Driver's License, current First Aid card, and current CPR card.
- At the date of appointment, must possess a valid California P.O.S.T. approved Police Basic

Academy Completion Certificate.
- Possession of a P.O.S.T. Intermediate Certificate.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; maintain P.O.S.T. physical standards, including mobility, physical strength, and stamina to respond to emergency situations and apprehend suspects; vision to maintain firearms qualification and to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone or radio. The job involves fieldwork requiring frequent walking on uneven terrain and climbing and descending structures to access crime scenes and to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate police services equipment. Positions in this classification frequently bend, stoop, kneel, reach, and climb to perform work and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects necessary to perform job functions.

ENVIRONMENTAL ELEMENTS

Employees work indoors and outdoors and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures. The principal duties of this class are performed in a police environment with exposure to criminal offenders, mentally ill individuals, and persons potentially infected with communicable diseases.

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Tracy Skelly, Administrative Services Officer/City Clerk

SUBJECT: Recognize and Thank City Administrator Melissa Eads for Her Service to the City of Sonora and Join Staff and Community Members for a Brief Break and Celebration in Her Honor

RECOMMENDATION:

Recognize and Thank City Administrator Melissa Eads for Her Service to the City of Sonora and Join Staff and Community Members for a Brief Break and Celebration in Her Honor.

DISCUSSION / ANALYSIS:

City Administrator Eads has announced her departure from the City of Sonora, with her last day being November 28, 2025. During her tenure, Melissa has provided dedicated leadership, guiding the City through numerous projects and initiatives that have positively impacted our community.

This agenda item provides the City Council and the public with an opportunity to acknowledge Melissa's contributions, express appreciation for her commitment and professionalism, and wish her continued success in her future endeavors.

Following Council comments, a short recess will be taken to enjoy cake and refreshments in celebration of Melissa's service.

FISCAL IMPACT:

No Fiscal Impact to the General Fund.

CORE COUNCIL PRIORITIES:

Staffing - Salary, Benefits, Training, and Retention

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

DATE: November 17, 2025

TO: Honorable Mayor and Members of the City Council

FROM: Douglas L. White, City Attorney

SUBJECT: Consider and Approve the Proposed Employment Agreement with Christopher J. Gorsky for the City Administrator Position and Authorize the Mayor to Execute the Agreement on Behalf of the City of Sonora and Approve Resolution No. 11-17-2025-A

RECOMMENDATION:

Consider and Approve the Proposed Employment Agreement ("Agreement") with Christopher J. Gorsky for the City Administrator Position and Authorize the Mayor to Execute the Agreement on Behalf of the City of Sonora and Approve Resolution No. 11-17-2025-A.

BACKGROUND:

Melissa Eads, who has served as City Administrator since January 2022, will be departing the City of Sonora to pursue a new professional opportunity, with her last day of service on November 28, 2025. Since joining the City in July 2018, Christopher Gorsky has provided highly capable and dependable leadership in his roles as Administrative Services Director and Assistant City Administrator. In recognition of his demonstrated performance and continued commitment to the City, it is recommended that the Sonora City Council ("City Council") appoint Mr. Gorsky to the position of City Administrator and approve the Agreement, with an effective date of December 1, 2025.

The Agreement has a term of five (5) years. Upon expiration of the initial term, the Agreement will automatically extend for an additional one-year period unless the City Council notifies Mr. Gorsky of its intent not to extend at least six (6) months prior to the expiration of the initial term.

DISCUSSION / ANALYSIS:
Below are the substantive terms of the proposed Agreement:

- A base salary of one hundred and eighty-five thousand dollars ($185,000.00). Beginning in calendar year 2026, the base salary shall increase, subject to any adjustment of the All Urban Consumer Price Index for the San Francisco-Oakland-Hayward area ("CPI"). Any annual increase shall not be less than 3% or exceed 5%. Any increase in base salary shall be based on the April CPI, released every year in May, and shall become effective on July 1st of each year.

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

- Beginning in calendar year 2026, the base salary will be adjusted by annual cost of living increases ("COLAS") each July 1st as follows:
    - Calendar Year 2026---five percent (5%) of Employee's Base Salary
    - Calendar Year 2027---four percent (4%) of Employee's Base Salary
    - Calendar Year 2028---four percent (4%) of Employee's Base Salary
    - Calendar Year 2029---three percent (3%) of Employee's Base Salary
- In addition to CPI increases and COLAs, the base salary shall be increased as necessary to ensure it remains at least five percent (5%) higher than that of the next highest paid City employee, excluding the Chief of Police.
- City will contribute a maximum of ten percent (10%) match of the base salary each month into a deferred compensation retirement account.
- An automobile stipend in the amount of two hundred dollars ($200.00) per month.
- Two hundred (200) hours of vacation per year, one hundred and twenty (120) hours of administrative leave per year, one-hundred and twenty-eight (128) in-lieu holiday hours per year, and one hundred and twenty (120) hours of sick leave per year. The unused portion of the above-referenced leave hours shall either be paid out annually or retain a cash value upon separation from employment.
- Either the Modified Classic Preferred Provider Plan (PPO) or Custom 15 Exclusive Provider Organization (EPO), or any successor or replacement plans. Mr. Gorsky shall contribute twenty percent (20%) to the City's premium costs for coverage for himself and his dependents, if any. Mr. Gorsky shall continue to be entitled to forty-five dollars ($45.00) per pay period as in-lieu pay if he elects to forgo City-provided medical coverage for his dependents, provided such dependents have coverage through another source.
- Two hundred and fifty dollars ($250.00) per fiscal year for an annual physical examination.
- Dental insurance up to a maximum of one thousand dollars ($1,000.00) per calendar year.
- Term life insurance in the amount of one (1) year of Mr. Gorsky's annual salary.
- Vision care in accordance with the City's selected plan.

CITY COUNCIL AGENDA REPORT

CITY HALL

CITY OF SONORA 94 N. WASHINGTON STREET, SONORA, CA 95370 P: (209) 532-4541

SERVICE, INNOVATION, INTEGRITY, COLLABORATION, RESPECT, LEADERSHIP

- Twelve (12) months of severance pay upon termination without good cause, contingent upon Employee's execution of a waiver of claims against the City.

- California Public Employee's Retirement System's two percent (2%) at sixty-two (62) Plan for Miscellaneous Members.

- Upon completing at least ten (10) years of total service with the City, Mr. Gorsky shall continue to be eligible for retirement medical insurance from age sixty (60) through sixty-five (65). The City shall pay the premiums, with Mr. Gorsky contributing twenty-five percent (25%) of the cost.

ENVIRONMENTAL:

Appointing a permanent City Administrator is not a "project" under the California Environmental Quality Control Act since it does not have the potential to cause a direct or reasonably foreseeable indirect physical change in the environment. (Pub. Resources Code, § 21065).

OPTIONS:

1. Approve the Employment Agreement for City Administrator;
2. Continue the item for later consideration of the City Council with direction to City Staff; or
3. Reject the Employment Agreement.

FISCAL IMPACT:

1. The position of City Administrator was budgeted in the FY25/26 Budget adopted by the City Council in June 2025.
2. The proposed City Administrator employment agreement will result in an estimated savings of approximately $15,000 in the current fiscal year during the transition period.

ATTACHMENTS:

- Employment Agreement for City Administrator
- Resolution No. 11-17-2025-A

CORE COUNCIL PRIORITIES:

Fiscal Responsibility and Stability, Infrastructure and Engineering, Public Safety and Disaster Preparedness, Economic Development/Growth and General Plan, Homelessness Issues, Staffing - Salary, Benefits, Training, and Retention

RESOLUTION NO. 11-17-2025-C

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SONORA APPOINTING CHRISTOPHER GORSKY AS CITY ADMINISTRATOR AND APPROVING THE EMPLOYMENT AGREEMENT FOR FISCAL YEAR 2025-2026

WHEREAS, it is the desire of the City Council of the City of Sonora ("City Council") to employ an individual to serve in the at-will position of City Administrator following the departure of the current City Administrator; and

WHEREAS, the City Council has determined that Christopher Gorsky possesses the necessary knowledge, experience, and qualifications to competently serve as the City Administrator for the City of Sonora; and

WHEREAS, the City Council, on behalf of the City, has negotiated and reached an agreement with Christopher Gorsky regarding the terms of his employment as City Administrator, as set forth in a formal Employment Agreement between the parties; and

WHEREAS, the City Council has determined that appointing Christopher Gorsky to the position of City Administrator, pursuant to the terms set forth in the Employment Agreement, is in the best interest of the City; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Sonora appoints Christopher Gorsky to the position of City Administrator beginning December 1, 2025, in accordance with the terms and conditions set forth in the Employment Agreement attached hereto as Exhibit A, and authorizes the Mayor to execute said Agreement on behalf of the City.

PASSED AND ADOPTED AS A RESOLUTION AT A REGULAR MEETING OF THE CITY COUNCIL OF THE CITY OF SONORA ON NOVEMBER 17, 2025.

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

ATTEST:

_____	_____
Tracy Skelly	**Ann Segerstrom**
City Clerk	**Mayor**

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement") is made and entered into this 17th day of November 2025, by and between the City of Sonora, a California municipal corporation ("City"), and Christopher Gorsky, an individual ("Employee"). City and Employee may individually be referred to herein as "Party" or collectively as "Parties." There are no other parties to this Agreement.

RECITALS

A. Employee has served in the position of Administrative Services Director and Assistant City Administrator since July 2018.

B. City, acting by and through the Sonora City Council ("City Council"), has evaluated Employee's knowledge, experience, administrative skills, and abilities and desires to hire and appoint Employee as City Administrator pursuant to the terms of this Agreement.

C. It is the desire of the City to retain the services of Employee and to provide incentives to encourage him to remain in such employment, while promoting full work productivity by ensuring Employee's morale and peace of mind with regarding to future security.

D. The Parties desire to execute this Agreement pursuant to the authority of and subject to the provisions of California Government Code sections 53260 and 36506.

NOW, THEREFORE, in consideration of the mutual covenants entered into between the Parties and in consideration of the benefits that accrue to each, it is agreed as follows:

AGREEMENT

Section 1. Recitals. The recitals set forth above ("Recitals") are incorporated herein by this reference and made a part of this Agreement. In the event of any inconsistencies between the Recitals and Sections 1 through 15 of this Agreement, Sections 1 through 15 will prevail.

Section 2. Effective Date. This Agreement shall become effective as of December 1, 2025, provided it has been executed by both the City and Employee ("Effective Date").

Section 3. Appointment of City Administrator, Duties and Term.

3.1. Appointment of City Administrator and Duties. Commencing on December 1st, 2025, Employee shall serve as City Administrator of City and shall be vested with the powers, duties, and responsibilities set forth in Chapter 2.48 of the Sonora Municipal Code ("S.M.C."), the City Administrator Job Description, and applicable provisions of California law. Employee shall further perform the functions and duties specified under the laws of the State of California, the S.M.C., the ordinances and resolutions of the City, and such other duties and functions as the City

Council may from time-to-time assign. The City Council may also designate Employee to serve as the chief executive of other City-related legal entities, including, but not limited to, any redevelopment agency, financing authority, or joint powers authority.

3.2. Employee's Obligations. Employee agrees to comply with all applicable laws, ordinances, regulations, and City rules and policies. Employee further agrees to devote his productive time, abilities, and attention as necessary to the full accomplishment of his duties and the City's business needs. Accordingly, Employee shall not hold any secondary employment or engage in activities which conflict with, or present the appearance or possibility of conflicting with, City's legitimate business interests. As such, Employee agrees to notify the City Council in writing of any intention to accept secondary employment, providing sufficient advance notice to allow the City Council to determine whether such employment presents an actual, potential, or apparent conflict with the satisfactory performance of Employee's duties or the best interests of the City. Should the City Council make such a determination, Employee agrees to forgo the proposed secondary employment. Notwithstanding the foregoing, Employee retains the right to volunteer for nonprofit organizations of his choosing, provided that such volunteer activities shall not interfere with Employee's duties on behalf of the City.

3.3. Exempt Employee. The general business hours for City employees are Monday through Friday, 8:00 a.m. to 4:00 p.m. However, it is recognized by the Parties that Employee is an exempt employee for purposes of the Fair Labor Standards Act of 1938 (29 U.S.C., § 201 et seq.). As such, Employee acknowledges that he shall not be entitled to overtime or additional compensation for hours worked outside of the City's general business hours when such work is necessary to fulfill the duties of the City Administrator position, except as otherwise provided in this Agreement.

3.4. Hours of Work. The position of City Administrator is an exempt position. Accordingly, Employee shall not have fixed hours of work, as the City Administrator is expected to be reasonably available at all times and to work such hours as are necessary for the full performance of his duties. However, the City Council recognizes the significant time commitment required of the City Administrator. Accordingly, Employee is granted the ability to flex his work schedule as necessary to attend to personal matters, provided that participation in these personal activities do not interfere with Employee's performance of his duties or with attendance at necessary City events or meetings. If at any time the City Council determines that this flexible schedule is no longer in the City's best interest, the Council reserves the right to review this provision and revoke the privilege.

It is recognized that the City Administrator must devote time beyond normal office hours to the business of the City. Accordingly, Employee's daily and weekly work schedule may vary based on the work required to be performed. Employee's performance will be evaluated on accomplishments, not hours worked. For purposes of utilizing leave balances, Employee's work schedule shall be based upon a forty (40) hour work week rather than an eight (8) hour day.

3.5. Term. The initial term of this Agreement shall be for a five (5) year period commencing on the Effective Date and expiring five (5) years later ("Expiration Date") ("Initial Term"), subject to the provisions of Section 11 of this Agreement. Provided this Agreement has

not been terminated earlier pursuant to Section 11, it will automatically extend for a one (1) year period under the terms in effect at the Expiration Date ("Extended Term"), unless the City Council provides Employee written notice that it has determined not to extend the Agreement at least six (6) months prior to the Expiration Date of the Initial Term.

Section 4. At-Will Employment.

4.1. At Will. Employee is an at-will employee serving at the pleasure of the City Council as provided in Government Code section 36506. Accordingly, the City Council may terminate Employee's employment at any time, with or without cause. Employee may terminate this Agreement and his employment with the City at any time, provided that advance notice of termination is given in accordance with the S. M. C., which as of the Effective Date, requires a minimum of thirty (30) days' advance notice of Employee resignation. Additionally, Employee shall provide ninety (90) days' advance notice of retirement.

Unless otherwise specified in this Agreement, Employee shall be bound by all City policies, rules, and regulations now in force and applicable to Employee's position, as well as by all such policies, rules, and regulations as may be hereafter implemented and brought to Employee's attention and shall faithfully observe and abide by the same. No such policy, rule, or regulation shall alter, modify, or revoke Employee's status as an at-will employee or any other provision of this Agreement.

4.2. No Property Right in Employment. Employee understands and agrees that the terms of his employment are governed solely by this Agreement. Employee further understands and agrees that this Agreement does not confer a right to employment for any specified term and that he is not entitled to due process under the City's personnel policies and rules for any disciplinary action, including termination.

Section 5. Compensation and Evaluations.

5.1. Base Salary/CPI Increases/COLAS. City agrees to pay Employee an annual salary of One Hundred Eighty-Five Thousand Dollars ($185,000.00) ("Base Salary"), payable in installments at the same time that the other City employees are paid.

Beginning in calendar year 2026, Employee's Base Salary will be adjusted annually in accordance with increases, if any, in the All Urban Consumer Price Index for the San Francisco-Oakland-Hayward Area ("CPI") but will not be decreased in the event there is any year-to-year or cumulative decrease in the CPI during the Initial Term (as defined in Section 3.5) or any subsequent one (1) year extension of this Agreement. Any increase in Employee's Base Salary as a result of an increase to the CPI will be rounded up to the nearest dollar. Any increase in Base Salary shall be based on the April CPI, released every year in May, and shall become effective on July 1st of each year. Notwithstanding the foregoing, should the increase in the CPI be less than three percent (3%) or more than five percent (5%) in the first through fourth year of this Agreement, Employee shall receive not less than a three percent (3%) and not more than a five percent (5%) increase in Base Salary. During the fifth year of this Agreement, Employee shall receive an increase in accordance with the CPI; but not less than three percent (3%).

Beginning in calendar year 2026, Employee's Base Salary will be adjusted by annual cost of living increases ("COLAS") each July 1st as follows:

- Calendar Year 2026---5% of Employee's Base Salary
- Calendar Year 2027---4% of Employee's Base Salary
- Calendar Year 2028---4% of Employee's Base Salary
- Calendar Year 2029---3% of Employee's Base Salary

In addition, Employee's salary shall be adjusted upward as necessary to maintain a Base Salary at least five percent (5%) higher than the next highest paid City employee, with the exception of the Chief of Police.

5.2. Review and Evaluation. The City Council will review and evaluate Employee's performance as City Administrator on an annual basis and provide Employee with a written performance review. Reviews and evaluations will generally be conducted on or around June of each calendar year and may be conducted at other times at the City Council's discretion. The City Council may also provide other increases in salary and/or benefits as they deem appropriate based on Employee's performance, which will not require an amendment of this Agreement.

5.3. Deferred Compensation. The City shall provide Employee with the opportunity to contribute to one of City's 457 Deferred Compensation Plans from Employee's pretax earnings, in accordance with the terms of the Plans. City will match Employee's contribution to a maximum of ten percent (10%) of Employee's Base Salary.

5.4. Benefits. During the Term of this Agreement, Employee shall be entitled to receive the benefits identified in the attached Schedule of Benefits.

Section 6. Automobile. Employee will be provided a stipend in the amount of Two Hundred and 00/100 Dollars ($200.00) per month to compensate Employee for use of the personal vehicle for City-related business. Employee agrees that this amount constitutes adequate compensation for all automobile expenses incurred in the course and scope of his employment.

Section 7. General Expenses. City recognizes that certain job-related expenses not otherwise addressed in this Agreement will be incurred by Employee and City hereby agrees to reimburse or to pay said general expenses in accordance with City policies. The Finance Director is hereby authorized to disburse such monies upon receipt of duly executed invoices, petty cash vouchers, receipts, statements, or other appropriate documentation.

Section 8. Communications Allowance. City shall provide Employee with a cellular phone and tablet computer for use in conducting City business. The phone and tablet computer shall each be the property of the City, and Employee shall have no reasonable expectation of privacy in either device.

Section 9. **Dues and Subscriptions.** City agrees to budget and pay for the professional dues and subscriptions of Employee, as needed for the continuation and full participation in national, regional, state, and local associations and organizations necessary and desirable for his continued professional participation, growth, and advancement, and for the good of the City, including, but not limited to, League of California Cities (LOCC), the International City/County Management Association (ICMA) and the Government Finance Officers Association (GFOA).

Section 10. **Professional Development**.

10.1. Participation. The Council encourages Employee to actively participate in professional associations, including LOCC, and to attend conferences, training, and other professional development opportunities.

10.2. Travel Expenses. City shall budget for and pay the travel and subsistence expenses of Employee for professional and official travel, meetings, and events necessary to support Employee's professional development and the performance of official City functions, provided Employee seeks prior authorization for such expenses from the City Council.

10.3. Courses and Seminars. City also agrees to pay for the cost of enrollment, tuition, fees, travel, and subsistence expenses of Employee for short courses, institutes, and seminars that are necessary for his professional development and benefit the City, provided that Employee seeks prior authorization for such expenses from the City Council.

Section 11. **Termination of Employment.**

11.1. Voluntary Resignation. Employee may resign at any time and agrees to give the City at least thirty (30) calendar days' advance written notice of the effective date of Employee's resignation, in accordance with S.M.C. Chapter 2.48.180, unless the Parties otherwise agree in writing. If Employee retires from full-time public service with the City, Employee shall provide ninety (90) calendar days' advance written notice. Employee's actual retirement date will be mutually established between the Parties. During the notice period, unless otherwise set forth in this Agreement, all rights and obligations of the Parties under this Agreement shall remain in full force and effect. Promptly after the effective date of resignation or retirement, the City shall pay to Employee all salary and benefit amounts accrued and owing under this Agreement.

11.2. Termination by City Council/Severance. The City may, with or without cause or advanced notice, terminate this Agreement and Employee's employment with the City. Employee shall be provided a written notice setting forth the reason(s) for such termination. City shall tender Employee all wages due and owing, as well as accrued and unused vacation and administrative leave for all hours worked as of Employee's last day of employment, in accordance with standard City practice, federal or state law, and this Agreement. Notwithstanding any other provision of this Agreement, Employee shall not be terminated or otherwise removed from the position of City Administrator without good cause, as defined below, during a period of six (6) months following any general municipal election in which a new member is elected to the City Council.

If Employee is terminated without good cause, as defined Paragraph 11.3 below, Employee shall no longer be entitled to accrue or receive any benefits afforded to him by City after the date of termination; however, City shall pay Employee severance in an amount equal to twelve (12) months of Employee's then-current Base Salary, subject to the terms below. If Employee is terminated for good cause, as defined below, he shall no longer be entitled to accrue or receive any benefits afforded to him by City after the date of termination. In such an event, City's sole obligation to Employee shall be the payment of all wages, including accrued and unused vacation and administrative leave for all hours worked through Employee's last day of employment, and any other obligations City may be required to provide under applicable federal or state law.

Any severance payable under this Agreement shall be contingent upon Employee's execution of a release of all claims in a form satisfactory to City and shall be subject to the restrictions of Government Code section 53260. The maximum severance Employee may receive shall be the lesser of (i) Employee's base salary multiplied by twelve (12) months or (ii) Employee's base salary multiplied by the number of months remaining on the unexpired term of this Agreement. In no event shall Employee be entitled to more than twelve (12) months' severance pay. Any cash settlement related to the termination of this Agreement received by Employee from City shall be fully reimbursed to City if Employee is convicted of a crime involving an abuse of his office or position while employed with City, pursuant to Government Code section 53243.2. Additionally, any severance paid to Employee will be reimbursed to City if a court, administrative agency, or tribunal enters a judgement against Employee or makes a finding that Employee has violated a statute, regulation, or ordinance which constitutes just cause under Section 11.3 of this Agreement. This severance shall be paid in the same manner as other employees pursuant to the City's normal payroll practices unless otherwise agreed to by City and Employee.

In the event Employee is terminated by the City Council for misconduct which has been publicly disclosed and could stigmatize Employee's reputation or seriously impair his ability to earn a living, Employee may, within ten (10) calendar days, make a written request for a "name-clearing" hearing (as described in *Lubey v. City and County of San Francisco* (1979) 98 Cal.App.3d 340, and its progeny) before the City Council. Any such "name-clearing" hearing will be held solely to provide Employee an opportunity to clear his name. The City Council may determine whether the stigmatizing or damaging allegations in the notice of termination are supported. If the City Council determines that the allegations are not supported, it shall issue a decision to correct the record. Such a decision, however, will not require that Employee be reinstated to his position. The hearing shall take place at a regularly scheduled City Council meeting in accordance with the S.M.C.'s standard practice and any applicable provisions of state law. The decision whether to terminate the City Administrator shall be made by a minimum four-fifths (4/5) vote of the whole City Council as then constituted in closed session and reported out of closed session as required by the California Government Code.

11.3. Good Cause - Defined.

"Good Cause," for purposes of this Agreement, means a fair and honest cause or reason for termination. These reasons include, but are not limited to:

1. Conviction of a felony;

2. Disclosing confidential information of City that results in a negative judgement against City;

3. Gross carelessness or misconduct that results in a negative judgement against City or creates a public health and safety emergency;

4. Refusal to perform the duties described in this Agreement;

5. Any conduct which violates the City's Personnel Rules and a statute, regulation or ordinance, for which a City employee may be terminated;

6. Repeated and protracted unexcused absences from the City Administrator's office and duties;

7. Willful destruction or misuse of City property;

8. Conduct that in any way has a direct, substantial, and adverse effect on the City's reputation;

9. Willful violation of federal, state, or City discrimination laws;

10. Continued substance abuse which adversely affects performance of Employee's duties as City Administrator;

11. Refusal to take or subscribe any oath or affirmation which is required by law;

12. Dishonesty;

13. Engaging in other employment or activities which conflict with, or present the appearance or possibility of conflicting with, City's legitimate business interests; and

14. Failure to comply with any of Employee's obligations as set forth in this Agreement.

Notwithstanding any provision in this Agreement to the contrary, the City Council may place Employee on investigatory leave with full pay and benefits at any time during the Term of this Agreement.

Section 12. Indemnification. City shall defend, hold harmless, and indemnify Employee against any tort, personnel, civil rights, or professional liability claim or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties as City Administrator in accordance with California's Tort Claims Act (Government Code section 825 et seq.) and shall provide a defense to Employee in

accordance with Government Code sections 995 through 996.5. City may decline to defend or indemnify Employee only as permitted by the Government Code. City may compromise and settle any such claim or suit and pay the amount of any resulting settlement or judgment; provided, however, that City's duty to defend and indemnify shall be contingent upon Employee's good faith cooperation with such defense. In the event City provides funds for legal criminal defense pursuant to this Section, Employee shall reimburse City for such legal criminal defense funds if Employee is convicted of a crime involving an abuse of office or position, as provided by Government Code sections 53243 through 53243.4.

Section 13. Bonding. City shall bear the full cost of any fidelity or other bonds required of Employee under any law or ordinance.

Section 14. Notices. Any notice or communication required hereunder between City and Employee must be in writing, and may be given either personally, by electronic mail ("email") (with original forwarded by regular U.S. Mail), by registered or certified mail (return receipt requested), or by Federal Express, UPS, or other similar couriers providing overnight delivery. If personally delivered, a notice shall be deemed to have been given when delivered to the Party to whom it is addressed. If given by email transmission, a notice or communication shall be deemed to have been given and received upon actual receipt of the entire document by the receiving Party's email server. Notices transmitted by email after 5:00 p.m. on a normal business day, or on a Saturday, Sunday, or holiday, shall be deemed to have been given and received on the next normal business day. If given by registered or certified mail, such notice or communication shall be deemed to have been given and received on the first to occur of (a) actual receipt by any of the addressees designated below as the Party to whom notices are to be sent, or (b) five (5) days after a registered or certified letter containing such notice, properly addressed, with postage prepaid, is deposited in the United States mail. If given by Federal Express or similar courier, a notice or communication shall be deemed to have been given and received on the date delivered as shown on a receipt issued by the courier. Any Party hereto may at any time, by giving ten (10) days' written notice to the other Party hereto, designate any other address in substitution of the address to which such notice or communication shall be given. If the Employee cannot be reached at the business address listed below, the City may use the Employee's home address on file with Administrative Services and/or any personal email address for purposes of this Section. Such notices or communications shall be given to the Parties at their addresses set forth below:

If to City:
City of Sonora
ATTN: City Clerk
94 N. Washington St.
Sonora, California 95370
tskelly@sonoraca.org

and
White Brenner LLP
ATTN: Douglas L. White
1608 T Street
Sacramento, California 95811
doug@whitebrennerllp.com

If to Employee: City of Sonora
ATTN: Christopher Gorsky
94 N. Washington Street
Sonora, California 95370
cgorsky@sonoraca.org
w/cc: *home address on file*

Section 15. General Provisions.

15.1. Modification of Agreement. This Agreement may be supplemented, amended, or modified only by a writing signed by the City and Employee.

15.2. Entire Agreement. This Agreement constitutes the final, complete, and exclusive statement of the terms of the agreement between the Parties and supersedes all other prior or contemporaneous oral or written understandings and agreements of the Parties. No Party has been induced to enter into this Agreement by, nor is any Party relying on, any representation or warranty except those expressly set forth in this Agreement.

15.3. Severability of Agreement. If a court or an arbitrator of competent jurisdiction holds any Section of this Agreement to be illegal, unenforceable, or invalid for any reason, the validity and enforceability of the remaining sections of this Agreement shall not be affected.

15.4. Authority. All Parties to this Agreement warrant and represent that they have the power and authority to enter into this Agreement and the names, titles, and capacities herein stated on behalf of any entities, persons, states, or firms represented or purported to be represented by such entities, persons, states, or firms and that all former requirements necessary or required by state or federal law in order to enter into this Agreement had been fully complied with. Further, by entering into this Agreement, neither Party hereto shall have breached the terms or conditions of any other contract or agreement to which such Party is obligated, which such breach would have a material effect hereon.

15.5. Headings. The headings in this Agreement are included for convenience only and neither affect the construction or interpretation of any Section in this Agreement nor affect any of the rights or obligations of the Parties to this Agreement.

15.6. Necessary Acts and Further Assurances. The Parties shall, at their own cost and expense, execute and deliver such further documents and instruments and shall take such other actions as may be reasonably required or appropriate to evidence or carry out the intent and purposes of this Agreement.

15.7. Governing Law. This Agreement shall be governed and construed in accordance with the laws of the State of California.

15.8. Waiver. No covenant, term, or condition or the breach thereof shall be deemed waived, except by written consent of the Party against whom the waiver is claimed, and any waiver

of the breach of any covenant, term, or condition shall not be deemed to be a waiver of any preceding or succeeding breach of the same or any other covenant, term, or condition.

15.9. Counterparts. This Agreement may be executed in counterparts and all so executed shall constitute one agreement which shall be binding upon the Parties hereto, notwithstanding that the signatures of all Parties and Parties' designated representatives do not appear on the same page.

15.10. Venue. Venue for all legal proceedings shall be in the Superior Court of the State of California, in and for the County of Tuolumne.

15.11. Attorney's Fees and Costs. If any action at law or in equity, including action for declaratory relief, is brought to enforce or interpret Sections of this Agreement, the prevailing Party shall be entitled to reasonable attorney's fees and costs, which may be set by the court in the same action or in a separate action brought for that purpose, in addition to any other relief to which such Party may be entitled.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, this Agreement has been entered into by and between Employee and City as of the date of the Agreement set forth above.

CITY:

City of Sonora, a California municipal corporation

By:_____
Ann Segerstrom, Mayor

Date Signed: _____

EMPLOYEE:

By:_____
Christopher Gorsky

Date Signed: _____

Approved as to Form and Content:

By:_____
Douglas L. White, City Attorney

CITY ADMINISTRATOR EMPLOYMENT AGREEMENT
CHRISTOPHER GORSKY

Schedule of Benefits

1. Leave. Employee shall receive the following leave time:

A. Vacation. During the term of this Agreement, effective July 1st of each year, Employee shall accrue two hundred (200) hours of vacation. Notwithstanding the foregoing, should Employee give notice (or fail to give notice) of Employee's intent to resign or retire as required in Section 11.1 of this Agreement, Employee shall cease to be eligible to accrue additional vacation pursuant to this Agreement or any City policy as of the date notice has been given, or should have been given, per Section 11.1. Accrued unused vacation shall be paid out annually in a lump sum on or before June 30th. In no case shall Employee accrue vacation in an amount in excess of four hundred (400) hours. Upon separation from the City, Employee shall be paid for any accrued and unused vacation.

B. Administrative Leave. During the term of this Agreement, Employee shall receive one hundred twenty (120) hours of Administrative Leave per fiscal year. Unused Administrative Leave shall not carry over year to year. Unpaid leave shall be paid out within thirty (30) days of the end of each fiscal year, or at Employee's option, may be deposited into Employee's Deferred Compensation Plan account in accordance with Section 5.3 of this Agreement. Upon separation from the City, Employee shall be paid for any accrued and unused Administrative Leave.

C. Sick Leave. During the term of this Agreement, Employee shall receive one hundred twenty (120) hours of sick leave per fiscal year. Unused sick leave will carry over from year to year. Upon separation from the City, unused sick leave will be paid to Employee in accordance with the benefit provided to management employees. However, at Employee's option, upon retirement, all or any portion of accrued and unused sick leave may be reported to CalPERS for inclusion in the Employee's Retirement Service Credit balance.

D. Other Leaves. Employee shall be entitled to bereavement leave, jury duty, subpoena, military leave, and disability leave in accordance with Article 14 of the City's Personnel Rules and Regulations.

E. First Year Accruals. Prior to executing this Agreement, Employee was a member of the Management Employees' Association. The Parties intend that the Employee's accrued and unused Vacation, Administrative, and Sick Leave balances shall carry over to his new role. For the period between the Effective Date of this Agreement and the end of the current fiscal year, Employee will receive Vacation, Administrative, and Sick Leave benefits on a prorated basis, calculated from the Effective Date of this Agreement.

2. Holidays. City shall provide one hundred twenty-eight (128) hours annually in lieu of Holiday or Float Pay accrued at the rate of 4.92 hours per pay period. The City's payment of

these 128 hours shall fully compensate Employee for the above-referenced thirteen (13) holidays and three (3) floating holidays, even if required to work on any of the above referenced holidays. Employee's use of the 128 hours of Holiday Pay during a fiscal year will be deducted on an hour-for-hour basis. City will pay the cash value, at the current rate of pay, of any unused balance of the one hundred and twenty-eight (128) hours at the end of a fiscal year to the Employee at the first full pay period in July of the following fiscal year.

3. Insurance. City at its expense will provide the following coverages:

A. Medical. Employee will choose which coverage he desires for himself and his dependents, if any, between the City's Modified Classic Preferred Provider Plan (PPO) or a Custom 15 Exclusive Provider Organization (EPO) or any successor or replacement plans. Employee shall contribute to the City's premium costs for such coverage as follows:

- From the Effective Date of this Agreement through November 30, 2030, Employee shall pay twenty percent (20%) of the City's cost for coverage.

Should the Employee's dependents have health coverage elsewhere and he elect not to enroll his dependents in the City's health plan, or should he discontinue dependent coverage under the City's plan, he shall receive an additional Forty-Five Dollars ($45.00) in taxable compensation per pay period in accordance with the benefit provided to the Management Unit.

B. Dental. City shall pay for dental coverage up to One Thousand Dollars ($1,000.00) per person per calendar year pursuant to the City's selected plan.

C. Life Insurance. Accidental Death and Dismemberment – One (1) Year of Annual Salary Term Life Insurance – One (1) Year of Annual Salary.

D. Vision. City shall provide Employee with a coverage through VSP vision care program at the City's expense.

E. Long Term Disability. City shall provide and pay for long term disability insurance for Employee.

F. Retirement Medical Insurance. If Employee retires with at least ten (10) continuous years of service to the City, he shall be eligible to receive Retirement Medical Insurance through the City. Between the ages of sixty (60) and sixty-five (65), Employee shall be responsible for twenty-five percent (25%) of the premium costs. After age sixty-five (65), Employee shall no longer be eligible for Retirement Medical coverage from the City. Employee may elect to include a spouse in this coverage, subject to the same provisions and conditions applicable to the retired Employee**.**

4. Annual Physical. City shall pay Employee an allowance of Two Hundred Fifty Dollars ($250.00) per fiscal year for an annual physical examination.

5. Retirement. City shall provide Employee with the California Public Employees' Retirement System's (CalPERS) Two Percent (2%) at Sixty-Two (62) Plan for Miscellaneous Members, pursuant to the contractual provisions between the City of Sonora and CalPERS. Employee shall pay a percentage of his salary to fund the employee share of the pension at the PEPRA rate established by CalPERS. City shall match the employee contribution amount.

SONORA CITY ADMINISTRATOR SALARY RANGE TABLE
EFFECTIVE DECEMBER 1, 2025

Percentage to apply to all salaries	0.00%
Hours worked bi-weekly	80

Classification	**Max**
City Administrator	$185,000.00

	Range		
		Annually	Hourly
City Administrator	Max	$185,000.00	$88.94

Revised: 11/17/2025