City of Carpinteria
City Council Regular Meeting Agenda
Monday, June 23, 2025
Council Chamber, 5775 Carpinteria Avenue, Carpinteria, CA 93013

5:30 p.m. Regular Meeting
In-Person and Virtual Participation Options

Attendance/Viewing Options:

- Attend the in-person meeting in City Council Chambers at City Hall (5775 Carpinteria Ave.).
- View the meeting live through the City's website (https://carpinteriaca.gov/city-hall/agendas-meetings/).
- View the meeting on Government Access Television Channel 21 (broadcast live and rebroadcast on the Wednesday and the Saturday following the meeting at 8:00 p.m. and 5:00 p.m., respectively).
- Call 669-900-9128 (and enter Webinar ID 889 0390 2262) to listen to the meeting.
- Join the City's Zoom webinar by CLICKING HERE. Alternatively, you can join the Zoom webinar by logging on to www.zoom.us, downloading the application, selecting "Join Meeting", and entering Webinar ID 889 0390 2262.
- Spanish interpretation will be available at the in-person meeting and through the City's Zoom webinar.

Public Comments

- Provide a live public comment in City Council Chambers at City Hall (5775 Carpinteria Ave.).
- Provide a live comment through the City's Zoom webinar platform (through the link provided above). To make public comments through this platform please use the "raise your hand" feature to notify staff that you would like to make a public comment during designated public comment times. Once it is your turn to provide a public comment, staff will unmute your microphone and you will be given a designated amount of time to provide your comment. At the end of your comment, staff will once again mute your microphone.
- Submit a written comment (as either a general public comment or on a specific agenda item) to be distributed to Council Members by **12:00 P.M. on the day of the meeting** by either submitting your comment via (1) email to PublicComment@carpinteriaca.gov, or (2) the **eComment** link on the City's agenda website available at https://carpinteriaca.gov/city-hall/agendas-meetings/. Please reference the agenda item to which your comment pertains. Although written comments become part of the record, they will not be read aloud at the meeting.

Please note that the City will make every effort to make the meeting accessible virtually; however, if one of the above virtual attendance/viewing or public comment options is unavailable due to technological issues, you are invited to take advantage of one of the other participation options outlined above (including attending and providing public comment in-person in the City Council Chambers). Additional options may be made available at the meeting.

Levine Act Warning

Applicants and their agents before the City Council are subject to the campaign disclosure provisions detailed in Government Code Section 84308. No City Council Member may accept, solicit, or direct a contribution of more than $500 from any party for 12 months following the date a final decision is rendered by the City. No City Council Member may accept, solicit, or direct any contribution from an agent of the party during the same time frame. This prohibition commences when an item involving the entitlement has been placed on the City Council's agenda for a public meeting, when the City Council Members knows the action is within the City Council's jurisdiction and it is reasonably foreseeable that it will come before the City Council as a decisionmaker, or when the proceeding is before the City Council for its decision. A party to a City proceeding —which includes both applicants and agents—shall disclose on the record of the proceeding any contribution of more than $500 made to any Council Member by the applicant, or any donations made by the agent, during the preceding 12 months. No party to a City proceeding, or agent, shall make a contribution to a Council Member during the proceeding and for 12 months following the date a final decision is rendered by the City. Prior to rendering a decision on a City proceeding, any Council Member who received contribution of more than $500 within the preceding 12 months from any party, or who received any donations from an agent, to a proceeding shall disclose that fact on the record of the proceeding, and shall be disqualified from participating in the proceeding. However, if any Council Member receives a contribution that otherwise would require disqualification, and returns the contribution within 30 days of knowing about the contribution and the relevant proceeding, the Council Member shall be permitted to participate in the proceeding. If you believe that these provisions apply to you or a Council Member, please inform the City Clerk at the earliest possible opportunity. Failure to do so may affect the City's ability to process your application.

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

COUNCILMEMBER(S) REQUEST FOR REMOTE PARTICIPATION UNDER AB 2449: The City Council may consider Councilmember(s) request to participate in the meeting remotely under the regulations of AB 2449 by making the necessary findings and voting on whether the Councilmember(s) may participate remotely.

AGENDA MODIFICATIONS: The City Council may modify the regular agenda by tabling items, adding urgency items to the agenda, or changing the order in which items are considered. Changes to the Consent Calendar are considered at the time the Consent Calendar is considered.

INTRODUCTIONS, PROCLAMATIONS AND PRESENTATIONS:

1. Employee Service Awards.

2. Carpinteria-Summerland Fire Protection District Presentation regarding its services, mutual aid assistance, and interaction with the City of Carpinteria by Fire Chief Robert Kovach and Fire Marshall Mike LoMonaco & Santa Barbara County Fire Safe Council Presentation on its mission/vision, programs, resources, and current/future involvement with the City of Carpinteria by Kate Furlong, Community Resilience Domain Lead.

PUBLIC INFORMATION REPORTS AND ANNOUNCEMENTS

This may include updates on law enforcement activity within the City from a Sheriff's Office representative or a report from a representative of the First District Supervisor's Office.

CITY MANAGER'S REPORT

The City Manager will report to the City Council regarding various City and/or community events and/or matters of interest. There will be no City Council discussion except to ask questions or refer matters to staff; and no action will be taken unless listed on a subsequent agenda or as otherwise specified below.

a. City Employee Updates
b. Updates on Capital Improvement Projects
c. Updates on Development Applications
d. Other City/Community Updates

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

This is a time for public comments on matters not otherwise on the agenda but within the subject matter jurisdiction of the City Council. The Mayor may establish reasonable regulations for public comment based on the time available and/or the number of persons waiting to speak. Typically, the Council's practice has been to limit each speaker to three minutes. The audio-visual system in the Council Chamber is not available for speaker use during the general Public Comment period.

The City and the City Council are not responsible for the content of statements made during the public comment period, or the factual accuracy of any such statements.

CONSENT CALENDAR: Items on the consent calendar are considered to be routine and are normally enacted by one unanimous vote of the Council. If you wish to speak on a consent calendar item, please do so during the public comment period provided at the beginning of this item.

3. Approve the minutes of the regular meeting held June 9, 2025.

4. Receive and file the Expenditures for the period beginning June 2, 2025 and ending June 13, 2025.

5. Receive and file the Report of Contracts Executed by the City Manager for the Period of May 7, 2025 through June 2, 2025.

6. Receive and file the Monthly City Treasurer's Report on Compliance with Statement of Safekeeping an Investment of Public Funds for May 2025.

ADMINISTRATIVE MATTERS:

7. Cancellation of the regular City Council meeting of August 11, 2025.

   Recommendation: Authorize the cancellation of the August 11, 2025 City Council meeting.

   Staff Presenter: Ryan Kintz, Assistant City Manager

   a. Staff Report
   b. Public Comment
   c. City Council Determination

PUBLIC HEARING:

8. Adoption of the Fiscal Year 2025/26 – 2026/27 Two-Year Budget, setting related Appropriations Limits as required by State law, making year-end amendments to the Fiscal Year 2024/25 Budget, updating Budget and Fiscal Policies, and adopting Salary Schedules for Fiscal Year 2025/26.

   Recommendation: Receive the staff report and public comments, close the public hearing, provide staff with direction concerning any changes to the proposed budget and take the following actions: (1) Approve and adopt by Resolution No. 6405, the Municipal Budget for Two Fiscal Years 2025/26 and 2026/27, including authorization of year-end amendments for Fiscal Year 2024/25, and updating the Budget and Fiscal Policies; and (2) Establish the appropriation limit for the City of Carpinteria for the Fiscal Year 2025/26 through adoption of Resolution No. 6406; and (3) Establish the appropriation limit for the Street Lighting District No. 1 for the Fiscal Year 2025/26

through adoption of Resolution No. 6407; and (4) Approve and adopt Fiscal Year 2025/26 Salaries for SEIU-represented Employees, Miscellaneous and Management Employees, and Part-Time, Temporary, and Seasonal Employees by Resolution Nos. 6408, 6409, and 6410, respectively. *(Requires a roll call vote.)*

Staff Presenter: Michael Ramirez, City Manager

a. Staff Report
b. Public Comment
c. City Council Determination

CONSIDERATION OF ANY ITEMS REMOVED FROM CONSENT CALENDAR AND/OR OTHER AGENDA ITEMS REQUESTED TO BE ADVANCED

MATTERS CONTINUED FROM PREVIOUS MEETINGS: NONE

OTHER BUSINESS:

9. Adopt Resolution No. 6411, Amending the Conditions of Employment for Miscellaneous Unrepresented and Management Personnel, Including Updates to the Merit Pay Cap, Leave Accrual Clarifications, Health Insurance Contributions, and Other Clarifying Revisions.

   Recommendation: Adopt Resolution No. 6411, amending the Conditions of Employment between the City of Carpinteria and Miscellaneous and Management Personnel, including updates to the merit pay cap, leave accrual provisions, health insurance contributions, and other clarifying revisions, for the period of July 1, 2025 – June 30, 2026, and authorize the City Manager to implement the changes effective July 1, 2025.

   Staff Presenter: Ryan Kintz, Assistant City Manager and Teresa Ilasin, Management Analyst II

   a. Staff Report
   b. Public Comment
   c. City Council Determination

LEGISLATIVE UPDATE: The City Council will discuss local, state and/or federal legislation under consideration and decide whether to direct staff to place a matter(s) on a future City Council agenda for consideration.

COMMITTEE REPORTS, INQUIRIES AND OTHER MATTERS PRESENTED BY COUNCILMEMBERS

Informational reports from Councilmember representatives on the committees, commissions and organizations listed below. This is also an opportunity for Councilmembers to request information from staff or seek support from fellow Councilmembers for future agenda items.

1. Appointees to Other Government Agencies

    a. Beach Erosion Authority for Clean Oceans and Nourishment (BEACON) (Mayer/Alt. Clark)
    b. California Joint Powers Insurance Authority (CJPIA) (Solórzano/Alt. Clark)
    c. Santa Barbara County Association of Governments (SBCAG)(Clark/Alt. Nomura)
    d. Santa Barbara County Air Pollution Control District (APCD)(Clark/Alt. Nomura)
    e. Central Coast Community Energy (3CE) (Goleta/Alt. Nomura)
    f. Santa Barbara Mosquito and Vector Management District (Joe Franken)
    g. Santa Barbara Metropolitan Transit District (Solórzano)

2. Regional Committees

    a. Channel Counties Division, League of California Cities (Nomura/Alt. Solórzano)
    b. Santa Barbara Joint Affordable Housing Task Group (Mayer/Alt. Alarcon)
    c. Santa Barbara County Elected Leaders Forum to Address Homelessness (Mayer/Alt. Alarcon)
    d. South Coast Youth Safety Partnership (Solórzano/Alt. Mayer)
    e. Multijurisdictional Solid Waste Task Group (Mayer/Alt. Alarcon)

3. Joint and Standing Committees

    a. City Council/Economic Vitality Committee (Alarcon & Mayer)
    b. City Council/Public Safety Committee (Clark & Nomura)
    c. City Council/School Board Committee (Mayer and Solórzano)
    d. City Council/Utilities Committee (Nomura & Clark)
    e. City Council/First District Supervisor Committee (Alarcon & Mayer)
    f. City Council Finance/Budget Committee (Alarcon & Clark)
    g. Transportation Committee (Clark & Mayer)
    h. Development Review Committee (Joint Committee membership from City Council, Planning Commission and Architectural Review Board) (CC: Clark & Nomura) (PC: To Be Selected by Planning Commission) (ARB: Stein & O'Connor)
    i. General Plan and Coastal Plan Update Committee (Joint Committee membership from City Council and Planning Commission) (Solórzano & Clark) (PC: Benefield and Salant)
    j. Public Facility Site Acquisition/Development Committee (Clark & Nomura)

k. Sustainability Committee (Nomura & Solórzano)
l. Public Engagement Committee (Solórzano & Nomura)

4. Ad Hoc Committees

a. E-Conveyance Committee (Mayer & Alarcon)

5. Appointed Representatives to Area Boards & Committees

a. Community Media Access Center (Gary Dobbins)
b. County Library Advisory Committee (Glynn Birdwell)

ATTENDANCE OF COUNCILMEMBERS FOR FUTURE MEETINGS

ADJOURNMENT

The next regular City Council meeting will be held on Monday, July 14, 2025 at 5:30 p.m.

In compliance with the Americans with Disabilities Act, if you need assistance to participate in this meeting, please contact the City Clerk's Office at (805) 755-4403 or the California Relay Service at (866) 735-2929. Notification two business days prior to the meeting will enable the City to make reasonable arrangements for accessibility to this meeting.

Materials related to an agenda item submitted to the City Council after distribution of the agenda packet are available for public review at the City Clerk's Office, located at 5775 Carpinteria Avenue, Carpinteria, CA 93013 or by going to the City's website at https://carpinteriaca.gov/city-hall/agendas-meetings/.

This agenda was posted on Wednesday, June 18, 2025, in the City Clerk's Office, on the City Hall Public Notices Board, and on the Internet.

Agenda Section: Presentations
Agenda Item No.: 1
Council Meeting Date: June 23, 2025

Service Award

Presented to

Nick Bobroff

In Appreciation of twenty years of Loyal and Dedicated Service to the City of Carpinteria.

20 Years of Service

We commend your professionalism, integrity, and service to the residents of Carpinteria. On behalf of the City Council, staff, and community, we extend our sincere appreciation and best wishes.

Presented this 23rd day of June, 2025
at a meeting of the City Council of the City of Carpinteria
With gratitude and respect,



Natalia Alarcon, Mayor

Michael Ramirez, City Manager

Service Award

Presented to

Syndi Souter

In Appreciation of five years of Loyal and Dedicated Service to the City of Carpinteria.

5 Years of Service

We commend your professionalism, integrity, and service to the residents of Carpinteria. On behalf of the City Council, staff, and community, we extend our sincere appreciation and best wishes.

Presented this 23rd day of June, 2025
at a meeting of the City Council of the City of Carpinteria
With gratitude and respect,

Natalia Alarcon, Mayor

Michael Ramirez, City Manager

Agenda Section: Presentations
Agenda Item No.: 2
Council Meeting Date: June 23, 2025

City of Carpinteria

COUNCIL AGENDA STAFF REPORT

ITEM FOR COUNCIL CONSIDERATION

Carpinteria-Summerland Fire Protection District Presentation regarding its services, mutual aid assistance, and interaction with the City of Carpinteria by Fire Chief Robert Kovach and Fire Marshall Mike LoMonaco & Santa Barbara County Fire Safe Council Presentation on its mission/vision, programs, resources, and current/future involvement with the City of Carpinteria by Kate Furlong, Community Resilience Domain Lead.

STAFF RECOMMENDATION

Receive and file the presentations from the Carpinteria-Summerland Fire Protection District and the Santa Barbara County Fire Safe Council.

Sample Motion: I move to receive and file the presentations from the Carpinteria-Summerland Fire Protection District and the Santa Barbara County Fire Safe Council.

DISCUSSION

The Carpinteria-Summerland Fire Protection District will provide the City Council with a presentation on the following:

- Fire District Boundaries
- Organizational Structure
- Services Provided, Responses and Mutual Aid Assistance
- Interaction with City of Carpinteria

The Santa Barbara County Fire Safe Council will provide the City Council with a presentation regarding the following:

- Background of the Fire Safe Council
- Mission/Vision
- Programs, Resources, and Current/Future Involvement in the City

FINANCIAL CONSIDERATIONS

There are no financial considerations presented.

LEGAL AND RISK MANAGEMENT CONSIDERATIONS

There are no legal nor risk management considerations presented.

OPTIONS

1. Receive and file the presentation (staff recommendation).
2. Provide direction to staff.

PRINCIPAL PARTIES EXPECTED AT MEETING

Fire Chief Robert Kovach and Fire Marshall Mike LoMonaco with Carpinteria-Summerland Fire Protection District; Kate Furlong, Community Resilience Domain Lead with Santa Barbara County Fire Safe Council

ATTACHMENTS

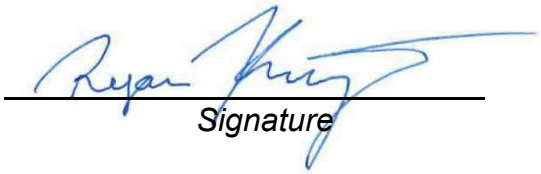
A. Carpinteria-Summerland Fire Protection District Presentation Slides
B. Santa Barbara County Fire Safe Council Presentation Slides

Staff contact: Brian C. Barrett, City Clerk
(805) 755-4403; brianb@carpinteriaca.gov



Signature

Reviewed by: Ryan Kintz, Assistant City Manager
(805) 755-4400, ryank@carpinteriaca.gov



Signature

ATTACHMENT A

Carpinteria-Summerland Fire Protection District Presentation Slides

Agenda Section: Presentations
Agenda Item No.: 2

Council Meeting Date: June 23, 2025

Carpinteria-Summerland Fire Protection District

June 23, 2025

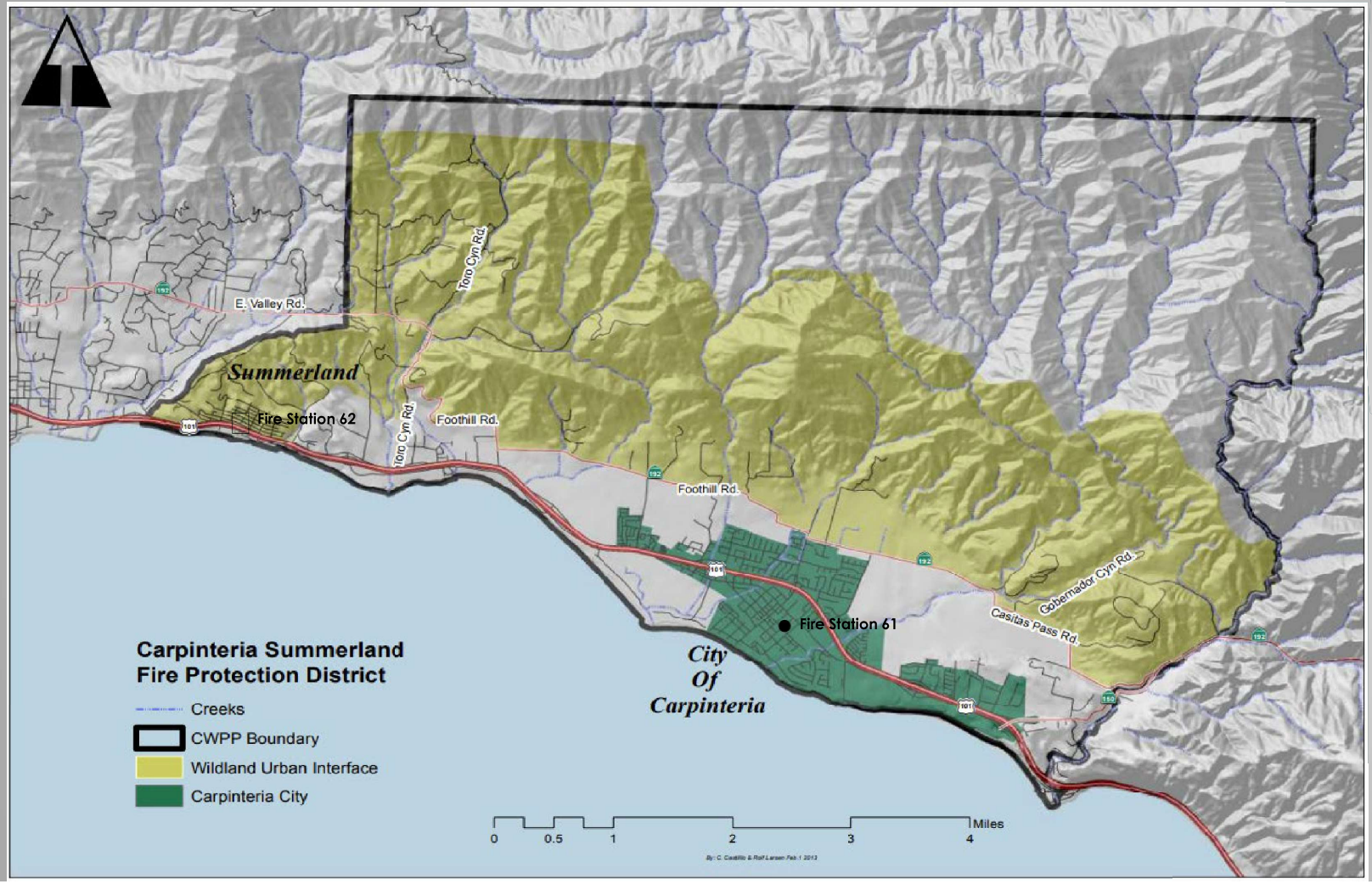
Carpinteria City Council Presentation



Agenda

- Fire District Boundaries
- Organizational Structure
- Services Provided, Responses and Mutual Aid Assistance
- Interaction with City of Carpinteria
  - Coordination/Communication during major emergencies
    - Emergency Management/EOC/OEM
  - Collaboration with City Building & Planning Departments
  - Joint Community Events
    - Avocado Festival – Emergency Action Plan / EMS
    - CERT Program Support
    - CPR classes at CHS
  - Lifeguard training & staffing
- Conclusion

Fire District Boundary

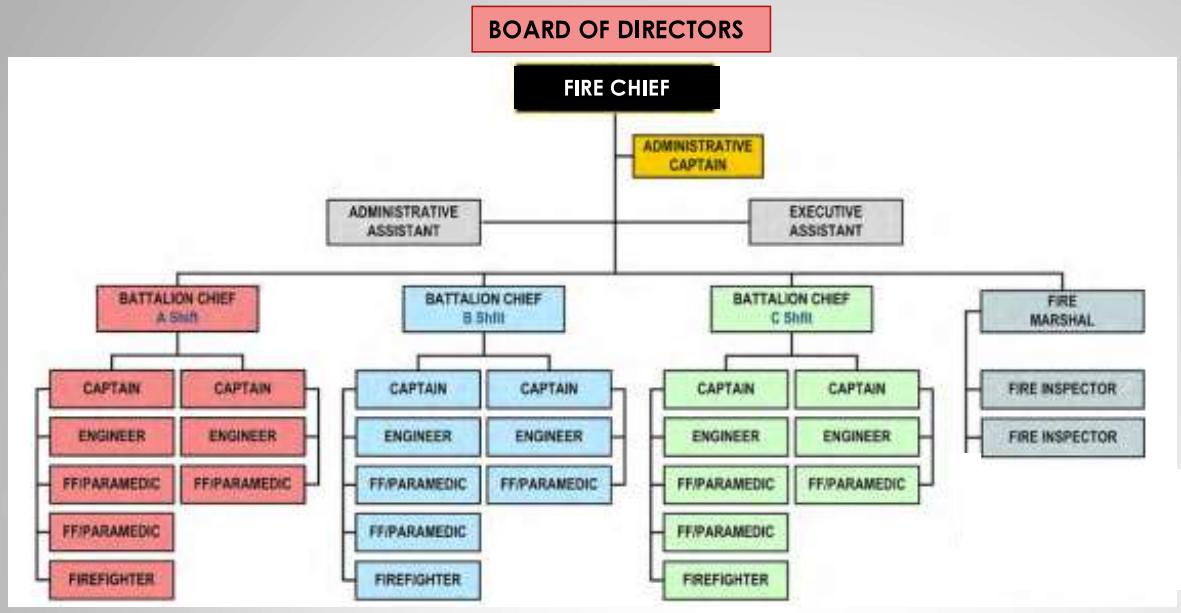




- Officially formed June 15, 1934
- District covers over 40 square miles



Organizational Structure





Fire Station 61 – Carp.
911 Walnut Ave.
1 - Battalion Chief
1 - Fire Engine (3)
1 - Squad (2)



Fire Station 62 – Summerland
2375 Lillie Ave.
1 - Fire Engine (3)



Fire Headquarters – Carp.
1140 Eugenia Place
1 - Fire Chief
3 - Admin. Staff
3 - Fire Prevention Staff

Services Provided

All Risk Agency

- Fires
- Medical Emergencies
- Wildland Fires
- Rescues (Water, Trail, Technical, USAR)
- Transportation Accidents (Vehicle, Bike, Train)
- Hazardous Conditions (Power Lines, Odors, HazMat)
- Public Assistance
- Public Education (Emergency Preparedness, Ready Set Go, CPR/AED)
  - CPR training at Carpinteria High School
- Fire Prevention, Code Enforcement, and Vegetation Management

Response

- Daily – 2 Fire Engines, Squad, Battalion Chief
- Additional – 1 Reserve Fire Engine, 2 Brush Trucks, 1 Brush Patrol, 2 RWC's (Rescue Watercrafts), 1 UTV (Utility Task Vehicle), Misc. Support.
- Automatic & Mutual Aid Provided & Received – Local, State, Federal.

Interaction with City of Carpinteria

- Coordination and Communication during Major Events
  - Preparedness and Evacuations
- Emergency Management / EOC / OEM
  - Genasys – Assisted City Staff with establishing zones / critical facilities
  - CERT – Assisted with current class finishing July 1st, and January 2026
  - Listos – Emergency training, hosted training at Fire Station 61
    - Hosting Carp Childrens Project in Oct/Nov
  - EOC Earthquake drill scheduled for October 16th
- Fire Prevention Bureau
  - Constant interaction with City Building and Planning staff for development review, permitting and field inspections.
- Training
  - EOC Refresher
  - Lifeguard Academy – Our Water Rescue Team participates/demonstrates
  - Planning phase for CPR, AED, Fire Extinguisher and First Aid training

Community Events Collaboration

- Avocado Festival – Create Emergency Action Plan, Staff First Aid Booth, Staff Fire Prevention Education Booth
- Independence Day & Holiday Parades
- July 4th Fireworks signage & patrolling
- Memorial Day Service at Carpinteria Cemetery
- National Night Out in August
- City of Carpinteria 60th Birthday events in September
- Beach Lifeguard staffing
- Junior Lifeguard competition rescue standby

Summary

- The Fire District proudly provides All-Risk services to the City of Carpinteria and surrounding unincorporated areas.
- The City and the District closely interact and collaborate on a continual basis.
- Any Questions?

ATTACHMENT B

Santa Barbara County Fire Safe Council Presentation Slides



Agenda Section: Presentations
Agenda Item No.: 2
Council Meeting Date: June 23, 2025

Santa Barbara County Fire Safe Council

FireSafe COUNCIL
SANTA BARBARA COUNTY

About SBCFSC

- 501c3 established in 1997 to provide a connection between communities and agencies
- **Mission**: Promote wildfire safety through education and action
- Only FSC in SB County



About SBCFSC

	1997-2021	2021-2025
Personnel	All volunteer board	
Grants	~3	
Funds	~$300k	
Programs	0	
Projects	~3	

About SBCFSC

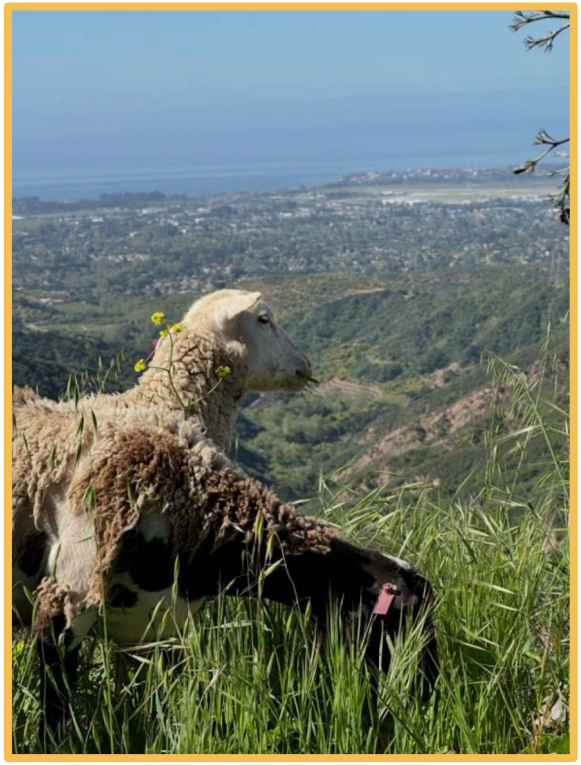
	1997-2021	2021-2025
Personnel	All volunteer board	8 FT staff, 2 PT staff, 2 seasonal interns
Grants	~3	10
Funds	~$300k	$10.3 million
Programs	0	11
Projects	~3	7

Our Programs

Prescribed Herbivory

- Removes fine vegetation in hard-to-reach places, creating fuel breaks and defensible space.

- Lowers wildfire fuel loads *and* improves ecosystems by knocking back invasive plants, keeping grasslands open, and supporting native habitat without machinery, fire, or chemicals.

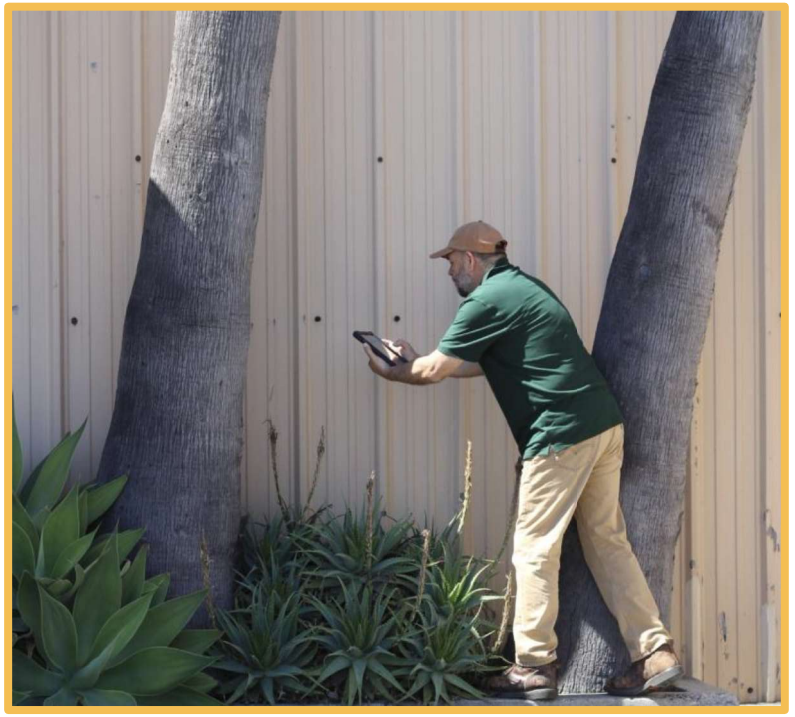


Our Programs

Home Evaluations

- Our trained evaluators review your defensible-space zones and home-hardening measures, then provide tailored recommendations to improve your wildfire resilience.

- We offer this service at no cost to homeowners, focusing on education and practical guidance rather than enforcement.



Our Programs

Firewise USA

- A free, voluntary program from the National Fire Protection Association that helps neighborhoods organize, plan, and take collective action to reduce wildfire risk.

- Empowers local engagement & ongoing resilience. Residents track fuels reduction, volunteer hours, and expenses yearly to foster sustained, grassroots wildfire preparedness.



Our Programs

Community Chipping

- Free curbside chipping services for residents living in select neighborhoods throughout Santa Barbara County. Residents stack vegetation at the curb, and we chip and haul it away.

- As part of the chipping program we also offer “Tag & Trim” services to clear road ways and provide roll-off dumpsters for unchippable material.



Impacts in 2024



1,251 tons vegetation removed



724 acres grazed



179 home evaluations



3,068 individuals educated

11 Firewise communities



31 At-risk residents assisted with defensible space



4 students mentored

FSC Involvement with Carpinteria

Firewise USA

- Free & voluntary program
- Provides a collaborative framework to help neighbors get organized, find direction, and take action to decrease wildfire risk of their homes and community.
- NO regulation enforcement!
- Benefits: Increase wildfire knowledge, strengthen community connectedness, increase grant appeal, potential insurance discounts.

NFPA | FIREWISE USA®
RESIDENTS REDUCING WILDFIRE RISKS

FSC Involvement with Carpinteria

Firewise USA

- 41 certified communities so far in Santa Barbara County.
- 1 certified neighborhood in Carpinteria, 1 in Summerland, with several others in process.
- The FSC works closely with the Carpinteria / Summerland Fire Department to create and certify these communities.

NFPA | FIREWISE USA®
RESIDENTS REDUCING WILDFIRE RISKS

FSC Involvement with Carpinteria

Focus Groups

- The FSC hosts focus groups throughout the county to better understand what our communities needs are.

- We have already hosted several focus groups in Carpinteria and Cuyama and there are more focus groups planned for the future.



FSC Involvement with Carpinteria

Focus Group foundational questions:

- What support do communities need to engage in wildfire mitigation practices (home hardening, defensible space, etc)?
- What community-based solutions have been successful that could be capacitated and upscaled?
- What is the level of awareness of / access to organization resources?
- Does the support offered by organizations address community needs? What should change?
- What is the best way for organizations to connect / communicate with community members?

Contact Us

FireSafe COUNCIL
SANTA BARBARA COUNTY

sbfiresafecouncil@gmail.com

(805) 220-9037

sbfiresafecouncil.org

Roy Lee
County Supervisor, First District

Agenda Section: Public Information

Agenda Item No.: N/A

Council Meeting Date: June 23, 2025

Date: June 17, 2025

To: Michael Ramirez, City Manager + Honorable Carpinteria City Council

From: Supervisor Roy Lee

Subject: 6/23 Agenda for Report from First District Supervisor Roy Lee

CC: Brian Barrett, City Clerk

Updates from District 1 Supervisor Roy Lee at Carpinteria City Council Meeting:

1. Update on County Budget
2. Community Resource Deputy
3. SBC Office of Arts + Culture awards two Arts Making Impact Grants to Carpinteria orgs:
    a. Alcazar Theatre
    b. Carpinteria Skate Foundation

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Agenda Section: City Manager's Report
Agenda Item No.: N/A
Council Meeting Date: June 23, 2025

MEMORANDUM

Council Meeting Date: **June 23, 2025**

To: Honorable Mayor and City Council

From: Michael Ramirez, City Manager

Subject: **City Manager's Report**

CITY EMPLOYEE UPDATES

Recruitments

Below is a partial list of open recruitments and their current status. Additional information on City job openings is available online at https://carpinteriaca.gov/city-hall/human-resources/.

- Environmental Program Manager – Full-Time
  - Pending Screening
- Public Works Manager – Full-Time
  - Pending Selection
- Community Engagement Library Specialist – Full Time
  - Pending Screening
- Aquatics Program Coordinator – Full Time
  - Pending Screening
- Community Garden Coordinator – Part Time
  - Pending Screening

UPDATES ON CAPITAL IMPROVEMENT PROJECTS

Carpinteria High School Area Crosswalk Safety Improvements Project

The City Clerk opened bids on June 17, 2025, for the Carpinteria High School Area Crosswalk Safety Improvements Project. The Public Works Department is currently evaluating bids.

Linden Avenue Improvements Project- Carpinteria Avenue to Linden Avenue Overcrossing

The City Clerk also opened bids on June 17, 2025, for the Linden Avenue Improvements Project- Carpinteria Avenue to Linden Avenue Overcrossing. The Public Works Department is currently evaluating bids.

UPDATES ON DEVELOPMENT APPLICATIONS

Franklin Creek Trail Project

The City's proposed Franklin Creek Trail project, which would provide an improved multi-use trail along Franklin Creek from Carpinteria Avenue to Seventh Street, is scheduled to be reviewed by the City's Planning Commission on Monday, July 7th at 5:30 p.m. in the Council Chambers at City Hall. The agenda and staff report for the item will be published and available on the City website by no later than Thursday, July 3rd at: https://carpinteriaca.gov/city-hall/agendas-meetings/

OTHER CITY/COMMUNITY UPDATES

Draft CLUP/GP Update Release

The complete Draft Coastal Land Use Plan/General Plan (CLUP/GP) document was released for public review on **June 10, 2025** for a 60-day public comment period. CDD staff will also be holding a public workshop on Tuesday, **July 8, 2025** to provide an overview of the CLUP/GP and to receive public feedback. The workshop will be held at 6:00 p.m. at the Carpinteria Community Library. This information is posted on the City's project webpage at https://carpinteriaca.gov/city-hall/community-development/planning/general-plan-local-coastal-plan-update/.
Anyone can be added to the interested parties list by emailing GPUpdate@carpinteriaca.gov or by signing up for notices here: https://mailchi.mp/997a036a45a2/thecurrent_cityofcarpinteria.

Multifamily Residential Smoking Ban Takes Effect on July 1st

The City's adopted prohibition on smoking in multifamily residential properties will take effect on July 1. The prohibition includes smoking in individual units and in common areas. Additional information about the adopted ordinance, and FAQs for property owners, property managers, HOAs, and residents of multifamily housing units can be found on the City's website at: https://carpinteriaca.gov/city-hall/community-development/code-compliance/smoking-regulations-update-ordinance-no-778/

AgeWell Lecture Series: On-Demand Transit in Carpinteria

On Thursday, June 26th, from 1:00 PM to 2:15 PM in the Veterans Hall Meeting Room, the City's AgeWell program will host an informational session and Q&A at the Veterans Memorial Hall Meeting Room to introduce community members to The Wave, a new on-demand transit service recently launched by the Santa Barbara Metropolitan Transit District (MTD).

This session is designed to provide community members with important details about the service, including how to use it and what to expect. The Wave offers curb-to-curb transportation within Carpinteria for a flat fare, significantly enhancing local mobility options. Riders can schedule trips through a smartphone app or by calling the transit center directly.

The service is expected to improve overall connectivity within the city and expand access to areas that were previously underserved by public transit.

Summer Reading Program at the Carpinteria Community Library

The 2025 Summer Reading Program "Take Me To Your Reader", runs from June 13 through August 2 in the Carpinteria Community Library.

Centered around the theme of space exploration, the program invites community members of all ages to embark on a literary journey through the solar system while discovering the elements that shape the universe. Participants may pick up complimentary reading logs at the library to track their progress and earn weekly prizes for time spent reading. All events and activities are free of charge.

Summer Reading Program Events:

- **Family Movie Night** – June 20 at 5:30 PM in the Library Community Room. A family-friendly film screening with complimentary popcorn.

- **TaleWise Science Heroes: Adventure of the Missing Color** – June 27 at 3:00 PM in the Library Community Room. A dynamic science-themed storytelling event for children and families.

- **Moxi "Stomp Rockets!" Stop by anytime for science fun!** – July 11 at 2:00 PM at the Veterans Hall Courtyard. A lively educational experience for children focused on the principles of movement and power.

Upcoming Community Library Programs

Knitting Workshop "Knit with Pride" continues on June 25 at 1:00 PM in the Library Community Room. Join the Carp Knitting Group to embark on a creative needlework project in celebration of Pride Month, yarn and needles will be provided for participants who do not have their own.

Basic ESL Summer Class: Saturdays from June 21 to August 9 at 9:30 AM in the Library Community Room. A foundational course aimed for learners without any or little English background.

Beach Bingo "World's Safest Bingo!" Thursdays from July 3 to August 28 at 6:00 PM, at Carpinteria Beach at the end of Linden. Join the Library every Thursday night for an exciting evening of bingo, fantastic prizes, and great company.

Agenda Section: Consent Calendar
Agenda Item No.: 3
Council Meeting Date: June 23, 2025

City of Carpinteria
City Council Minutes
Regular Meeting
Monday, June 9, 2025

Council Chamber, 5775 Carpinteria Avenue, Carpinteria, CA 93013

In-Person and Virtual

CALL TO ORDER

Mayor Alarcon called the meeting to order at 5:35 pm.

ROLL CALL

Councilmembers present:	Councilmember Al Clark	(District No. 5)
	Councilmember Julia Mayer	(District No. 3)
	Councilmember Wade T. Nomura	(District No. 4)
	Vice Mayor Mónica J. Solórzano	(District No. 1)
	Mayor Natalia Alarcon	(District No. 2)

Staff members present:
Michael Ramirez, City Manager
Jena Shoaf Acos, on behalf of Brownstein Hyatt Farber Schreck, LLP acting as City Attorney of the City of Carpinteria
Ryan Kintz, Assistant City Manager
Brian C. Barrett, City Clerk
Lieutenant Rich Brittingham, Santa Barbara County Sheriff's Department
Nick Bobroff, Community Development Director
Juliza Briones, Program Manager
John L. Ilasin, Public Works Director
Stephon Downes, Management Analyst II
Jeanette Gant, Parks, Recreation & Community Services Director

PLEDGE OF ALLEGIANCE

Vice Mayor Solórzano read from a prepared statement announcing her abstention from participating in the flag salute due to the Federal government's actions in Los Angeles and across the country.

Mayor Alarcon led those present in the salute to the flag.

COUNCILMEMBER(S) REQUEST FOR REMOTE PARTICIPATION UNDER AB 2449

There were no Councilmember requests for remote participation under AB 2449.

AGENDA MODIFICATIONS: NONE

INTRODUCTIONS, PROCLAMATIONS AND PRESENTATIONS:

1. A Proclamation Recognizing June as Pride Month in the City of Carpinteria and Celebrating Pacific Pride Foundation's 50th Anniversary. *(Requires taking public comment and approval prior to the City Council reading and presenting the proclamation.)*

There was no public comment.

Motion by Vice Mayor Solórzano, seconded by Councilmember Nomura, to approve the Proclamation Recognizing June as Pride Month in the City of Carpinteria and Celebrating Pacific Pride Foundation's 50th Anniversary. Upon voice vote, the motion carried unanimously.

Julio Ramon representing Pacific Pride Foundation provided remarks and Mayor Alarcon and the Council presented the proclamation to him.

2. A Proclamation Honoring June 19, 2025, "Juneteenth Independence Day" in Recognition of June 19, 1865, When Enslaved Africans Learned of Their Freedom in the Southwestern States. *(Requires taking public comment and approval prior to the City Council reading and presenting the proclamation.)*

There was no public comment.

Motion by Councilmember Mayer, seconded by Councilmember Nomura, to approve the Proclamation Honoring June 19, 2025, "Juneteenth Independence Day" in Recognition of June 19, 1865, When Enslaved Africans Learned of Their Freedom in the Southwestern States. Upon voice vote, the motion carried unanimously.

Jordan Killebrew representing Juneteenth Santa Barbara provided remarks and Mayor Alarcon and the Council presented the proclamation to him.

TEMPORARY ADJOURNMENT FOR THE PURPOSE OF HOLDING THE MONTHLY MEETING OF THE CARPINTERIA LIBRARY BOARD OF TRUSTEES

Mayor Alarcon temporarily adjourned the meeting at 5:49 pm.

RECONVENE THE REGULAR MEETING OF THE CITY COUNCIL

Mayor Alarcon reconvened the meeting at 6:09 pm.

PUBLIC INFORMATION REPORTS AND ANNOUNCEMENTS

Lieutenant Brittingham with the Santa Barbara County Sheriff's Department provided a law enforcement report for the month of May.

There was no public comment.

CITY MANAGER'S REPORT

a. City Employee Updates

   Assistant City Manager Kintz provided an update on City recruitments.

b. Updates on Capital Improvement Projects

   None.

c. Updates on Development Applications

   Community Development Director Bobroff reported on the Surfliner Inn Project Notice of Preparation and the Public Scoping Meeting on June 16th at 5:30 pm in the Council Chambers. He also noted that the full draft of the City's Coastal Land Use Plan/General Plan will be released on June 10th and a public workshop will be held on July 8th to receive public feedback. Lastly, he mentioned an update to the City's Animal Control webpage to provide expanded resources to help connect individuals with lost pets.

d. Other City/Community Updates

   City Manager Ramirez spoke on CycleMANIA, Public Information Officer Juliza Briones attending a Spanish-Language Media Roundtable, the recent Fix-it-Fair, and announced that City Hall, the Community Pool, Carpinteria Library and AgeWell programs will be closed on Thursday, June 19th in observance of the Juneteenth holiday.

There was no public comment.

PLANNING COMMISSION ACTIONS: NONE

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

Speakers via Zoom: Davis Mersereau

Emails distributed: Mike Modugno, Lorraine McIntire, Shirley Strickler, Amy Gish, Nancy Corradini, Kelly O'Donnell, Tracey Garet, Katie Hamdy, Josef Blum, Susan Mailheau, Davis Mersereau, Jessica Petrillo, and Jack Mohr

In response to Mr. Mersereau's comment regarding the Carpinteria Unified School District's proposed removal of some classes from the Carpinteria Family School, Mayor Alarcon asked how the Council could respond.

Legal Counsel Acos noted the following ways the Council could respond:

- Councilmembers as individuals could attend the School District Board meeting to speak as individual residents of the City, but Councilmembers must make sure at the beginning of their public comment to state that they are there as a private individual, unless they had authorization from the Council to make statements on behalf of the Council.
- Council could take action and write a letter of support/opposition to a specific matter on an agenda or non-agenda matter that is within the purview of the School District; however, such a Council action is not agendized on tonight's meeting and could not be discussed, but it could be placed for action on a future agenda.

There was consensus of the Council to direct staff to schedule a meeting of the Joint and Standing City Council/School Board Committee to discuss this issue and other issues such as e-bikes, new crosswalks, etc.

CONSENT CALENDAR:

There was no public comment.

Motion by Councilmember Mayer, seconded by Councilmember Nomura, to approve the Consent Calendar Item Nos. 3 through 8. The roll call vote on the motion was as follows:

AYES:	Councilmember Clark, Councilmember Mayer, Councilmember Nomura, Vice Mayor Solórzano, and Mayor Alarcon
NOES:	None
ABSENT:	None
ABSTAIN:	None

The motion carried unanimously.

3. Approve the minutes of the regular meeting held May 27, 2025.

4. Receive and file the Expenditures for the period beginning May 19, 2025 and ending May 30, 2025.

5. Authorize the City Manager, pending City Council approval of the Fiscal Year 2025/26 – 2026/27 Two-Year Budget, to execute a two-year Agreement with New Beginnings to continue the Safe Parking Program in an amount not-to-exceed amount of $88,374, and adopt Resolution No. 6404 amending Resolution No. 6365 to remove the "pilot" designation from the Safe Parking Program Policy. *(Requires a roll call vote.)*

6. Authorize the Mayor to sign the Closeout Agreement and Release of Claims for the Via Real Stormwater Project with Toro Enterprises, Inc. and Authorize the City Manager to release the construction contract bonds after one year of acceptance of the work by the City in accordance with the warranty required by the construction contract. *(Requires a roll call vote.)*

7. Authorize the City Manager to execute Amendment No. 3 to the Agreement with RRM Design Group for the Franklin Creek Trail Improvement Project in an amount not-to-exceed $54,809 for a total amended agreement amount of $426,999. *(Requires a roll call vote.)*

8. Adopt Resolution No. 6403, approving the Stand-Alone Credit Card Usage Policy referenced in Section "O" of the Procurement Policy.

ADMINISTRATIVE MATTERS: NONE

PUBLIC HEARING:

9. Public Hearing on City Workforce Vacancies and Recruitment/Retention Efforts Pursuant to Government Code Section 3502.3 (AB 2561 Compliance).

   Recommendation: Conduct a public hearing pursuant to Government Code Section 3502.3 to receive a presentation on the City's current workforce vacancies, recruitment and retention efforts, and any identified obstacles to hiring, as required by Assembly Bill 2561. *(Requires a roll call vote.)*

Mayor Alarcon opened the public hearing at 6:53 pm.

Assistant City Manager Kintz presented the staff report and noted an error in that the Community Garden Coordinator position was inadvertently included in the staff report even though it is a part-time position and not subject to the AB 2561 reporting requirements.

Being that there was no public comment, Mayor Alarcon closed the public hearing at 7:00 pm.

Motion by Vice Mayor Solórzano, seconded by Councilmember Nomura, to receive and file the presentation on City workforce vacancies and recruitment and retention efforts, in compliance with Government Code Section 3502.3 (AB 2561). The roll call vote on the motion was as follows:

AYES:	Councilmember Clark, Councilmember Mayer, Councilmember Nomura, Vice Mayor Solórzano, and Mayor Alarcon
NOES:	None
ABSENT:	None
ABSTAIN:	None

The motion carried unanimously.

CONSIDERATION OF ANY ITEMS REMOVED FROM CONSENT CALENDAR AND/OR OTHER AGENDA ITEMS REQUESTED TO BE ADVANCED: NONE

MATTERS CONTINUED FROM PREVIOUS MEETINGS: NONE

OTHER BUSINESS:

10. Capital Improvement Plan Projects and Departmental Goals, Objectives, and Performance Measures for Fiscal Years 2025/26 and 2026/27.

    Recommendation: Receive and file report and presentation, and direct staff as appropriate.

City Manager Ramirez provided the staff report and PowerPoint presentation and responded to Council questions along with Public Works Director Ilasin, Management Analyst II Downes, and Parks, Recreation & Community Services Director Gant.

There was no public comment.

There was consensus of the Council for staff to:
- Establish and track baseline data for performance measures.
- Bring back information regarding the percentage of people that respond on the voter survey.
- Bring back the creation of a housing committee.

Motion by Vice Mayor Solórzano, seconded by Councilmember Nomura, to receive and file the report and presentation. Upon voice vote, the motion carried unanimously.

Mayor Alarcon recessed to a break at 8:27 pm and reconvened the meeting at 8:33 pm.

11. Authorize the execution of a Memorandum of Agreement (MOA) between the City of Carpinteria and the Santa Barbara County Office of Emergency Management regarding the activation of the ReadySBC alerts system, as well as the City's access to and use of Genasys, Emergency Zone Mapping Solution.

    Recommendation: Authorize the City Manager to execute the Memorandum of Agreement between the City of Carpinteria and the Santa Barbara County Office of Emergency Management concerning the activation of the Ready SBC alerts system and the Genasys EVAC, emergency zone mapping solution. *(Requires a roll call vote.)*

Program Manager Briones presented the staff report and PowerPoint presentation in conjunction with Yaneris Muñiz, Emergency Manager with the Santa Barbara County Office of Emergency Management.

There was no public comment.

Motion by Vice Mayor Solórzano, seconded by Councilmember Nomura, to authorize the City Manager to execute the Memorandum of Agreement between the City of Carpinteria and the Santa Barbara County Office of Emergency Management concerning the activation of the ReadySBC alerts system and the Genasys EVAC, Emergency Zone Mapping Solution. The roll call vote on the motion was as follows:

AYES:	Councilmember Clark, Councilmember Mayer, Councilmember Nomura, Vice Mayor Solórzano, and Mayor Alarcon
NOES:	None
ABSENT:	None
ABSTAIN:	None

The motion carried unanimously.

LEGISLATIVE UPDATE: NONE

COMMITTEE REPORTS, INQUIRIES AND OTHER MATTERS PRESENTED BY COUNCILMEMBERS

There were no committee reports, inquiries nor other matters presented by Councilmembers.

ATTENDANCE OF COUNCILMEMBERS FOR FUTURE MEETINGS

All Councilmembers are expected to be in attendance at the June 23rd Council meeting.

ADJOURNMENT

Mayor Alarcon adjourned the meeting at 8:57 pm.

_____
Natalia Alarcon, Mayor

ATTEST:

_____
Brian C. Barrett, CMC, CPMC
City Clerk

Agenda Section: Consent Calendar
Agenda Item No.: 4
Council Meeting Date: June 23, 2025

City of Carpinteria

COUNCIL AGENDA STAFF REPORT

ITEM FOR COUNCIL CONSIDERATION

Expenditures for the period beginning June 02, 2025 and ending June 13, 2025.

STAFF RECOMMENDATION

Receive and file Warrant Register for the period of June 02, 2025, through June 13, 025, pursuant to Carpinteria Municipal Code 2.08.150(F).

DISCUSSION

As part of each regular City Council agenda, a list of all checks disbursed since the last reporting period (Attachment A) is presented to the City Council pursuant to Carpinteria Municipal Code (C.M.C.) 2.08.150(F). The report is provided for City Council and public information and serves as staff's verification that the expenditures have been reviewed and are within budgeted appropriations.

FINANCIAL CONSIDERATIONS

The warrant register is designed to communicate the City's fiscal activity since the prior reporting period and ensure expenditures are within the approved budget.

ATTACHMENTS

Attachment A: Warrant Register for the period beginning June 02, 2025, and ending June 13, 2025.

Staff contact: Brenda Robinson, Accounting Specialist
(805) 755-4442, BrendaR@carpinteriaca.gov

Signature

Staff contact: Licette Maldonado, Admin Services Dir.
(805) 755-4448, LicetteM@carpinteriaca.gov

Signature

Reviewed by: Ryan Kintz, Assistant City Manager
(805) 755-4400, ryank@carpinteriaca.gov

Signature

Reviewed by: Michael Ramirez, City Manager
(805) 755-4450, michaelr@carpinteriaca.gov

Signature

ATTACHMENT A

Warrant Register

Carpinteria, CA

Date Range: 06/02/2025 - 06/13/2025

Vendor Number / Payable #	Vendor Name / Payable Type	Payable Description	Payment Date	Payment Amount	Number
Bank Code: AP Bank-AP Bank					
Payment Type: Regular					
	S & L SAFETY PRODUCTS		06/10/2025	(378.45)	105066
	ZWORLD GIS		06/10/2025	(2,977.00)	105394
	WENDELIN WAGNER		06/09/2025	(800.00)	105752
	ADVANTAGE TELECOM		06/05/2025	69.90	105882
169357	Invoice	JUN25 EMERGENCY PHONE LINE SERVICES			
	AMAZON CAPITAL SERVICES INC		06/05/2025	1,116.12	105883
11NP-YN7M-G67F	Invoice	BOOKS FOR LIBRARY			
17Y7-NGWY-YXJK	Invoice	2 EA. IPHONE CASES			
19H3-69XV-VRFN	Invoice	ZIP BOOKS:K. BAUER			
1CMR-9FQ7-W6N9	Invoice	ZIP BOOKS:M. SMITH			
1CRJ-39MQ-17N4	Credit Memo	BOOKS FOR LIBRARY			
1DXD-W13T-94P1	Invoice	BOOKS FOR LIBRARY			
1F3K-WGF1-197Q	Credit Memo	BOOKS FOR LIBRARY			
1FF4-7PDR-74K6	Invoice	SIGN MAKING STENCILS FOR SWIM TEAM			
1FT3-4H9G-L4M9	Invoice	SIGN STAND, DISPLAY STAND FOR COMMUNITY PROGRAMS			
1GYM-KFJJ-DCLG	Invoice	BOOKS FOR LIBRARY			
1HPW-YYY6-34NW	Invoice	UMBRELLA STAND, BROCHURE HOLDERS FOR COMMUNITY PRO			
1JTD-T1DK-44VY	Invoice	INSTANT ICE PACKS FOR SOFTBALL PROGRAM			
1KVN-CWRH-9HKY	Invoice	BOOKS FOR LIBRARY			
1L6P-9T17-1FNL	Credit Memo	BOOKS FOR LIBRARY			
1LH6-TT9T-TM4K	Invoice	BOOKS FOR LIBRARY			
1MT6-6GT1-TLK9	Invoice	WRIST REST FOR M. MUSOLF, FOOT REST FOR J. BRIONES			
1MTG-9WCM-PYGY	Invoice	PACKING TAPE, DOCUMENT FOLDERS			
1N9J-719K-6LTV	Invoice	ZIP BOOKS:M. GARCIA			
1NDT-PYDQ-C4NK	Invoice	BOOKS FOR LIBRARY			
1PCM-6KTF-C43W	Invoice	BULK CANDY FOR JUNIOR GUARD PROGRAM			
1QW4-6RRW-4MRQ	Invoice	BOOKS FOR LIBRARY			
1TCT-KLJT-137C	Credit Memo	BOOKS FOR LIBRARY			
1TDQ-9WTG-1G61	Credit Memo	BOOKS FOR LIBRARY			
1TDQ-9WTG-1GNY	Credit Memo	BOOKS FOR LIBRARY			
1TYP-6HWN-1G7T	Credit Memo	BOOKS FOR LIBRARY			
1VNQ-X94N-7YCK	Invoice	GLASS FILM FOR NEW IPHONE			
1VW1-LL31-1DVN	Credit Memo	BOOKS FOR LIBRARY			
1W1H-TYNV-193Q	Credit Memo	BOOKS FOR LIBRARY			
1XGW-94P9-KH6P	Invoice	ZIP BOOKS:M. RICHARDSON			
1Y7K-7KFD-96QH	Invoice	BOOKS FOR LIBRARY			
1YRF-WG4G-CKP4	Invoice	5 SET CURTAINS, CURTAIN RODS FOR AGE WELL PROGRAM			
	Void		06/05/2025	-	105884
	Void		06/05/2025	-	105885
	ANGELICA ORNELAS		06/05/2025	300.00	105886
INV0007613	Invoice	VETS HALL DEPOSIT REFUND			
	AUTOZONE STORES LLC		06/05/2025	421.79	105887
05719495387	Invoice	OIL & FILTERS FOR FLEET VEHICLE MAINTENANCE			
05719495409	Invoice	OIL FOR FLEET VEHICLE MAINTENANCE			
	BASIC		06/05/2025	193.04	105888
IN3443920	Invoice	MAY25 MONTHLY FSA ADMIN FEE			
	BUREAU VERITAS NORTH AMERICA INC		06/05/2025	9,783.71	105889
RI 25021316	Invoice	APR25 MONTHLY INSPECTOR SERVICES			
RI 25021317	Invoice	APR25 MONTHLY PERMIT TECH SERVICES			
RI 25021318	Invoice	APR25 ON-SITE INSPECTIONS			
	CA DEPT OF JUSTICE		06/05/2025	448.00	105890
815179	Invoice	APR25 FINGERPRINT APPLICATIONS			

	CARPINTERIA VALLEY LUMBER CO		06/05/2025	29.64	105891
564712	Invoice	REPLACEMENT PUMP FOR FOUNTAIN AT COMMUNITY GARDEN			
	CLAUDIA MEZA		06/05/2025	100.00	105892
INV0007618	Invoice	PARK DEPOSIT REFUND			
	COASTAL OCCUPATIONAL MEDICAL GROUP		06/05/2025	2,050.00	105893
5019178	Invoice	APR25 PRE-HEALTH SCREENING FOR POOL			
	COUNTY SANITATION COMPANY INC STEWARTS & SELZER PLUMBI		06/05/2025	1,830.00	105894
65751	Invoice	HYDRO JETTING EL CARRO PARK 1/3/25			
65752	Invoice	HYDRO JETTING VIOLA FIELDS 1/3/25			
65754	Invoice	HYDRO JETTING VETS HALL 1/3/25			
	COX BUSINESS		06/05/2025	352.36	105895
JUN25 001 3011 028030701	Invoice	JUN25 POOL & GARDEN INTERNET-PHONE SERVICE			
	CRYSTAL STURGEON		06/05/2025	100.00	105896
INV0007617	Invoice	PARK DEPOSIT REFUND			
	DAISY WEBER		06/05/2025	300.00	105897
INV0007619	Invoice	VETS HALL DEPOSIT REFUND			
	DERRICK DUNTEN		06/05/2025	350.00	105898
1266	Invoice	BUBBLE SHOW AT THE LIBRARY			
	ELVIRA CARILLO		06/05/2025	270.00	105899
INV0007620	Invoice	PARK RESERVATION FOR 2 AREAS CANCELLED (REFUND)			
	FRONTIER COMMUNICATIONS		06/05/2025	68.33	105900
JUN25 805-566-3374-042524-5	Invoice	JUN25 PHONE & INTERNET-BEACH STORE			
	GOLD COAST WATER POLO CLUB		06/05/2025	375.00	105901
INV0007621	Invoice	SPRING 25 WATER POLO LEAGUE FEES			
	ID WORKS LLC		06/05/2025	2,898.13	105902
40836	Invoice	POLO SHIRTS, JACKETS FOR CITY STAFF			
	IMPULSE ADVANCE COMMUNICATIONS		06/05/2025	1,601.90	105903
132646	Invoice	JUN25 PHONE SERVICES			
	KANOPY		06/05/2025	139.00	105904
455547 - PPU	Invoice	MAY25 LIBRARY VIDEOS			
	LAURIE STOUT		06/05/2025	47.72	105905
INV0007622	Invoice	PROJECT CLOSE OUT PL-23-2247			
	LIZBETH RAMIREZ		06/05/2025	135.00	105906
INV0007623	Invoice	PARK RESERVATION CANCELLATION			
	NICK PATERAS		06/05/2025	100.00	105907
INV0007624	Invoice	PARK DEPOSIT REFUND			
	POLICORE INC.		06/05/2025	5,607.43	105908
403567	Invoice	IT SERVICES-CITY HALL APR25			
403571	Invoice	IT SERVICES-POOL JAN-APR25			
	RED WING SHOE STORE		06/05/2025	315.83	105909
295200	Invoice	WORK BOOTS M. GONZALEZ			
	ROBERT MILLER		06/05/2025	8.97	105910
INV0007625	Invoice	PROJECT CLOSE OUT PL-23-2229			
	ROCKWELL PRINTING		06/05/2025	170.92	105911
46901	Invoice	NAME PLATES E. CASTRO, J. GANT			
46950	Invoice	BUSINESS CARDS J. ILASIN			
	SANDRA HERNANDEZ		06/05/2025	(100.00)	105912
	SANDRA HERNANDEZ		06/05/2025	100.00	105912
INV0007626	Invoice	PARK DEPOSIT REFUND			
	SCIENCE HEROES		06/05/2025	426.00	105913
#20963	Invoice	JUNE 2025 PERFORMANCE AT COMMUNITY LIBRARY			

	SIMPLY SWIM CAPS LLC		06/05/2025	1,668.00	105914
0016547	Invoice	SILICONE SWIM CAPS FOR SWIM TEAM			
	SO CA EDISON		06/05/2025	7,289.03	105915
MAY25 700247140684	Invoice	MAY25 ELECTRICITY-1 CARPINTERIA TC1			
MAY25 700291369452	Invoice	MAY25 ELECTRICITY-MULTIPLE LOCATIONS			
MAY25 700814698495	Invoice	MAY25 ELECTRICITY-900 ELM AVE EV EV			
	WEX BANK (76)		06/05/2025	340.10	105916
105091216	Invoice	MAY25 FUEL FOR CITY VEHICLES			
	SANDRA HERNANDEZ		06/05/2025	100.00	105917
INV0007626	Invoice	PARK DEPOSIT REFUND			
	MISSIONSQUARE		06/12/2025	12,722.23	105918
INV0007663	Invoice	MISSIONSQUARE Employee Contributions			
INV0007664	Invoice	Deferred Compensation Contribution-Part Time Emp			
INV0007665	Invoice	MissionSquareEmployee Contributions			
INV0007666	Invoice	MISSIONSQUARE Employee Contributions			
	SEIU LOCAL 620		06/12/2025	235.32	105919
INV0007667	Invoice	Employee Union Dues Contribution			
	ALL LANGUAGES INTERPRETING & TRANSLATING INC.		06/12/2025	1,590.00	105920
31919	Invoice	2 INTERPRETER FOR CC MTGS 5/12/25, 5/27/25			
	AMAZON CAPITAL SERVICES INC		06/12/2025	4,269.79	105921
13JX-CV6Y-9RQY	Invoice	DISPOSABLE GLOVES FOR POOL FIRST AID			
14LY-JVC7-D9C6	Invoice	DECORATIVE SHELLS FOR LIBRARY BATHROOM REMODEL			
14TV-HQGC-1DHT	Invoice	BENCH CUSHION FOR AGE WELL PROGRAM			
1CYD-TWPR-4HXH	Credit Memo	BOOKS FOR LIBRARY			
1FGR-Y1FM-31YX	Invoice	DECORATIVE SHELLS FOR LIBRARY BATHROOM REMODEL			
1FK9-NYP6-4XHR	Invoice	ZIP BOOKS-A. BROWN			
1FK9-NYP6-9W49	Invoice	BOOKS FOR LIBRARY			
1FRH-6VNW-JGJC	Invoice	KEEP GATE CLOSED SIGN FOR COMMUNITY POOL			
1FXP-7Y9R-C4VG	Invoice	BOOKS FOR LIBRARY			
1HDK-XV6J-DF7V	Invoice	PARADE SHIRT J. DAVISON, TOTE BAG FOR LIBRARY			
1KDQ-3HVQ-6YVG	Invoice	ZIP BOOKS-S. COLBURN			
1LD7-YNK3-7PFG	Invoice	MARKERS FOR POOL EQUIPMENT			
1LH6-TT9T-9QD7	Invoice	VHF ANTENNA, BATTERIES, FLAG ROP FOR BEACH TOWERS			
1QVQ-JWX7-G7RM	Invoice	ZIP BOOKS-J. DAVISSON			
1VN3-G9DV-D47J	Invoice	BOOKS FOR LIBRARY			
1YLD-7CHQ-CCHX	Invoice	4 DOGIPOT DISPENSERS FOR PARKS			
1YYK-7Y3Q-RFNF	Invoice	CHAIRS, TABLES, TRASH CANS FOR AGE WELL PROGRAM			
	Void		06/12/2025	-	105922
	BLUESTUDIO INC		06/12/2025	3,105.00	105923
1503	Invoice	PROFESSIONAL SERVICES-LINDEN DESIGN THRU 5/15/25			
	C & W CONSTRUCTION SPECIALTIES INC		06/12/2025	8,168.10	105924
25016-1	Invoice	VIA REAL GUARDRAIL REPAIR			
	CARPINTERIA VALLEY LUMBER CO		06/12/2025	243.93	105925
563792	Invoice	MATERIAL TO INSTALL DRINKING FOUNTAIN MEMORIAL PAR			
564353	Invoice	CONCRETE MIX FOR BACKFLOW REPAIR CARP AVE			
564454	Invoice	HARDWARE FOR ADA LIFT REPAIR AT COMMUNITY POOL			
564463	Invoice	BRACES FOR ADA LIFT REPAIR AT COMMUNITY POOL			
564784	Invoice	BOLTS FOR VETS HALL, CAULK FOR COUNCIL CHAMBERS			
564934	Invoice	TAPE FOR PW WHITE BOARD, PARTS FOR POOL ACID SYSTE			
565113	Invoice	ANCHOR FOR OCEAN BUOYS			
	CARPINTERIA VALLEY WATER DISTRICT		06/12/2025	21,766.75	105926
CARP CITY MAY25 SERVICE	Invoice	MAY25-WATER FOR MULTIPLE LOCATIONS			
	CLEAN HARBORS ENVIRONMENTAL SERVICES		06/12/2025	30,766.51	105927
1005458684	Invoice	WASTE MANAGEMENT SERVICES HHW DAY APRIL 2025			
	COASTAL VIEW NEWS		06/12/2025	685.00	105928
62411	Invoice	HOST AD 5/29/25			
62418	Invoice	ORDINANCE 793 AD 5/29/25			
62419	Invoice	SURFLINER INN PROJECT AD 5/29/25			

	COUNTY SANITATION COMPANY INC STEWARTS & SELZER PLUMBI		06/12/2025	510.00	105929
66303	Invoice	HYDRO JETTING AT CITY HALL 5/12/25			
	COX BUSINESS		06/12/2025	428.43	105930
JUN25 001 3011 022093901	Invoice	JUN25 CITY HALL INTERNET-PHONE SERVICE			
	DEWBERRY ENGINEERS INC.		06/12/2025	2,025.94	105931
22448832	Invoice	MAR-APR25 CARPINTERIA AVE BRIDGE REPLACEMENT			
	ENCOMPASS CONSULTANT GROUP INC		06/12/2025	7,512.50	105932
06506	Invoice	APR25 PAVEMENT MAINTENANCE			
	EVERSHADE EXTERIOR CLEANING SOLUTIONS		06/12/2025	475.00	105933
11240	Invoice	MAY25 CLEANING OF TRASH CANS AT CARP & LINDEN AVE			
	FIRST NATIONAL BANK OF OMAHA		06/12/2025	10,859.82	105934
MAY25 0853	Invoice	CREDIT CARD PAYMENT-JG			
MAY25 3696	Invoice	CREDIT CARD PAYMENT-LM			
MAY25 4545	Invoice	CREDIT CARD PAYMENT-BB			
MAY25 5788	Invoice	CREDIT CARD PAYMENT-RK			
MAY25 6160	Invoice	CREDIT CARD PAYMENT-JI			
MAY25 7146	Invoice	CREDIT CARD PAYMENT-VC			
MAY25 7794	Invoice	CREDIT CARD PAYMENT-JB			
MAY25 9341	Invoice	CREDIT CARD PAYMENT-MR			
MAY25 9893	Invoice	CREDIT CARD PAYMENT-JT			
	FRONTIER COMMUNICATIONS		06/12/2025	193.19	105935
JUN25 209-188-2500-061589-5	Invoice	JUN25 PHONE & INTERNET-LG TOWER			
	GRACENOTE		06/12/2025	77.92	105936
150035366	Invoice	JUN25 LISTING DISTRIBUTION SERVICES-GATV			
	GRAINGER		06/12/2025	518.69	105937
9511649668	Invoice	TRASH GRABBERS, CLEANING SUPPLIES FOR PW SHOP			
9511649684	Invoice	COVERALLS SUPPLIES FOR PW SHOP			
	HDL SOFTWARE LLC		06/12/2025	6,730.59	105938
SIN050305	Invoice	APR25 NEW ACCOUNTS, RETURNS PROCESSED			
	HINDERLITER DE LLAMAS		06/12/2025	300.00	105939
SIN050852	Invoice	CONTRACT & AUDIT SERVICES-TRANSACTION TAX Q4-2024			
	ID WORKS LLC		06/12/2025	1,923.02	105940
H 40871	Invoice	CARP 60TH ANNIVERSARY TOTES			
	JENA JENKINS		06/12/2025	345.00	105941
INV0007644	Invoice	REIMBURSE TRAVEL MAY25 NCOA CONFERENCE			
	MANUEL JIMENEZ		06/12/2025	100.00	105942
INV0007646	Invoice	PARK DEPOSIT REFUND			
	MARBORG INDUSTRIES		06/12/2025	395.00	105943
6466861	Invoice	DOG PARK FENCE RENTAL			
	MARIBEL JIMENEZ		06/12/2025	135.00	105944
INV0007645	Invoice	PARK RENTAL & DEPOSIT REFUND			
	MISSION UNIFORM SERVICE		06/12/2025	210.35	105945
523911050	Invoice	MAT REPLACEMENT, UNIFORM CLEANING 5/26/25			
523911051	Invoice	TOWEL & MAT REPLACEMENT CITY HALL 5/26/25			
	MSC INDUSTRIAL SUPPLY CO. INC		06/12/2025	95.40	105946
22926110	Invoice	TRASH RETRIEVAL TOOLS FOR PUBLIC WORKS			
	NOAH ALVARA		06/12/2025	175.38	105947
INV0007647	Invoice	REPLENISH PETTY CASH			
	PETER LAPIDUS CONSTRUCTION INC		06/12/2025	19,682.00	105948
3787	Invoice	REMOVAL OF 2024 WINTER BERM			
3793	Invoice	BEACH GROOMING, MOBILIZATION OF WINTER BERM			
	QUADIENT FINANCE USA INC		06/12/2025	500.00	105949
JUN25 7900 0440 8110 0954	Invoice	POSTAGE FOR CITY HALL 6/4/25			

	QUADIENT LEASING USA INC.		06/12/2025	622.44	105950
Q1865426	Invoice	JUN25-SEP25 LEASE PAYMENT FOR C.H. POSTAGE MACHINE			
	REALITY CARPINTERIA		06/12/2025	300.00	105951
INV0007652	Invoice	VETS HALL DEPOSIT REFUND			
	RISDON'S 76 SERVICE		06/12/2025	105.00	105952
MAY2025 CITY	Invoice	MAY25 CAR WASHES FOR CITY VEHICLES			
	S & L SAFETY PRODUCTS		06/12/2025	378.45	105953
382048	Invoice	GLOVES FOR PW SHOP			
	SITEONE LANDSCAPE SUPPLY (ALL AROUND)		06/12/2025	280.45	105954
153086607-001	Invoice	MATERIAL FOR BACKFLOW REPAIR CARP AVE			
153134970-001	Invoice	PARTS FOR WATER FOUNTAIN REPLACEMENT VIOLA			
153201030-001	Invoice	PARTS FOR WATER FOUNTAIN REPLACEMENT VIOLA			
153207636-001	Invoice	PARTS FOR WATER FOUNTAIN REPLACEMENT VIOLA			
153530342-001	Invoice	MATERIAL FOR BACKFLOW REPAIR CARP AVE			
153534658-001	Invoice	MATERIAL FOR BACKFLOW REPAIR CARP AVE			
153589855-001	Invoice	MATERIAL FOR BACKFLOW REPAIR CARP AVE			
	SO CA EDISON		06/12/2025	2,038.89	105955
MAY25 700201069122	Invoice	MAY25 ELECTRICITY-101 ASH AVE			
MAY25 700230547624	Invoice	MAY25 ELECTRICITY-5103 CARPINTERIA AVE			
MAY25 700264659490	Invoice	MAY25 ELECTRICITY-1115 LINDEN AVE B PED			
MAY25 700274833982	Invoice	MAY25 ELECTRICITY-901 CACTUS LN EV EV			
MAY25 700477662295	Invoice	MAY25 ELECTRICITY-901 CACTUS LN LGHT LGHT			
MAY25 700525378417	Invoice	MAY25 ELECTRICITY-931 WALNUT & 4851 5TH ST			
MAY25 700604790697	Invoice	MAY25 ELECTRICITY-CAPP AV/CSTS PAS 609			
MAY25 700827356389	Invoice	MAY25 ELECTRICITY-5300 CARPINTERIA TC1 TC1			
	SO CAL GAS		06/12/2025	2,742.76	105956
MAY25 006 514 2700 7	Invoice	NATURAL GAS 5305 CARPINTERIA AVE (POOL)			
MAY25 016 913 9500 6	Invoice	NATURAL GAS 5775 CARPINTERIA AVE (CITY HALL)			
MAY25 140 914 3084 4	Invoice	NATURAL GAS 941 WALNUT AVE (VETS HALL)			
	T MORENO TILE COMPANY		06/12/2025	24,982.10	105957
5141 Carp Library	Invoice	LIBRARY RESTROOM REMODEL TILE WORK			
	THE WHARF		06/12/2025	588.63	105958
414547	Invoice	HATS, SHIRTS R. AISPURO			
415336	Invoice	BOOTS, SOCKS D. HUFF			
418555	Invoice	BELT, SOCKS, SHIRTS M. GONZALEZ			
	TRI-CO REPROGRAPHICS		06/12/2025	77.45	105959
222114	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222115	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222116	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222118	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222119	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222120	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222121	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222122	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222123	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222124	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222125	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222126	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222127	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222128	Invoice	SCANNING, SMALL FORMAT 6/4/25			
222130	Invoice	SCANNING, SMALL FORMAT 6/4/25			
	TRUE NORTH COMPLIANCE SERVICES INC		06/12/2025	2,122.33	105960
25-05-039	Invoice	MAY25 BP PLAN CHECK/INSPECTION SERVICES			
	TWO TRUMPETS COMMUNICATIONS		06/12/2025	6,000.00	105961
1489	Invoice	MAY25 COMMUNICATIONS			
	UNDERGROUND SERVICE ALERT OF SOUTHERN CALIFORNIA		06/12/2025	212.80	105962
24-253846	Invoice	JUN25 CA STATE REGULATORY FEE			
520250176	Invoice	JUN25 NEW TICKET CHARGES & DATABASE			

	UNITED STATES LIFESAVING ASSOCIATION		06/12/2025	580.00	105963
4547	Invoice	29 CERTIFICATES FOR BEACH LIFEGUARDS			
	VILLAGE POOL SUPPLY		06/12/2025	570.23	105964
50821	Invoice	CHLORINE, ACID, TEST STRIPS 5/22/25			
	WAXIE SANITARY SUPPLY		06/12/2025	310.13	105965
83254911	Invoice	BATH TISSUE, TRASH BAGS, PAPER TOWELS 5/22/25			
	WENDELIN WAGNER		06/12/2025	800.00	105966
INV0007470	Invoice	HOMESCHOOL SPEAKER/WORKSHOP LEADER SERVICES			
	WEST MARINE PRODUCTS INC		06/12/2025	152.64	105967
9744	Invoice	NYLON LINE, STAINLESS STEEL THIMBLE FOR BEACH BUYO			
	WSP USA INC		06/12/2025	7,790.00	105968
40198689	Invoice	GENERAL PLAN UPDATE THROUGH 4/30/25			
40201610	Invoice	GENERAL PLAN UPDATE THROUGH 5/31/25			
	ZWORLD GIS		06/12/2025	5,954.00	105969
2025-0112	Invoice	FEB25 MAPPING/GIS SERVICES			
2025-0188	Invoice	MAY25 MAPPING/GIS SERVICES			
	CalPERS HEALTH		06/05/2025	62,968.44	DFT0003469
100000017927453	Invoice	JUN25 HEALTH PREMIUMS			
	CalPERS HEALTH		06/05/2025	8,636.46	DFT0003470
100000017927454	Invoice	JUN25 HEALTH PREMIUMS			
	CalPERS		06/12/2025	15,196.33	DFT0003482
5/25/25-6/6/25 PEPRA	Invoice	PEPRA CONTRIBUTIONS 5/25/25-6/6/25			
	CalPERS		06/12/2025	13,463.38	DFT0003483
5/25/25-6/6/25 CLASSIC	Invoice	CLASSIC CONTRIBUTIONS 5/25/25-6/6/25			
	INTERNAL REVENUE SERVICE		06/12/2025	26,463.09	DFT0003484
PR12 6/12/25	Invoice	PR12 6/12/25 FEDERAL TAX DEPOSIT			
	EDD-SDI		06/12/2025	2,594.05	DFT0003485
PR12 6/12/25	Invoice	PR12 6/12/25 EDD SDI TAX DEPOSIT			
	EDD-SIT		06/12/2025	8,503.37	DFT0003486
PR12 6/12/25	Invoice	PR12 6/12/25 EDD PIT TAX DEPOSIT			

Agenda Section: Consent Calendar
Agenda Item No.: 5
Council Meeting Date: June 23, 2025

City of Carpinteria

COUNCIL AGENDA STAFF REPORT

ITEM FOR COUNCIL CONSIDERATION

Contracts Executed by the City Manager on behalf of the City for the Period of May 7, 2025 through June 2, 2025.

STAFF RECOMMENDATION

Receive and file Report of Contracts Executed by the City Manager for the Period of May 7, 2025 through June 2, 2025.

DISCUSSION

The City Manager is delegated authority by the Carpinteria Municipal Code (CMC), §2.08.150B, to execute contracts on behalf of the City in the amount of $50,000 or less. Pursuant to CMC §2.08.150C, a list of all contracts executed by the City Manager is provided for City Council information and appended to this report as Attachment A. Attachment A lists all contracts entered into on behalf of the City for goods, construction and services for the Period of May 7, 2025 through June 2, 2025.

FINANCIAL CONSIDERATIONS

All contracts entered into are within the appropriated budgeted amounts.

ATTACHMENTS

A. Report of Contracts Executed by the City Manager

Staff contact:
Brian C. Barrett, City Clerk
(805) 755-4403, brianb@carpinteriaca.gov

Signature

Reviewed by: Ryan Kintz, Assistant City Manager
(805) 755-4400; ryank@carpinteriaca.gov

Signature

ATTACHMENT A

Report of Contracts Executed by the City Manager
Period of May 7, 2025 through June 2, 2025

VENDOR	PURPOSE	AMOUNT
Santa Barbara County Air Pollution Control District	Violation Settlement Agreement regarding Notice of Violation #13425 for failing to submit 2022 Annual Report by the 3/1/2023 due date	$250.00
Banks Planning	Consultant Services Agreement for Professional Planning Duties in Support of the Community Development Department	$4,000.00
California Department of Transportation (Caltrans)	Program Supplemental No. 00000A771 to Administering Agency-State Agreement for State Funded Projects No. 05-5397S21 (Carpinteria High School Area Crosswalk Safety Improvements Project No. 15125) - Received Highway Safety Improvement Program (HSIP) state funds for project	$342,270 in Grant Funding
California Department of Transportation (Caltrans)	Master Agreement Administering Agency-State Agreement State-Funded Projects (Agreement No. 05-5397S21) for Carpinteria High School Area Crosswalk Safety Improvements Project No. 15125 - Received Highway Safety Improvement Program (HSIP) state funds for project	$342,270 in Grant Funding
Hinderliter de Llamas & Associates (HdL)	Revenue Opportunities Study for Potential Revenue Enhancements for the City	$36,000.00
Filippin Engineering	Amendment No. 1 to Consulting Services Agreement for Construction Management Services for the Chaney Avenue Emergency Repair Project No. 15031	$4,120.00
T Moreno Tile Company	Construction Contractor Services Agreement for the Carpinteria Community Library Restroom Remodel (Tile Work)	$24,999.00
Santa Barbara Foundation	Fiscal Sponsorship Grant Agreement for Carpinteria Community Center – Financial Management of Charitable Contributions and Distributions Associated with the Carpinteria Community Center	$0.00
Isaac Electric	Construction Contractor Services Agreement for the Carpinteria Community Library Restroom Remodel (Electrical Work)	$3,500.00
County Sanitation Company Inc.	Construction Contractor Services Agreement for the Carpinteria Community Library Restroom Remodel (Plumbing Work)	$6,900.00

Agenda Section: Consent Calendar
Agenda Item No.: 6
Council Meeting Date: June 23, 2025

City of Carpinteria

COUNCIL AGENDA STAFF REPORT

ITEM FOR COUNCIL CONSIDERATION

Monthly City Treasurer's Report on Compliance with the Statement of Safekeeping and Investment of Public Funds.

STAFF RECOMMENDATION

Receive and file the report.

Sample Motion: I move to receive and file the report.

BACKGROUND / DISCUSSION

The City Council of Carpinteria serves as the trustee of the City's public funds and is authorized to make investment decisions in accordance with the Prudent Investor Standard. The Prudent Investor Standard of the California Government Code Section 53600.3 states:

> *When investing, reinvesting, purchasing, acquiring, exchanging, selling or managing public funds, a trustee shall act with care, skill, prudence and diligence under circumstances then prevailing, including, but not limited to, the general economic conditions and the anticipated need of the City that a prudent person in a like capacity and familiarity with those matters would use in the conduct of funds of a like character and with like aims, to safeguard the principal and maintain the liquidity needs of the City.*

The standard of prudence to be used by investment officials shall be applied in the context of managing the overall portfolio.

Trustees are those persons authorized to make investment decisions on behalf of a local agency. Trustees or City Investment Officials, acting in accordance with investment policy and exercising due diligence, shall be relieved of personal responsibility for an individual security's credit risk changes or market price changes, provided deviations from expectations are reported in a timely manner and appropriate action is taken to control adverse developments.

The purpose of this agenda item is to provide the City Council with the required monthly Treasurer's Report (Attachment A).

POLICY CONSISTENCY

The City is in compliance with the adopted Statement of Safekeeping and Investment of Public Funds.

FINANCIAL CONSIDERATIONS

Cash Statement: On May 31, 2025, the City held cash and cash investments as shown in Table 1 below.

Table 1

Cash and Investment Beginning of the Month	$ 14,705,489.85
Cash Receipts	(4,557,147.18)
Cash Disbursements	5,396,552.22
Cash and Investment End of the Month	$ 15,544,894.89

Investments:

Changes in the market value of treasury securities are inversely proportional to changes in interest rates demanded in the open market (i.e., when rates rise, market values fall, when rates fall, market values rise). The sensitivity of a portfolio's market value to these changes in market rates is a function of its days to maturity and coupon rate. Securities with longer maturities and/or lower coupon rates are more sensitive to changes in market interest rates. As a security matures, changes in its value become less sensitive to market rate fluctuations.

As of May 31, 2025, the portfolio's average days to maturity was 2.26 years, the average coupon rate was 2.84%, the average yield to maturity was 4.06%, the par value was $10,000,000, and the market value was $9,921,728.18.

The City does not intend, nor does it have any foreseeable need, to sell its securities. The City's investment policy intends to hold all securities to maturity, and securities so held are redeemed at par value, resulting in no net market gain or loss.

Attachment A provides the City Council with the Treasurer's Report, detailing all investments and cash activity for the month.

The City of Carpinteria can meet all expenditure obligations that might reasonably be anticipated for the next six-month period from June 1, 2025, to December 1, 2025.

LEGAL

This report has been prepared in compliance with California Government Code Sections 53600 and 53646.

PRINCIPAL PARTIES EXPECTED AT MEETING

None.

ATTACHMENTS

Attachment A: City of Carpinteria Monthly Treasurer's Report

Staff contact:
Licette Maldonado, Administrative Services Director
licettem@carpinteriaca.gov; (805) 755-4448

Licette Maldonado
Signature

Reviewed by: Ryan Kintz, Assistant City Manager
ryank@carpinteriaca.gov; (805) 755-4400

Signature

Reviewed by: Michael Ramirez, City Manager
michaelr@carpinteriaca.gov; (805) 755-4450

Signature

ATTACHMENT A

City Treasurer's Monthly Report

CITY OF CARPINTERIA TREASURER'S REPORT
For the Month Ended May 2025

CASH ACTIVITY FOR THE MONTH:

Cash and Investment Beginning of the Month	$ 14,705,489.85
Cash Receipts	(4,557,147.18)
Cash Disbursements	5,396,552.22
Cash and Investment End of the Month	$ 15,544,894.89

CASH AND INVESTMENT PORTFOLIO:

Type of Investment/Coupon/CUSIP #	Institution/Issuer	Yield to Maturity	Maturity Date	# Days to Maturity	Par Value	Market Value (1)	Book Value (2)
Demand Deposit - General Checking	Montecito Bank	N/A	N/A	N/A	(461,248.26)	(461,248.26)	(461,248.26)
Demand Deposit - Premier Public Money Market	Montecito Bank	N/A	6/1/2025	1	3,436,889.01	3,436,889.01	3,436,889.01
Demand Deposit - Section 125 Checking	Montecito Bank	N/A	N/A	N/A	1,800.33	1,800.33	1,800.33
Demand Deposit - Payroll Checking	Montecito Bank	N/A	N/A	N/A	4,864.00	4,864.00	4,864.00
Local Agency Investment Fund	State of California	0.22%	6/1/2025	1	1,546,984.49	1,546,984.49	1,546,984.49
Demand Deposit - Money Market	Charles Schwab	N/A	6/1/2025	1	1,250,555.69	1,250,555.69	1,250,555.69
Treasury Note, 0.25%, (912828ZT0)	U.S. Government	1.25%	5/31/2025	0	250,000.00	250,000.00	241,660.01
Treasury Note, 0.25%, (912828ZW3)	U.S. Government	1.53%	6/30/2025	30	250,000.00	249,169.90	239,598.86
Treasury Note, 0.25%, (91282CAM3)	U.S. Government	1.32%	9/30/2025	122	250,000.00	246,650.38	240,265.00
Treasury Note, 3.0%, (9128285J5)	U.S. Government	4.09%	10/31/2025	153	250,000.00	248,613.28	242,136.63
Treasury Note, 0.375%, (91282CBC4)	U.S. Government	1.20%	12/31/2025	214	250,000.00	244,433.57	241,955.00
Treasury Note, 0.375%, (91282CBC4)	U.S. Government	1.37%	12/31/2025	214	250,000.00	244,433.58	240,365.00
Treasury Note, 3.875%, (91282CGE5)	U.S. Government	3.77%	1/1/2026	215	250,000.00	249,482.40	250,641.19
Treasury Note, 1.625%, (912828P46)	U.S. Government	1.56%	2/15/2026	260	250,000.00	245,458.98	250,595.69
Treasury Note, 0.5%, (91282CBQ3)	U.S. Government	1.28%	2/25/2026	270	250,000.00	243,144.53	242,113.19
Treasury Note, 0.75%, (91282CBT7)	U.S. Government	1.28%	3/31/2026	304	250,000.00	243,027.33	244,459.30
Treasury Note, 0.75%, (91282CCF6)	U.S. Government	1.34%	5/31/2026	365	250,000.00	241,708.98	243,702.50
Treasury Note, 0.875%, (91282CCJ8)	U.S. Government	1.35%	6/30/2026	395	250,000.00	241,425.78	244,821.96
Treasury Note, 1.625%, (91282YQ7)	U.S. Government	4.00%	10/31/2026	518	250,000.00	241,855.45	227,869.30
Treasury Note, 2%, (91282U24)	U.S. Government	4.31%	11/15/2026	533	250,000.00	242,890.63	228,317.27
Treasury Note, 1.25%, (91282CDK4)	U.S. Government	1.28%	11/30/2026	548	250,000.00	240,058.58	249,602.02
Treasury Note, 1.5%, (912828Z78)	U.S. Government	3.64%	1/31/2027	610	250,000.00	240,107.40	231,040.31
Treasury Note, 2.25%, (912828V98)	U.S. Government	4.29%	2/15/2027	625	250,000.00	242,988.28	229,819.14
Treasury Note, 2.5%, (91282CEF4)	U.S. Government	3.96%	2/16/2027	626	250,000.00	243,710.93	235,031.06
Treasury Note, 2.75%, (91282CEN7)	U.S. Government	3.71%	4/30/2027	699	250,000.00	244,628.90	241,094.62
Treasury Note, 3.25%, (91282CEW7)	U.S. Government	3.70%	6/30/2027	760	250,000.00	246,845.70	245,668.13
Treasury Note, 3.125%, (91282CFH9)	U.S. Government	4.19%	8/31/2027	822	250,000.00	245,927.73	238,232.21
Treasury Note, 4.125%, (91282CFU0)	U.S. Government	4.02%	10/31/2027	883	250,000.00	251,357.40	250,962.10
Treasury Note, 2.25%, (9128283F5)	U.S. Government	4.01%	11/15/2027	898	250,000.00	240,507.80	232,267.50
Treasury Note, 3.875%, (91282CGC9)	U.S. Government	4.01%	12/31/2027	944	250,000.00	250,039.05	248,750.00

Treasury Note, 4%, (91282CGPO)	U.S. Government	3.99%	2/29/2028	1004	250,000.00	250,820.30	249,990.24
Treasury Note, 3.625%, (91282CGT2)	U.S. Government	4.15%	2/29/2028	1004	250,000.00	248,427.73	244,990.00
Treasury Note, 4%, (91282CHK0)	U.S. Government	4.14%	3/31/2028	1035	250,000.00	250,957.03	248,593.75
Treasury Note, 4.125%, (91282CHQ7)	U.S. Government	4.13%	7/31/2028	1157	250,000.00	251,855.45	249,920.00
Treasury Note, 4.375%, (91282CHX2)	U.S. Government	4.23%	8/31/2028	1188	250,000.00	253,730.45	251,445.00
Treasury Note, 4.625%, (91282CJA0)	U.S. Government	4.52%	9/30/2028	1218	250,000.00	255,742.18	251,015.00
Treasury Note, 4.875%, (91282CJF9)	U.S. Government	4.51%	10/31/2028	1249	250,000.00	257,753.90	253,583.99
Treasury Note, 4.375%, (91282CJN2)	U.S. Government	4.20%	11/30/2028	1279	250,000.00	253,828.13	251,775.00
Treasury Note, 3.75%, (91282CJR3)	U.S. Government	4.50%	12/31/2028	1310	250,000.00	248,750.00	242,177.50
Treasury Note, 4.25%, (91282CKD2)	U.S. Government	4.48%	2/28/2029	1369	250,000.00	252,949.20	247,505.21
Treasury Note, 4.125%, (91282CKG5)	U.S. Government	4.13%	3/31/2029	1400	250,000.00	251,894.53	247,724.61
Treasury Note, 4.5%, (91282CKT7)	U.S. Government	4.50%	5/31/2026	365	250,000.00	255,312.50	251,259.77
Treasury Note, 4.25%, (91282CKX8)	U.S. Government	4.25%	6/30/2029	1491	250,000.00	253,046.88	248,750.00
Treasury Note, 4.125%, (91282CLR0)	U.S. Government	4.34%	10/31/2029	1614	250,000.00	251,835.93	247,675.78
Treasury Note, 4.125%, (91282CMA6)	U.S. Government	4.13%	11/30/2029	1644	250,000.00	251,923.83	247,333.99
Treasury Note, 4.375%, (91282CMD0)	U.S. Government	4.34%	12/31/2029	1675	250,000.00	254,433.58	250,341.80
					15,779,845.26	**15,701,573.44**	**15,544,894.89**

REPORT ON COMPLIANCE WITH STATEMENT OF SAFEKEEPING AND INVESTMENT OF PUBLIC FUNDS

The City is in compliance with the adopted Statement of Safekeeping and Investment of Public Funds.

REPORT OF ABILITY TO MEET REQUIRED EXPENDITURES FOR THE NEXT SIX MONTHS

Based upon currently budgeted revenues and expenditures, the City currently has sufficient liquid financial resources to meet anticipated expenditures during the period 6/01/25 through 12/01/25.

WEIGHTED AVERAGE MATURITY OF PORTFOLIO

As of May 31, 2025 the weighted average days to maturity of the City's investment portfolio is 2.26 years.

FOOTNOTES TO REPORT/DEFINITION OF TERMS:

(1) The market value of U.S. Goverment Securities was provided by the custodial agent, Charles Schwab.
For the Local Agency Investment Fund the market value represents the contract value.

For all other investments, the market value is equal to book value.

(2) Book value of demand deposits equals the bank balance minus outstanding checks plus deposits-in-transit.

Yield to Maturity (YTM): The percentage rate of return for the note assuming that the City holds the asset until its maturity date. It is the sum of all its remaining coupon payments.
Par Value: Equals face value of security (value of the security when it reaches maturity).
Market Value: The last price for which a security was bought or sold. In this case, the value as of the last day of the month of this report.
Book Value: The amount at which the security is carried in the City's accounting records (adjusted at year-end for GASB 40 reporting purposes).

Agenda Section: Administrative Matters
Agenda Item No.: 7
Council Meeting Date: June 23, 2025

City of Carpinteria

COUNCIL AGENDA STAFF REPORT

ITEM FOR COUNCIL CONSIDERATION

Cancellation of the regular City Council meeting of August 11, 2025.

STAFF RECOMMENDATION

Authorize the cancellation of the August 11, 2025 City Council meeting.

Sample Motion: I move to authorize the cancellation of the August 11, 2025 City Council meeting.

BACKGROUND

The City Council holds its regular meeting on the second and fourth Mondays of every month. The City Council has the authority to establish meeting dates and times and to reschedule or cancel such meetings with proper and timely public notice. Traditionally, the City Council has cancelled one meeting in July or August due to a light agenda and/or vacation schedules.

The purpose of this agenda matter is to allow the City Council an opportunity to discuss and act on the cancellation of its meeting of August 11, 2025.

DISCUSSION

Cancelling the meeting date will require posting and noticing. Such a change is not significant as long as the decision to cancel is done well in advance. This will allow for proper noticing.

Staff has considered the upcoming schedule of items for the agenda and at this time there are no issues that would be negatively impacted by the cancellation of the August 11, 2025 meeting. As always, should an immediate need arise for the Council to consider and/or take action on a matter, a special meeting could be scheduled.

LEGAL

Should the City Council cancel the scheduled meeting, staff will ensure that the required posting and proper noticing are met.

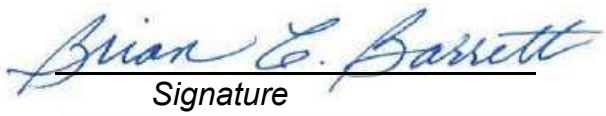
OPTIONS

1. Authorize the cancellation of the August 11, 2025 City Council meeting.
2. Decline to cancel the August 11, 2025 Council meeting and direct staff as appropriate.

ATTACHMENTS

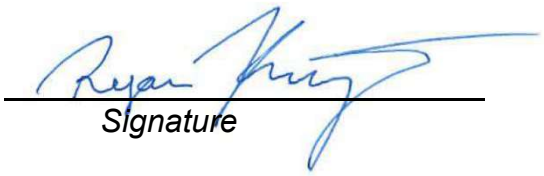
There are no attachments.

Staff contact:
Brian C. Barrett, City Clerk
(805) 755-4403; brianb@carpinteriaca.gov



Signature

Reviewed by: Ryan Kintz, Assistant City Manager
(805) 755-4400; ryank@carpinteriaca.gov



Signature

Agenda Section: Public Hearing
Agenda Item No.: 8
Council Meeting Date: June 23, 2025

City of Carpinteria

COUNCIL AGENDA STAFF REPORT

ITEM FOR COUNCIL CONSIDERATION

Adoption of the Fiscal Year 2025/26 – 2026/27 Two-Year Budget, setting related Appropriations Limits as required by State law, making year-end amendments to the Fiscal Year 2024/25 Budget, updating Budget and Fiscal Policies, and adopting Salary Schedules for Fiscal Year 2025/26.

STAFF RECOMMENDATION

Receive the staff report and public comments, close the public hearing, provide staff with direction concerning any changes to the proposed budget and take the following actions:

1. Approve and adopt by Resolution No. 6405, the Municipal Budget for Two Fiscal Years 2025/26 and 2026/27, including authorization of year-end amendments for Fiscal Year 2024/25, and updating the Budget and Fiscal Policies; and,
2. Establish the appropriation limit for the City of Carpinteria for the Fiscal Year 2025/26 through adoption of Resolution No. 6406; and,
3. Establish the appropriation limit for the Street Lighting District No. 1 for the Fiscal Year 2025/26 through adoption of Resolution No. 6407; and
4. Approve and adopt Fiscal Year 2025/26 Salaries for SEIU-represented Employees, Miscellaneous and Management Employees, and Part-Time, Temporary, and Seasonal Employees by Resolution Nos. 6408, 6409, and 6410, respectively.

Sample Motion: I move to adopt Resolution Numbers 6405, 6406, 6407, 6408, 6409, and 6410 as read by title only, approving the Municipal Budget for FYs 2025-27, year-end amendments for FY 2024/25, setting related Appropriations Limits, making year-end amendments to the FY 2025/26 Budget, and adopting salary schedules for FY 2025/26.

(Requires a roll-call vote)

BACKGROUND

The Proposed Budget is provided under separate cover and has been available for public review via a link on the City's website homepage (https://carpinteriaca.gov) since Friday, June 12, and is referenced as Attachment A to this Staff Report. The FY 2024/25 Estimated Actuals and FY 2025–27 Proposed Budget Detail Report are included as Attachment B.

The resolutions related to the approval and adoption of the Proposed Budget are provided as Attachment C. Once approved, these resolutions will be incorporated into the final Budget document as Appendix I. These resolutions authorize the following actions:

- Approve and adopt the FY 2025–27 Budget;
- Amend the current fiscal year Budget to reflect year-end estimates;
- Approve the Updated Budget and Fiscal Policies, provided as Exhibit 1 to Attachment C;
- Set appropriation limits consistent with state law; and
- Approve the City's Salary Schedules for all employees.

The list of Authorized Full-Time Positions is included as Attachment D, and the Capital Improvement Program (CIP) projects included in the Proposed Budget are listed in Attachment E.

Operating Budget Process

The operating budget preparation process began in March with internal departmental meetings to review year-end progress for the current fiscal year and assess projected budget needs for the upcoming fiscal periods. City staff conducted multiple meetings with departments to refine budget requests and align them with projected revenues. The Finance/Budget Committee met on May 29, 2025, to review the Proposed Budget.

Additionally, City staff conducted a Capital Improvement Projects study session to the City Council at the March 25, 2025 Special City Council Meeting, outlining proposed prioritization criteria and capital initiatives for FY 2025–27.

The City posted the Draft Proposed Budget to the City's website on June 12, 2025, and made printed copies available to the City Council on June 13, 2025. The Proposed Two-Year Operating Budget for FY 2025–27 is structurally balanced and reflects a fiscally responsible approach aligned with adopted Financial and Budget Policies, and City Council Goals and Priorities.

While the General Fund remains balanced, the City is increasingly relying on available fund balance to subsidize structurally imbalanced programs in other funds. This approach, while necessary to maintain service levels in the short term, is not sustainable in the long-term. Without the identification of new revenue sources and/or implementation of cost-containment measures, continued reliance on reserves will significantly deplete the City's fund balance and jeopardize long-term financial stability.

This budget highlights the urgent need to reassess funding models and implement long-term solutions to preserve essential services while maintaining the City's fiscal health and resilience.

City Council Finance/Budget Committee

The City Council Finance/Budget Committee (Committee) was established on June 24, 2013, (Resolution No. 5472), to work with the City Manager to address budgeting and other financial

policy and oversight matters. Staff meets monthly with the Committee to provide updates and receive input on the City's budget and finances. Staff met with the Committee multiple times during the budget process to provide updates and receive direction on the budget. The Committee has reviewed the budget information and agreed to have staff present the proposed budget to the City Council for consideration of approval.

City Council Strategic Plan

The City maintains a structurally balanced budget that strategically advances the City Council goals established in the FY 2025-2027 Strategic Plan, adopted on March 24, 2025. These goals include:

- **Primary Goal #1:** Enhance public outreach, education, and transparency
- **Primary Goal #2:** Maintain a small beachside town
- **Primary Goal #3:** Enhance quality of life for residents
- **Primary Goal #4:** Maintain the fiscal sustainability of the City

***(Note:** Goal numbers are for reference only and do not signify level of importance.)*

City Council's goals and priorities serve as the basis for development of the FY 2025-2027 Strategic Plan and guide budget development.

Capital Improvement Program

On March 25, 2025, City staff presented a Capital Improvement Program (CIP) Study Session[1] to the City Council. The presentation outlined the growing challenges the City faces in funding capital projects, including diminishing reserves and rising construction and material costs. In response, the City Council provided direction to prioritize critical infrastructure and essential service-related capital projects, particularly those that leverage available grant funding to maximize impact and reduce the burden on discretionary funds.

Based on City Council input, staff identified the following criteria for prioritizing capital projects:

Criterion	Criterion Description
Strategic Alignment	How well does the project align with the City's Strategic Plan, General Plan, or Council priorities?
Deferred Maintenance - Service Levels - Fiscal Impact - Community Impact	Does the project address infrastructure that is aging or beyond its expected service life? Could deferring the project lead to increased risks, higher costs, reduced service levels, or negative impacts on the community?

[1] https://carpinteria.granicus.com/MetaViewer.php?view_id=2&clip_id=1607&meta_id=102860

Available Grant Funds	Is the project fully or partially funded by awarded or likely grant funding?
Available Local Funds	Is local matching or full funding available or programmed?
Community Benefit	What is the scale of community impact in terms of safety, access, equity, or economic benefit?

The CIP prioritization aligns with the City's adopted Capital Improvement Plan[2] and reflects a balanced approach to fiscal responsibility and service delivery. Using the criteria above, staff developed a proposed list of capital projects for Fiscal Years 2025–27, included in Attachment E.

Community Services Support Program

The City of Carpinteria provides financial assistance to various organizations through contract service agreements, memoranda of understanding (MOUs), and grant agreements. These organizations deliver services in areas such as social services, early childhood education, after-school programming, health and wellness, and other community needs. Funding is allocated to agencies that, in the view of the City Council, demonstrate the capacity to meet a documented community need and complement City services. A range of local and regional organizations receive annual appropriations through the City's budget process.

Following a comprehensive review, City staff has updated the Community Services Support Grant Program to improve administrative efficiency, enhance clarity for applicants, and better align the process with the City's budget cycle. Key improvements include:

- A new standalone overview sheet outlining eligibility requirements;
- Clearly defined evaluation criteria: Organizational Alignment to City Council Goals, Carpinteria Community Impact, and Organizational Capacity to fulfill the proposed scope of work; and
- A revised grant timeline, ensuring that Council adopts the City budget prior to award of grant funds.

These updates are intended to create a more streamlined and accessible process to support charitable non-profits in serving the Carpinteria community.

The improvements also extend beyond the application phase to enhance fairness and accountability throughout the grant lifecycle. Notable changes include:

- Establishment of a formal appeal process for funding decisions;
- Implementation of a tiered insurance system, developed with the City's risk management consultant, to reduce financial barriers for smaller organizations;

[2] On August 8, 2022, the City Council adopted Resolution No. 6153, approving the 2022 Capital Improvement Plan.

- Introduction of a standardized reporting template, required for continued eligibility in future grant cycles; and
- A new reporting requirement for grant recipients receiving $20,000 or more, who will now present outcomes directly to the City Council.

These changes were presented to the Finance Committee on March 13, 2025. Following review, the Committee recommended that staff implement the updated program structure for Fiscal Years 2025–2026 and 2026–2027.

DISCUSSION

Overview of Proposed FYs 2025-27 Budget

The City's funds are comprised of a variety of revenue sources, including both discretionary and restricted revenues. Discretionary revenues, such as property tax and sales tax, may be allocated to various municipal services based on current priorities and budgetary needs. In contrast, restricted revenues, such as capital project grants, are designated for specific purposes and initiatives with defined scopes and limitations.

All Funds

Accounting for City *All Funds* projections (discretionary and non-discretionary, see Table 1) include total revenues, expenditures, and estimated fund balances. Revenues are drawn from both discretionary sources (e.g., local sales and property taxes) and restricted sources (e.g., grants and special fund allocations).

- For FY 2025/26, total projected revenues are $29.4 million, an increase of $211,150 (0.7%) over FY 2024/25 estimated actuals.
- In FY 2026/27, total revenues are projected to slightly decline to $29.1 million, a decrease of $339,500 (–1.2%).

Citywide expenditures are projected at:

- $30.5 million in FY 2025/26, representing a $5.9 million decrease (–16.3%) compared to FY 2024/25, driven primarily by reduced capital project spending.
- $30.3 million in FY 2026/27, a further $557,150 decrease (–2.6%) from the previous year.

Table 1 All Funds – Revenue, Expenditures, and Transfers

All Funds	Prior Year Actual FY 2024	Current Budget FY 2025	Estimated Actual FY 2025	Adopted Budget FY 2026	Adopted Budget FY 2027	FY25 over FY26 % Change	FY26 over FY27 % Change
Revenues	$ 21,786,273	$ 29,127,950	$ 29,191,050	$ 29,402,200	$ 29,062,700	0.72%	-1.15%
Expenditures	21,895,847	36,841,330	36,404,450	30,464,575	30,321,975	-16.32%	-0.47%
Use of Pension Trust	-	-	200,000	200,000	200,000	0.00%	0.00%
Revenue Over/(Under) Expenditures	(109,574)	(7,713,380)	(7,413,400)	(1,262,375)	(1,459,275)		
Fund Balance, July 1	22,625,751	22,516,177	22,516,177	15,102,777	13,840,402		
Ending Fund Balance	$ 22,516,177	$ 14,802,797	$ 15,102,777	$ 13,840,402	$ 12,381,127	-8.36%	-10.54%

Overall, City revenues for FY 2025–27 are projected to remain stable, with modest growth in key revenue categories that reflect both economic trends and local policy changes. While certain revenue sources experience fluctuations due to the cyclical nature of funding and external factors, the City continues to maintain a diverse and balanced revenue base.

- Property Taxes are projected to remain a reliable and steadily growing revenue source, increasing by $216,350 (3.9%) in FY 2025/26 and by $279,600 (4.8%) in FY 2026/27. These increases are consistent with rising assessed property values and a stable real estate market in Carpinteria. Property Tax revenue is projected to comprise 19.7% of total revenue in FY 2025/26 and 20.9% in FY 2026/27, making it the second-largest discretionary revenue source. This growth provides a foundational base for funding core municipal services.

- Transient Occupancy Tax (TOT) revenues are projected to grow by $90,450 (2.5%) in FY 2025/26 and by $92,650 (2.5%) in FY 2026/27. TOT revenue is expected to comprise 12.6% of total revenue in FY 2025/26 and 13.1% in FY 2026/27. The recent passage of Measure B in November 2024, which increased the TOT rate from 12% to 15%, has helped to offset what would have otherwise been a decline in year-over-year TOT revenue growth. While domestic travel is expected to remain steady, international visits to California are forecasted to fall by approximately 9%.[3] Cited factors for the decline include federal policy and global sentiment, economic factors, and other interruptions such as early-year wildfires.

- Sales Tax Revenues, including revenues from Measure X, the City's 1.25% local sales tax approved by voters in 2018, are forecasted to increase by $88,550 (1.5%) in FY 2025/26 and by $161,000 (2.7%) in FY 2026/27. Sales tax revenue is expected to comprise 20.4% of total revenue in FY 2025/26 and 21.1% in FY 2026/27. These increases reflect sustained consumer spending and continued economic activity within the City. Measure X continues to play a critical role in supporting vital programs, capital improvements, and deferred maintenance projects.

- Intergovernmental Revenues are projected to increase by $353,400 (3.8%) in FY 2025/26, driven by ongoing grant funding of capital projects. However, these revenues are expected to decline by $884,750 (–9.3%) in FY 2026/27, reflecting the completion of project-specific allocations. This type of fluctuation is typical in multi-year funding cycles, where the timing and availability of competitive grant awards can vary. Intergovernmental revenues are expected to comprise 32.5% of total revenue in FY 2025/26 and 29.9% in FY 2026/27.

While current revenue projections reflect stability, they remain largely flat and are not keeping pace with the City's growing expenditures. If unaddressed, this imbalance could require reductions to staffing and/or programs by Fiscal Year 2027–28. The City is actively planning for the future and exploring options to ensure continued service delivery. These efforts include a combination of internal cost controls and potential new revenue sources that, with voter support, could help restore long-term fiscal balance and stability.

While top City revenues remain relatively stable, averaging a 3% annual increase,

[3] https://industry.visitcalifornia.com/research/reports/travel-forecast

expenditures reflect several significant cost drivers:

- Wages and benefits are projected to increase by $456,800 (5.6%) in FY 2025/26 and by $414,550 (4.8%) in FY 2026/27. This growth is largely attributable to rising pension and employee benefit costs, including cost of living adjustments, increasing health insurance premiums, and rising pension costs.
- Public safety costs, primarily contracted law enforcement services, are projected to rise by $324,250 (5.3%) in FY 2025/26 and an additional $393,300 (6.0%) in FY 2026/27.
- Professional services (excluding public safety) are expected to increase by $250,950 (10.6%) in FY 2025/26, followed by a $405,750 decrease (–15.4%) in FY 2026/27, reflecting the cyclical nature of contracted support and project timelines such as the projected completion of the City's general plan update in FY 26, which reduces contract support by nearly $300 thousand in FY 27.
- Capital outlay is projected to decrease by $739,000 (-8.9%) in FY 2025/26 and fall more substantially in FY 2026/27 by $7.1 million (-46.0%), as major one-time projects are completed and future capital plans are reprioritized.

Estimated Fund Balances

These expenditure projections reflect allocations across a diverse range of municipal services, including public safety, infrastructure maintenance, administration, and capital projects. The City continues to invest in long-term infrastructure through capital improvements, including roadways, public facilities, and parks.

The anticipated change in fund balance includes:

- A decrease of $1.3 million (–8.4%) in FY 2025/26
- A further decrease of $1.5 million (–10.5%) in FY 2026/27

These reductions result from the planned use of both discretionary and special revenue fund balances to support program subsidies and capital improvement initiatives. These funds are being strategically drawn down to cover one-time expenditures and major maintenance needs, ensuring that critical infrastructure and service delivery priorities are addressed. While this strategy is effective and necessary to reduce the City's future liability (for items such as deferred maintenance that can increase significantly when not addressed in a timely manner), current revenue and expenditure trends make this practice unsustainable in the long-term, unless adjustments are made.

Tables 2 and 3 provide a comprehensive summary of all City funds, detailing revenues, expenditures, and transfer appropriations, along with beginning and projected ending fund balances for each fiscal year. For FY 2025/26, the projected ending fund balance is $1.1 million for the General Fund and $814,000 for the Measure X Fund. In FY 2026/27, these balances are projected to decline to $185,000 for the General Fund and $631,000 for the Measure X Fund. Together, these two funds comprise the City's discretionary fund resources, which are critical for funding essential municipal services.

Despite the drawdown of discretionary fund balances, the City maintains a healthy General Fund Reserve for Fiscal Stability, projected at $5.8 million in FY 2025/26 and $5.9 million in FY 2026/27, providing an important safeguard against unanticipated fiscal challenges.

Table 2 FY Budget Summary by Fund – Summary 2025/26

	FUND	Changes in Balances June 30, 2025	Fiscal Year 2025/26 Budget				Reserve Change	Changes in Fund Balances June 30, 2026
			Revenues	Expenditures	Transfers	Subsidies		
101	General Fund	$ 1,996,028	$ 13,844,650	$ 13,786,000	$ -	$ (771,150)	$ (206,638)	$ 1,076,890
101	General Reserve - Fiscal Stability	5,616,222	-	-	-	-	206,638	5,822,860
101	General Fund (Nonspendable/Restricted)	1,076,198	-	-	-	-	(200,000)	876,198
102	General Reserve - Special Projects	848,645	16,000	-	-	-	-	864,645
103	Capital Asset Replacement GF	948,197	15,000	31,000	-	-	-	932,197
104	Measure X Fund	740,794	3,869,500	2,269,700	(18,000)	(1,508,700)	-	813,894
201	Traffic Safety Fund	107,747	42,000	17,450	-	-	-	132,297
202	Library Fund	-	237,500	934,900	-	697,400	-	-
203	Road Maintenance Rehab Fund	38,042	344,800	-	(225,000)		-	157,842
204	Park Maintenance Fund	-	219,200	705,500	-	486,300	-	-
205	Gas Tax Fund	127,555	371,700	317,200	(59,500)	-	-	122,555
206	Local Transportation Fund	6,466	14,350	17,100	-	-	-	3,716
207	Tidelands Trust Fund	318,766	374,100	428,075	(9,000)	-	-	255,791
208	Street Lighting Fund	600,462	267,450	256,250	-	-	-	611,662
209	R-O-W Assessment District Fund	-	200,800	457,050	-	256,250	-	-
210	PBIA Fund	24,198	16,300	17,350	-	-	-	23,148
211	AB 939 Fund	-	642,750	605,400	-	-	-	37,350
213	Recreation Services Fund	-	630,250	1,351,950	-	721,700	-	-
214	Housing Fund	450,389	8,000	31,250	-	-	-	427,139
215	Measure A Fund	30,532	1,013,850	771,700	(67,500)	-	-	205,182
216	Revolving Fund	-	58,400	58,400	-	-	-	-
217	Peg Fees Fund	-	40,200	129,800	-	89,600	-	-
218	Berm Assessment District	-	20,400	49,000	-	28,600	-	-
301	Capital Improvement Projects Fund	2,172,536	7,155,000	8,229,500	379,000	-	-	1,477,036
	Total All Funds	**$ 15,102,777**	**$ 29,402,200**	**$ 30,464,575**	**$ -**	**$ -**	**$ (200,000)**	**$ 13,840,402**

Table 3 Budget Summary by Fund – Summary 2026/27

	FUND	Changes in Balances June 30, 2026	Fiscal Year 2026/27 Budget				Reserve Change	Changes in Fund Balances June 30, 2027
			Revenues	Expenditures	Transfers	Subsidies		
101	General Fund	$ 1,076,890	$ 14,003,650	$ 13,991,175	$ -	$ (807,450)	$ (96,590)	$ 185,325
101	General Reserve - Fiscal Stability	5,822,860	-	-	-	-	96,590	5,919,450
101	General Fund (Nonspendable/Restricted)	876,198	-	-	-	-	(200,000)	676,198
102	General Reserve - Special Projects	864,645	16,000	-	-	-	-	880,645
103	Capital Asset Replacement GF	932,197	15,000	100,000	-	-	-	847,197
104	Measure X Fund	813,894	3,973,500	2,572,950	-	(1,583,400)	-	631,044
201	Traffic Safety Fund	132,297	42,000	18,550	-	-	-	155,747
202	Library Fund	-	239,500	966,900	-	727,400	-	-
203	Road Maintenance Rehab Fund	157,842	344,800	-	(175,000)	-	-	327,642
204	Park Maintenance Fund	-	219,200	728,750	-	509,550	-	-
205	Gas Tax Fund	122,555	371,700	298,450	(59,500)	-	-	136,305
206	Local Transportation Fund	3,716	15,100	18,200	-	-	-	616
207	Tidelands Trust Fund	255,791	374,100	429,200	-	-	-	200,691
208	Street Lighting Fund	611,662	280,100	216,600	-	-	-	675,162
209	R-O-W Assessment District Fund	-	200,800	467,600	-	266,800	-	-
210	PBIA Fund	23,148	16,300	17,350	-	-	-	22,098
211	AB 939 Fund	37,350	642,750	590,400	-	-	-	89,700
213	Recreation Services Fund	-	639,000	1,403,800	-	764,800	-	-
214	Housing Fund	427,139	8,000	32,600	-	-	-	402,539
215	Measure A Fund	205,182	942,600	777,050	(67,500)	-	-	303,232
216	Revolving Fund	-	58,000	58,000	-	-	-	-
217	Peg Fees Fund	-	40,200	131,400	-	91,200	-	-
218	Berm Assessment District	-	20,400	51,500	-	31,100	-	-
301	Capital Improvement Projects Fund	1,477,036	6,600,000	7,451,500	302,000	-	-	927,536
	Total All Funds	**$ 13,840,402**	**$ 29,062,700**	**$ 30,321,975**	**$ -**	**$ -**	**$ (200,000)**	**$ 12,381,127**

Strategic Outlook

The FY 2025–27 Adopted Budget enables the continuation of key City programs, projects, and services. These initiatives directly support the City Council's Goals, Priorities, and Policy Initiatives, as well as the City's Vision and Mission Statements, which emphasize maintaining and enhancing Carpinteria's unique small beachside town. This fiscally responsible plan balances short-term needs with long-term sustainability.

Discretionary Funds: General Fund and Measure X

The General Fund and Measure X Fund are the City's primary discretionary revenue sources, largely supported by property tax and sales tax. These funds are essential to financing a broad range of municipal services and operations.

As shown in Table 4 below, total discretionary revenues, comprising the General Fund and Measure X Fund, are projected at $17.7 million in FY 2025/26 and $18.0 million in FY 2026/27. Of this amount, $16.1 million (FY 2025/26) and $16.7 million (FY 2026/27) are allocated to discretionary spending, while net transfers out total $2.5 million and $2.6 million, respectively. Combined, these funds are insufficient to fully cover projected expenditures and transfers, which are estimated to reach $18.4 million for FY 2025/26 and $19.1 million for FY 2026/27, necessitating the use of available fund balance for certain one-time expenses, while also prohibiting saving for future projects.

Table 4 General and Measure X Funds – Revenue, Expenditures, and Transfers

General and Measure X Funds	Prior Year Actual FY 2024	Current Budget FY 2025	Estimated Actual FY 2025	Adopted Budget FY 2026	Adopted Budget FY 2027	FY25 over FY26 % Change	FY26 over FY27 % Change
Revenues	$ 17,097,662	$ 17,714,900	$ 17,752,350	$ 17,745,150	$ 18,008,150	-0.04%	1.48%
Use of Pension Trust	-	-	200,000	200,000	200,000	0.00%	0.00%
Total Revenues & Transfers In	17,097,662	17,714,900	17,552,350	17,545,150	17,808,150	-0.04%	1.50%
Expenditures	13,443,799	15,610,675	15,221,525	16,086,700	16,664,125	5.68%	3.59%
Transfers Out	4,173,620	7,308,116	7,288,736	2,297,850	2,390,850	-68.47%	4.05%
Total Expenditures & Transfers Out	17,617,419	22,918,791	22,510,261	18,384,550	19,054,975	-18.33%	3.65%
Revenue Over/(Under) Expenditures	(519,757)	(5,203,891)	(4,957,911)	(839,400)	(1,246,825)		
Fund Balance, July 1	16,703,752	16,183,995	16,183,995	11,226,084	10,386,684		
Ending Fund Balance	$ 16,183,995	$ 10,980,104	$ 11,226,084	$ 10,386,684	$ 9,139,859	-7.48%	-12.00%

- Sales Tax, including Measure X, is projected to increase by $88,550 (1.5%) in FY 2025/26 and by $161,000 (2.7%) in FY 2026/27. Sales tax generates approximately 33.7% of total revenue in FY 2025/26 and 34.1% in FY 2026/27, making it the largest source of discretionary revenue. It plays a vital role in supporting core municipal services such as public safety, capital improvements, and community programs.

- Property Tax revenue is projected to increase by $204,200 (3.8%) in FY 2025/26, totaling $5.5 million, and by $266,950 (4.8%) in FY 2026/27, reaching $5.8 million. Property tax represents 31.1% of total revenue in FY 2025/26 and 32.2% in FY 2026/27. It remains a dependable revenue source, reflecting strong real estate values and ongoing reinvestment in the community.

- Transient Occupancy Tax (TOT) is projected to increase by $90,450 (2.5%) in FY 2025/26, reaching $3.7 million, and by $92,650 (2.5%) in FY 2026/27, totaling $3.8 million. TOT accounts for 20.9% of total revenue in FY 2025/26 and 21.1% in FY

2026/27. It continues to be a critical funding source, reflecting the City's popularity as a coastal destination. This steady growth is based on the assumption that no additional hotel or motel rooms will be added and that current regulations on short-term rentals will remain in place.

- Public Safety remains the largest component of discretionary spending, accounting for 40.7% of discretionary expenditures in FY 2025/26, with total costs of $6.6 million, marking a $324,250 (5.2%) increase. In FY 2026/27, public safety spending is projected to increase by $393,300 (6.0%), bringing its share of discretionary spending to 41.7%, largely due to continued increases in law enforcement contract costs.

- Wages and Benefits represent a significant portion of the City's operating budget, totaling $5.8 million in FY 2025/26, or 36.0% of the overall budget. This reflects an increase of $180,525 (3.2%) over the previous year. For FY 2026/27, wages and benefits are projected to rise to $6.1 million, an increase of $266,250 (4.6%), comprising 36.4% of the total operating budget. These increases are driven by cost-of-living adjustments (COLAs), health insurance premiums, and rising pension obligations.

Fund Balances and Policy Reserves

The Available Fund Balance (AFB) represents the portion of fund balance that remains uncommitted and is not designated for specific projects, programs, or expenditures. It provides the City with financial flexibility to address unexpected costs, fund special initiatives, or serve as a buffer against unforeseen events.

For FY 2025/26 and FY 2026/27, the General Fund and Measure X Fund, excluding reserves, are projected to end the year with a combined AFB of $1,890,784 and $816,369, respectively. These amounts reflect the unallocated funds expected to be available at fiscal year-end, representing the City's capacity to respond to future needs or revenue shortfalls.

The General Fund - Fiscal Stability reserve is a policy reserve established to ensure the City's ongoing fiscal health. It is set at 40% of total expenditures and transfers, which includes subsidies. This reserve provides a safeguard against significant economic downturns, revenue losses, or unexpected emergencies and is a cornerstone of the City's long-term financial planning and risk management strategy. Table 5 below provides a detailed breakdown of the Policy Reserves.

Table 5 – Fund Balances and Policy Reserves (FY 2024/25, FY 2025/26, & FY 2026/27)

General and Measure X Funds	Estimated Actual FY2025	Meet Policy?	Proposed Budget FY2026	Meet Policy?	Proposed Budget FY2027	Meet Policy ?
Nonspendable	$ 6,074	N/A	$ 6,074	N/A	$ 6,074	N/A
Pension Trust	1,070,124	N/A	870,124	N/A	670,124	N/A
Total Restricted Reserves	1,076,198		876,198		676,198	
General Reserve - Fiscal Stability	5,616,222	Yes	5,822,860	Yes	5,919,450	Yes
General Reserve - Special Projects	848,645	No	864,645	No	880,645	No
Capital Asset Replacement - GF	948,197	No	932,197	No	847,197	No
Total Committed Reserves	7,413,064		7,619,702		7,647,292	
Unassigned Fund Balance (AFB)	2,736,822	N/A	1,890,784	N/A	816,369	N/A
TOTAL FUND BALANCE	**$ 11,226,084**		**$ 10,386,684**		**$ 9,139,859**	

Key reserve balances estimated for FY 2025–27 include:

- The Fiscal Stability Reserve, which currently meets the target policy level set at 40% of General Fund expenditures and subsidies.
- The General Reserve and Capital Asset Replacement Reserve, both of which have been drawn down from their respective policy levels of $1 million to support various capital projects.

Summary of the City's Special Revenue Funds

Special revenue funds are established to account for revenues that are legally or contractually restricted to specific purposes. These funds play a vital role in government budgeting by ensuring that resources, often from dedicated taxes, grants, or specific fees, are used solely for their intended purposes. By separating these revenues from the General Fund, the City enhances transparency and accountability, providing a clear framework for tracking expenditures and complying with regulatory requirements. Table 6 below summarizes the revenues and expenditures for these special revenue funds.

Table 6 Special Revenue Funds – Revenue, Expenditures, and Transfers

Special Revenue Funds	Prior Year Actual FY 2024	Current Budget FY 2025	Estimated Actual FY 2025	Adopted Budget FY 2026	Adopted Budget FY 2027	FY25 over FY26 % Change	FY26 over FY27 % Change
Revenues	$ 4,230,292	$ 4,433,400	$ 4,453,550	$ 4,502,050	$ 4,454,550	1.09%	-1.06%
Transfers In	1,751,567	2,143,516	2,124,136	2,279,850	2,390,850	0.00%	0.00%
Total Revenues & Transfers In	5,981,859	6,576,916	6,577,686	6,781,900	6,845,400	3.10%	0.94%
Expenditures	4,858,582	6,251,155	6,203,425	6,148,375	6,206,350	-0.89%	0.94%
Transfers Out	1,081,831	2,702,575	2,702,575	361,000	302,000	-86.64%	-16.34%
Total Expenditures & Transfers Out	5,940,413	8,953,730	8,906,000	6,509,375	6,508,350	-26.91%	-0.02%
Revenue Over/(Under) Expenditures	41,446	(2,376,814)	(2,328,314)	272,525	337,050		
Fund Balance, July 1	3,991,025	4,032,471	4,032,471	1,704,157	1,976,682		
Ending Fund Balance	$ 4,032,471	$ 1,655,657	$ 1,704,157	$ 1,976,682	$ 2,313,732	15.99%	17.05%

For FY 2025/26 and FY 2026/27, total projected revenues and transfers into the City's special revenue funds, including the Library Fund, Tidelands Trust Fund, Road Maintenance Rehab Fund (RMRA), AB 939, Maintenance and Assessment Districts, Recreation Funds, and various grant programs, are estimated at $6.8 million for each year. However, many of these funds are under pressure due to inflation, rising costs, and reduced revenues, particularly for recreation programming and maintenance assessment districts that do not generate sufficient income to cover their expenses. Consequently, several of these funds require additional support through subsidies from discretionary funds. Addressing this issue, either through reduced programming and service levels or increased cost-recovery in addition to strategic revenue enhancements, will be necessary in the near future.

Estimated expenditures and transfers out from these restricted funds total approximately $6.5 million in both FY 2025/26 and FY 2026/27, with the majority allocated toward capital improvement projects. Notably, funds such as Measure A, Measure X, and RMRA provide essential support for infrastructure and transportation-related initiatives.

A new fund has also been added to account for the Winter Berm Assessment District, specifically to manage revenues and expenditures related to the winter berm construction, maintenance, and protection efforts.

Special revenue funds support a wide array of programs and services throughout the City, ensuring that community needs are addressed with dedicated financial resources. Examples include:

- Recreation and Community Services – Funding for the City Library, senior services (AgeWell), and recreational activities that enhance residents' quality of life.
- Environmental Resources Programs – Support for Solid Waste Management, Recycling, and Resource Conservation, reflecting the City's commitment to sustainability and responsible environmental stewardship.
- Government Access Television (GATV) – Providing public access to important local government information and events, supporting civic engagement and transparency.
- Street Maintenance and Capital Improvements – Dedicated funds ensure essential infrastructure projects are completed and city assets are preserved and upgraded.

These special revenue funds are critical to maintaining the quality of life in Carpinteria by supporting essential operations, targeted services, and long-term community development.

Summary of the City's Capital Improvement Fund

The capital improvement fund for the upcoming fiscal year is projected to have revenues of $7.2 million for FY 2025/26 and $6.6 million for FY 2026/27, with expenditures estimated at $8.2 million and $7.5 million, respectively. Net transfers-in total $379 thousand for FY 2025/26 and $302 thousand for FY 2026/27. This funding will support a range of projects and initiatives aimed at enhancing the City's infrastructure and services. Table 7 below provides a detailed summary of the Capital Improvement Fund's revenues and expenditures.

Table 7 Capital Improvement Funds – Revenue, Expenditures, and Transfers

Capital Improvement Funds	Prior Year Actual FY 2024	Current Budget FY 2025	Estimated Actual FY 2025	Adopted Budget FY 2026	Adopted Budget FY 2027	FY25 over FY26 % Change	FY26 over FY27 % Change
Revenues	$ 458,319	$ 6,979,650	$ 6,985,150	$ 7,155,000	$ 6,600,000	2.43%	-7.76%
Transfers In	3,503,884	7,867,175	7,867,175	379,000	302,000	0.00%	0.00%
Total Revenues & Transfers In	3,962,203	14,846,825	14,852,325	7,534,000	6,902,000	-49.27%	-8.39%
Expenditures	3,593,466	14,979,500	14,979,500	8,229,500	7,451,500	-45.06%	-9.45%
Transfers Out	-	-	-	-	-		
Total Expenditures & Transfers Out	3,593,466	14,979,500	14,979,500	8,229,500	7,451,500	-45.06%	-9.45%
Revenue Over/(Under) Expenditures	368,737	(132,675)	(127,175)	(695,500)	(549,500)		
Fund Balance, July 1	1,930,974	2,299,711	2,299,711	2,172,536	1,477,036		
Ending Fund Balance	$ 2,299,711	$ 2,167,036	$ 2,172,536	$ 1,477,036	$ 927,536	-32.01%	-37.20%

The budget for FY 2025-27 includes investments in eleven major capital and maintenance projects, reflecting a commitment to addressing key infrastructure needs and upgrading essential facilities. These projects are projected to involve a total expenditure of $8.2 million for FY 2025/26 and $7.5 million for FY 2026/27. For a comprehensive understanding of each project, detailed descriptions are available in the Operating Programs section, under Capital Improvement Projects.

The budget includes funding for the following capital projects:

Fiscal Year 2025/26 CIP Projects

- Bluffs II Trail
- Carpinteria Ave. Bridge Replacement
- Carpinteria Library Improvements
- Carpinteria Community Pool Improvements
- Carpinteria High School Area Crosswalk Safety Improvements
- Dune and Shoreline Management Plan
- Franklin Creek Trail Improvements
- Linden Ave. Improvements/Carp Ave. to Linden Ave. Overcrossing
- Linden Ave. Beach-End Beautification (Linden Plaza)
- Rincon Multi-Use Trail
- 2023 Pavement Rehabilitation

Fiscal Year 2026/27 CIP Projects

- Dune and Shoreline Management Plan
- Carpinteria Ave. Bridge Replacement

A complete breakdown of individual projects, funding sources, timelines, and cost estimates is provided in Attachment E.

Employee Salary Schedules

Service Employee International Union (SEIU) Local 620

In accordance with Section B., Article 23.H. of the adopted Memorandum of Understanding[4] (MOU) for fiscal years 2022/23 through 2026/27 between the City of Carpinteria and Service Employee International Union (SEIU) Local 620, SEIU-represented employees are scheduled to receive a cost-of-living adjustment based on the Consumer Price Index (CPI), effective the first full pay period in July. In alignment with a previously approved Side Letter Agreement, the CPI is based on the March reference month and the Los Angeles-Long Beach-Anaheim area for Urban Wage Earners and Clerical Workers (CPI-W).

For Fiscal Year 2025/26, SEIU-represented employees will receive a 3.1% COLA. No classification changes are proposed for SEIU-represented positions.

Management Personnel and Miscellaneous Unrepresented Personnel (MP – MUP)

It remains the City's general practice, when fiscally feasible, to adjust salary ranges for MP – MUP classifications based on the same CPI methodology used for SEIU-represented employees (March CPI-W, Los Angeles-Long Beach-Anaheim area). This approach supports internal equity and external competitiveness.

Historically, these adjustments impacted only salary ranges. However, beginning in FY 2024/25, the City extended the CPI-based adjustment to incumbent salaries as well. The same approach is recommended for Fiscal Year 2025/26: a 3.1% COLA applied to both salary ranges and all MP – MUP employee salaries. This method continues to support internal pay equity, particularly between long-serving staff and new hires.

The City Manager also recommends continuing a 5% cap on merit increases for FY 2025/26. While the City had initially planned to implement a step-based compensation system this fiscal year, that transition has been deferred. The 5% cap helps reduce subjectivity in the current performance-based merit system, formerly allowing up to 8%, and is a step toward a more structured and consistent compensation approach.

Position Changes

Management Personnel and Miscellaneous Unrepresented Personnel

To support organizational clarity and better align classification structures, the following changes are proposed:

New Classifications:

- Senior Management Analyst – Introduced as the highest-level classification in the Management Analyst series, providing strategic and complex analytical support.

[4] MOU between the City of Carpinteria and SEIU Local 620, adopted January 23, 2023

- Accountant/Financial Analyst II – Added to reflect advanced-level responsibilities beyond the current Accountant/Financial Analyst I role.

Title Revisions:

- Senior Financial Analyst will be retitled to Senior Accountant/Financial Analyst to more accurately reflect its placement at the top of the newly established classification series.
- Accountant/Financial Analyst will be retitled to Accountant/Financial Analyst I to clarify its role within the revised classification structure.

These changes reinforce internal consistency and enable more transparent classification and compensation decisions.

As part of the City's ongoing efforts to strengthen internal classification structures and support staff development, the new Management Analyst and Accountant/Financial Analyst series were created to establish clearer career pathways for professional staff, provide flexibility to underfill positions based on operational needs and candidate experience, and offer opportunities for advancement and retention within the same job series.

In conjunction with these structural changes, the City is designating the Management Analyst series and the Accountant/Financial Analyst series as exempt classifications under the Fair Labor Standards Act (FLSA), based on the professional-level responsibilities and independent judgment required in these roles. The Senior Financial Analyst position (retitled to Senior Accountant/Financial Analyst) was already designated as exempt and will remain so under the revised title.

Historically, the Management Analyst classification was considered exempt; however, in recent years its status was changed to non-exempt. This update reinstates exempt status in recognition of the classification's alignment with FLSA's administrative exemption criteria and ensures consistency with industry standards and practices. Exempt status is appropriate given the discretion, complexity, and scope of work expected in these roles and aligns with how comparable positions are treated in other local government agencies.

The Environmental Specialist and Management Analyst I – Limited Term positions are recommended to be transitioned to permanent FTE positions and removed from the limited term classification. The Environmental Specialist position expenses will be covered by the recently updated AB939 Solid Waste Fee increase, and will now permanently assist with outreach, reporting, and management of the solid waste program, having no impact to the General Fund Balance. The Management Analyst I – Limited Term position is recommended for use of General Fund Balance and will be continue to be assigned to the General Government department to assist with risk management, data analysis, project management, research and policy development, and general administrative support.

SEIU-represented Employees

There are no proposed position changes for SEIU-represented employees during Fiscal Years 2025–2027.

Part-Time Personnel

The City is proposing an updated part-time salary schedule for FY 2025/26. While the City has long maintained a salary schedule for part-time, temporary, and seasonal employees, the revised version eliminates the previous five-step structure and introduces flat hourly rates. Where appropriate, some classifications are organized into tiered levels (I, II, III) to reflect distinctions in responsibilities, experience, and required certifications, while other positions will have a single flat hourly rate. The City's part-time positions have not received any salary increases over the past three fiscal years. To ensure competitive hourly rates and support successful recruitment, a 5% adjustment has been applied to the part-time salary ranges.

PT Classification Series Includes:

- Aqua Instructor/Coach I/II/III
- Beach Lifeguard I/II/III
- Community Garden Coordinator I/II/III
- Crossing Guards I/II/III
- Library Technician I/II/III
- Literacy Coordinator I/II/III
- Maintenance Worker I/II/III
- Parks and Facilities Attendant, I/II/III
- Pool Lifeguard I/II/III
- Recreation Leader I/II/III

The Assistant Senior Program Coordinator classification is proposed for removal; the existing incumbent will be reclassified to *Recreation Leader II*. This supports simplification while preserving appropriate placement.

This restructuring is intended to:

- Improve clarity in position placement,
- Reflect appropriate compensation based on certifications, experience, and job complexity, and
- Support consistent and fair hiring and advancement decisions.

Although these roles are not intended as career-track positions, the revised schedule recognizes that many part-time employees return for multiple seasons, and some remain with

the City for several years, making it appropriate to offer structured placement based on qualifications and performance.

Employee placement into the new schedule will consider:

- Certifications required or held
- Length of service in current or similar roles
- Work quality and performance history
- Supervisor recommendations

New hires will typically start at the entry-level classification, with flexibility to place higher based on prior experience and credentials.

Future Challenges

As outlined throughout this letter, operational expenditures are rising at a pace that exceeds revenue growth. If this trend continues as projected, the City will face difficult choices by FY 2027/28, potentially requiring reductions in staffing, programs, or service levels. To preserve Carpinteria's identity as a small, beachside community—one that values local businesses, open space, and high-quality public services—the City must pursue a combination of enhanced cost recovery and strategic revenue enhancements.

A critical component of this strategy is aligning assessment district rates with actual service costs to reduce increasing reliance on General Fund subsidies. However, the Proposition 218 process required to update these districts is inherently complex, time-consuming, and costly. It also faces political challenges and concerns from property owners, even in the face of declining service quality. As such, additional revenue mechanisms that require voter approval may also be necessary in the near future.

To move forward, robust public outreach and education will be essential to build understanding and support for the financial tools needed to sustain Carpinteria's future.

Summary

The Adopted Budget for FYs 2025–27 reflects the City of Carpinteria's strategic, fiscally responsible approach to meeting both current service demands and future community needs. In the face of rising operational costs and inflationary pressures, the City has adopted a conservative yet forward-looking financial plan that prioritizes essential public services while investing in long-term infrastructure and community resilience.

Significant allocations are directed toward public safety, infrastructure upgrades, and community programs, ensuring uninterrupted delivery of critical services. Targeted capital investments, including street repairs and public facility improvements, support the City's long-term sustainability goals and enhance the reliability of local services.

The budget carefully balances immediate needs with future priorities through a mix of discretionary funds, restricted revenues, and competitive grant funding. This structure allows the City to continue addressing deferred maintenance and community development projects without compromising fiscal stability.

A strong emphasis is placed on financial stewardship, with close monitoring of personnel

costs, public safety contract increases, and infrastructure spending. These efforts position the City to remain resilient amid external challenges such as inflation, uncertain revenue trends, and broader economic volatility.

Finally, the budget reflects the City's commitment to transparent and accountable governance, with ongoing engagement of residents and stakeholders to ensure that resources are allocated equitably and effectively.

In summary, the FYs 2025–27 budget sustains high-quality municipal services, advances infrastructure improvements, and prepares the City to adapt to future uncertainties—while reinforcing the values that define Carpinteria as a small, thriving beachside community.

LEGAL AND RISK MANAGEMENT CONSIDERATIONS

The preparation and presentation of the budget is consistent with Carpinteria Municipal Code Section 2.08.110(H), concerning duties of the City Manager. The City Attorney will be in attendance at the meeting to advise the City Council on legal issues and/or questions it may have related to the budget and budget approval process.

PRINCIPAL PARTIES EXPECTED AT MEETING

Interested members of the public and representatives of local stakeholders.

ATTACHMENTS

A. Proposed Budget FY 2025-27 (distributed separately and published at https://carpinteriaca.gov)
B. FY 2024/25 Estimated Actual and FY 2025-27 Proposed Budget Detail Report
C. Resolutions Nos, 6405, 6406, 6407, 6408, 6409, and 6410
D. Authorized Full-Time Positions
E. Capital Improvement Program

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Signature

ATTACHMENT A

Proposed Fiscal Year 2025-27 Budget (Distributed Separately)
https://carpinteriaca.gov)

ATTACHMENT B

FY 2024/25 Estimated Actual and FY 2025-27 Proposed Budget Detail Report



Carpinteria, CA

Budget Worksheet

Account Summary

For Fiscal: FY 2024/25 Period Ending: 05/31/2025

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 101 - GENERAL FUND										
SubProgram: 131 - Records Management										
101-131-4504	City Clerk Charges	0.00	0.00	100.00	75.00	200.00	152.25	200.00	200.00	200.00
SubProgram: 131 - Records Management Total:		**0.00**	**0.00**	**100.00**	**75.00**	**200.00**	**152.25**	**200.00**	**200.00**	**200.00**
SubProgram: 161 - Communication and Community Promotions										
101-161-4802	Miscellaneous Income	0.00	0.00	0.00	0.00	2,100.00	2,071.91	2,100.00		
SubProgram: 161 - Communication and Community Promotions Tota..		**0.00**	**0.00**	**0.00**	**0.00**	**2,100.00**	**2,071.91**	**2,100.00**	**0.00**	**0.00**
SubProgram: 171 - Law Enforcement										
101-171-4120	Sales Tax Safety	89,200.00	99,570.00	91,000.00	90,859.35	91,000.00	59,107.69	91,000.00	92,800.00	92,800.00
101-171-4375	Federal Grant- COPS	130,000.00	99,999.97	187,000.00	186,158.96	195,000.00	194,663.36	195,000.00	175,000.00	175,000.00
SubProgram: 171 - Law Enforcement Total:		**219,200.00**	**199,569.97**	**278,000.00**	**277,018.31**	**286,000.00**	**253,771.05**	**286,000.00**	**267,800.00**	**267,800.00**
SubProgram: 201 - Financial Management Services										
101-201-4200	Business License Application Fee	10,000.00	12,071.50	10,000.00	12,552.00	10,000.00	11,272.37	10,000.00	12,000.00	12,000.00
101-201-4400	Penalties/Interest Charges	5,500.00	8,136.62	12,000.00	11,856.88	7,500.00	8,050.77	10,000.00	9,000.00	9,000.00
101-201-4502	Processing Fee	0.00	0.00	20,000.00	15,595.00	30,000.00	23,609.64	30,000.00	30,000.00	30,000.00
SubProgram: 201 - Financial Management Services Total:		**15,500.00**	**20,208.12**	**42,000.00**	**40,003.88**	**47,500.00**	**42,932.78**	**50,000.00**	**51,000.00**	**51,000.00**
SubProgram: 211 - Central Services										
101-211-4500	Rents & Leases	0.00	5,734.00	0.00	0.00	2,000.00	1,680.00	2,000.00	2,000.00	2,000.00
SubProgram: 211 - Central Services Total:		**0.00**	**5,734.00**	**0.00**	**0.00**	**2,000.00**	**1,680.00**	**2,000.00**	**2,000.00**	**2,000.00**
SubProgram: 221 - Management Information Services										
101-221-4511	Technology Surcharge	0.00	0.00	0.00	0.00	26,000.00	29,480.96	30,000.00	23,000.00	23,000.00
SubProgram: 221 - Management Information Services Total:		**0.00**	**0.00**	**0.00**	**0.00**	**26,000.00**	**29,480.96**	**30,000.00**	**23,000.00**	**23,000.00**
SubProgram: 302 - Advance Planning										
101-302-4360	State Grants	178,000.00	125,502.24	150,000.00	111,125.71	200,000.00	28,405.60	70,000.00	270,000.00	
101-302-4390	Private Grants	10,000.00	0.00	0.00	0.00	0.00	0.00			
101-302-4547	General Plan Update Fee	5,000.00	1,972.69	1,500.00	1,435.13	3,500.00	6,583.91	6,500.00	3,500.00	3,500.00
SubProgram: 302 - Advance Planning Total:		**193,000.00**	**127,474.93**	**151,500.00**	**112,560.84**	**203,500.00**	**34,989.51**	**76,500.00**	**273,500.00**	**3,500.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 321 - Development Review and Building										
101-321-4220	Building/ Construction Permits	200,000.00	237,656.85	200,000.00	204,915.51	275,000.00	323,796.10	320,000.00	225,000.00	225,000.00
101-321-4221	Solar Permits	0.00	0.00	0.00	0.00	12,000.00	9,305.54	12,000.00	5,000.00	5,000.00
101-321-4260	Flat Rate Permits	100.00	73.00	5,000.00	5,955.77	8,000.00	10,491.00	10,000.00	8,000.00	8,000.00
101-321-4503	Planning Charges	140,000.00	147,637.68	234,000.00	233,539.54	220,000.00	276,699.79	270,000.00	220,000.00	220,000.00
101-321-4509	Building Plan Check	90,000.00	83,250.07	50,000.00	58,954.87	230,000.00	257,310.16	255,000.00	150,000.00	150,000.00
SubProgram: 321 - Development Review and Building Total:		**430,100.00**	**468,617.60**	**489,000.00**	**503,365.69**	**745,000.00**	**877,602.59**	**867,000.00**	**608,000.00**	**608,000.00**
SubProgram: 331 - Code Compliance										
101-331-4210	Massage & Peddler Permits	700.00	1,190.00	350.00	560.00	350.00	213.00	300.00	300.00	300.00
101-331-4404	Parking Fines & Penalties	35,000.00	33,145.79	35,000.00	31,898.23	35,500.00	28,633.28	32,000.00	32,000.00	32,000.00
101-331-4406	Local Fines & Penalties	12,000.00	13,370.00	12,000.00	11,197.50	12,000.00	20,325.00	23,000.00	12,000.00	12,000.00
SubProgram: 331 - Code Compliance Total:		**47,700.00**	**47,705.79**	**47,350.00**	**43,655.73**	**47,850.00**	**49,171.28**	**55,300.00**	**44,300.00**	**44,300.00**
SubProgram: 341 - Animal Care and Control										
101-341-4270	Dog Licenses	10,000.00	8,962.50	10,000.00	9,733.00	10,000.00	6,845.00	10,000.00	10,000.00	10,000.00
101-341-4271	Animal Keeping Permit	400.00	0.00	0.00	0.00	0.00	0.00			
101-341-4565	Animal Control Fees	500.00	472.00	500.00	294.00	500.00	185.00	500.00	500.00	500.00
SubProgram: 341 - Animal Care and Control Total:		**10,900.00**	**9,434.50**	**10,500.00**	**10,027.00**	**10,500.00**	**7,030.00**	**10,500.00**	**10,500.00**	**10,500.00**
SubProgram: 401 - Public Works Administration										
101-401-4360	State Grants	0.00	0.00	65,800.00	7,026.75	57,300.00	57,256.15	57,300.00		
101-401-4406	Local Fines & Penalties	0.00	0.00	1,200.00	1,200.00	1,200.00	100.00	100.00	100.00	100.00
101-401-4507	Public Works Charges	0.00	0.00	55,000.00	55,340.35	10,000.00	18,311.51	20,000.00	10,000.00	10,000.00
101-401-4802	Miscellaneous Income	1,000.00	700.00	13,000.00	12,425.18	700.00	361.00	500.00	500.00	500.00
SubProgram: 401 - Public Works Administration Total:		**1,000.00**	**700.00**	**135,000.00**	**75,992.28**	**69,200.00**	**76,028.66**	**77,900.00**	**10,600.00**	**10,600.00**
SubProgram: 402 - Engineering Permits										
101-402-4230	Engineering/ Street Permits	6,500.00	5,340.00	19,000.00	21,713.88	20,000.00	29,954.78	25,000.00	20,000.00	20,000.00
101-402-4240	Over-Size Load Permits	1,400.00	1,734.00	1,800.00	2,104.00	1,800.00	2,234.00	2,000.00	1,800.00	1,800.00
SubProgram: 402 - Engineering Permits Total:		**7,900.00**	**7,074.00**	**20,800.00**	**23,817.88**	**21,800.00**	**32,188.78**	**27,000.00**	**21,800.00**	**21,800.00**
SubProgram: 403 - Capital Improvements										
101-403-4802	Miscellaneous Income	0.00	0.00	0.00	0.00	2,100.00	2,071.91	2,100.00		
101-403-4812	Reimbursement- Insurance Cla...	500.00	473.78	0.00	0.00	0.00	0.00			
SubProgram: 403 - Capital Improvements Total:		**500.00**	**473.78**	**0.00**	**0.00**	**2,100.00**	**2,071.91**	**2,100.00**	**0.00**	**0.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 451 - Watershed Management										
101-451-4802	Miscellaneous Income	0.00	0.00	0.00	0.00	4,150.00	4,143.78	4,150.00		
101-451-4812	Reimbursement- Insurance Cla...	1,000.00	947.56	0.00	0.00	0.00	0.00			
SubProgram: 451 - Watershed Management Total:		**1,000.00**	**947.56**	**0.00**	**0.00**	**4,150.00**	**4,143.78**	**4,150.00**	**0.00**	**0.00**
SubProgram: 900 - Non-Departmental										
101-900-4100	Property Tax- Secured, Current...	2,631,300.00	2,683,750.14	2,794,100.00	2,863,439.74	2,880,000.00	2,916,360.49	2,920,000.00	3,024,000.00	3,175,200.00
101-900-4101	Property Tax- Unsecured, Curr...	95,000.00	94,703.64	110,000.00	109,634.66	113,300.00	107,926.36	113,300.00	119,000.00	125,000.00
101-900-4102	Property Tax- Prior Year, Secur...	40,400.00	34,661.39	35,000.00	34,362.00	35,000.00	31,922.65	35,000.00	35,000.00	35,000.00
101-900-4103	Property Tax- In Lieu	1,872,000.00	1,885,551.22	2,016,300.00	2,016,328.09	2,090,500.00	2,090,542.00	2,090,500.00	2,195,000.00	2,304,750.00
101-900-4111	Property Tax- Homeowners Ex...	11,000.00	10,187.66	11,400.00	9,957.92	11,400.00	8,387.60	11,400.00	11,400.00	11,400.00
101-900-4112	Property Tax- Documentary Tr...	100,000.00	110,391.57	60,000.00	63,296.44	60,000.00	61,527.79	70,000.00	60,000.00	60,000.00
101-900-4113	Property Tax- Supplemental Roll	51,000.00	113,291.92	60,500.00	94,269.63	82,400.00	41,188.43	82,400.00	82,400.00	82,400.00
101-900-4121	Sales Tax	2,082,200.00	2,068,081.89	2,067,200.00	2,082,124.74	2,038,000.00	1,526,965.15	2,024,400.00	2,093,150.00	2,150,150.00
101-900-4130	Franchise Fees - Cable	180,000.00	177,734.60	160,000.00	160,584.15	156,000.00	114,296.91	156,000.00	152,000.00	152,000.00
101-900-4135	Franchise Fees - Gas	52,000.00	52,533.81	68,500.00	68,481.29	68,500.00	42,230.63	68,500.00	42,250.00	42,250.00
101-900-4140	Franchise Fees - Refuse	320,000.00	344,049.20	340,000.00	350,667.19	370,000.00	291,017.24	380,000.00	412,000.00	424,400.00
101-900-4145	Franchise Fees - Electric	143,000.00	142,817.81	143,000.00	143,278.72	143,300.00	138,111.61	138,150.00	138,150.00	138,150.00
101-900-4150	Transient Occupancy Tax	2,650,000.00	2,740,637.35	2,530,000.00	2,469,342.76	2,881,500.00	1,952,242.73	2,784,500.00	2,854,150.00	2,925,500.00
101-900-4151	Transient Occupancy Tax - Shor...	750,000.00	744,827.22	740,000.00	724,905.20	847,000.00	598,200.39	831,350.00	852,150.00	873,450.00
101-900-4160	Business License Tax	62,000.00	62,076.41	65,000.00	70,585.65	70,000.00	67,653.99	70,000.00	70,000.00	70,000.00
101-900-4201	Short-Term Rental License	24,000.00	22,775.72	24,000.00	24,015.00	24,000.00	22,385.00	24,000.00	24,000.00	24,000.00
101-900-4202	Tobacco Retailer Permit	0.00	0.00	1,000.00	1,736.00	1,700.00	0.00	1,700.00	1,700.00	1,700.00
101-900-4300	DMV Parking Fees	14,000.00	18,575.14	18,000.00	18,557.53	18,000.00	16,303.06	18,000.00	18,000.00	18,000.00
101-900-4402	Court Fines & Penalties	2,000.00	2,076.69	2,000.00	1,350.69	2,000.00	578.49	1,300.00	1,300.00	1,300.00
101-900-4410	Property Tax- Interest/Penalties	5,000.00	10,231.43	12,000.00	18,541.09	12,400.00	12,445.70	12,400.00	12,400.00	12,400.00
101-900-4599	Merchant Processing Fees	0.00	0.00	500.00	916.65	1,000.00	1,310.57	1,200.00	1,200.00	1,200.00
101-900-4600	Interest Income	100,000.00	167,439.40	182,800.00	204,242.86	125,000.00	141,563.54	150,000.00	100,000.00	100,000.00
101-900-4601	Net Adjustment Fair Value	0.00	40,302.65	0.00	182,406.18	0.00	0.00			
101-900-4602	Gain/Loss on Investment	0.00	-4,033.86	0.00	156.18	0.00	11,721.61			
101-900-4802	Miscellaneous Income	10,000.00	5,653.06	10,000.00	2,958.70	225,000.00	220,403.10	225,000.00	225,000.00	225,000.00
101-900-4804	SB90 Claims	8,300.00	8,257.00	8,300.00	7,515.00	7,700.00	0.00	7,700.00	7,700.00	7,700.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-900-4806	Donations	0.00	0.00	7,800.00	0.00	0.00	0.00			
101-900-4810	Reimbursement- State	0.00	0.00	0.00	21,435.45	57,400.00	117,876.40	117,900.00		
101-900-4812	Reimbursement- Insurance Cla...	0.00	-13,300.00	300.00	273.10	4,400.00	4,387.48	4,400.00		
101-900-4878	Sale of Property Gain/Loss	0.00	0.00	15,000.00	15,000.00	0.00	0.00			
	SubProgram: 900 - Non-Departmental Total:	**11,203,200.00**	**11,523,273.06**	**11,482,700.00**	**11,760,362.61**	**12,325,500.00**	**10,537,548.92**	**12,339,100.00**	**12,531,950.00**	**12,960,950.00**
	Fund: 101 - GENERAL FUND Total:	**12,130,000.00**	**12,411,213.31**	**12,656,950.00**	**12,846,879.22**	**13,793,400.00**	**11,950,864.38**	**13,829,850.00**	**13,844,650.00**	**14,003,650.00**
Fund: 102 - GENERAL RESERVE - SPECIAL PROJECTS										
SubProgram: 403 - Capital Improvements										
102-403-4812	Reimbursement- Insurance Cla...	89,000.00	0.00	0.00	0.00	0.00	0.00			
	SubProgram: 403 - Capital Improvements Total:	**89,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 900 - Non-Departmental										
102-900-4600	Interest Income	30,000.00	29,180.63	18,200.00	24,869.76	16,000.00	21,481.08	16,000.00	16,000.00	16,000.00
102-900-4601	Net Adjustment Fair Value	0.00	-1,316.51	0.00	9,958.16	0.00	0.00			
102-900-4602	Gain/Loss on Investment	0.00	-589.70	0.00	77.73	0.00	1,908.07			
	SubProgram: 900 - Non-Departmental Total:	**30,000.00**	**27,274.42**	**18,200.00**	**34,905.65**	**16,000.00**	**23,389.15**	**16,000.00**	**16,000.00**	**16,000.00**
	Fund: 102 - GENERAL RESERVE - SPECIAL PROJECTS Total:	**119,000.00**	**27,274.42**	**18,200.00**	**34,905.65**	**16,000.00**	**23,389.15**	**16,000.00**	**16,000.00**	**16,000.00**
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE										
SubProgram: 431 - Street Maintenance										
103-431-4390	Private Grants	0.00	0.00	0.00	0.00	50,000.00	0.00			
	SubProgram: 431 - Street Maintenance Total:	**0.00**	**0.00**	**0.00**	**0.00**	**50,000.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 900 - Non-Departmental										
103-900-4600	Interest Income	15,000.00	21,342.07	20,400.00	32,204.13	20,000.00	25,234.36	20,000.00	15,000.00	15,000.00
103-900-4601	Net Adjustment Fair Value	0.00	-1,969.02	0.00	12,921.79	0.00	0.00			
103-900-4602	Gain/Loss on Investment	0.00	-550.84	0.00	94.63	0.00	2,410.02			
103-900-4878	Sale of Property Gain/Loss	14,000.00	13,645.57	0.00	0.00	0.00	0.00			
	SubProgram: 900 - Non-Departmental Total:	**29,000.00**	**32,467.78**	**20,400.00**	**45,220.55**	**20,000.00**	**27,644.38**	**20,000.00**	**15,000.00**	**15,000.00**
	Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE Total:	**29,000.00**	**32,467.78**	**20,400.00**	**45,220.55**	**70,000.00**	**27,644.38**	**20,000.00**	**15,000.00**	**15,000.00**
Fund: 104 - MEASURE X FUND										
SubProgram: 162 - Economic Vitality										
104-162-4500	Rents & Leases	0.00	0.00	1,500.00	1,492.80	1,500.00	1,262.22	1,500.00	1,500.00	1,500.00
	SubProgram: 162 - Economic Vitality Total:	**0.00**	**0.00**	**1,500.00**	**1,492.80**	**1,500.00**	**1,262.22**	**1,500.00**	**1,500.00**	**1,500.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 302 - Advance Planning										
104-302-4360	State Grants	0.00	0.00	95,200.00	95,200.00	0.00	0.00			
	SubProgram: 302 - Advance Planning Total:	**0.00**	**0.00**	**95,200.00**	**95,200.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 461 - Resource Conservation										
104-461-4802	Miscellaneous Income	4,800.00	3,977.45	78,000.00	83,018.06	20,000.00	24,556.48	20,000.00	20,000.00	20,000.00
	SubProgram: 461 - Resource Conservation Total:	**4,800.00**	**3,977.45**	**78,000.00**	**83,018.06**	**20,000.00**	**24,556.48**	**20,000.00**	**20,000.00**	**20,000.00**
SubProgram: 512 - Senior Services										
104-512-4806	Donations	0.00	0.00	0.00	0.00	10,000.00	1,500.00	10,000.00	10,000.00	10,000.00
	SubProgram: 512 - Senior Services Total:	**0.00**	**0.00**	**0.00**	**0.00**	**10,000.00**	**1,500.00**	**10,000.00**	**10,000.00**	**10,000.00**
SubProgram: 900 - Non-Departmental										
104-900-4122	Sales Tax - Local	3,821,000.00	3,803,555.23	3,803,000.00	3,804,197.55	3,729,000.00	2,803,983.07	3,780,000.00	3,798,000.00	3,902,000.00
104-900-4600	Interest Income	45,000.00	78,269.59	80,300.00	131,468.38	75,000.00	70,750.58	75,000.00	40,000.00	40,000.00
104-900-4601	Net Adjustment Fair Value	0.00	-7,781.53	0.00	54,619.57	0.00	0.00			
104-900-4602	Gain/Loss on Investment	0.00	-2,187.14	0.00	659.89	0.00	9,025.89			
	SubProgram: 900 - Non-Departmental Total:	**3,866,000.00**	**3,871,856.15**	**3,883,300.00**	**3,990,945.39**	**3,804,000.00**	**2,883,759.54**	**3,855,000.00**	**3,838,000.00**	**3,942,000.00**
	Fund: 104 - MEASURE X FUND Total:	**3,870,800.00**	**3,875,833.60**	**4,058,000.00**	**4,170,656.25**	**3,835,500.00**	**2,911,078.24**	**3,886,500.00**	**3,869,500.00**	**3,973,500.00**
Fund: 201 - TRAFFIC SAFETY FUND										
SubProgram: 331 - Code Compliance										
201-331-4408	California Vehicle Code Penalti...	30,000.00	45,839.64	40,000.00	49,551.79	40,000.00	20,924.71	40,000.00	35,000.00	35,000.00
201-331-4600	Interest Income	300.00	657.49	1,000.00	2,119.74	2,500.00	2,431.05	2,500.00	1,000.00	1,000.00
201-331-4601	Net Adjustment Fair Value	0.00	-75.21	0.00	971.10	0.00	0.00			
201-331-4602	Gain/Loss on Investment	0.00	-18.09	0.00	5.94	0.00	199.34			
201-331-4802	Miscellaneous Income	2,500.00	2,413.83	2,500.00	3,107.49	6,000.00	4,720.89	6,000.00	6,000.00	6,000.00
	SubProgram: 331 - Code Compliance Total:	**32,800.00**	**48,817.66**	**43,500.00**	**55,756.06**	**48,500.00**	**28,275.99**	**48,500.00**	**42,000.00**	**42,000.00**
	Fund: 201 - TRAFFIC SAFETY FUND Total:	**32,800.00**	**48,817.66**	**43,500.00**	**55,756.06**	**48,500.00**	**28,275.99**	**48,500.00**	**42,000.00**	**42,000.00**
Fund: 202 - LIBRARY FUND										
SubProgram: 550 - City Library										
202-550-4365	Per Capita County Funding	147,100.00	147,134.00	151,000.00	146,832.00	156,000.00	151,946.00	152,000.00	153,000.00	155,000.00
202-550-4510	Library Service Fees	2,000.00	2,259.20	3,000.00	3,072.64	3,000.00	2,295.23	3,000.00	3,000.00	3,000.00
202-550-4806	Donations	33,000.00	15,552.25	65,000.00	66,545.68	81,500.00	67,346.75	81,500.00	81,500.00	81,500.00
	SubProgram: 550 - City Library Total:	**182,100.00**	**164,945.45**	**219,000.00**	**216,450.32**	**240,500.00**	**221,587.98**	**236,500.00**	**237,500.00**	**239,500.00**
	Fund: 202 - LIBRARY FUND Total:	**182,100.00**	**164,945.45**	**219,000.00**	**216,450.32**	**240,500.00**	**221,587.98**	**236,500.00**	**237,500.00**	**239,500.00**

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 203 - ROAD MAINTENANCE REHABILITATION FUND										
SubProgram: 431 - Street Maintenance										
203-431-4314	RMRA (SB1)	285,000.00	293,586.85	315,000.00	339,478.60	331,800.00	264,698.05	331,800.00	344,800.00	344,800.00
203-431-4600	Interest Income	2,500.00	4,205.77	2,400.00	2,589.42	0.00	0.00			
203-431-4601	Net Adjustment Fair Value	0.00	-453.09	0.00	64.93	0.00	0.00			
203-431-4602	Gain/Loss on Investment	0.00	-116.15	0.00	5.00	0.00	0.00			
	SubProgram: 431 - Street Maintenance Total:	**287,500.00**	**297,223.38**	**317,400.00**	**342,137.95**	**331,800.00**	**264,698.05**	**331,800.00**	**344,800.00**	**344,800.00**
	Fund: 203 - ROAD MAINTENANCE REHABILITATION FUND Total:	**287,500.00**	**297,223.38**	**317,400.00**	**342,137.95**	**331,800.00**	**264,698.05**	**331,800.00**	**344,800.00**	**344,800.00**
Fund: 204 - PARK MAINTENANCE FUND										
SubProgram: 405 - Facilities										
204-405-4169	Property Tax- Park Maintenanc...	148,000.00	151,325.21	159,100.00	160,638.93	159,100.00	157,450.75	159,100.00		
204-405-4802	Miscellaneous Income	0.00	0.00	4,200.00	4,203.60	15,900.00	15,831.90	15,900.00		
	SubProgram: 405 - Facilities Total:	**148,000.00**	**151,325.21**	**163,300.00**	**164,842.53**	**175,000.00**	**173,282.65**	**175,000.00**	**0.00**	**0.00**
SubProgram: 472 - Parks Facilities										
204-472-4169	Property Tax- Park Maintenanc...	0.00	0.00	0.00	0.00	0.00	0.00		159,000.00	159,000.00
	SubProgram: 472 - Parks Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**159,000.00**	**159,000.00**
SubProgram: 501 - Parks and Recreation Administration										
204-501-4316	Bluffs Endownment	29,500.00	29,500.00	36,000.00	36,000.00	76,000.00	77,849.00	77,900.00	37,000.00	37,000.00
204-501-4513	Park Rentals	15,000.00	15,202.50	15,000.00	16,695.55	15,000.00	15,337.54	15,000.00	19,200.00	19,200.00
204-501-4600	Interest Income	150.00	141.44	0.00	0.00	400.00	345.27	400.00		
204-501-4602	Gain/Loss on Investment	0.00	-12.96	0.00	0.00	0.00	55.60			
204-501-4700	Berm Assessment	20,400.00	19,818.21	20,400.00	20,162.57	20,400.00	20,504.90	20,400.00		
204-501-4806	Donations	4,400.00	4,273.28	4,000.00	5,540.00	23,000.00	15,500.00	23,000.00	4,000.00	4,000.00
	SubProgram: 501 - Parks and Recreation Administration Total:	**69,450.00**	**68,922.47**	**75,400.00**	**78,398.12**	**134,800.00**	**129,592.31**	**136,700.00**	**60,200.00**	**60,200.00**
SubProgram: 502 - Parks and Facilities Maintenance										
204-502-4500	Rents & Leases	0.00	-350.18	0.00	0.00	0.00	0.00			
	SubProgram: 502 - Parks and Facilities Maintenance Total:	**0.00**	**-350.18**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Fund: 204 - PARK MAINTENANCE FUND Total:	**217,450.00**	**219,897.50**	**238,700.00**	**243,240.65**	**309,800.00**	**302,874.96**	**311,700.00**	**219,200.00**	**219,200.00**
Fund: 205 - GAS TAX FUND										
SubProgram: 431 - Street Maintenance										
205-431-4320	Section 2103	112,900.00	107,214.74	115,800.00	119,666.19	121,600.00	102,723.16	121,600.00	119,600.00	119,600.00
205-431-4322	Section 2106	45,000.00	43,254.30	45,400.00	45,759.13	47,000.00	38,751.41	47,000.00	47,300.00	47,300.00
205-431-4324	Section 2107	95,000.00	102,054.09	109,400.00	108,021.93	113,250.00	88,319.30	113,250.00	114,150.00	114,150.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
205-431-4326	Section 2107.5	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
205-431-4328	Section 2105	79,400.00	74,883.73	80,000.00	79,804.24	83,000.00	67,342.12	83,000.00	83,650.00	83,650.00
205-431-4600	Interest Income	5,000.00	8,466.89	10,000.00	16,124.87	7,500.00	6,187.93	7,500.00	4,000.00	4,000.00
205-431-4601	Net Adjustment Fair Value	0.00	-854.34	0.00	6,543.26	0.00	0.00			
205-431-4602	Gain/Loss on Investment	0.00	-233.53	0.00	44.61	0.00	911.92			
205-431-4802	Miscellaneous Income	0.00	0.00	0.00	0.00	12,400.00	12,431.19	12,400.00		
205-431-4812	Reimbursement- Insurance Cla...	1,500.00	1,421.34	0.00	0.00	0.00	0.00			
	SubProgram: 431 - Street Maintenance Total:	**341,800.00**	**339,207.22**	**363,600.00**	**378,964.23**	**387,750.00**	**319,667.03**	**387,750.00**	**371,700.00**	**371,700.00**
	Fund: 205 - GAS TAX FUND Total:	**341,800.00**	**339,207.22**	**363,600.00**	**378,964.23**	**387,750.00**	**319,667.03**	**387,750.00**	**371,700.00**	**371,700.00**
Fund: 206 - LOCAL TRANSPORTATION FUND										
SubProgram: 431 - Street Maintenance										
206-431-4330	BKWY, ART3; SEC 9	14,000.00	14,835.00	14,000.00	12,294.14	14,000.00	11,668.88	14,000.00	14,250.00	15,000.00
206-431-4600	Interest Income	100.00	165.99	150.00	135.93	200.00	208.48	200.00	100.00	100.00
206-431-4601	Net Adjustment Fair Value	0.00	-8.29	0.00	38.29	0.00	0.00			
206-431-4602	Gain/Loss on Investment	0.00	-3.61	0.00	-0.80	0.00	12.31			
206-431-4812	Reimbursement- Insurance Cla...	500.00	473.78	0.00	0.00	0.00	0.00			
	SubProgram: 431 - Street Maintenance Total:	**14,600.00**	**15,462.87**	**14,150.00**	**12,467.56**	**14,200.00**	**11,889.67**	**14,200.00**	**14,350.00**	**15,100.00**
	Fund: 206 - LOCAL TRANSPORTATION FUND Total:	**14,600.00**	**15,462.87**	**14,150.00**	**12,467.56**	**14,200.00**	**11,889.67**	**14,200.00**	**14,350.00**	**15,100.00**
Fund: 207 - TIDELANDS TRUST FUND										
SubProgram: 531 - Ocean Beach Services										
207-531-4360	State Grants	0.00	0.00	0.00	0.00	0.00	0.00			8,750.00
207-531-4500	Rents & Leases	325,000.00	280,806.62	354,000.00	309,803.18	361,600.00	361,587.92	361,600.00	361,600.00	361,600.00
207-531-4525	Beach Concession	0.00	0.00	0.00	0.00	0.00	0.00		6,500.00	6,500.00
207-531-4600	Interest Income	5,000.00	28,200.76	10,000.00	32,801.52	12,000.00	14,725.51	16,000.00	6,000.00	6,000.00
207-531-4601	Net Adjustment Fair Value	0.00	-713.71	0.00	5,919.55	0.00	0.00			
207-531-4602	Gain/Loss on Investment	0.00	-223.47	0.00	-51.11	0.00	1,147.07			
207-531-4802	Miscellaneous Income	0.00	0.00	0.00	0.00	0.00	0.10			
207-531-4806	Donations	0.00	74.00	0.00	170.00	0.00	0.00			
	SubProgram: 531 - Ocean Beach Services Total:	**330,000.00**	**308,144.20**	**364,000.00**	**348,643.14**	**373,600.00**	**377,460.60**	**377,600.00**	**374,100.00**	**382,850.00**
	Fund: 207 - TIDELANDS TRUST FUND Total:	**330,000.00**	**308,144.20**	**364,000.00**	**348,643.14**	**373,600.00**	**377,460.60**	**377,600.00**	**374,100.00**	**382,850.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 208 - STREET LIGHTING FUND										
SubProgram: 411 - Transportation, Parking and Lighting										
208-411-4100	Property Tax- Secured, Current...	205,000.00	214,372.83	220,900.00	228,126.14	220,900.00	230,560.44	235,000.00	246,750.00	259,000.00
208-411-4101	Property Tax- Unsecured, Curr...	7,200.00	7,342.64	8,500.00	8,525.18	8,500.00	8,370.00	8,500.00	8,900.00	9,300.00
208-411-4111	Property Tax- Homeowners Ex...	800.00	792.12	850.00	774.20	850.00	652.02	800.00	800.00	800.00
208-411-4113	Property Tax- Supplemental Roll	4,000.00	9,095.84	4,200.00	7,332.56	4,200.00	3,176.30	4,200.00	4,200.00	4,200.00
208-411-4410	Property Tax- Interest/Penalties	750.00	866.14	800.00	1,409.80	800.00	686.29	800.00	800.00	800.00
208-411-4600	Interest Income	3,000.00	8,462.36	10,000.00	15,560.06	12,000.00	14,316.85	12,000.00	6,000.00	6,000.00
208-411-4601	Net Adjustment Fair Value	0.00	-883.94	0.00	6,718.39	0.00	0.00			
208-411-4602	Gain/Loss on Investment	0.00	-250.58	0.00	9.98	0.00	1,292.39			
208-411-4802	Miscellaneous Income	0.00	0.00	0.00	0.00	4,150.00	4,143.78	4,150.00		
208-411-4812	Reimbursement- Insurance Cla...	500.00	473.78	0.00	0.00	0.00	0.00			
SubProgram: 411 - Transportation, Parking and Lighting Total:		**221,250.00**	**240,271.19**	**245,250.00**	**268,456.31**	**251,400.00**	**263,198.07**	**265,450.00**	**267,450.00**	**280,100.00**
Fund: 208 - STREET LIGHTING FUND Total:		**221,250.00**	**240,271.19**	**245,250.00**	**268,456.31**	**251,400.00**	**263,198.07**	**265,450.00**	**267,450.00**	**280,100.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND										
SubProgram: 441 - Right of Way Maintenance										
209-441-4410	Property Tax- Interest/Penalties	50.00	204.46	150.00	357.96	100.00	180.95	200.00	200.00	200.00
209-441-4600	Interest Income	150.00	147.77	0.00	0.00	1,200.00	1,030.68	1,200.00	600.00	600.00
209-441-4602	Gain/Loss on Investment	0.00	-12.65	0.00	0.00	0.00	141.64			
209-441-4701	ROW Assessment	196,900.00	195,505.02	198,400.00	201,162.15	198,400.00	196,591.26	200,000.00	200,000.00	200,000.00
209-441-4802	Miscellaneous Income	0.00	0.00	14,500.00	14,508.86	6,200.00	6,215.66	6,200.00		
209-441-4806	Donations	1,000.00	1,000.00	0.00	0.00	0.00	0.00			
209-441-4812	Reimbursement- Insurance Cla...	1,500.00	1,421.34	0.00	0.00	0.00	0.00			
SubProgram: 441 - Right of Way Maintenance Total:		**199,600.00**	**198,265.94**	**213,050.00**	**216,028.97**	**205,900.00**	**204,160.19**	**207,600.00**	**200,800.00**	**200,800.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND Total:		**199,600.00**	**198,265.94**	**213,050.00**	**216,028.97**	**205,900.00**	**204,160.19**	**207,600.00**	**200,800.00**	**200,800.00**
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND										
SubProgram: 161 - Communication and Community Promotions										
210-161-4400	Penalties/Interest Charges	0.00	0.00	2,000.00	1,396.30	1,200.00	400.00	1,200.00	400.00	400.00
210-161-4600	Interest Income	200.00	570.88	600.00	1,009.85	800.00	854.75	800.00	400.00	400.00
210-161-4601	Net Adjustment Fair Value	0.00	-61.72	0.00	471.22	0.00	0.00			
210-161-4602	Gain/Loss on Investment	0.00	-15.63	0.00	4.78	0.00	80.98			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
210-161-4703	General Business District Asses...	15,000.00	14,882.90	15,000.00	12,771.51	15,000.00	17,124.32	15,000.00	15,500.00	15,500.00
SubProgram: 161 - Communication and Community Promotions Tota..		**15,200.00**	**15,376.43**	**17,600.00**	**15,653.66**	**17,000.00**	**18,460.05**	**17,000.00**	**16,300.00**	**16,300.00**
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND..		**15,200.00**	**15,376.43**	**17,600.00**	**15,653.66**	**17,000.00**	**18,460.05**	**17,000.00**	**16,300.00**	**16,300.00**
Fund: 211 - AB 939 SOLID WASTE FUND										
SubProgram: 421 - Solid Waste										
211-421-4516	AB 939 Fees	245,000.00	265,890.15	265,000.00	279,450.65	296,500.00	218,768.95	296,500.00	637,250.00	637,250.00
211-421-4600	Interest Income	1,500.00	1,437.28	0.00	-78.23	400.00	142.58	400.00	500.00	500.00
211-421-4601	Net Adjustment Fair Value	0.00	-38.99	0.00	0.00	0.00	0.00			
211-421-4602	Gain/Loss on Investment	0.00	-30.89	0.00	0.00	0.00	22.96			
211-421-4802	Miscellaneous Income	0.00	0.00	0.00	0.00	6,200.00	6,215.66	6,200.00		
211-421-4810	Reimbursement- State	6,600.00	10,788.54	8,000.00	9,931.80	5,650.00	8,430.06	8,450.00	5,000.00	5,000.00
211-421-4812	Reimbursement- Insurance Cla...	1,900.00	1,895.14	0.00	0.00	0.00	0.00			
SubProgram: 421 - Solid Waste Total:		**255,000.00**	**279,941.23**	**273,000.00**	**289,304.22**	**308,750.00**	**233,580.21**	**311,550.00**	**642,750.00**	**642,750.00**
Fund: 211 - AB 939 SOLID WASTE FUND Total:		**255,000.00**	**279,941.23**	**273,000.00**	**289,304.22**	**308,750.00**	**233,580.21**	**311,550.00**	**642,750.00**	**642,750.00**
Fund: 213 - RECREATION SERVICES FUND										
SubProgram: 478 - Community Farm										
213-478-4850	Orchard Proceeds	0.00	0.00	0.00	0.00	0.00	0.00		30,000.00	30,000.00
SubProgram: 478 - Community Farm Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**30,000.00**	**30,000.00**
SubProgram: 501 - Parks and Recreation Administration										
213-501-4500	Rents & Leases	0.00	0.00	0.00	0.00	0.00	0.00		2,900.00	2,900.00
SubProgram: 501 - Parks and Recreation Administration Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**2,900.00**	**2,900.00**
SubProgram: 503 - Vets Hall/Seaside										
213-503-4500	Rents & Leases	25,200.00	25,845.07	15,000.00	13,566.65	8,300.00	7,696.60	8,300.00	8,300.00	8,300.00
213-503-4522	Jazzercise	6,000.00	5,450.00	6,000.00	5,200.00	5,000.00	5,150.78	5,000.00	5,250.00	5,250.00
213-503-4528	Vets Hall Rentals	35,000.00	34,022.18	35,000.00	29,977.19	40,000.00	34,251.75	40,000.00	67,000.00	67,000.00
SubProgram: 503 - Vets Hall/Seaside Total:		**66,200.00**	**65,317.25**	**56,000.00**	**48,743.84**	**53,300.00**	**47,099.13**	**53,300.00**	**80,550.00**	**80,550.00**
SubProgram: 521 - Community Pool Services										
213-521-4260	Sign Permits	300.00	360.00	300.00	270.00	300.00	219.00	300.00	300.00	300.00
213-521-4529	Uniform Sales	1,000.00	1,311.00	1,000.00	0.00	0.00	52.00			
213-521-4530	Swim Lessons	45,000.00	68,050.01	45,000.00	46,850.00	45,000.00	63,460.51	60,000.00	85,000.00	85,000.00
213-521-4532	Punch Card Sales	40,000.00	29,701.00	30,000.00	25,487.25	30,000.00	23,665.01	30,000.00	35,000.00	35,000.00
213-521-4533	Aerobics Program	10,000.00	6,760.00	8,000.00	6,115.00	6,000.00	3,840.00	6,000.00	6,000.00	6,000.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-521-4535	Adult Pass Fee	7,000.00	5,706.00	7,500.00	8,530.00	7,000.00	7,615.50	7,000.00	7,000.00	7,000.00
213-521-4536	Senior Pass Fee	25,000.00	27,522.00	32,000.00	31,827.50	32,000.00	33,279.52	33,000.00	33,000.00	33,000.00
213-521-4537	Masters Swim Program	15,000.00	12,512.50	15,000.00	14,340.00	15,000.00	16,115.00	16,000.00	16,000.00	16,000.00
213-521-4541	Concession - Taxable	4,000.00	5,424.72	5,500.00	7,403.25	5,500.00	7,102.15	6,000.00	6,000.00	6,000.00
213-521-4542	Locker Rentals	1,500.00	1,006.00	1,500.00	1,149.00	1,500.00	985.50	1,500.00	1,500.00	1,500.00
213-521-4543	Child Pass Fee	4,000.00	3,620.00	4,000.00	3,287.50	4,000.00	2,234.00	4,000.00	4,000.00	4,000.00
213-521-4545	Concession - Non Taxable	1,500.00	1,397.15	4,000.00	2,678.00	50.00	35.00	50.00		
213-521-4546	Pool Special Event	50,000.00	49,595.75	70,000.00	65,260.00	70,000.00	55,700.00	70,000.00	75,000.00	75,000.00
213-521-4599	Merchant Processing Fees	0.00	0.00	0.00	0.00	8,000.00	12,797.74	15,000.00	8,000.00	8,000.00
213-521-4600	Interest Income	0.00	956.37	0.00	0.00	0.00	0.00			
213-521-4802	Miscellaneous Income	0.00	0.00	0.00	7.00	0.00	0.00			
213-521-4806	Donations	20,500.00	20,500.00	0.00	0.00	0.00	0.00			
	SubProgram: 521 - Community Pool Services Total:	**224,800.00**	**234,422.50**	**223,800.00**	**213,204.50**	**224,350.00**	**227,100.93**	**248,850.00**	**276,800.00**	**276,800.00**
SubProgram: 522 - Junior Lifeguards										
213-522-4524	Jr Lifeguard Fee	90,000.00	108,614.00	130,000.00	128,646.50	130,000.00	114,692.80	130,000.00	135,000.00	135,000.00
	SubProgram: 522 - Junior Lifeguards Total:	**90,000.00**	**108,614.00**	**130,000.00**	**128,646.50**	**130,000.00**	**114,692.80**	**130,000.00**	**135,000.00**	**135,000.00**
SubProgram: 523 - Swim Team Aquatics										
213-523-4538	Swim Team Tuitions	50,000.00	51,396.40	75,000.00	81,721.60	75,000.00	85,229.44	89,000.00	89,000.00	89,000.00
	SubProgram: 523 - Swim Team Aquatics Total:	**50,000.00**	**51,396.40**	**75,000.00**	**81,721.60**	**75,000.00**	**85,229.44**	**89,000.00**	**89,000.00**	**89,000.00**
SubProgram: 531 - Ocean Beach Services										
213-531-4360	State Grants	8,750.00	8,750.00	8,750.00	6,651.40	17,600.00	17,597.60	17,600.00		
213-531-4500	Rents & Leases	1,500.00	-1,378.33	1,500.00	2,299.98	1,650.00	1,638.32	1,650.00		
213-531-4525	Beach Concession	0.00	0.00	0.00	0.00	10,000.00	6,743.75	10,000.00		
213-531-4526	Ocean Recreation	1,000.00	784.40	1,000.00	618.00	1,000.00	450.00	1,000.00		
	SubProgram: 531 - Ocean Beach Services Total:	**11,250.00**	**8,156.07**	**11,250.00**	**9,569.38**	**30,250.00**	**26,429.67**	**30,250.00**	**0.00**	**0.00**
SubProgram: 532 - Beach Store										
213-532-4525	Beach Concession	15,500.00	12,657.51	20,500.00	14,659.25	0.00	0.00			
	SubProgram: 532 - Beach Store Total:	**15,500.00**	**12,657.51**	**20,500.00**	**14,659.25**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 541 - Special Events										
213-541-4520	Softball Revenue	5,000.00	4,550.00	5,000.00	3,436.00	5,000.00	4,900.00	4,000.00	4,000.00	4,000.00
213-541-4544	Tennis Tuition	5,500.00	6,635.00	5,500.00	2,591.00	0.00	0.00			
	SubProgram: 541 - Special Events Total:	**10,500.00**	**11,185.00**	**10,500.00**	**6,027.00**	**5,000.00**	**4,900.00**	**4,000.00**	**4,000.00**	**4,000.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 542 - Community Garden										
213-542-4521	Community Garden Dues	10,000.00	12,661.00	10,000.00	7,209.00	12,000.00	12,310.00	12,000.00	12,000.00	12,000.00
213-542-4806	Donations	50.00	42.00	0.00	28.00	0.00	0.00			
SubProgram: 542 - Community Garden Total:		**10,050.00**	**12,703.00**	**10,000.00**	**7,237.00**	**12,000.00**	**12,310.00**	**12,000.00**	**12,000.00**	**12,000.00**
Fund: 213 - RECREATION SERVICES FUND Total:		**478,300.00**	**504,451.73**	**537,050.00**	**509,809.07**	**529,900.00**	**517,761.97**	**567,400.00**	**630,250.00**	**630,250.00**
Fund: 214 - HOUSING FUND										
SubProgram: 311 - Housing										
214-311-4600	Interest Income	10,000.00	13,548.08	10,000.00	15,025.35	10,000.00	11,785.53	10,000.00	5,000.00	5,000.00
214-311-4601	Net Adjustment Fair Value	0.00	-990.66	0.00	5,571.98	0.00	0.00			
214-311-4602	Gain/Loss on Investment	0.00	-308.72	0.00	39.14	0.00	1,063.26			
214-311-4603	Interest Income, Loan	0.00	3,000.00	35,000.00	37,908.23	3,000.00	0.00	3,000.00	3,000.00	3,000.00
214-311-4802	Miscellaneous Income	0.00	30.00	0.00	0.00	0.00	0.00			
214-311-4830	Housing Loans	0.00	0.00	59,400.00	59,400.00	0.00	0.00			
SubProgram: 311 - Housing Total:		**10,000.00**	**15,278.70**	**104,400.00**	**117,944.70**	**13,000.00**	**12,848.79**	**13,000.00**	**8,000.00**	**8,000.00**
Fund: 214 - HOUSING FUND Total:		**10,000.00**	**15,278.70**	**104,400.00**	**117,944.70**	**13,000.00**	**12,848.79**	**13,000.00**	**8,000.00**	**8,000.00**
Fund: 215 - MEASURE A FUND										
SubProgram: 411 - Transportation, Parking and Lighting										
215-411-4360	State Grants	0.00	2,944.94	0.00	0.00	0.00	0.00			
215-411-4802	Miscellaneous Income	0.00	0.00	0.00	0.00	2,100.00	2,071.91	2,100.00		
215-411-4812	Reimbursement- Insurance Cla...	2,400.00	2,368.94	0.00	0.00	0.00	0.00			
SubProgram: 411 - Transportation, Parking and Lighting Total:		**2,400.00**	**5,313.88**	**0.00**	**0.00**	**2,100.00**	**2,071.91**	**2,100.00**	**0.00**	**0.00**
SubProgram: 431 - Street Maintenance										
215-431-4332	Measure A Revenue	1,000,000.00	1,023,029.63	1,020,000.00	1,010,244.76	1,040,400.00	647,322.03	1,040,400.00	1,008,850.00	937,600.00
215-431-4600	Interest Income	20,000.00	34,168.09	28,000.00	50,496.20	15,000.00	19,754.96	15,000.00	5,000.00	5,000.00
215-431-4601	Net Adjustment Fair Value	0.00	-2,428.32	0.00	15,554.28	0.00	0.00			
215-431-4602	Gain/Loss on Investment	0.00	-720.85	0.00	220.40	0.00	1,178.38			
SubProgram: 431 - Street Maintenance Total:		**1,020,000.00**	**1,054,048.55**	**1,048,000.00**	**1,076,515.64**	**1,055,400.00**	**668,255.37**	**1,055,400.00**	**1,013,850.00**	**942,600.00**
SubProgram: 441 - Right of Way Maintenance										
215-441-4802	Miscellaneous Income	0.00	0.00	10,200.00	10,209.29	0.00	0.00			
SubProgram: 441 - Right of Way Maintenance Total:		**0.00**	**0.00**	**10,200.00**	**10,209.29**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 215 - MEASURE A FUND Total:		**1,022,400.00**	**1,059,362.43**	**1,058,200.00**	**1,086,724.93**	**1,057,500.00**	**670,327.28**	**1,057,500.00**	**1,013,850.00**	**942,600.00**

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 216 - REVOLVING FUND										
SubProgram: 151 - Emergency Preparedness										
216-151-4360	State Grants	11,000.00	12,677.50	10,000.00	0.00	10,000.00	0.00			
SubProgram: 151 - Emergency Preparedness Total:		**11,000.00**	**12,677.50**	**10,000.00**	**0.00**	**10,000.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 405 - Facilities										
216-405-4360	State Grants	0.00	0.00	0.00	0.00	77,000.00	0.00	45,000.00		
216-405-4806	Donations	0.00	0.00	0.00	0.00	4,000.00	3,339.91	3,500.00		
SubProgram: 405 - Facilities Total:		**0.00**	**0.00**	**0.00**	**0.00**	**81,000.00**	**3,339.91**	**48,500.00**	**0.00**	**0.00**
SubProgram: 421 - Solid Waste										
216-421-4360	State Grants	15,650.00	23,545.20	16,600.00	25,527.99	104,000.00	20,255.08	104,000.00	32,500.00	32,500.00
SubProgram: 421 - Solid Waste Total:		**15,650.00**	**23,545.20**	**16,600.00**	**25,527.99**	**104,000.00**	**20,255.08**	**104,000.00**	**32,500.00**	**32,500.00**
SubProgram: 502 - Parks and Facilities Maintenance										
216-502-4806	Donations	9,000.00	37,396.85	0.00	0.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**9,000.00**	**37,396.85**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 512 - Senior Services										
216-512-4806	Donations	0.00	0.00	1,300.00	956.54	3,000.00	0.00	3,000.00	400.00	
SubProgram: 512 - Senior Services Total:		**0.00**	**0.00**	**1,300.00**	**956.54**	**3,000.00**	**0.00**	**3,000.00**	**400.00**	**0.00**
SubProgram: 521 - Community Pool Services										
216-521-4390	Private Grants	0.00	445.00	10,000.00	0.00	0.00	0.00			
216-521-4806	Donations	6,800.00	5,909.58	4,000.00	0.00	44,000.00	0.00	44,000.00		
SubProgram: 521 - Community Pool Services Total:		**6,800.00**	**6,354.58**	**14,000.00**	**0.00**	**44,000.00**	**0.00**	**44,000.00**	**0.00**	**0.00**
SubProgram: 522 - Junior Lifeguards										
216-522-4806	Donations	7,700.00	0.00	2,500.00	622.59	18,800.00	15,540.05	18,800.00	10,000.00	10,000.00
SubProgram: 522 - Junior Lifeguards Total:		**7,700.00**	**0.00**	**2,500.00**	**622.59**	**18,800.00**	**15,540.05**	**18,800.00**	**10,000.00**	**10,000.00**
SubProgram: 523 - Swim Team Aquatics										
216-523-4360	State Grant	3,000.00	0.00	3,000.00	0.00	3,000.00	0.00			
216-523-4806	Donations	0.00	0.00	0.00	0.00	0.00	-6,412.10	6,600.00	10,000.00	10,000.00
SubProgram: 523 - Swim Team Aquatics Total:		**3,000.00**	**0.00**	**3,000.00**	**0.00**	**3,000.00**	**-6,412.10**	**6,600.00**	**10,000.00**	**10,000.00**
SubProgram: 531 - Ocean Beach Services										
216-531-4806	Donations	12,000.00	4,163.79	0.00	0.00	0.00	0.00			
SubProgram: 531 - Ocean Beach Services Total:		**12,000.00**	**4,163.79**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 542 - Community Garden										
216-542-4360	State Grants	26,100.00	23,320.26	26,500.00	17,570.77	0.00	44,766.89			
	SubProgram: 542 - Community Garden Total:	**26,100.00**	**23,320.26**	**26,500.00**	**17,570.77**	**0.00**	**44,766.89**	**0.00**	**0.00**	**0.00**
SubProgram: 550 - City Library										
216-550-4360	State Grants	6,000.00	1,928.14	8,800.00	14,763.85	5,500.00	3,297.99	6,600.00	5,500.00	5,500.00
216-550-4806	Donations	77,300.00	75,019.39	50,000.00	29,698.71	25,000.00	22,970.21	25,000.00		
	SubProgram: 550 - City Library Total:	**83,300.00**	**76,947.53**	**58,800.00**	**44,462.56**	**30,500.00**	**26,268.20**	**31,600.00**	**5,500.00**	**5,500.00**
SubProgram: 900 - Non-Departmental										
216-900-4600	Interest Income	0.00	0.00	0.00	0.00	0.00	0.00			
216-900-4602	Gain/Loss on Investment	0.00	0.00	0.00	0.00	0.00	0.00			
	SubProgram: 900 - Non-Departmental Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Fund: 216 - REVOLVING FUND Total:	**174,550.00**	**184,405.71**	**132,700.00**	**89,140.45**	**294,300.00**	**103,758.03**	**256,500.00**	**58,400.00**	**58,000.00**
Fund: 217 - PEG FEES										
SubProgram: 161 - Communication and Community Promotions										
217-161-4131	COX Cable PEG Fees	38,000.00	38,035.21	34,000.00	34,365.00	33,000.00	24,459.54	33,000.00	30,000.00	30,000.00
217-161-4600	Interest Income	500.00	1,317.02	1,500.00	1,225.93	500.00	481.70	500.00	200.00	200.00
217-161-4601	Net Adjustment Fair Value	0.00	-119.03	0.00	286.46	0.00	0.00			
217-161-4602	Gain/Loss on Investment	0.00	-33.37	0.00	-6.92	0.00	84.95			
217-161-4802	Miscellaneous Income	2,400.00	3,105.01	3,000.00	3,701.25	16,000.00	12,671.25	16,000.00	10,000.00	10,000.00
SubProgram: 161 - Communication and Community Promotions Tota..		**40,900.00**	**42,304.84**	**38,500.00**	**39,571.72**	**49,500.00**	**37,697.44**	**49,500.00**	**40,200.00**	**40,200.00**
SubProgram: 211 - Central Services										
217-211-4500	Rents & Leases	0.00	22,202.90	0.00	0.00	0.00	0.00			
	SubProgram: 211 - Central Services Total:	**0.00**	**22,202.90**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Fund: 217 - PEG FEES Total:	**40,900.00**	**64,507.74**	**38,500.00**	**39,571.72**	**49,500.00**	**37,697.44**	**49,500.00**	**40,200.00**	**40,200.00**
Fund: 218 - BERM ASSESSMENT DISTRICT #5										
SubProgram: 472 - Parks Facilities										
218-472-4700	Berm Assessment	0.00	0.00	0.00	0.00	0.00	0.00		20,400.00	20,400.00
	SubProgram: 472 - Parks Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**20,400.00**	**20,400.00**
	Fund: 218 - BERM ASSESSMENT DISTRICT #5 Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**20,400.00**	**20,400.00**
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND										
SubProgram: 401 - Public Works Administration										
301-401-4550	Highway & Bridges	18,000.00	17,674.08	0.00	0.00	51,800.00	51,765.70	51,800.00		
301-401-4552	Traffic Control	2,000.00	1,423.60	0.00	0.00	6,000.00	5,979.82	6,000.00		

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
301-401-4555	General Government	2,500.00	2,271.24	0.00	0.00	11,400.00	11,337.06	11,400.00		
SubProgram: 401 - Public Works Administration Total:		**22,500.00**	**21,368.92**	**0.00**	**0.00**	**69,200.00**	**69,082.58**	**69,200.00**	**0.00**	**0.00**
SubProgram: 403 - Capital Improvements										
301-403-4360	State Grants	297,150.00	180,973.54	233,300.00	237,535.66	2,678,800.00	1,662,320.21	2,678,800.00	774,000.00	650,000.00
301-403-4370	Federal Grants	17,700.00	27,803.83	399,300.00	17,717.16	2,423,700.00	194,550.67	2,423,700.00	5,930,000.00	5,930,000.00
301-403-4380	County Grants	578,550.00	92,775.76	149,550.00	53,174.99	1,208,250.00	411,229.31	1,208,250.00	431,000.00	
301-403-4390	Private Grants	860,500.00	863,059.08	75,000.00	0.00	400,000.00	0.00	400,000.00		
301-403-4802	Miscellaneous Income	43,000.00	232,926.54	0.00	0.00	0.00	0.00			
301-403-4812	Reimbursement- Insurance Cla...	0.00	84,481.84	0.00	0.00	0.00	0.00			
SubProgram: 403 - Capital Improvements Total:		**1,796,900.00**	**1,482,020.59**	**857,150.00**	**308,427.81**	**6,710,750.00**	**2,268,100.19**	**6,710,750.00**	**7,135,000.00**	**6,580,000.00**
SubProgram: 431 - Street Maintenance										
301-431-4551	Storm Drainage	3,500.00	2,940.24	0.00	0.00	22,300.00	22,258.55	22,300.00		
301-431-4553	Streets & Thoroughfares	4,500.00	3,460.74	0.00	0.00	3,650.00	3,678.66	3,650.00		
SubProgram: 431 - Street Maintenance Total:		**8,000.00**	**6,400.98**	**0.00**	**0.00**	**25,950.00**	**25,937.21**	**25,950.00**	**0.00**	**0.00**
SubProgram: 501 - Parks and Recreation Administration										
301-501-4560	Park Land Acquisition	8,000.00	7,786.54	0.00	0.00	0.00	0.00			
301-501-4561	Park & Recreation Facilities Imp...	0.00	0.00	0.00	0.00	49,000.00	48,953.69	49,000.00		
301-501-4562	Aquatics Facilities	1,000.00	487.48	0.00	0.00	2,850.00	2,802.69	2,850.00		
301-501-4563	Open Space Parks	5,100.00	5,089.14	0.00	0.00	21,700.00	21,692.10	21,700.00		
301-501-4564	Quimby Fees	0.00	0.00	33,000.00	32,935.14	23,450.00	23,426.36	23,450.00		
301-501-4566	New Construction Fee	100.00	1,039.69	8,500.00	9,000.00	16,750.00	22,216.44	22,250.00		
SubProgram: 501 - Parks and Recreation Administration Total:		**14,200.00**	**14,402.85**	**41,500.00**	**41,935.14**	**113,750.00**	**119,091.28**	**119,250.00**	**0.00**	**0.00**
SubProgram: 900 - Non-Departmental										
301-900-4600	Interest Income	20,000.00	45,112.69	30,000.00	68,363.84	60,000.00	47,092.06	60,000.00	20,000.00	20,000.00
301-900-4601	Net Adjustment Fair Value	0.00	-5,835.40	0.00	39,388.01	0.00	0.00			
301-900-4602	Gain/Loss on Investment	0.00	-1,393.92	0.00	205.33	0.00	8,656.34			
SubProgram: 900 - Non-Departmental Total:		**20,000.00**	**37,883.37**	**30,000.00**	**107,957.18**	**60,000.00**	**55,748.40**	**60,000.00**	**20,000.00**	**20,000.00**
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND Total:		**1,861,600.00**	**1,562,076.71**	**928,650.00**	**458,320.13**	**6,979,650.00**	**2,537,959.66**	**6,985,150.00**	**7,155,000.00**	**6,600,000.00**
Report Total:		**21,833,850.00**	**21,864,425.20**	**21,862,300.00**	**21,786,275.74**	**29,127,950.00**	**21,039,182.12**	**29,191,050.00**	**29,402,200.00**	**29,062,700.00**

Group Summary

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 101 - GENERAL FUND									
131 - Records Management	0.00	0.00	100.00	75.00	200.00	152.25	200.00	200.00	200.00
161 - Communication and Community Promotions	0.00	0.00	0.00	0.00	2,100.00	2,071.91	2,100.00	0.00	0.00
171 - Law Enforcement	219,200.00	199,569.97	278,000.00	277,018.31	286,000.00	253,771.05	286,000.00	267,800.00	267,800.00
201 - Financial Management Services	15,500.00	20,208.12	42,000.00	40,003.88	47,500.00	42,932.78	50,000.00	51,000.00	51,000.00
211 - Central Services	0.00	5,734.00	0.00	0.00	2,000.00	1,680.00	2,000.00	2,000.00	2,000.00
221 - Management Information Services	0.00	0.00	0.00	0.00	26,000.00	29,480.96	30,000.00	23,000.00	23,000.00
302 - Advance Planning	193,000.00	127,474.93	151,500.00	112,560.84	203,500.00	34,989.51	76,500.00	273,500.00	3,500.00
321 - Development Review and Building	430,100.00	468,617.60	489,000.00	503,365.69	745,000.00	877,602.59	867,000.00	608,000.00	608,000.00
331 - Code Compliance	47,700.00	47,705.79	47,350.00	43,655.73	47,850.00	49,171.28	55,300.00	44,300.00	44,300.00
341 - Animal Care and Control	10,900.00	9,434.50	10,500.00	10,027.00	10,500.00	7,030.00	10,500.00	10,500.00	10,500.00
401 - Public Works Administration	1,000.00	700.00	135,000.00	75,992.28	69,200.00	76,028.66	77,900.00	10,600.00	10,600.00
402 - Engineering Permits	7,900.00	7,074.00	20,800.00	23,817.88	21,800.00	32,188.78	27,000.00	21,800.00	21,800.00
403 - Capital Improvements	500.00	473.78	0.00	0.00	2,100.00	2,071.91	2,100.00	0.00	0.00
451 - Watershed Management	1,000.00	947.56	0.00	0.00	4,150.00	4,143.78	4,150.00	0.00	0.00
900 - Non-Departmental	11,203,200.00	11,523,273.06	11,482,700.00	11,760,362.61	12,325,500.00	10,537,548.92	12,339,100.00	12,531,950.00	12,960,950.00
Fund: 101 - GENERAL FUND Total:	**12,130,000.00**	**12,411,213.31**	**12,656,950.00**	**12,846,879.22**	**13,793,400.00**	**11,950,864.38**	**13,829,850.00**	**13,844,650.00**	**14,003,650.00**
Fund: 102 - GENERAL RESERVE - SPECIAL PROJECTS									
403 - Capital Improvements	89,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
900 - Non-Departmental	30,000.00	27,274.42	18,200.00	34,905.65	16,000.00	23,389.15	16,000.00	16,000.00	16,000.00
Fund: 102 - GENERAL RESERVE - SPECIAL PROJECTS Total:	**119,000.00**	**27,274.42**	**18,200.00**	**34,905.65**	**16,000.00**	**23,389.15**	**16,000.00**	**16,000.00**	**16,000.00**
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE									
431 - Street Maintenance	0.00	0.00	0.00	0.00	50,000.00	0.00	0.00	0.00	0.00
900 - Non-Departmental	29,000.00	32,467.78	20,400.00	45,220.55	20,000.00	27,644.38	20,000.00	15,000.00	15,000.00
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE Total:	**29,000.00**	**32,467.78**	**20,400.00**	**45,220.55**	**70,000.00**	**27,644.38**	**20,000.00**	**15,000.00**	**15,000.00**
Fund: 104 - MEASURE X FUND									
162 - Economic Vitality	0.00	0.00	1,500.00	1,492.80	1,500.00	1,262.22	1,500.00	1,500.00	1,500.00
302 - Advance Planning	0.00	0.00	95,200.00	95,200.00	0.00	0.00	0.00	0.00	0.00
461 - Resource Conservation	4,800.00	3,977.45	78,000.00	83,018.06	20,000.00	24,556.48	20,000.00	20,000.00	20,000.00
512 - Senior Services	0.00	0.00	0.00	0.00	10,000.00	1,500.00	10,000.00	10,000.00	10,000.00
900 - Non-Departmental	3,866,000.00	3,871,856.15	3,883,300.00	3,990,945.39	3,804,000.00	2,883,759.54	3,855,000.00	3,838,000.00	3,942,000.00
Fund: 104 - MEASURE X FUND Total:	**3,870,800.00**	**3,875,833.60**	**4,058,000.00**	**4,170,656.25**	**3,835,500.00**	**2,911,078.24**	**3,886,500.00**	**3,869,500.00**	**3,973,500.00**
Fund: 201 - TRAFFIC SAFETY FUND									
331 - Code Compliance	32,800.00	48,817.66	43,500.00	55,756.06	48,500.00	28,275.99	48,500.00	42,000.00	42,000.00
Fund: 201 - TRAFFIC SAFETY FUND Total:	**32,800.00**	**48,817.66**	**43,500.00**	**55,756.06**	**48,500.00**	**28,275.99**	**48,500.00**	**42,000.00**	**42,000.00**
Fund: 202 - LIBRARY FUND									
550 - City Library	182,100.00	164,945.45	219,000.00	216,450.32	240,500.00	221,587.98	236,500.00	237,500.00	239,500.00
Fund: 202 - LIBRARY FUND Total:	**182,100.00**	**164,945.45**	**219,000.00**	**216,450.32**	**240,500.00**	**221,587.98**	**236,500.00**	**237,500.00**	**239,500.00**

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
					Defined Budgets				
Fund: 203 - ROAD MAINTENANCE REHABILITATION FUND									
431 - Street Maintenance	287,500.00	297,223.38	317,400.00	342,137.95	331,800.00	264,698.05	331,800.00	344,800.00	344,800.00
Fund: 203 - ROAD MAINTENANCE REHABILITATION FUND Total:	**287,500.00**	**297,223.38**	**317,400.00**	**342,137.95**	**331,800.00**	**264,698.05**	**331,800.00**	**344,800.00**	**344,800.00**
Fund: 204 - PARK MAINTENANCE FUND									
405 - Facilities	148,000.00	151,325.21	163,300.00	164,842.53	175,000.00	173,282.65	175,000.00	0.00	0.00
472 - Parks Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	159,000.00	159,000.00
501 - Parks and Recreation Administration	69,450.00	68,922.47	75,400.00	78,398.12	134,800.00	129,592.31	136,700.00	60,200.00	60,200.00
502 - Parks and Facilities Maintenance	0.00	-350.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 204 - PARK MAINTENANCE FUND Total:	**217,450.00**	**219,897.50**	**238,700.00**	**243,240.65**	**309,800.00**	**302,874.96**	**311,700.00**	**219,200.00**	**219,200.00**
Fund: 205 - GAS TAX FUND									
431 - Street Maintenance	341,800.00	339,207.22	363,600.00	378,964.23	387,750.00	319,667.03	387,750.00	371,700.00	371,700.00
Fund: 205 - GAS TAX FUND Total:	**341,800.00**	**339,207.22**	**363,600.00**	**378,964.23**	**387,750.00**	**319,667.03**	**387,750.00**	**371,700.00**	**371,700.00**
Fund: 206 - LOCAL TRANSPORTATION FUND									
431 - Street Maintenance	14,600.00	15,462.87	14,150.00	12,467.56	14,200.00	11,889.67	14,200.00	14,350.00	15,100.00
Fund: 206 - LOCAL TRANSPORTATION FUND Total:	**14,600.00**	**15,462.87**	**14,150.00**	**12,467.56**	**14,200.00**	**11,889.67**	**14,200.00**	**14,350.00**	**15,100.00**
Fund: 207 - TIDELANDS TRUST FUND									
531 - Ocean Beach Services	330,000.00	308,144.20	364,000.00	348,643.14	373,600.00	377,460.60	377,600.00	374,100.00	382,850.00
Fund: 207 - TIDELANDS TRUST FUND Total:	**330,000.00**	**308,144.20**	**364,000.00**	**348,643.14**	**373,600.00**	**377,460.60**	**377,600.00**	**374,100.00**	**382,850.00**
Fund: 208 - STREET LIGHTING FUND									
411 - Transportation, Parking and Lighting	221,250.00	240,271.19	245,250.00	268,456.31	251,400.00	263,198.07	265,450.00	267,450.00	280,100.00
Fund: 208 - STREET LIGHTING FUND Total:	**221,250.00**	**240,271.19**	**245,250.00**	**268,456.31**	**251,400.00**	**263,198.07**	**265,450.00**	**267,450.00**	**280,100.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND									
441 - Right of Way Maintenance	199,600.00	198,265.94	213,050.00	216,028.97	205,900.00	204,160.19	207,600.00	200,800.00	200,800.00
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND Total:	**199,600.00**	**198,265.94**	**213,050.00**	**216,028.97**	**205,900.00**	**204,160.19**	**207,600.00**	**200,800.00**	**200,800.00**
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND									
161 - Communication and Community Promotions	15,200.00	15,376.43	17,600.00	15,653.66	17,000.00	18,460.05	17,000.00	16,300.00	16,300.00
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND..	**15,200.00**	**15,376.43**	**17,600.00**	**15,653.66**	**17,000.00**	**18,460.05**	**17,000.00**	**16,300.00**	**16,300.00**
Fund: 211 - AB 939 SOLID WASTE FUND									
421 - Solid Waste	255,000.00	279,941.23	273,000.00	289,304.22	308,750.00	233,580.21	311,550.00	642,750.00	642,750.00
Fund: 211 - AB 939 SOLID WASTE FUND Total:	**255,000.00**	**279,941.23**	**273,000.00**	**289,304.22**	**308,750.00**	**233,580.21**	**311,550.00**	**642,750.00**	**642,750.00**
Fund: 213 - RECREATION SERVICES FUND									
478 - Community Farm	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,000.00	30,000.00
501 - Parks and Recreation Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,900.00	2,900.00
503 - Vets Hall/Seaside	66,200.00	65,317.25	56,000.00	48,743.84	53,300.00	47,099.13	53,300.00	80,550.00	80,550.00
521 - Community Pool Services	224,800.00	234,422.50	223,800.00	213,204.50	224,350.00	227,100.93	248,850.00	276,800.00	276,800.00
522 - Junior Lifeguards	90,000.00	108,614.00	130,000.00	128,646.50	130,000.00	114,692.80	130,000.00	135,000.00	135,000.00
523 - Swim Team Aquatics	50,000.00	51,396.40	75,000.00	81,721.60	75,000.00	85,229.44	89,000.00	89,000.00	89,000.00
531 - Ocean Beach Services	11,250.00	8,156.07	11,250.00	9,569.38	30,250.00	26,429.67	30,250.00	0.00	0.00
532 - Beach Store	15,500.00	12,657.51	20,500.00	14,659.25	0.00	0.00	0.00	0.00	0.00

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
					Defined Budgets				
541 - Special Events	10,500.00	11,185.00	10,500.00	6,027.00	5,000.00	4,900.00	4,000.00	4,000.00	4,000.00
542 - Community Garden	10,050.00	12,703.00	10,000.00	7,237.00	12,000.00	12,310.00	12,000.00	12,000.00	12,000.00
Fund: 213 - RECREATION SERVICES FUND Total:	**478,300.00**	**504,451.73**	**537,050.00**	**509,809.07**	**529,900.00**	**517,761.97**	**567,400.00**	**630,250.00**	**630,250.00**
Fund: 214 - HOUSING FUND									
311 - Housing	10,000.00	15,278.70	104,400.00	117,944.70	13,000.00	12,848.79	13,000.00	8,000.00	8,000.00
Fund: 214 - HOUSING FUND Total:	**10,000.00**	**15,278.70**	**104,400.00**	**117,944.70**	**13,000.00**	**12,848.79**	**13,000.00**	**8,000.00**	**8,000.00**
Fund: 215 - MEASURE A FUND									
411 - Transportation, Parking and Lighting	2,400.00	5,313.88	0.00	0.00	2,100.00	2,071.91	2,100.00	0.00	0.00
431 - Street Maintenance	1,020,000.00	1,054,048.55	1,048,000.00	1,076,515.64	1,055,400.00	668,255.37	1,055,400.00	1,013,850.00	942,600.00
441 - Right of Way Maintenance	0.00	0.00	10,200.00	10,209.29	0.00	0.00	0.00	0.00	0.00
Fund: 215 - MEASURE A FUND Total:	**1,022,400.00**	**1,059,362.43**	**1,058,200.00**	**1,086,724.93**	**1,057,500.00**	**670,327.28**	**1,057,500.00**	**1,013,850.00**	**942,600.00**
Fund: 216 - REVOLVING FUND									
151 - Emergency Preparedness	11,000.00	12,677.50	10,000.00	0.00	10,000.00	0.00	0.00	0.00	0.00
405 - Facilities	0.00	0.00	0.00	0.00	81,000.00	3,339.91	48,500.00	0.00	0.00
421 - Solid Waste	15,650.00	23,545.20	16,600.00	25,527.99	104,000.00	20,255.08	104,000.00	32,500.00	32,500.00
502 - Parks and Facilities Maintenance	9,000.00	37,396.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00
512 - Senior Services	0.00	0.00	1,300.00	956.54	3,000.00	0.00	3,000.00	400.00	0.00
521 - Community Pool Services	6,800.00	6,354.58	14,000.00	0.00	44,000.00	0.00	44,000.00	0.00	0.00
522 - Junior Lifeguards	7,700.00	0.00	2,500.00	622.59	18,800.00	15,540.05	18,800.00	10,000.00	10,000.00
523 - Swim Team Aquatics	3,000.00	0.00	3,000.00	0.00	3,000.00	-6,412.10	6,600.00	10,000.00	10,000.00
531 - Ocean Beach Services	12,000.00	4,163.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00
542 - Community Garden	26,100.00	23,320.26	26,500.00	17,570.77	0.00	44,766.89	0.00	0.00	0.00
550 - City Library	83,300.00	76,947.53	58,800.00	44,462.56	30,500.00	26,268.20	31,600.00	5,500.00	5,500.00
900 - Non-Departmental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 216 - REVOLVING FUND Total:	**174,550.00**	**184,405.71**	**132,700.00**	**89,140.45**	**294,300.00**	**103,758.03**	**256,500.00**	**58,400.00**	**58,000.00**
Fund: 217 - PEG FEES									
161 - Communication and Community Promotions	40,900.00	42,304.84	38,500.00	39,571.72	49,500.00	37,697.44	49,500.00	40,200.00	40,200.00
211 - Central Services	0.00	22,202.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 217 - PEG FEES Total:	**40,900.00**	**64,507.74**	**38,500.00**	**39,571.72**	**49,500.00**	**37,697.44**	**49,500.00**	**40,200.00**	**40,200.00**
Fund: 218 - BERM ASSESSMENT DISTRICT #5									
472 - Parks Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,400.00	20,400.00
Fund: 218 - BERM ASSESSMENT DISTRICT #5 Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**20,400.00**	**20,400.00**
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND									
401 - Public Works Administration	22,500.00	21,368.92	0.00	0.00	69,200.00	69,082.58	69,200.00	0.00	0.00
403 - Capital Improvements	1,796,900.00	1,482,020.59	857,150.00	308,427.81	6,710,750.00	2,268,100.19	6,710,750.00	7,135,000.00	6,580,000.00
431 - Street Maintenance	8,000.00	6,400.98	0.00	0.00	25,950.00	25,937.21	25,950.00	0.00	0.00
501 - Parks and Recreation Administration	14,200.00	14,402.85	41,500.00	41,935.14	113,750.00	119,091.28	119,250.00	0.00	0.00
900 - Non-Departmental	20,000.00	37,883.37	30,000.00	107,957.18	60,000.00	55,748.40	60,000.00	20,000.00	20,000.00

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	Defined Budgets FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND Total:	**1,861,600.00**	**1,562,076.71**	**928,650.00**	**458,320.13**	**6,979,650.00**	**2,537,959.66**	**6,985,150.00**	**7,155,000.00**	**6,600,000.00**
Report Total:	**21,833,850.00**	**21,864,425.20**	**21,862,300.00**	**21,786,275.74**	**29,127,950.00**	**21,039,182.12**	**29,191,050.00**	**29,402,200.00**	**29,062,700.00**

Fund Summary

Fund	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	Defined Budgets FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101 - GENERAL FUND	12,130,000.00	12,411,213.31	12,656,950.00	12,846,879.22	13,793,400.00	11,950,864.38	13,829,850.00	13,844,650.00	14,003,650.00
102 - GENERAL RESERVE - SPECIAL PROJECTS	119,000.00	27,274.42	18,200.00	34,905.65	16,000.00	23,389.15	16,000.00	16,000.00	16,000.00
103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE	29,000.00	32,467.78	20,400.00	45,220.55	70,000.00	27,644.38	20,000.00	15,000.00	15,000.00
104 - MEASURE X FUND	3,870,800.00	3,875,833.60	4,058,000.00	4,170,656.25	3,835,500.00	2,911,078.24	3,886,500.00	3,869,500.00	3,973,500.00
201 - TRAFFIC SAFETY FUND	32,800.00	48,817.66	43,500.00	55,756.06	48,500.00	28,275.99	48,500.00	42,000.00	42,000.00
202 - LIBRARY FUND	182,100.00	164,945.45	219,000.00	216,450.32	240,500.00	221,587.98	236,500.00	237,500.00	239,500.00
203 - ROAD MAINTENANCE REHABILITATION FUND	287,500.00	297,223.38	317,400.00	342,137.95	331,800.00	264,698.05	331,800.00	344,800.00	344,800.00
204 - PARK MAINTENANCE FUND	217,450.00	219,897.50	238,700.00	243,240.65	309,800.00	302,874.96	311,700.00	219,200.00	219,200.00
205 - GAS TAX FUND	341,800.00	339,207.22	363,600.00	378,964.23	387,750.00	319,667.03	387,750.00	371,700.00	371,700.00
206 - LOCAL TRANSPORTATION FUND	14,600.00	15,462.87	14,150.00	12,467.56	14,200.00	11,889.67	14,200.00	14,350.00	15,100.00
207 - TIDELANDS TRUST FUND	330,000.00	308,144.20	364,000.00	348,643.14	373,600.00	377,460.60	377,600.00	374,100.00	382,850.00
208 - STREET LIGHTING FUND	221,250.00	240,271.19	245,250.00	268,456.31	251,400.00	263,198.07	265,450.00	267,450.00	280,100.00
209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND	199,600.00	198,265.94	213,050.00	216,028.97	205,900.00	204,160.19	207,600.00	200,800.00	200,800.00
210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUN	15,200.00	15,376.43	17,600.00	15,653.66	17,000.00	18,460.05	17,000.00	16,300.00	16,300.00
211 - AB 939 SOLID WASTE FUND	255,000.00	279,941.23	273,000.00	289,304.22	308,750.00	233,580.21	311,550.00	642,750.00	642,750.00
213 - RECREATION SERVICES FUND	478,300.00	504,451.73	537,050.00	509,809.07	529,900.00	517,761.97	567,400.00	630,250.00	630,250.00
214 - HOUSING FUND	10,000.00	15,278.70	104,400.00	117,944.70	13,000.00	12,848.79	13,000.00	8,000.00	8,000.00
215 - MEASURE A FUND	1,022,400.00	1,059,362.43	1,058,200.00	1,086,724.93	1,057,500.00	670,327.28	1,057,500.00	1,013,850.00	942,600.00
216 - REVOLVING FUND	174,550.00	184,405.71	132,700.00	89,140.45	294,300.00	103,758.03	256,500.00	58,400.00	58,000.00
217 - PEG FEES	40,900.00	64,507.74	38,500.00	39,571.72	49,500.00	37,697.44	49,500.00	40,200.00	40,200.00
218 - BERM ASSESSMENT DISTRICT #5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,400.00	20,400.00
301 - CAPITAL IMPROVEMENT PROJECTS FUND	1,861,600.00	1,562,076.71	928,650.00	458,320.13	6,979,650.00	2,537,959.66	6,985,150.00	7,155,000.00	6,600,000.00
Report Total:	**21,833,850.00**	**21,864,425.20**	**21,862,300.00**	**21,786,275.74**	**29,127,950.00**	**21,039,182.12**	**29,191,050.00**	**29,402,200.00**	**29,062,700.00**

Carpinteria, CA

Budget Worksheet
Account Summary
For Fiscal: FY 2024/25 Period Ending: 05/31/2025

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 101 - GENERAL FUND										
SubProgram: 101 - Legislative & Policy										
101-101-5100	Regular Wages	0.00	0.00	0.00	0.00	24,250.00	19,903.99	24,250.00	23,200.00	24,400.00
101-101-5101	Elected/Appointed Wages	18,600.00	18,600.00	18,600.00	18,600.00	37,800.00	32,730.00	37,800.00	57,000.00	57,000.00
101-101-5106	Other Pay	2,600.00	2,738.52	5,100.00	4,924.62	10,300.00	6,423.72	10,300.00	6,750.00	7,100.00
101-101-5120	Health Insurance	105,000.00	99,242.11	91,000.00	89,798.40	97,650.00	89,350.85	97,650.00	104,550.00	109,800.00
101-101-5121	Dental Insurance	8,000.00	7,065.58	6,650.00	6,602.40	7,050.00	6,332.82	7,050.00	7,300.00	7,700.00
101-101-5122	Life Insurance	750.00	593.22	700.00	659.45	900.00	811.49	900.00	950.00	1,000.00
101-101-5123	Disability Insurance	150.00	73.62	100.00	71.82	150.00	178.38	150.00	350.00	400.00
101-101-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	3,000.00	2,479.26	3,000.00	3,700.00	3,900.00
101-101-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	4,500.00	4,757.04	4,500.00	7,850.00	8,250.00
101-101-5134	Deferred Compensation	0.00	0.00	0.00	0.00	1,650.00	1,361.09	1,650.00	1,650.00	1,750.00
101-101-5140	Medicare Tax	300.00	319.45	550.00	353.34	950.00	859.62	950.00	1,200.00	1,300.00
101-101-5150	Flexible Benefits Program	6,550.00	6,484.20	6,700.00	6,613.80	6,900.00	6,285.03	6,900.00	7,100.00	7,500.00
101-101-5151	Fitness Benefit	3,000.00	0.00	600.00	0.00	3,000.00	44.00	3,000.00	3,100.00	3,100.00
101-101-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	100.00	71.50	100.00	100.00	100.00
101-101-5153	Auto Allowance	0.00	0.00	0.00	0.00	540.00	495.00	550.00	550.00	550.00
101-101-5154	Housing Allowance	0.00	0.00	0.00	0.00	2,100.00	2,200.00	2,100.00	2,400.00	2,400.00
101-101-5500	Printing & Advertising	250.00	0.00	250.00	0.00	0.00	0.00		200.00	200.00
101-101-5505	Public Relations	5,000.00	4,486.16	10,900.00	9,990.10	4,000.00	1,785.25	4,000.00	3,150.00	3,150.00
101-101-5510	Dues & Subscriptions	12,000.00	11,796.00	13,200.00	11,531.00	10,900.00	11,481.00	10,900.00	11,550.00	11,550.00
101-101-5512	Meetings & Travel	10,000.00	6,017.71	11,050.00	5,229.51	10,850.00	7,315.13	10,850.00	13,000.00	50,500.00
101-101-5560	Supplies & Materials	500.00	0.00	500.00	0.00	650.00	630.98	650.00	500.00	500.00
	SubProgram: 101 - Legislative & Policy Total:	**172,700.00**	**157,416.57**	**165,900.00**	**154,374.44**	**227,240.00**	**195,496.15**	**227,250.00**	**256,150.00**	**302,150.00**
SubProgram: 102 - Commissions Boards and Committees										
101-102-5100	Regular Wages	0.00	0.00	0.00	0.00	18,900.00	17,401.45	18,900.00		
101-102-5106	Other Pay	0.00	0.00	0.00	0.00	1,300.00	1,165.91	1,300.00		

								Defined Budgets	
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-102-5120	Health Insurance	0.00	0.00	0.00	0.00	1,200.00	1,059.16	1,200.00		
101-102-5121	Dental Insurance	0.00	0.00	0.00	0.00	250.00	195.72	250.00		
101-102-5122	Life Insurance	0.00	0.00	0.00	0.00	100.00	66.57	100.00		
101-102-5123	Disability Insurance	0.00	0.00	0.00	0.00	50.00	37.55	50.00		
101-102-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	1,350.00	1,239.74	1,350.00		
101-102-5131	PERS PEPRA Contribution	0.00	0.00	0.00	0.70	650.00	601.09	650.00		
101-102-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	2,500.00	2,378.55	2,500.00		
101-102-5134	Deferred Compensation	0.00	0.00	0.00	0.00	850.00	680.47	850.00		
101-102-5140	Medicare Tax	0.00	0.00	0.00	0.10	300.00	283.69	300.00		
101-102-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	150.00	115.18	150.00		
101-102-5151	Fitness Benefit	0.00	0.00	0.00	2.50	50.00	44.50	50.00		
101-102-5152	Cell Phone Allowance	200.00	0.00	0.00	0.00	100.00	45.50	100.00		
101-102-5153	Auto Allowance	0.00	0.00	0.00	0.00	270.00	247.50	300.00		
101-102-5154	Housing Allowance	0.00	0.00	0.00	0.00	1,050.00	1,100.00	1,050.00		
101-102-5201	Professional Services	1,800.00	1,620.00	1,800.00	1,650.00	2,400.00	1,140.00	1,400.00	2,400.00	2,400.00
101-102-5500	Printing & Advertising	3,000.00	2,804.00	5,000.00	2,620.00	6,400.00	3,596.00	5,200.00	5,000.00	5,000.00
101-102-5512	Meetings & Travel	3,000.00	0.00	4,000.00	1,292.55	4,000.00	1,509.88	900.00	2,000.00	2,000.00
101-102-5590	Advisory Board Stipend	8,000.00	4,645.00	7,000.00	3,850.00	7,000.00	3,795.00	5,800.00	6,400.00	6,400.00
SubProgram: 102 - Commissions Boards and Committees Total:		**16,000.00**	**9,069.00**	**17,800.00**	**9,415.85**	**48,870.00**	**36,703.46**	**42,400.00**	**15,800.00**	**15,800.00**
SubProgram: 111 - City Administration										
101-111-5100	Regular Wages	300,000.00	309,216.65	330,800.00	328,792.50	432,100.00	337,391.88	432,100.00	428,750.00	450,200.00
101-111-5104	Overtime Pay	200.00	109.26	200.00	44.28	200.00	77.79	200.00	350.00	400.00
101-111-5106	Other Pay	19,200.00	19,345.47	50,000.00	48,608.40	23,550.00	21,424.41	23,550.00	22,350.00	23,500.00
101-111-5108	Bilingual Pay	1,350.00	1,529.75	1,700.00	1,695.75	300.00	133.00	300.00		
101-111-5120	Health Insurance	51,000.00	49,386.06	43,000.00	43,464.44	63,900.00	36,489.70	63,900.00	42,350.00	44,500.00
101-111-5121	Dental Insurance	5,050.00	4,331.69	3,400.00	3,337.70	6,250.00	3,873.96	6,250.00	4,550.00	4,800.00
101-111-5122	Life Insurance	2,500.00	2,474.84	3,100.00	3,091.81	1,950.00	1,393.41	1,950.00	1,800.00	1,900.00
101-111-5123	Disability Insurance	1,100.00	884.28	950.00	881.15	1,300.00	1,005.28	1,300.00	1,200.00	1,300.00
101-111-5130	PERS CLASSIC Contribution	25,000.00	25,209.70	33,400.00	28,895.23	31,800.00	18,848.04	31,150.00	32,950.00	34,600.00
101-111-5131	PERS PEPRA Contribution	7,000.00	6,638.11	7,850.00	8,124.83	16,800.00	15,374.90	16,800.00	17,600.00	18,500.00
101-111-5132	PERS Prepay UAAL	40,000.00	46,150.27	47,600.00	50,720.87	42,700.00	37,292.74	42,700.00	71,150.00	74,750.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-111-5133	PERS Retiree Additional Contri...	3,500.00	1,794.09	1,600.00	1,545.69	1,600.00	1,672.26	1,700.00	1,800.00	2,000.00
101-111-5134	Deferred Compensation	11,500.00	11,400.72	20,000.00	20,761.94	11,250.00	10,121.52	11,250.00	14,650.00	15,400.00
101-111-5140	Medicare Tax	4,750.00	4,774.60	5,800.00	5,795.70	6,300.00	5,474.90	6,300.00	6,250.00	6,600.00
101-111-5141	Unemployment Insurance	0.00	0.00	0.00	0.00	4,725.00	5,355.00	5,400.00		
101-111-5150	Flexible Benefits Program	6,000.00	5,562.84	3,700.00	3,767.46	4,550.00	3,567.50	4,550.00	4,100.00	4,350.00
101-111-5151	Fitness Benefit	1,550.00	176.87	1,450.00	654.27	2,100.00	770.50	2,100.00	1,800.00	1,800.00
101-111-5152	Cell Phone Allowance	1,300.00	1,316.25	1,200.00	880.75	800.00	958.77	800.00	1,800.00	1,800.00
101-111-5153	Auto Allowance	0.00	0.00	0.00	2,885.63	3,780.00	3,465.00	3,775.00	4,900.00	4,900.00
101-111-5154	Housing Allowance	0.00	0.00	21,850.00	20,900.00	17,500.00	15,400.00	17,500.00	21,600.00	21,600.00
101-111-5201	Professional Services	10,000.00	6,500.00	63,000.00	53,107.88	159,350.00	44,755.00	159,350.00	83,850.00	50,000.00
101-111-5440	Utility - Communications/Telep...	0.00	0.00	0.00	0.00	500.00	332.09	500.00	500.00	500.00
101-111-5510	Dues & Subscriptions	1,500.00	1,490.00	4,500.00	2,288.00	3,100.00	2,930.00	3,100.00	4,550.00	4,550.00
101-111-5512	Meetings & Travel	5,000.00	4,085.47	11,400.00	4,796.00	13,250.00	13,229.94	13,250.00	13,000.00	14,600.00
101-111-5560	Supplies & Materials	100.00	69.00	100.00	0.00	0.00	0.00		300.00	300.00
	SubProgram: 111 - City Administration Total:	**497,600.00**	**502,445.92**	**656,600.00**	**635,040.28**	**849,655.00**	**581,337.59**	**849,775.00**	**782,150.00**	**782,850.00**
SubProgram: 121 - Legal Services										
101-121-5270	Legal Services	900,000.00	900,481.93	762,000.00	740,712.50	685,000.00	449,256.62	685,000.00	650,000.00	672,500.00
101-121-5271	Litigation Legal Services	50,000.00	1,575.00	5,000.00	878.00	25,000.00	1,753.00	25,000.00	100,000.00	100,000.00
101-121-5272	Third Party Legal Services	60,000.00	92,634.73	50,000.00	22,425.00	50,000.00	22,959.00	50,000.00	20,000.00	20,000.00
101-121-5273	Legal Services - MHRS Ordinan...	10,000.00	918.00	5,000.00	3,078.00	5,000.00	5,040.00	5,000.00	5,000.00	5,000.00
101-121-5510	Dues & Subscriptions	2,500.00	1,211.84	0.00	0.00	0.00	0.00			
	SubProgram: 121 - Legal Services Total:	**1,022,500.00**	**996,821.50**	**822,000.00**	**767,093.50**	**765,000.00**	**479,008.62**	**765,000.00**	**775,000.00**	**797,500.00**
SubProgram: 131 - Records Management										
101-131-5100	Regular Wages	32,000.00	33,117.41	47,450.00	44,464.99	48,050.00	39,084.68	48,050.00	52,250.00	54,900.00
101-131-5104	Overtime Pay	0.00	0.00	0.00	9.49	150.00	16.67	150.00	100.00	150.00
101-131-5106	Other Pay	2,500.00	2,212.26	2,600.00	2,327.12	2,650.00	1,566.84	2,650.00	2,650.00	2,800.00
101-131-5108	Bilingual Pay	0.00	7.13	350.00	363.37	50.00	28.51	50.00		
101-131-5120	Health Insurance	8,000.00	3,034.23	6,050.00	6,048.99	6,700.00	4,215.12	6,700.00	5,600.00	5,900.00
101-131-5121	Dental Insurance	500.00	211.97	500.00	453.61	500.00	254.62	500.00	350.00	400.00
101-131-5122	Life Insurance	200.00	129.44	200.00	164.78	200.00	136.46	200.00	200.00	250.00
101-131-5123	Disability Insurance	200.00	129.80	200.00	178.03	200.00	157.41	200.00	250.00	300.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-131-5131	PERS PEPRA Contribution	2,600.00	2,536.29	3,800.00	3,548.18	3,850.00	3,155.84	3,850.00	4,200.00	4,450.00
101-131-5132	PERS Prepay UAAL	100.00	76.02	0.00	0.00	0.00	0.00		200.00	250.00
101-131-5140	Medicare Tax	1,000.00	513.20	700.00	673.63	700.00	601.78	700.00	800.00	850.00
101-131-5141	Unemployment Insurance	0.00	0.00	0.00	0.00	1,050.00	1,147.50	1,050.00		
101-131-5150	Flexible Benefits Program	1,000.00	459.21	700.00	602.28	700.00	517.31	700.00	700.00	750.00
101-131-5151	Fitness Benefit	450.00	0.00	300.00	39.75	300.00	18.75	300.00	300.00	300.00
101-131-5152	Cell Phone Allowance	500.00	273.00	250.00	273.00	300.00	250.26	300.00	300.00	300.00
101-131-5201	Professional Services	3,150.00	2,148.40	28,100.00	15,176.62	6,000.00	4,249.95	4,650.00	5,000.00	5,300.00
101-131-5500	Printing & Advertising	15,000.00	15,387.74	15,000.00	11,068.00	15,000.00	8,103.80	12,500.00	15,000.00	15,000.00
101-131-5510	Dues & Subscriptions	500.00	475.00	500.00	435.00	500.00	445.00	450.00	550.00	650.00
101-131-5512	Meetings & Travel	5,100.00	3,919.02	6,700.00	3,842.41	2,500.00	500.00	2,500.00	2,500.00	2,750.00
101-131-5560	Supplies & Materials	1,400.00	170.29	1,650.00	606.08	1,350.00	497.37	1,000.00	1,000.00	1,000.00
	SubProgram: 131 - Records Management Total:	**74,200.00**	**64,800.41**	**115,050.00**	**90,275.33**	**90,750.00**	**64,947.87**	**86,500.00**	**91,950.00**	**96,300.00**
SubProgram: 132 - Elections										
101-132-5100	Regular Wages	28,000.00	28,349.51	33,250.00	30,848.80	33,600.00	30,407.16	33,600.00	36,400.00	38,250.00
101-132-5106	Other Pay	3,900.00	1,902.88	1,950.00	1,994.90	2,000.00	778.99	2,000.00	2,300.00	2,450.00
101-132-5120	Health Insurance	3,000.00	2,618.90	2,800.00	2,706.03	2,950.00	2,690.78	2,950.00	3,300.00	3,500.00
101-132-5121	Dental Insurance	600.00	184.15	200.00	187.06	200.00	174.09	200.00	200.00	250.00
101-132-5122	Life Insurance	250.00	112.20	150.00	116.30	150.00	106.52	150.00	150.00	200.00
101-132-5123	Disability Insurance	350.00	112.73	150.00	123.58	150.00	120.69	150.00	150.00	200.00
101-132-5131	PERS PEPRA Contribution	2,600.00	2,170.07	2,700.00	2,440.88	2,700.00	2,453.78	2,700.00	2,950.00	3,100.00
101-132-5132	PERS Prepay UAAL	100.00	65.46	0.00	0.00	0.00	0.00		150.00	200.00
101-132-5140	Medicare Tax	950.00	439.23	500.00	467.70	500.00	461.50	500.00	550.00	600.00
101-132-5150	Flexible Benefits Program	900.00	396.11	400.00	396.84	450.00	370.70	450.00	450.00	500.00
101-132-5151	Fitness Benefit	400.00	0.00	200.00	0.00	200.00	0.00	200.00	200.00	200.00
101-132-5152	Cell Phone Allowance	300.00	237.25	250.00	234.00	250.00	214.48	250.00	250.00	250.00
101-132-5201	Professional Services	28,000.00	27,937.92	5,000.00	1,120.00	25,000.00	24,644.11	24,650.00	2,500.00	37,500.00
101-132-5500	Printing & Advertising	1,700.00	1,682.00	0.00	0.00	1,500.00	1,314.56	1,350.00	2,000.00	2,000.00
101-132-5560	Supplies & Materials	550.00	209.67	750.00	449.13	600.00	534.74	550.00	1,000.00	500.00
	SubProgram: 132 - Elections Total:	**71,600.00**	**66,418.08**	**48,300.00**	**41,085.22**	**70,250.00**	**64,272.10**	**69,700.00**	**52,550.00**	**89,700.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 141 - Staff Recruitment, Retention and Development										
101-141-5100	Regular Wages	52,000.00	55,117.75	120,700.00	125,053.24	175,000.00	167,218.32	175,000.00	216,950.00	227,800.00
101-141-5102	Part-time Wages	30,000.00	29,115.07	0.00	0.00	0.00	0.00			
101-141-5104	Overtime Pay	500.00	318.20	500.00	48.62	5,000.00	3,890.78	5,000.00	550.00	600.00
101-141-5106	Other Pay	16,000.00	15,673.59	5,500.00	5,707.37	10,650.00	6,616.42	10,650.00	9,650.00	10,150.00
101-141-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		2,150.00	2,150.00
101-141-5120	Health Insurance	10,000.00	9,027.76	7,500.00	6,976.73	12,600.00	8,319.53	12,600.00	10,500.00	11,050.00
101-141-5121	Dental Insurance	800.00	1,305.56	2,400.00	2,393.15	3,000.00	2,713.12	3,000.00	3,400.00	3,600.00
101-141-5122	Life Insurance	300.00	270.46	400.00	293.99	450.00	404.45	450.00	500.00	550.00
101-141-5123	Disability Insurance	300.00	200.10	500.00	478.56	700.00	596.52	700.00	800.00	850.00
101-141-5130	PERS CLASSIC Contribution	9,000.00	9,524.28	11,000.00	10,265.79	10,500.00	9,917.93	10,500.00	12,550.00	13,200.00
101-141-5131	PERS PEPRA Contribution	50.00	15.11	3,200.00	3,502.29	7,300.00	7,199.83	7,300.00	11,050.00	11,600.00
101-141-5132	PERS Prepay UAAL	16,000.00	18,721.53	17,100.00	17,495.15	18,900.00	19,811.86	18,900.00	27,250.00	28,650.00
101-141-5134	Deferred Compensation	0.00	0.00	0.00	0.00	850.00	680.47	850.00		
101-141-5135	Retiree Health	42,000.00	44,209.55	47,000.00	43,922.50	47,000.00	44,368.06	47,000.00	50,000.00	52,500.00
101-141-5136	Retiree Life Insurance	250.00	248.08	300.00	317.18	350.00	312.40	350.00	400.00	450.00
101-141-5140	Medicare Tax	2,000.00	1,452.59	1,800.00	1,898.96	2,800.00	2,605.11	2,800.00	3,150.00	3,350.00
101-141-5141	Unemployment Insurance	9,000.00	11,700.00	0.00	0.00	0.00	0.00			
101-141-5150	Flexible Benefits Program	1,000.00	1,039.00	2,050.00	1,821.41	2,450.00	2,215.94	2,450.00	2,800.00	2,950.00
101-141-5151	Fitness Benefit	450.00	45.00	950.00	22.50	1,050.00	134.50	1,050.00	1,200.00	1,200.00
101-141-5152	Cell Phone Allowance	500.00	172.25	150.00	78.00	50.00	84.50	50.00	900.00	900.00
101-141-5153	Auto Allowance	0.00	0.00	0.00	0.00	270.00	247.50	300.00		
101-141-5154	Housing Allowance	0.00	0.00	0.00	0.00	1,100.00	1,100.00	1,100.00		
101-141-5160	Health Insurance Fees - Retiree	300.00	253.56	300.00	232.99	200.00	175.14	200.00	250.00	300.00
101-141-5161	Health Insurance Fees	2,200.00	2,340.17	2,200.00	2,271.57	2,500.00	1,683.77	2,500.00	3,000.00	3,150.00
101-141-5201	Professional Services	200,000.00	132,843.13	135,000.00	123,754.15	20,000.00	2,400.00	20,000.00	5,000.00	5,000.00
101-141-5221	Employee Training	5,000.00	0.00	5,000.00	2,289.58	3,000.00	285.19	3,000.00	6,000.00	6,000.00
101-141-5501	Recruitment	5,000.00	2,060.80	10,000.00	3,528.62	3,000.00	2,069.92	3,000.00	3,000.00	3,000.00
101-141-5510	Dues & Subscriptions	5,800.00	4,870.00	5,800.00	5,160.00	5,500.00	5,070.00	5,500.00	7,000.00	7,000.00
101-141-5512	Meetings & Travel	2,500.00	1,009.00	4,000.00	0.00	3,800.00	2,364.01	3,800.00	2,500.00	2,500.00
101-141-5531	Employee/Public Relations	15,000.00	3,455.26	13,500.00	9,220.17	9,900.00	4,633.27	9,900.00	12,400.00	12,400.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-141-5532	Flexible Benefits Admin Fees	1,200.00	1,031.36	1,200.00	1,630.68	1,950.00	1,625.60	1,950.00	2,200.00	2,200.00
101-141-5533	Pre-employment Screening	5,000.00	3,100.00	5,000.00	6,288.83	4,450.00	3,634.16	4,450.00	11,000.00	11,000.00
101-141-5560	Supplies & Materials	250.00	243.38	250.00	0.00	0.00	0.00		1,000.00	1,000.00
SubProgram: 141 - Staff Recruitment, Retention and Development T...		**432,400.00**	**349,362.54**	**403,300.00**	**374,652.03**	**354,320.00**	**302,378.30**	**354,350.00**	**407,150.00**	**425,100.00**
SubProgram: 142 - Risk Management										
101-142-5100	Regular Wages	6,000.00	5,664.80	45,500.00	44,840.13	60,400.00	55,011.67	60,400.00	99,950.00	104,950.00
101-142-5104	Overtime Pay	0.00	0.00	0.00	16.21	2,500.00	1,296.91	2,500.00	100.00	150.00
101-142-5106	Other Pay	6,000.00	4,444.46	2,000.00	2,170.55	3,900.00	2,157.13	3,900.00	4,550.00	4,800.00
101-142-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		500.00	500.00
101-142-5120	Health Insurance	2,750.00	1,791.87	2,800.00	2,648.40	4,950.00	2,419.99	4,950.00	7,000.00	7,350.00
101-142-5121	Dental Insurance	200.00	164.39	850.00	849.58	1,050.00	912.01	1,050.00	1,450.00	1,550.00
101-142-5122	Life Insurance	100.00	57.69	150.00	106.61	150.00	143.76	150.00	250.00	300.00
101-142-5123	Disability Insurance	150.00	20.67	250.00	169.71	250.00	199.90	250.00	400.00	450.00
101-142-5130	PERS CLASSIC Contribution	1,000.00	649.86	4,750.00	3,700.49	3,500.00	2,892.06	3,500.00	4,200.00	4,450.00
101-142-5131	PERS PEPRA Contribution	0.00	0.00	1,000.00	1,243.07	2,900.00	2,608.57	2,900.00	5,900.00	6,200.00
101-142-5132	PERS Prepay UAAL	1,500.00	1,494.40	6,800.00	6,278.79	6,300.00	5,810.84	6,300.00	9,200.00	9,700.00
101-142-5140	Medicare Tax	300.00	146.17	650.00	682.70	950.00	852.13	950.00	1,450.00	1,550.00
101-142-5150	Flexible Benefits Program	350.00	228.50	750.00	634.42	850.00	741.29	850.00	1,400.00	1,500.00
101-142-5151	Fitness Benefit	150.00	0.00	350.00	10.00	400.00	45.00	400.00	600.00	600.00
101-142-5152	Cell Phone Allowance	50.00	16.25	100.00	39.00	0.00	0.00		750.00	750.00
101-142-5201	Professional Services	0.00	0.00	8,500.00	8,507.51	0.00	0.00		500.00	
101-142-5221	Employee Training	2,500.00	0.00	2,500.00	1,247.40	1,000.00	320.00	1,000.00		
101-142-5512	Meetings & Travel	500.00	0.00	500.00	500.00	1,200.00	0.00	1,200.00	3,000.00	
101-142-5560	Supplies & Materials	3,000.00	2,776.89	0.00	0.00	7,600.00	0.00	7,600.00	4,500.00	4,500.00
101-142-5570	Liability Insurance	279,200.00	279,125.76	290,500.00	293,074.68	283,600.00	259,957.28	283,600.00	345,150.00	409,700.00
101-142-5571	Workers' Compensation	105,300.00	105,277.26	99,500.00	96,287.28	110,900.00	99,006.60	110,900.00	131,900.00	156,600.00
101-142-5572	Property Insurance/Bonding	101,000.00	100,247.00	125,500.00	125,200.04	123,150.00	113,206.62	123,150.00	184,400.00	184,400.00
SubProgram: 142 - Risk Management Total:		**510,050.00**	**502,105.97**	**592,950.00**	**588,206.57**	**615,550.00**	**547,581.76**	**615,550.00**	**807,150.00**	**900,000.00**
SubProgram: 151 - Emergency Preparedness										
101-151-5100	Regular Wages	52,000.00	53,042.38	57,350.00	56,709.24	61,200.00	44,554.35	61,200.00	40,300.00	42,350.00
101-151-5106	Other Pay	3,550.00	1,640.43	3,400.00	3,382.11	4,900.00	4,844.17	4,900.00	1,100.00	1,200.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-151-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00
101-151-5120	Health Insurance	11,850.00	11,259.23	12,600.00	12,539.73	14,150.00	11,249.08	14,150.00	9,400.00	9,900.00
101-151-5121	Dental Insurance	1,150.00	1,276.32	1,350.00	1,242.33	1,400.00	868.22	1,400.00	550.00	600.00
101-151-5122	Life Insurance	200.00	206.24	250.00	235.18	300.00	187.22	300.00	200.00	250.00
101-151-5123	Disability Insurance	200.00	203.35	250.00	211.02	300.00	169.79	300.00	200.00	250.00
101-151-5130	PERS CLASSIC Contribution	1,450.00	1,169.83	1,550.00	1,432.36	2,800.00	2,321.10	2,800.00		
101-151-5131	PERS PEPRA Contribution	3,650.00	3,269.69	3,750.00	3,593.59	4,000.00	2,155.61	4,000.00	3,250.00	3,450.00
101-151-5132	PERS Prepay UAAL	2,050.00	2,214.31	2,400.00	2,488.59	5,550.00	4,987.10	5,550.00	150.00	200.00
101-151-5134	Deferred Compensation	0.00	0.00	0.00	439.13	900.00	711.81	900.00		
101-151-5140	Medicare Tax	850.00	758.17	850.00	831.79	800.00	713.23	800.00	600.00	650.00
101-151-5150	Flexible Benefits Program	800.00	1,035.30	750.00	584.98	750.00	566.07	750.00	600.00	650.00
101-151-5151	Fitness Benefit	350.00	0.00	350.00	83.40	350.00	22.00	350.00	250.00	250.00
101-151-5152	Cell Phone Allowance	800.00	429.00	400.00	471.25	1,050.00	805.99	1,050.00	350.00	350.00
101-151-5153	Auto Allowance	0.00	0.00	0.00	151.87	270.00	247.50	300.00		
101-151-5154	Housing Allowance	0.00	0.00	1,150.00	1,100.00	1,200.00	1,100.00	1,200.00		
101-151-5301	Contract Services	0.00	0.00	0.00	0.00	4,000.00	0.00	4,000.00		
101-151-5440	Utility - Communications/Telep...	900.00	871.14	1,000.00	858.30	900.00	751.33	900.00	900.00	900.00
101-151-5500	Printing & Advertising	0.00	0.00	1,800.00	0.00	2,150.00	1,472.95	2,150.00	2,000.00	2,000.00
101-151-5510	Dues & Subscriptions	300.00	275.00	250.00	325.00	800.00	275.00	800.00	100.00	100.00
101-151-5512	Meetings & Travel	2,500.00	255.41	2,500.00	623.45	5,500.00	3,701.37	5,500.00	3,500.00	3,500.00
101-151-5560	Supplies & Materials	3,400.00	46.49	3,400.00	0.00	6,000.00	3,003.28	6,000.00	5,500.00	5,500.00
	SubProgram: 151 - Emergency Preparedness Total:	**86,000.00**	**77,952.29**	**95,350.00**	**87,303.32**	**119,270.00**	**84,707.17**	**119,300.00**	**69,950.00**	**73,100.00**
SubProgram: 161 - Communication and Community Promotions										
101-161-5100	Regular Wages	42,000.00	42,753.20	50,000.00	49,495.00	65,850.00	38,837.41	65,850.00	55,400.00	58,200.00
101-161-5104	Overtime Pay	200.00	233.44	500.00	508.67	500.00	254.06	500.00		
101-161-5106	Other Pay	3,250.00	1,915.73	2,900.00	1,903.02	4,000.00	3,426.72	4,000.00	1,500.00	1,600.00
101-161-5108	Bilingual Pay	0.00	0.00	0.00	5.00	0.00	0.00		1,400.00	1,400.00
101-161-5120	Health Insurance	9,500.00	8,919.13	12,950.00	11,492.00	14,000.00	8,619.70	14,000.00	12,900.00	13,550.00
101-161-5121	Dental Insurance	1,150.00	1,027.92	1,450.00	1,305.50	1,500.00	914.39	1,500.00	750.00	800.00
101-161-5122	Life Insurance	200.00	157.84	250.00	180.06	250.00	125.15	250.00	250.00	300.00
101-161-5123	Disability Insurance	250.00	166.13	250.00	198.01	250.00	153.44	250.00	250.00	300.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-161-5130	PERS CLASSIC Contribution	3,100.00	1,660.96	2,200.00	1,345.91	1,800.00	1,490.28	1,800.00		
101-161-5131	PERS PEPRA Contribution	2,550.00	2,141.12	3,100.00	3,121.28	4,500.00	2,174.93	4,500.00	4,450.00	4,700.00
101-161-5132	PERS Prepay UAAL	4,150.00	3,009.19	3,100.00	2,208.71	3,650.00	3,112.90	3,650.00	200.00	250.00
101-161-5140	Medicare Tax	800.00	628.84	800.00	730.15	1,000.00	601.26	1,000.00	850.00	900.00
101-161-5150	Flexible Benefits Program	700.00	697.98	800.00	650.83	800.00	549.60	800.00	800.00	850.00
101-161-5151	Fitness Benefit	350.00	30.00	400.00	87.80	400.00	22.50	400.00	350.00	350.00
101-161-5152	Cell Phone Allowance	400.00	312.00	300.00	253.50	400.00	136.50	400.00	450.00	450.00
101-161-5201	Professional Services	6,600.00	6,600.00	0.00	0.00	0.00	0.00		9,000.00	
101-161-5301	Contract Services	15,000.00	13,400.00	15,000.00	6,700.00	15,000.00	13,300.00	15,000.00	15,000.00	65,000.00
101-161-5500	Printing & Advertising	5,000.00	6,304.65	5,000.00	2,548.80	10,400.00	6,048.24	10,400.00	10,000.00	10,000.00
101-161-5505	Public Relations	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,000.00
101-161-5510	Dues & Subscriptions	0.00	0.00	0.00	0.00	0.00	0.00		700.00	700.00
101-161-5512	Meetings & Travel	2,000.00	938.73	2,000.00	591.46	2,100.00	2,030.77	2,100.00	2,000.00	2,000.00
101-161-5560	Supplies & Materials	9,500.00	6,402.36	11,000.00	900.99	6,500.00	1,172.98	6,500.00	9,000.00	6,000.00
SubProgram: 161 - Communication and Community Promotions Tota..		**106,700.00**	**97,299.22**	**112,000.00**	**84,226.69**	**132,900.00**	**82,970.83**	**132,900.00**	**127,250.00**	**169,350.00**
SubProgram: 162 - Economic Vitality										
101-162-5100	Regular Wages	14,000.00	13,636.95	12,000.00	10,904.54	20,000.00	7,929.46	20,000.00		
101-162-5106	Other Pay	1,300.00	892.92	950.00	998.29	1,600.00	481.63	1,600.00		
101-162-5120	Health Insurance	4,250.00	2,411.01	1,200.00	969.00	0.00	0.00			
101-162-5121	Dental Insurance	400.00	228.83	250.00	175.86	400.00	128.36	400.00		
101-162-5122	Life Insurance	50.00	36.98	50.00	29.11	100.00	20.49	100.00		
101-162-5123	Disability Insurance	100.00	47.43	50.00	34.64	100.00	24.48	100.00		
101-162-5130	PERS CLASSIC Contribution	3,100.00	1,545.31	2,250.00	837.52	0.00	0.00			
101-162-5131	PERS PEPRA Contribution	0.00	0.00	0.00	340.36	1,900.00	639.83	1,900.00		
101-162-5132	PERS Prepay UAAL	4,100.00	2,850.30	1,600.00	1,341.35	0.00	0.00			
101-162-5140	Medicare Tax	300.00	209.74	250.00	172.43	400.00	122.39	400.00		
101-162-5150	Flexible Benefits Program	200.00	129.72	150.00	93.46	200.00	61.66	200.00		
101-162-5151	Fitness Benefit	100.00	30.00	100.00	10.00	100.00	22.50	100.00		
101-162-5152	Cell Phone Allowance	100.00	78.00	100.00	39.00	0.00	9.75			
101-162-5201	Professional Services	15,000.00	0.00	0.00	0.00	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-162-5301	Contract Services	1,000.00	829.15	1,000.00	829.15	1,000.00	0.00	1,000.00	1,000.00	1,000.00
	SubProgram: 162 - Economic Vitality Total:	**44,000.00**	**22,926.34**	**19,950.00**	**16,774.71**	**25,800.00**	**9,440.55**	**25,800.00**	**1,000.00**	**1,000.00**
SubProgram: 163 - Community Services Support										
101-163-5601	Community Services Grants	50,000.00	41,350.00	41,350.00	41,350.00	0.00	0.00			
101-163-5602	Community Services Agreemen...	11,650.00	0.00	11,650.00	13,769.75	0.00	0.00			
	SubProgram: 163 - Community Services Support Total:	**61,650.00**	**41,350.00**	**53,000.00**	**55,119.75**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 171 - Law Enforcement										
101-171-5132	PERS Prepay UAAL	315,600.00	315,623.01	309,800.00	309,723.96	496,700.00	455,260.63	496,700.00	509,400.00	511,000.00
101-171-5133	PERS Retiree Additional Contri...	300.00	0.00	300.00	0.00	0.00	0.00			
101-171-5201	Professional Services	0.00	0.00	0.00	0.00	21,000.00	585.00	5,000.00	5,000.00	5,000.00
101-171-5253	SB County Mental Health	3,000.00	2,568.38	3,000.00	0.00	2,500.00	2,698.00	2,500.00	2,800.00	2,850.00
101-171-5254	SB County Sheriff	4,370,900.00	4,370,880.00	5,271,500.00	5,270,813.00	5,421,000.00	4,966,983.12	5,421,000.00	5,481,000.00	5,481,000.00
101-171-5255	SB County Sheriff Augmentation	50,000.00	37,971.80	50,000.00	23,178.52	0.00	0.00	15,000.00	15,000.00	15,000.00
	SubProgram: 171 - Law Enforcement Total:	**4,739,800.00**	**4,727,043.19**	**5,634,600.00**	**5,603,715.48**	**5,941,200.00**	**5,425,526.75**	**5,940,200.00**	**6,013,200.00**	**6,014,850.00**
SubProgram: 201 - Financial Management Services										
101-201-5100	Regular Wages	230,000.00	237,668.04	270,000.00	269,484.98	329,700.00	253,704.44	329,700.00	338,550.00	355,500.00
101-201-5102	Part-time Wages	2,100.00	5,780.50	0.00	0.00	0.00	0.00			
101-201-5104	Overtime Pay	500.00	281.37	500.00	187.59	500.00	0.00	500.00	750.00	800.00
101-201-5106	Other Pay	14,850.00	11,767.23	16,500.00	17,011.71	17,200.00	20,557.24	17,200.00	13,100.00	13,800.00
101-201-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		950.00	950.00
101-201-5120	Health Insurance	35,000.00	33,531.25	42,000.00	42,755.58	49,300.00	39,225.80	49,300.00	48,850.00	51,300.00
101-201-5121	Dental Insurance	3,000.00	2,360.13	3,000.00	3,007.78	3,500.00	2,621.06	3,500.00	3,050.00	3,200.00
101-201-5122	Life Insurance	800.00	621.40	800.00	757.66	900.00	641.46	900.00	900.00	950.00
101-201-5123	Disability Insurance	1,300.00	823.79	1,000.00	973.57	1,150.00	833.82	1,150.00	1,100.00	1,200.00
101-201-5130	PERS CLASSIC Contribution	13,000.00	12,830.79	17,800.00	15,615.25	18,500.00	16,360.34	18,500.00	37,350.00	39,250.00
101-201-5131	PERS PEPRA Contribution	8,000.00	9,544.82	14,900.00	11,670.84	16,050.00	10,118.49	16,050.00	8,150.00	8,600.00
101-201-5132	PERS Prepay UAAL	21,950.00	23,894.98	27,000.00	27,130.62	33,400.00	33,068.06	33,400.00	80,200.00	84,250.00
101-201-5140	Medicare Tax	4,250.00	3,722.07	5,300.00	4,300.48	4,800.00	3,981.45	4,800.00	4,950.00	5,450.00
101-201-5141	Unemployment Insurance	0.00	0.00	0.00	0.00	7,000.00	6,164.90	7,000.00		
101-201-5150	Flexible Benefits Program	4,000.00	3,081.52	3,700.00	3,052.01	3,700.00	2,972.02	3,700.00	3,900.00	4,100.00
101-201-5151	Fitness Benefit	1,850.00	730.38	1,700.00	1,164.49	1,700.00	711.90	1,700.00	1,700.00	1,700.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-201-5152	Cell Phone Allowance	1,200.00	932.75	1,000.00	1,092.00	1,100.00	773.50	1,100.00	1,100.00	1,100.00
101-201-5201	Professional Services	90,000.00	92,233.88	45,000.00	69,264.05	65,000.00	20,951.70	65,000.00	68,250.00	91,600.00
101-201-5210	Annual Audit	55,000.00	43,945.00	57,000.00	49,790.00	52,100.00	52,140.00	52,100.00	55,100.00	58,800.00
101-201-5236	Banking Fees	4,000.00	2,665.54	3,000.00	2,123.93	2,000.00	1,808.94	2,000.00	2,100.00	2,100.00
101-201-5301	Contract Services	500.00	467.00	1,300.00	1,251.00	1,500.00	1,160.00	1,500.00	1,250.00	1,250.00
101-201-5510	Dues & Subscriptions	1,000.00	789.99	1,500.00	1,357.50	2,000.00	940.00	2,000.00	2,150.00	2,150.00
101-201-5512	Meetings & Travel	8,000.00	9,762.43	11,200.00	6,751.40	14,300.00	9,998.55	14,300.00	13,400.00	13,400.00
101-201-5530	Interest/Penalty Fees	1,100.00	1,179.37	500.00	87.28	500.00	0.00	500.00	500.00	500.00
101-201-5560	Supplies & Materials	1,000.00	76.30	1,000.00	964.14	500.00	1,166.37	1,200.00	1,200.00	1,200.00
SubProgram: 201 - Financial Management Services Total:		**502,400.00**	**498,690.53**	**525,700.00**	**529,793.86**	**626,400.00**	**479,900.04**	**627,100.00**	**688,550.00**	**743,150.00**
SubProgram: 211 - Central Services										
101-211-5100	Regular Wages	56,900.00	57,266.50	72,300.00	63,537.04	76,550.00	56,771.05	76,550.00	82,350.00	86,500.00
101-211-5102	Part-time Wages	0.00	0.00	42,000.00	41,374.36	6,100.00	6,035.51	6,100.00	16,350.00	17,200.00
101-211-5104	Overtime Pay	250.00	221.21	250.00	46.53	250.00	11.11	250.00	250.00	300.00
101-211-5106	Other Pay	3,050.00	3,087.93	3,650.00	3,645.34	3,900.00	4,843.89	3,900.00	2,800.00	2,950.00
101-211-5108	Bilingual Pay	200.00	218.54	250.00	242.25	100.00	69.00	100.00	200.00	200.00
101-211-5120	Health Insurance	10,000.00	9,220.27	11,450.00	11,064.19	12,750.00	9,130.84	12,750.00	12,250.00	12,900.00
101-211-5121	Dental Insurance	1,100.00	678.70	900.00	801.48	950.00	564.52	950.00	800.00	850.00
101-211-5122	Life Insurance	150.00	153.87	250.00	181.91	250.00	146.60	250.00	250.00	300.00
101-211-5123	Disability Insurance	250.00	201.13	300.00	231.24	300.00	189.73	300.00	300.00	350.00
101-211-5130	PERS CLASSIC Contribution	3,500.00	2,909.34	3,850.00	3,346.07	4,000.00	3,505.83	4,000.00	8,000.00	8,400.00
101-211-5131	PERS PEPRA Contribution	2,500.00	2,425.80	3,700.00	3,291.41	3,950.00	2,373.17	3,950.00	2,550.00	2,700.00
101-211-5132	PERS Prepay UAAL	4,700.00	5,228.94	5,500.00	5,813.75	7,150.00	7,085.97	7,150.00	17,250.00	18,150.00
101-211-5140	Medicare Tax	800.00	886.30	1,050.00	1,448.91	1,450.00	982.55	1,450.00	1,450.00	1,300.00
101-211-5141	Unemployment Insurance	0.00	0.00	0.00	0.00	3,000.00	2,664.60	3,000.00		
101-211-5150	Flexible Benefits Program	800.00	794.45	950.00	747.11	950.00	693.61	950.00	1,050.00	1,100.00
101-211-5151	Fitness Benefit	350.00	173.21	450.00	276.04	450.00	165.05	450.00	450.00	450.00
101-211-5152	Cell Phone Allowance	400.00	277.88	250.00	351.00	250.00	165.77	250.00	250.00	250.00
101-211-5301	Contract Services	500.00	228.57	1,200.00	1,197.04	750.00	238.00	750.00	750.00	750.00
101-211-5400	Utility - Electricity	34,000.00	34,007.53	38,000.00	38,911.11	45,000.00	33,175.52	45,000.00	46,000.00	47,000.00
101-211-5410	Utility - Natural Gas	12,000.00	10,184.64	6,000.00	5,255.47	6,750.00	6,173.95	6,750.00	7,250.00	7,400.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-211-5420	Utility - Sewer	4,450.00	4,416.69	6,900.00	6,886.00	7,600.00	7,043.67	7,100.00	7,400.00	7,700.00
101-211-5430	Utility - Water	9,000.00	8,624.02	10,400.00	8,451.97	9,800.00	7,748.56	9,800.00	11,000.00	12,500.00
101-211-5440	Utility - Communications/Telep...	25,100.00	22,724.36	27,200.00	26,651.55	25,850.00	22,943.19	25,850.00	26,500.00	26,500.00
101-211-5500	Printing & Advertising	1,500.00	1,308.28	1,500.00	1,717.72	1,750.00	1,997.43	1,750.00	1,800.00	1,800.00
101-211-5509	Postage	9,000.00	7,824.12	7,500.00	9,900.61	10,000.00	9,615.20	10,000.00	12,000.00	12,000.00
101-211-5510	Dues & Subscriptions	400.00	488.35	500.00	444.97	500.00	255.10	500.00	500.00	500.00
101-211-5536	Equipment/Office Rent & Leases	23,000.00	22,488.94	35,000.00	22,492.11	20,000.00	15,954.69	20,000.00	21,000.00	21,000.00
101-211-5560	Supplies & Materials	16,000.00	15,001.23	16,000.00	14,912.62	15,800.00	14,605.80	15,800.00	14,000.00	14,000.00
101-211-5568	Minor Equipment	0.00	0.00	18,000.00	17,256.94	0.00	0.00			
101-211-5581	Vehicle Operations & Mainten...	3,000.00	3,213.73	1,500.00	620.10	1,500.00	486.47	1,000.00	850.00	850.00
101-211-5582	Fuel Expense	3,600.00	3,504.11	2,000.00	1,136.25	2,000.00	561.41	850.00	850.00	850.00
101-211-5761	Major Equipment	0.00	0.00	25,900.00	25,887.50	0.00	0.00			
101-211-5763	Furniture & Fixtures	2,500.00	0.00	0.00	0.00	3,000.00	0.00	3,000.00		
	SubProgram: 211 - Central Services Total:	**229,000.00**	**217,758.64**	**344,700.00**	**318,120.59**	**272,650.00**	**216,197.79**	**270,500.00**	**296,450.00**	**306,750.00**
SubProgram: 221 - Management Information Services										
101-221-5100	Regular Wages	48,600.00	50,928.63	60,000.00	57,771.37	70,650.00	54,365.36	70,650.00	72,550.00	76,200.00
101-221-5104	Overtime Pay	50.00	25.57	50.00	40.19	50.00	0.00	50.00	200.00	250.00
101-221-5106	Other Pay	2,750.00	2,521.48	3,450.00	3,645.46	3,700.00	4,405.05	3,700.00	2,800.00	2,950.00
101-221-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		200.00	200.00
101-221-5120	Health Insurance	7,500.00	7,184.73	9,600.00	9,135.70	10,600.00	8,413.28	10,600.00	10,500.00	11,050.00
101-221-5121	Dental Insurance	800.00	505.78	750.00	644.43	750.00	529.91	750.00	700.00	750.00
101-221-5122	Life Insurance	150.00	132.95	200.00	161.94	200.00	137.40	200.00	200.00	250.00
101-221-5123	Disability Insurance	200.00	176.33	250.00	208.25	250.00	177.94	250.00	250.00	300.00
101-221-5130	PERS CLASSIC Contribution	3,500.00	2,793.66	3,850.00	3,345.50	4,000.00	3,505.45	4,000.00	8,000.00	8,400.00
101-221-5131	PERS PEPRA Contribution	1,850.00	2,011.29	3,200.00	2,486.51	3,450.00	2,168.06	3,450.00	1,750.00	1,850.00
101-221-5132	PERS Prepay UAAL	4,700.00	5,119.47	6,000.00	5,813.53	7,150.00	7,086.04	7,150.00	17,200.00	18,100.00
101-221-5140	Medicare Tax	700.00	779.29	1,000.00	890.76	1,050.00	852.85	1,050.00	1,100.00	1,200.00
101-221-5141	Unemployment Insurance	0.00	0.00	0.00	0.00	1,500.00	742.50	750.00		
101-221-5150	Flexible Benefits Program	600.00	660.04	800.00	653.82	800.00	636.75	800.00	850.00	900.00
101-221-5151	Fitness Benefit	250.00	156.51	400.00	249.53	400.00	152.55	400.00	400.00	400.00
101-221-5152	Cell Phone Allowance	400.00	121.87	250.00	117.00	250.00	165.73	250.00	250.00	250.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-221-5201	Professional Services	90,000.00	53,216.51	71,000.00	61,909.64	79,900.00	46,677.83	79,900.00	99,850.00	87,000.00
101-221-5345	Equipment Repairs/Replaceme...	2,000.00	2,263.26	2,000.00	2,483.51	2,000.00	1,012.71	2,000.00	2,000.00	2,000.00
101-221-5360	Software Subscription/Mainten...	82,200.00	69,811.30	111,100.00	80,272.05	135,700.00	87,824.52	102,200.00	185,250.00	233,650.00
101-221-5560	Supplies & Materials	1,200.00	1,129.05	1,000.00	391.16	1,000.00	726.44	1,000.00	1,500.00	1,500.00
101-221-5565	Computer Hardware/Replacem...	20,000.00	18,652.34	20,000.00	21,149.31	10,000.00	616.16	10,000.00	15,000.00	15,000.00
SubProgram: 221 - Management Information Services Total:		**267,450.00**	**218,190.06**	**294,900.00**	**251,369.66**	**333,400.00**	**220,196.53**	**299,150.00**	**420,550.00**	**462,200.00**
SubProgram: 301 - Community Development Administration										
101-301-5100	Regular Wages	72,500.00	74,680.26	70,000.00	68,083.59	119,500.00	93,334.54	119,500.00	187,850.00	197,250.00
101-301-5104	Overtime Pay	500.00	483.63	500.00	516.20	100.00	10.95	100.00	450.00	500.00
101-301-5106	Other Pay	3,850.00	3,063.32	6,500.00	6,707.81	4,200.00	3,752.23	4,200.00	8,100.00	8,550.00
101-301-5108	Bilingual Pay	200.00	218.54	250.00	242.25	1,000.00	798.01	1,000.00	1,350.00	1,350.00
101-301-5120	Health Insurance	11,200.00	10,031.35	8,500.00	6,969.52	14,000.00	13,778.12	14,000.00	24,250.00	25,500.00
101-301-5121	Dental Insurance	1,250.00	729.97	800.00	630.71	1,400.00	1,196.62	1,400.00	1,750.00	1,850.00
101-301-5122	Life Insurance	200.00	174.55	200.00	176.50	250.00	227.06	250.00	500.00	550.00
101-301-5123	Disability Insurance	300.00	264.34	300.00	246.14	300.00	328.77	300.00	650.00	700.00
101-301-5130	PERS CLASSIC Contribution	8,700.00	5,953.15	6,000.00	5,157.70	7,200.00	7,216.66	7,200.00	19,350.00	20,350.00
101-301-5131	PERS PEPRA Contribution	1,800.00	1,709.13	2,500.00	2,239.79	3,500.00	3,019.24	3,500.00	5,250.00	5,550.00
101-301-5132	PERS Prepay UAAL	10,000.00	10,961.44	9,000.00	8,712.97	12,650.00	13,812.39	12,650.00	41,600.00	43,700.00
101-301-5140	Medicare Tax	1,050.00	1,123.29	1,150.00	1,088.93	1,100.00	1,377.60	1,100.00	2,750.00	2,900.00
101-301-5150	Flexible Benefits Program	850.00	843.12	800.00	1,216.51	1,200.00	1,145.45	1,200.00	2,050.00	2,150.00
101-301-5151	Fitness Benefit	400.00	82.94	400.00	185.30	400.00	66.00	400.00	900.00	900.00
101-301-5152	Cell Phone Allowance	800.00	234.00	250.00	182.00	250.00	143.00	250.00	650.00	650.00
101-301-5510	Dues & Subscriptions	0.00	0.00	500.00	101.00	600.00	376.00	600.00	800.00	800.00
101-301-5512	Meetings & Travel	1,500.00	375.00	2,000.00	869.02	2,200.00	50.82	2,200.00	4,000.00	4,000.00
101-301-5560	Supplies & Materials	500.00	27.47	250.00	0.00	500.00	188.11	500.00	500.00	500.00
SubProgram: 301 - Community Development Administration Total:		**115,600.00**	**110,955.50**	**109,900.00**	**103,325.94**	**170,350.00**	**140,821.57**	**170,350.00**	**302,750.00**	**317,750.00**
SubProgram: 302 - Advance Planning										
101-302-5100	Regular Wages	195,000.00	182,269.20	85,000.00	82,677.14	51,500.00	44,555.50	51,500.00		
101-302-5104	Overtime Pay	500.00	367.45	500.00	516.20	500.00	0.00	500.00		
101-302-5106	Other Pay	12,600.00	7,653.42	12,000.00	9,719.27	7,000.00	3,136.69	7,000.00		
101-302-5108	Bilingual Pay	600.00	855.14	0.00	0.00	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-302-5120	Health Insurance	43,650.00	39,128.18	4,600.00	4,618.65	3,200.00	2,797.26	3,200.00		
101-302-5121	Dental Insurance	2,850.00	3,155.09	750.00	668.90	300.00	174.20	300.00		
101-302-5122	Life Insurance	700.00	573.78	300.00	225.38	300.00	106.69	300.00		
101-302-5123	Disability Insurance	950.00	789.33	350.00	291.31	350.00	126.73	350.00		
101-302-5130	PERS CLASSIC Contribution	13,000.00	13,046.33	7,000.00	6,314.18	7,150.00	5,682.19	7,150.00		
101-302-5131	PERS PEPRA Contribution	7,000.00	5,185.94	2,800.00	2,594.82	0.00	0.00			
101-302-5132	PERS Prepay UAAL	22,100.00	23,805.36	12,000.00	10,918.00	12,900.00	11,234.46	12,900.00		
101-302-5140	Medicare Tax	3,200.00	2,705.74	1,500.00	1,348.16	1,400.00	691.22	1,400.00		
101-302-5150	Flexible Benefits Program	2,500.00	2,419.16	950.00	693.89	950.00	370.70	950.00		
101-302-5151	Fitness Benefit	1,150.00	195.30	450.00	345.30	450.00	45.00	450.00		
101-302-5152	Cell Phone Allowance	1,200.00	988.00	450.00	273.00	500.00	214.50	500.00		
101-302-5201	Professional Services	100,000.00	14,333.75	159,250.00	89,250.10	200,250.00	44,860.60	75,000.00	270,000.00	
101-302-5500	Printing & Advertising	0.00	0.00	0.00	0.00	0.00	0.00		500.00	500.00
101-302-5512	Meetings & Travel	50.00	38.98	4,000.00	125.00	4,000.00	1,677.17	4,000.00	5,500.00	5,500.00
	SubProgram: 302 - Advance Planning Total:	**407,050.00**	**297,510.15**	**291,900.00**	**210,579.30**	**290,750.00**	**115,672.91**	**165,500.00**	**276,000.00**	**6,000.00**
SubProgram: 311 - Housing										
101-311-5100	Regular Wages	25,100.00	25,066.87	25,000.00	24,188.91	26,700.00	23,948.63	26,700.00	40,300.00	42,350.00
101-311-5104	Overtime Pay	500.00	315.93	500.00	516.20	200.00	5.48	200.00	100.00	150.00
101-311-5106	Other Pay	1,300.00	1,013.03	2,800.00	2,500.78	1,350.00	1,045.60	1,350.00	2,200.00	2,350.00
101-311-5120	Health Insurance	3,300.00	2,900.93	2,300.00	2,031.64	2,100.00	1,889.52	2,100.00	2,300.00	2,450.00
101-311-5121	Dental Insurance	350.00	204.23	150.00	123.99	150.00	116.19	150.00	200.00	250.00
101-311-5122	Life Insurance	50.00	54.67	100.00	55.70	100.00	53.42	100.00	150.00	200.00
101-311-5123	Disability Insurance	100.00	82.65	100.00	83.91	100.00	78.63	100.00	150.00	200.00
101-311-5130	PERS CLASSIC Contribution	2,350.00	1,859.33	2,550.00	1,894.41	2,400.00	1,894.09	2,400.00	2,850.00	3,000.00
101-311-5131	PERS PEPRA Contribution	650.00	653.01	800.00	724.28	850.00	734.17	850.00	1,800.00	1,900.00
101-311-5132	PERS Prepay UAAL	3,100.00	3,459.14	3,650.00	3,288.54	4,300.00	3,744.85	4,300.00	6,150.00	6,500.00
101-311-5140	Medicare Tax	350.00	379.96	400.00	393.03	400.00	362.52	400.00	600.00	650.00
101-311-5150	Flexible Benefits Program	250.00	129.72	300.00	139.56	300.00	247.26	300.00	450.00	500.00
101-311-5151	Fitness Benefit	100.00	15.30	150.00	75.30	150.00	30.00	150.00	200.00	200.00
101-311-5152	Cell Phone Allowance	100.00	78.00	100.00	78.00	100.00	71.50	100.00	200.00	200.00
101-311-5201	Professional Services	0.00	0.00	0.00	0.00	2,000.00	1,805.00	2,000.00		

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-311-5512	Meetings & Travel	200.00	118.09	200.00	0.00	0.00	0.00			
	SubProgram: 311 - Housing Total:	**37,800.00**	**36,330.86**	**39,100.00**	**36,094.25**	**41,200.00**	**36,026.86**	**41,200.00**	**57,650.00**	**60,900.00**
SubProgram: 321 - Development Review and Building										
101-321-5100	Regular Wages	325,000.00	338,268.06	400,000.00	404,680.47	439,550.00	367,311.62	439,550.00	496,950.00	521,800.00
101-321-5104	Overtime Pay	1,500.00	1,647.16	3,500.00	2,839.00	100.00	30.10	100.00	950.00	1,000.00
101-321-5106	Other Pay	16,950.00	12,810.41	20,600.00	18,597.43	23,850.00	25,137.67	23,850.00	15,250.00	16,050.00
101-321-5108	Bilingual Pay	1,150.00	1,111.68	2,100.00	2,180.25	2,000.00	1,481.99	2,000.00	2,500.00	2,500.00
101-321-5120	Health Insurance	57,000.00	54,491.95	68,000.00	65,839.24	63,300.00	52,875.64	63,300.00	80,850.00	84,900.00
101-321-5121	Dental Insurance	4,000.00	4,430.21	6,300.00	6,232.50	7,250.00	5,151.51	7,250.00	5,850.00	6,150.00
101-321-5122	Life Insurance	1,200.00	924.27	1,200.00	1,177.46	1,400.00	1,052.94	1,400.00	1,500.00	1,600.00
101-321-5123	Disability Insurance	1,700.00	1,338.62	1,700.00	1,596.77	1,800.00	1,366.97	1,800.00	1,950.00	2,050.00
101-321-5130	PERS CLASSIC Contribution	24,000.00	24,957.98	28,000.00	26,843.13	28,000.00	14,845.10	28,000.00	13,400.00	14,100.00
101-321-5131	PERS PEPRA Contribution	9,000.00	9,112.55	12,200.00	15,154.59	18,300.00	20,347.54	18,300.00	33,000.00	34,650.00
101-321-5132	PERS Prepay UAAL	39,000.00	45,971.89	45,500.00	45,451.40	52,550.00	30,841.09	52,550.00	29,950.00	31,450.00
101-321-5140	Medicare Tax	4,900.00	5,065.38	6,350.00	6,078.72	6,400.00	5,622.63	6,400.00	7,250.00	7,650.00
101-321-5150	Flexible Benefits Program	4,600.00	4,408.70	5,400.00	5,200.54	5,400.00	4,550.67	5,400.00	6,050.00	6,350.00
101-321-5151	Fitness Benefit	2,100.00	436.48	2,500.00	504.12	2,500.00	166.50	2,500.00	2,650.00	2,650.00
101-321-5152	Cell Phone Allowance	1,600.00	1,248.00	1,250.00	962.00	1,400.00	390.01	1,400.00	2,350.00	2,350.00
101-321-5201	Professional Services	100,000.00	69,721.89	100,000.00	83,780.87	200,000.00	148,107.07	200,000.00	188,000.00	163,000.00
101-321-5440	Utility - Communications/Telep...	400.00	341.04	400.00	411.81	750.00	653.10	750.00	800.00	800.00
101-321-5500	Printing & Advertising	3,000.00	5,302.91	3,000.00	2,583.18	3,500.00	293.04	3,500.00	1,500.00	1,500.00
101-321-5510	Dues & Subscriptions	5,650.00	1,564.18	650.00	165.00	500.00	145.00	500.00	800.00	800.00
101-321-5512	Meetings & Travel	1,800.00	1,777.56	4,000.00	2,162.56	4,100.00	0.00	4,100.00	8,700.00	10,300.00
101-321-5516	Uniform Allowance	0.00	0.00	0.00	0.00	0.00	0.00		800.00	800.00
101-321-5560	Supplies & Materials	250.00	151.78	500.00	182.10	2,300.00	123.40	2,300.00	2,000.00	
101-321-5581	Vehicle Operations & Mainten...	1,000.00	533.56	1,000.00	20.00	1,000.00	464.74	1,000.00	600.00	600.00
101-321-5582	Fuel Expense	1,600.00	0.00	1,600.00	785.81	1,600.00	341.02	1,600.00	800.00	800.00
	SubProgram: 321 - Development Review and Building Total:	**607,400.00**	**585,616.26**	**715,750.00**	**693,428.95**	**867,550.00**	**681,299.35**	**867,550.00**	**904,450.00**	**913,850.00**
SubProgram: 331 - Code Compliance										
101-331-5100	Regular Wages	228,000.00	223,123.63	175,000.00	169,275.87	189,300.00	167,963.15	189,300.00	153,850.00	161,550.00
101-331-5104	Overtime Pay	500.00	473.82	500.00	774.16	500.00	123.15	500.00	600.00	650.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-331-5106	Other Pay	11,750.00	10,360.25	9,950.00	9,168.83	9,450.00	4,364.54	9,450.00	4,800.00	5,050.00
101-331-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		2,250.00	2,250.00
101-331-5120	Health Insurance	62,000.00	58,492.39	42,850.00	44,085.72	48,350.00	43,918.90	48,350.00	51,050.00	53,600.00
101-331-5121	Dental Insurance	4,000.00	4,366.15	3,400.00	3,389.72	3,650.00	3,131.89	3,650.00	3,600.00	3,800.00
101-331-5122	Life Insurance	1,000.00	718.60	550.00	516.40	650.00	554.60	650.00	550.00	600.00
101-331-5123	Disability Insurance	1,250.00	913.16	800.00	670.34	750.00	628.59	750.00	600.00	650.00
101-331-5130	PERS CLASSIC Contribution	20,000.00	18,560.84	14,000.00	13,530.82	17,000.00	13,055.17	17,000.00	12,150.00	12,800.00
101-331-5131	PERS PEPRA Contribution	4,800.00	4,536.67	5,400.00	4,790.55	5,700.00	5,268.79	5,700.00	6,200.00	6,550.00
101-331-5132	PERS Prepay UAAL	32,900.00	33,580.16	25,650.00	23,535.65	30,650.00	25,935.54	30,650.00	26,150.00	27,500.00
101-331-5140	Medicare Tax	3,400.00	3,396.45	2,800.00	2,584.89	2,750.00	2,499.47	2,750.00	2,250.00	2,400.00
101-331-5150	Flexible Benefits Program	3,600.00	3,596.96	2,650.00	1,963.97	2,650.00	2,454.30	2,650.00	2,400.00	2,550.00
101-331-5151	Fitness Benefit	1,650.00	375.65	1,200.00	763.54	1,200.00	502.50	1,200.00	1,050.00	1,050.00
101-331-5152	Cell Phone Allowance	2,000.00	1,969.50	1,200.00	1,033.50	900.00	948.99	900.00	1,350.00	1,350.00
101-331-5201	Professional Services	2,000.00	1,864.00	250.00	322.00	0.00	0.00			
101-331-5301	Contract Services	2,400.00	0.00	0.00	0.00	0.00	0.00			
101-331-5440	Utility - Communications/Telep...	750.00	654.18	800.00	643.06	750.00	473.06	750.00	650.00	650.00
101-331-5500	Printing & Advertising	500.00	0.00	500.00	0.00	500.00	0.00	500.00	1,250.00	1,250.00
101-331-5510	Dues & Subscriptions	500.00	200.00	500.00	200.00	500.00	200.00	500.00	200.00	200.00
101-331-5512	Meetings & Travel	3,200.00	2,088.14	3,200.00	1,673.54	3,200.00	1,629.99	3,200.00	6,500.00	2,500.00
101-331-5516	Uniform Allowance	800.00	749.25	800.00	224.86	1,000.00	305.13	1,000.00	2,000.00	1,000.00
101-331-5560	Supplies & Materials	300.00	172.16	300.00	67.55	700.00	603.32	700.00	750.00	750.00
101-331-5581	Vehicle Operations & Mainten...	2,000.00	1,062.16	2,000.00	1,022.35	2,000.00	1,234.66	2,000.00	1,500.00	1,500.00
101-331-5582	Fuel Expense	3,500.00	3,618.43	3,000.00	2,565.96	3,000.00	2,628.23	3,000.00	3,000.00	3,000.00
	SubProgram: 331 - Code Compliance Total:	**392,800.00**	**374,872.55**	**297,300.00**	**282,803.28**	**325,150.00**	**278,423.97**	**325,150.00**	**284,700.00**	**293,200.00**
SubProgram: 341 - Animal Care and Control										
101-341-5100	Regular Wages	56,050.00	55,644.46	28,000.00	28,177.68	32,750.00	29,358.63	32,750.00	27,800.00	29,200.00
101-341-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		100.00	150.00
101-341-5106	Other Pay	2,300.00	787.53	1,400.00	426.62	1,400.00	205.26	1,400.00	1,200.00	1,300.00
101-341-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		400.00	400.00
101-341-5120	Health Insurance	20,450.00	18,757.97	10,000.00	9,920.11	11,100.00	10,054.70	11,100.00	8,950.00	9,400.00
101-341-5121	Dental Insurance	1,750.00	1,407.85	1,000.00	862.50	950.00	801.26	950.00	600.00	650.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-341-5122	Life Insurance	300.00	163.01	150.00	86.96	150.00	88.64	150.00	150.00	200.00
101-341-5123	Disability Insurance	400.00	239.45	150.00	120.93	150.00	112.59	150.00	150.00	200.00
101-341-5130	PERS CLASSIC Contribution	5,500.00	4,053.44	1,350.00	1,007.95	1,300.00	1,002.16	1,300.00	3,050.00	3,200.00
101-341-5131	PERS PEPRA Contribution	1,600.00	1,514.98	1,850.00	1,581.51	1,950.00	1,729.37	1,950.00	700.00	750.00
101-341-5132	PERS Prepay UAAL	7,350.00	7,411.72	1,950.00	1,755.40	2,300.00	1,981.61	2,300.00	6,550.00	6,900.00
101-341-5140	Medicare Tax	850.00	820.21	500.00	414.27	500.00	430.31	500.00	450.00	500.00
101-341-5150	Flexible Benefits Program	1,050.00	1,026.44	550.00	360.87	550.00	494.33	550.00	450.00	500.00
101-341-5151	Fitness Benefit	500.00	151.16	250.00	190.26	250.00	150.00	250.00	200.00	200.00
101-341-5152	Cell Phone Allowance	800.00	617.50	400.00	266.50	300.00	247.00	300.00	250.00	250.00
101-341-5201	Professional Services	20,000.00	20,037.74	24,000.00	23,707.12	24,000.00	17,286.07	24,000.00	25,200.00	25,200.00
101-341-5500	Printing & Advertising	200.00	0.00	600.00	542.57	500.00	0.00	500.00	1,000.00	1,000.00
101-341-5510	Dues & Subscriptions	250.00	250.00	300.00	150.00	900.00	300.00	900.00	400.00	400.00
101-341-5512	Meetings & Travel	0.00	0.00	0.00	0.00	0.00	0.00		450.00	2,000.00
101-341-5560	Supplies & Materials	400.00	346.39	400.00	342.36	1,000.00	356.79	1,000.00	1,000.00	1,000.00
	SubProgram: 341 - Animal Care and Control Total:	**119,750.00**	**113,229.85**	**72,850.00**	**69,913.61**	**80,050.00**	**64,598.72**	**80,050.00**	**79,050.00**	**83,400.00**
SubProgram: 401 - Public Works Administration										
101-401-5100	Regular Wages	120,000.00	117,412.00	160,000.00	157,494.27	173,900.00	156,012.60	173,900.00	100,750.00	105,800.00
101-401-5104	Overtime Pay	50.00	20.92	50.00	0.00	0.00	38.03		150.00	200.00
101-401-5106	Other Pay	11,100.00	6,807.84	6,000.00	4,360.83	9,350.00	6,355.77	9,350.00	2,950.00	3,100.00
101-401-5108	Interpreter Pay	0.00	0.00	0.00	0.00	0.00	0.00		150.00	150.00
101-401-5120	Health Insurance	20,000.00	16,590.01	24,000.00	22,385.67	21,700.00	24,853.63	21,700.00	16,200.00	17,050.00
101-401-5121	Dental Insurance	1,500.00	1,376.03	1,750.00	1,732.29	2,100.00	1,790.43	2,100.00	1,200.00	1,300.00
101-401-5122	Life Insurance	600.00	321.20	500.00	438.80	500.00	424.28	500.00	250.00	300.00
101-401-5123	Disability Insurance	800.00	396.24	650.00	553.33	650.00	547.88	650.00	350.00	400.00
101-401-5130	PERS CLASSIC Contribution	11,000.00	11,182.83	15,350.00	13,299.55	13,350.00	10,546.32	13,350.00	9,000.00	9,450.00
101-401-5131	PERS PEPRA Contribution	1,500.00	1,418.95	4,800.00	4,121.59	6,500.00	5,875.85	6,500.00	3,500.00	3,700.00
101-401-5132	PERS Prepay UAAL	18,650.00	20,567.44	22,500.00	23,181.14	24,050.00	20,646.67	24,050.00	19,400.00	20,400.00
101-401-5140	Medicare Tax	2,750.00	1,795.41	2,450.00	2,335.21	2,550.00	2,351.59	2,550.00	1,500.00	1,600.00
101-401-5150	Flexible Benefits Program	2,300.00	1,205.06	2,050.00	1,843.45	2,300.00	2,059.57	2,300.00	1,150.00	1,250.00
101-401-5151	Fitness Benefit	1,050.00	114.88	950.00	509.40	1,050.00	445.26	1,050.00	500.00	500.00
101-401-5152	Cell Phone Allowance	800.00	585.00	550.00	585.00	800.00	516.76	800.00	500.00	500.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-401-5201	Professional Services	65,000.00	43,347.50	86,800.00	27,916.75	58,400.00	58,355.37	58,400.00		
101-401-5213	Emergency Procurement	100,000.00	259,344.66	0.00	0.00	0.00	0.00			
101-401-5301	Contract Services	20,000.00	4,929.02	8,000.00	5,556.51	0.00	0.00			
101-401-5440	Utility - Communications/Telep...	0.00	0.00	900.00	545.99	750.00	654.03	750.00	750.00	750.00
101-401-5500	Printing & Advertising	0.00	0.00	1,000.00	1,156.52	2,500.00	2,072.93	2,500.00	1,000.00	1,000.00
101-401-5510	Dues & Subscriptions	3,700.00	1,281.99	3,700.00	3,659.40	5,950.00	4,182.09	5,950.00	6,950.00	6,950.00
101-401-5512	Meetings & Travel	8,300.00	7,287.70	4,300.00	2,850.84	8,350.00	7,200.14	8,350.00	7,400.00	8,200.00
101-401-5560	Supplies & Materials	10,050.00	10,001.48	5,900.00	4,470.73	900.00	792.26	900.00	1,500.00	1,500.00
	SubProgram: 401 - Public Works Administration Total:	**399,150.00**	**505,986.16**	**352,200.00**	**278,997.27**	**335,650.00**	**305,721.46**	**335,650.00**	**175,150.00**	**184,100.00**
SubProgram: 403 - Capital Improvements										
101-403-5100	Regular Wages	85,000.00	80,178.31	125,000.00	120,070.30	157,650.00	142,813.20	157,650.00	242,000.00	254,100.00
101-403-5104	Overtime Pay	500.00	311.80	500.00	511.08	2,500.00	2,053.54	2,500.00	1,050.00	1,100.00
101-403-5106	Other Pay	9,400.00	4,840.10	6,450.00	3,215.19	8,250.00	3,937.68	8,250.00	6,350.00	6,700.00
101-403-5108	Bilingual Pay	0.00	0.00	0.00	5.00	300.00	232.50	300.00	1,200.00	1,200.00
101-403-5120	Health Insurance	15,000.00	12,132.12	20,000.00	19,054.34	26,400.00	29,318.74	26,400.00	48,550.00	51,000.00
101-403-5121	Dental Insurance	1,500.00	1,183.42	1,700.00	1,674.23	2,800.00	2,341.42	2,800.00	3,100.00	3,300.00
101-403-5122	Life Insurance	500.00	200.74	400.00	317.55	450.00	375.18	450.00	650.00	700.00
101-403-5123	Disability Insurance	700.00	258.78	550.00	423.45	600.00	511.38	600.00	850.00	900.00
101-403-5130	PERS CLASSIC Contribution	9,700.00	7,416.08	10,150.00	8,824.78	10,100.00	8,087.59	10,100.00	10,850.00	11,400.00
101-403-5131	PERS PEPRA Contribution	1,500.00	1,089.76	4,900.00	3,989.92	7,000.00	6,321.80	7,000.00	13,900.00	14,600.00
101-403-5132	PERS Prepay UAAL	13,050.00	13,641.65	15,500.00	15,278.85	18,250.00	15,715.34	18,250.00	23,750.00	24,950.00
101-403-5140	Medicare Tax	2,350.00	1,233.72	1,950.00	1,801.92	2,300.00	2,159.33	2,300.00	3,550.00	3,750.00
101-403-5150	Flexible Benefits Program	1,950.00	737.43	1,750.00	1,480.50	2,400.00	2,154.34	2,400.00	3,650.00	3,850.00
101-403-5151	Fitness Benefit	900.00	48.72	800.00	418.65	1,100.00	331.69	1,100.00	1,600.00	1,600.00
101-403-5152	Cell Phone Allowance	800.00	312.00	350.00	312.00	400.00	276.27	400.00	550.00	550.00
	SubProgram: 403 - Capital Improvements Total:	**142,850.00**	**123,584.63**	**190,000.00**	**177,377.76**	**240,500.00**	**216,630.00**	**240,500.00**	**361,600.00**	**379,700.00**
SubProgram: 405 - Facilities										
101-405-5100	Regular Wages	0.00	0.00	0.00	1,161.58	58,750.00	53,907.28	58,750.00		
101-405-5104	Overtime Pay	0.00	0.00	0.00	0.00	100.00	67.55	100.00		
101-405-5106	Other Pay	0.00	0.00	0.00	0.00	3,100.00	911.84	3,100.00		
101-405-5120	Health Insurance	0.00	0.00	0.00	0.00	9,150.00	8,202.51	9,150.00		

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-405-5121	Dental Insurance	0.00	0.00	0.00	0.00	800.00	666.83	800.00		
101-405-5122	Life Insurance	0.00	0.00	0.00	0.00	150.00	124.86	150.00		
101-405-5123	Disability Insurance	0.00	0.00	0.00	0.00	200.00	161.09	200.00		
101-405-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	85.30	5,300.00	4,251.52	5,300.00		
101-405-5131	PERS PEPRA Contribution	0.00	0.00	0.00	38.23	1,750.00	1,631.38	1,750.00		
101-405-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	9,550.00	8,454.01	9,550.00		
101-405-5140	Medicare Tax	0.00	0.00	0.00	16.66	900.00	790.04	900.00		
101-405-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	600.00	498.52	600.00		
101-405-5151	Fitness Benefit	0.00	0.00	0.00	0.00	300.00	89.44	300.00		
101-405-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	48.75			
101-405-5301	Contract Services	0.00	0.00	0.00	0.00	36,000.00	31,208.56	36,000.00		
101-405-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	5,000.00	1,505.72	5,000.00		
101-405-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	12,500.00	8,162.00	12,500.00		
101-405-5356	Tree Maintenance	0.00	0.00	0.00	0.00	2,500.00	3,386.67	2,500.00		
101-405-5357	Tree Replacement	0.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00		
101-405-5362	Janitorial Services	0.00	0.00	0.00	0.00	37,900.00	27,768.50	37,900.00		
101-405-5510	Dues & Subscriptions	0.00	0.00	0.00	0.00	1,750.00	1,388.01	1,750.00		
101-405-5560	Supplies & Materials	0.00	0.00	0.00	0.00	3,500.00	2,211.17	3,500.00		
101-405-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	8,000.00	6,068.51	8,000.00		
101-405-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	1,500.00	0.00	1,500.00		
101-405-5568	Minor Equipment	0.00	0.00	0.00	0.00	2,000.00	996.56	2,000.00		
101-405-5761	Major Equipment	0.00	0.00	0.00	0.00	23,500.00	22,036.41	23,500.00		
	SubProgram: 405 - Facilities Total:	**0.00**	**0.00**	**0.00**	**1,301.77**	**225,800.00**	**184,537.73**	**225,800.00**	**0.00**	**0.00**
SubProgram: 431 - Street Maintenance										
101-431-5761	Major Equipment	0.00	0.00	11,200.00	0.00	0.00	0.00			
	SubProgram: 431 - Street Maintenance Total:	**0.00**	**0.00**	**11,200.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 451 - Watershed Management										
101-451-5100	Regular Wages	60,000.00	60,522.32	86,450.00	77,555.62	72,950.00	64,554.93	72,950.00	115,750.00	121,550.00
101-451-5104	Overtime Pay	500.00	534.14	1,000.00	1,017.28	1,000.00	513.48	1,000.00	200.00	250.00
101-451-5106	Other Pay	3,900.00	3,144.86	4,300.00	2,974.11	4,200.00	4,925.79	4,200.00	2,650.00	2,800.00
101-451-5108	Bilingual Pay	0.00	0.00	0.00	10.00	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-451-5120	Health Insurance	11,000.00	10,399.98	15,000.00	14,774.93	12,900.00	12,644.42	12,900.00	21,100.00	22,200.00
101-451-5121	Dental Insurance	1,500.00	1,025.14	1,450.00	1,422.84	1,350.00	1,143.00	1,350.00	1,600.00	1,700.00
101-451-5122	Life Insurance	300.00	194.86	300.00	253.32	250.00	211.54	250.00	350.00	400.00
101-451-5123	Disability Insurance	400.00	235.06	400.00	313.41	300.00	259.72	300.00	400.00	450.00
101-451-5130	PERS CLASSIC Contribution	7,900.00	5,663.65	7,800.00	6,820.32	6,800.00	5,354.79	6,800.00	11,550.00	12,150.00
101-451-5131	PERS PEPRA Contribution	1,450.00	770.85	2,600.00	1,984.52	2,050.00	1,786.76	2,050.00	3,450.00	3,650.00
101-451-5132	PERS Prepay UAAL	10,550.00	10,429.25	12,000.00	11,739.02	12,300.00	10,227.66	12,300.00	24,800.00	26,050.00
101-451-5140	Medicare Tax	1,100.00	927.65	1,300.00	1,199.44	1,100.00	1,002.97	1,100.00	1,700.00	1,800.00
101-451-5150	Flexible Benefits Program	1,200.00	1,093.03	1,350.00	1,353.49	1,150.00	1,039.40	1,150.00	1,400.00	1,500.00
101-451-5151	Fitness Benefit	550.00	79.88	600.00	261.50	550.00	128.40	550.00	600.00	600.00
101-451-5152	Cell Phone Allowance	400.00	273.00	350.00	273.00	300.00	250.26	300.00	550.00	550.00
101-451-5301	Contract Services	30,000.00	6,180.42	19,000.00	13,419.79	25,000.00	0.00	25,000.00	20,000.00	50,000.00
101-451-5500	Printing & Advertising	2,400.00	3,267.00	3,000.00	3,215.00	3,400.00	2,918.00	3,400.00	4,500.00	4,500.00
101-451-5510	Dues & Subscriptions	16,700.00	13,551.82	16,500.00	13,799.95	13,700.00	11,926.36	13,700.00	14,700.00	14,700.00
101-451-5512	Meetings & Travel	3,500.00	2,302.59	3,500.00	3,337.12	4,500.00	2,433.23	4,500.00	5,000.00	5,000.00
101-451-5560	Supplies & Materials	1,650.00	1,604.90	1,500.00	1,182.61	1,500.00	16.66	1,500.00	1,500.00	1,500.00
	SubProgram: 451 - Watershed Management Total:	**155,000.00**	**122,200.40**	**178,400.00**	**156,907.27**	**165,300.00**	**121,337.37**	**165,300.00**	**231,800.00**	**271,350.00**
SubProgram: 461 - Resource Conservation										
101-461-5560	Supplies & Materials	0.00	0.00	0.00	5.00	0.00	0.00			
	SubProgram: 461 - Resource Conservation Total:	**0.00**	**0.00**	**0.00**	**5.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 471 - City Hall Facilities										
101-471-5100	Regular Wages	0.00	0.00	0.00	0.00	0.00	0.00		7,950.00	8,350.00
101-471-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,150.00	1,250.00
101-471-5106	Other Pay	0.00	0.00	0.00	0.00	0.00	0.00		300.00	350.00
101-471-5120	Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00		2,300.00	2,450.00
101-471-5121	Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
101-471-5122	Life Insurance	0.00	0.00	0.00	0.00	0.00	0.00		50.00	50.00
101-471-5123	Disability Insurance	0.00	0.00	0.00	0.00	0.00	0.00		50.00	50.00
101-471-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	0.00	0.00		1,300.00	1,400.00
101-471-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		2,700.00	2,850.00
101-471-5140	Medicare Tax	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-471-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
101-471-5151	Fitness Benefit	0.00	0.00	0.00	0.00	0.00	0.00		100.00	100.00
101-471-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		29,400.00	29,400.00
101-471-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	0.00	0.00		3,000.00	3,000.00
101-471-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		13,500.00	13,500.00
101-471-5356	Tree Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		3,000.00	3,000.00
101-471-5357	Tree Replacement	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00
101-471-5362	Janitorial Services	0.00	0.00	0.00	0.00	0.00	0.00		33,700.00	33,700.00
101-471-5510	Dues & Subscriptions	0.00	0.00	0.00	0.00	0.00	0.00		1,800.00	1,800.00
101-471-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		3,000.00	6,500.00
101-471-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	0.00	0.00		8,000.00	8,000.00
101-471-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,000.00
101-471-5761	Major Equipment	0.00	0.00	0.00	0.00	0.00	0.00		20,000.00	
	SubProgram: 471 - City Hall Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**134,750.00**	**119,350.00**
SubProgram: 501 - Parks and Recreation Administration										
101-501-5100	Regular Wages	70,000.00	69,027.04	55,000.00	54,287.03	102,550.00	59,561.79	102,550.00	90,300.00	94,850.00
101-501-5102	Part-time Wages	7,500.00	5,960.79	0.00	0.00	13,500.00	10,970.34	13,500.00	22,700.00	23,850.00
101-501-5104	Overtime Pay	0.00	0.00	700.00	633.15	0.00	0.00			
101-501-5106	Other Pay	5,500.00	4,029.76	12,000.00	11,069.98	6,200.00	1,427.81	6,200.00	2,400.00	2,550.00
101-501-5120	Health Insurance	12,000.00	10,133.52	13,000.00	11,725.86	15,000.00	6,656.61	15,000.00	6,850.00	7,200.00
101-501-5121	Dental Insurance	1,000.00	973.10	1,050.00	1,032.76	1,900.00	527.21	1,900.00	400.00	450.00
101-501-5122	Life Insurance	250.00	152.66	150.00	114.10	250.00	153.53	250.00	250.00	300.00
101-501-5123	Disability Insurance	350.00	198.15	200.00	196.78	350.00	194.44	350.00	300.00	350.00
101-501-5130	PERS CLASSIC Contribution	9,300.00	7,821.81	9,350.00	6,657.61	13,000.00	6,314.09	12,000.00	11,400.00	12,000.00
101-501-5131	PERS PEPRA Contribution	1,900.00	456.01	0.00	0.00	0.00	747.04	1,000.00	1,500.00	1,600.00
101-501-5132	PERS Prepay UAAL	12,400.00	14,827.46	12,500.00	12,300.79	26,500.00	13,392.28	26,500.00	24,400.00	25,650.00
101-501-5140	Medicare Tax	1,300.00	1,138.81	1,350.00	948.16	1,500.00	1,040.19	1,500.00	1,700.00	1,800.00
101-501-5141	Unemployment Insurance	50.00	2.00	0.00	0.00	0.00	0.00			
101-501-5150	Flexible Benefits Program	900.00	709.13	950.00	459.42	1,000.00	623.28	1,000.00	850.00	900.00
101-501-5151	Fitness Benefit	400.00	0.00	450.00	210.00	450.00	172.50	450.00	400.00	400.00
101-501-5152	Cell Phone Allowance	800.00	312.00	300.00	91.00	600.00	178.76	600.00	500.00	500.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101-501-5440	Utility - Communications/Telep...	0.00	0.00	400.00	331.13	750.00	160.44	750.00	825.00	900.00
101-501-5500	Printing & Advertising	0.00	0.00	250.00	210.00	0.00	0.00		1,000.00	1,000.00
101-501-5510	Dues & Subscriptions	200.00	83.40	200.00	0.00	1,150.00	550.00	1,150.00	475.00	475.00
101-501-5512	Meetings & Travel	500.00	0.00	500.00	410.00	5,950.00	2,203.82	5,950.00	6,000.00	6,000.00
101-501-5560	Supplies & Materials	100.00	58.58	100.00	96.10	2,000.00	178.54	1,000.00	1,000.00	1,000.00
SubProgram: 501 - Parks and Recreation Administration Total:		**124,450.00**	**115,884.22**	**108,450.00**	**100,773.87**	**192,650.00**	**105,052.67**	**191,650.00**	**173,250.00**	**181,775.00**
SubProgram: 502 - Parks and Facilities Maintenance										
101-502-5100	Regular Wages	20,000.00	19,536.60	3,000.00	566.78	0.00	0.00			
101-502-5104	Overtime Pay	2,500.00	2,746.23	5,500.00	4,857.59	0.00	0.00			
101-502-5106	Other Pay	1,000.00	1,107.88	450.00	0.00	0.00	0.00			
101-502-5120	Health Insurance	9,650.00	6,270.57	1,500.00	1,187.52	0.00	0.00			
101-502-5121	Dental Insurance	1,050.00	513.78	100.00	67.65	0.00	0.00			
101-502-5122	Life Insurance	150.00	52.14	50.00	10.38	0.00	0.00			
101-502-5123	Disability Insurance	200.00	81.44	50.00	16.21	0.00	0.00			
101-502-5130	PERS CLASSIC Contribution	3,900.00	2,105.64	1,600.00	549.10	0.00	0.00			
101-502-5132	PERS Prepay UAAL	5,200.00	4,602.05	1,000.00	855.12	0.00	0.00			
101-502-5140	Medicare Tax	400.00	339.08	200.00	81.16	0.00	0.00			
101-502-5150	Flexible Benefits Program	500.00	151.92	200.00	198.35	0.00	0.00			
101-502-5151	Fitness Benefit	250.00	0.00	100.00	0.00	0.00	0.00			
101-502-5201	Professional Services	5,000.00	166.37	0.00	0.00	0.00	0.00			
101-502-5301	Contract Services	30,000.00	28,672.39	24,000.00	22,869.22	0.00	0.00			
101-502-5345	Equipment Repairs/Replaceme...	3,200.00	3,114.65	3,000.00	2,723.95	0.00	0.00			
101-502-5350	Landscape Maintenance	11,000.00	12,185.00	14,500.00	9,155.79	0.00	0.00			
101-502-5356	Tree Maintenance	0.00	0.00	2,500.00	175.00	0.00	0.00			
101-502-5357	Tree Replacement	1,000.00	0.00	0.00	0.00	0.00	0.00			
101-502-5362	Janitorial Services	24,000.00	24,421.14	28,000.00	26,624.79	0.00	0.00			
101-502-5510	Dues & Subscriptions	1,500.00	735.00	1,650.00	535.00	0.00	0.00			
101-502-5560	Supplies & Materials	3,500.00	2,986.32	3,500.00	2,714.53	0.00	0.00			
101-502-5561	Janitorial Supplies	5,000.00	4,516.04	7,000.00	6,143.78	0.00	0.00			
101-502-5567	Landscaping Supply Repairs & ...	4,500.00	4,086.39	2,500.00	322.31	0.00	0.00			
101-502-5761	Major Equipment	15,000.00	0.00	0.00	0.00	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
101-502-5763	Furniture & Fixtures	23,000.00	7,826.20	0.00	0.00	0.00	0.00			
101-502-5764	Improvements	49,000.00	0.00	25,000.00	24,539.12	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**220,500.00**	**126,216.83**	**125,400.00**	**104,193.35**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 101 - GENERAL FUND Total:		**11,556,400.00**	**11,062,037.67**	**12,394,550.00**	**11,822,268.90**	**13,408,205.00**	**11,040,788.12**	**13,234,175.00**	**13,786,000.00**	**13,991,175.00**
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE										
SubProgram: 431 - Street Maintenance										
103-431-5761	Major Equipment	0.00	0.00	0.00	0.00	352,250.00	152,234.21	152,250.00		
SubProgram: 431 - Street Maintenance Total:		**0.00**	**0.00**	**0.00**	**0.00**	**352,250.00**	**152,234.21**	**152,250.00**	**0.00**	**0.00**
SubProgram: 472 - Parks Facilities										
103-472-5761	Major Equipment	0.00	0.00	0.00	0.00	0.00	0.00		31,000.00	
103-472-5762	Vehicle Purchase	0.00	0.00	0.00	0.00	0.00	0.00			100,000.00
SubProgram: 472 - Parks Facilities Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**31,000.00**	**100,000.00**
SubProgram: 501 - Parks and Recreation Administration										
103-501-5762	Vehicle Purchase	40,000.00	35,333.02	0.00	0.00	0.00	0.00			
SubProgram: 501 - Parks and Recreation Administration Total:		**40,000.00**	**35,333.02**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE Total:		**40,000.00**	**35,333.02**	**0.00**	**0.00**	**352,250.00**	**152,234.21**	**152,250.00**	**31,000.00**	**100,000.00**
Fund: 104 - MEASURE X FUND										
SubProgram: 111 - City Administration										
104-111-5201	Professional Services	0.00	0.00	0.00	0.00	0.00	0.00		91,500.00	85,500.00
SubProgram: 111 - City Administration Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**91,500.00**	**85,500.00**
SubProgram: 121 - Legal Services										
104-121-5270	Legal Services	2,500.00	3,646.00	0.00	0.00	0.00	0.00			
SubProgram: 121 - Legal Services Total:		**2,500.00**	**3,646.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 141 - Staff Recruitment, Retention and Development										
104-141-5201	Professional Services	0.00	0.00	0.00	0.00	0.00	0.00		80,000.00	
SubProgram: 141 - Staff Recruitment, Retention and Development T...		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**80,000.00**	**0.00**
SubProgram: 151 - Emergency Preparedness										
104-151-5201	Professional Services	0.00	0.00	0.00	0.00	0.00	0.00		25,000.00	25,000.00
SubProgram: 151 - Emergency Preparedness Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**25,000.00**	**25,000.00**
SubProgram: 161 - Communication and Community Promotions										
104-161-5201	Professional Services	60,000.00	60,000.00	70,000.00	66,600.00	82,100.00	64,044.87	82,100.00	85,500.00	85,500.00
SubProgram: 161 - Communication and Community Promotions Tota..		**60,000.00**	**60,000.00**	**70,000.00**	**66,600.00**	**82,100.00**	**64,044.87**	**82,100.00**	**85,500.00**	**85,500.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 162 - Economic Vitality										
104-162-5601	Community Services Grants	15,400.00	8,365.00	32,000.00	30,706.00	31,000.00	29,635.64	31,000.00	15,500.00	15,500.00
	SubProgram: 162 - Economic Vitality Total:	**15,400.00**	**8,365.00**	**32,000.00**	**30,706.00**	**31,000.00**	**29,635.64**	**31,000.00**	**15,500.00**	**15,500.00**
SubProgram: 163 - Community Services Support										
104-163-5279	SB County Branch Library	0.00	-112,670.16	0.00	0.00	0.00	0.00			
104-163-5601	Community Services Grants	144,500.00	83,285.00	144,500.00	105,150.00	149,250.00	146,750.00	149,250.00	150,000.00	150,000.00
104-163-5602	Community Services Agreemen...	22,050.00	20,000.00	22,050.00	2,015.00	13,300.00	9,610.00	13,300.00	13,500.00	13,500.00
	SubProgram: 163 - Community Services Support Total:	**166,550.00**	**-9,385.16**	**166,550.00**	**107,165.00**	**162,550.00**	**156,360.00**	**162,550.00**	**163,500.00**	**163,500.00**
SubProgram: 171 - Law Enforcement										
104-171-5254	SB County Sheriff	686,100.00	686,100.00	788,200.00	788,200.00	809,400.00	742,192.88	809,400.00	1,073,650.00	1,466,950.00
104-171-5255	SB County Sheriff Augmentation	0.00	0.00	0.00	0.00	0.00	0.00		15,000.00	15,000.00
	SubProgram: 171 - Law Enforcement Total:	**686,100.00**	**686,100.00**	**788,200.00**	**788,200.00**	**809,400.00**	**742,192.88**	**809,400.00**	**1,088,650.00**	**1,481,950.00**
SubProgram: 181 - Racial Equity										
104-181-5100	Regular Wages	33,000.00	33,818.09	23,550.00	14,201.30	12,650.00	10,432.05	12,650.00		
104-181-5106	Other Pay	2,150.00	2,226.14	1,400.00	1,369.61	800.00	760.98	800.00		
104-181-5120	Health Insurance	7,100.00	6,027.18	1,800.00	1,453.55	1,400.00	1,058.92	1,400.00		
104-181-5121	Dental Insurance	650.00	571.97	400.00	233.87	200.00	124.16	200.00		
104-181-5122	Life Insurance	100.00	92.53	100.00	38.71	100.00	54.85	100.00		
104-181-5123	Disability Insurance	150.00	118.22	100.00	46.11	100.00	23.83	100.00		
104-181-5130	PERS Classic Contribution	5,150.00	3,828.88	3,400.00	1,256.20	1,600.00	1,238.62	1,600.00		
104-181-5131	PERS PEPRA Contibution	0.00	0.00	500.00	339.63	2,050.00	39.14	2,050.00		
104-181-5132	PERS Prepay UAAL	6,800.00	7,048.06	2,500.00	2,012.01	3,500.00	2,378.14	3,500.00		
104-181-5134	Deferred Compensation	0.00	0.00	0.00	0.00	850.00	680.23	850.00		
104-181-5140	Medicare Tax	500.00	520.72	350.00	225.11	400.00	175.58	400.00		
104-181-5150	Flexible Benefits Program	350.00	324.24	200.00	123.45	200.00	53.41	200.00		
104-181-5151	Fitness Benefit	150.00	75.00	100.00	7.50	100.00	22.00	100.00		
104-181-5152	Cell Phone Allowance	300.00	195.00	150.00	58.50	100.00	35.75	100.00		
104-181-5153	Auto Allowance	0.00	0.00	0.00	0.00	270.00	247.50	300.00		
104-181-5154	Housing Allowance	0.00	0.00	0.00	0.00	1,050.00	1,100.00	1,050.00		
104-181-5201	Professional Services	50,000.00	71,173.00	58,000.00	29,028.00	58,100.00	0.00	29,050.00	29,000.00	
104-181-5440	Utility - Communications/Telep...	650.00	348.76	400.00	263.86	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
104-181-5512	Meetings & Travel	0.00	0.00	4,000.00	0.00	0.00	0.00			
	SubProgram: 181 - Racial Equity Total:	**107,050.00**	**126,367.79**	**96,950.00**	**50,657.41**	**83,470.00**	**18,425.16**	**54,450.00**	**29,000.00**	**0.00**
SubProgram: 211 - Central Services										
104-211-5400	Utility - Electricity	0.00	0.00	0.00	0.00	0.00	36,600.27	40,000.00	21,600.00	22,700.00
	SubProgram: 211 - Central Services Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**36,600.27**	**40,000.00**	**21,600.00**	**22,700.00**
SubProgram: 221 - Management Information Services										
104-221-5201	Professional Services	0.00	0.00	0.00	0.00	2,650.00	0.00			
104-221-5360	Software Subscription/Mainten...	2,000.00	39.00	0.00	0.00	0.00	0.00			
	SubProgram: 221 - Management Information Services Total:	**2,000.00**	**39.00**	**0.00**	**0.00**	**2,650.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 302 - Advance Planning										
104-302-5100	Regular Wages	17,000.00	12,470.39	170,750.00	135,239.25	212,250.00	189,686.88	212,250.00	222,250.00	233,400.00
104-302-5104	Overtime Pay	0.00	0.00	100.00	24.88	200.00	131.18	200.00	550.00	600.00
104-302-5106	Other Pay	1,450.00	320.04	7,850.00	5,350.53	16,200.00	8,186.68	16,200.00	11,250.00	11,850.00
104-302-5120	Health Insurance	5,700.00	4,431.51	7,000.00	6,565.24	10,450.00	9,455.46	10,450.00	11,350.00	11,950.00
104-302-5121	Dental Insurance	150.00	380.11	800.00	787.63	1,350.00	1,160.50	1,350.00	1,300.00	1,400.00
104-302-5122	Life Insurance	50.00	60.94	400.00	371.45	650.00	532.95	650.00	600.00	650.00
104-302-5123	Disability Insurance	100.00	79.04	500.00	477.94	800.00	690.69	800.00	800.00	850.00
104-302-5130	PERS Classic Contribution	0.00	0.00	0.00	0.00	0.00	0.00		5,700.00	6,000.00
104-302-5131	PERS PEPRA Contribution	1,850.00	954.04	13,700.00	10,703.65	17,000.00	15,307.76	17,000.00	14,900.00	15,650.00
104-302-5132	PERS Prepay UAAL	50.00	18.33	0.00	0.00	0.00	0.00		12,750.00	13,400.00
104-302-5140	Medicare Tax	350.00	181.93	2,000.00	2,046.02	3,100.00	2,876.78	3,100.00	3,250.00	3,450.00
104-302-5150	Flexible Benefits Program	250.00	215.68	2,100.00	1,663.26	2,650.00	2,471.24	2,650.00	2,650.00	2,800.00
104-302-5151	Fitness Benefit	100.00	0.00	1,000.00	0.00	1,200.00	450.00	1,200.00	1,150.00	1,150.00
104-302-5152	Cell Phone Allowance	300.00	130.00	600.00	536.25	800.00	715.00	800.00	800.00	800.00
104-302-5201	Professional Services	132,000.00	70,497.54	85,200.00	33,680.00	0.00	0.00			
	SubProgram: 302 - Advance Planning Total:	**159,350.00**	**89,739.55**	**292,000.00**	**197,446.10**	**266,650.00**	**231,665.12**	**266,650.00**	**289,300.00**	**303,950.00**
SubProgram: 311 - Housing										
104-311-5201	Professional Services	87,000.00	90,480.00	62,000.00	40,376.59	42,000.00	25,127.55	42,000.00	42,000.00	42,000.00
	SubProgram: 311 - Housing Total:	**87,000.00**	**90,480.00**	**62,000.00**	**40,376.59**	**42,000.00**	**25,127.55**	**42,000.00**	**42,000.00**	**42,000.00**
SubProgram: 405 - Facilities										
104-405-5100	Regular Wages	0.00	0.00	0.00	1,249.05	63,500.00	59,203.65	63,500.00		
104-405-5104	Overtime Pay	0.00	0.00	0.00	0.00	100.00	36.54	100.00		

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
						Defined Budgets				
104-405-5106	Other Pay	0.00	0.00	0.00	0.00	3,350.00	1,098.83	3,350.00		
104-405-5120	Health Insurance	0.00	0.00	0.00	0.00	10,550.00	10,376.01	10,550.00		
104-405-5121	Dental Insurance	0.00	0.00	0.00	0.00	900.00	934.90	900.00		
104-405-5122	Life Insurance	0.00	0.00	0.00	0.00	200.00	155.40	200.00		
104-405-5123	Disability Insurance	0.00	0.00	0.00	0.00	250.00	194.54	250.00		
104-405-5130	PERS Classic Contribution	0.00	0.00	0.00	85.30	5,300.00	4,244.47	5,300.00		
104-405-5131	PERS PEPRA Contribution	0.00	0.00	0.00	45.14	2,150.00	2,066.66	2,150.00		
104-405-5132	PERS Prepay UAAL	0.00	0.00	0.00	47.79	9,550.00	8,374.54	9,550.00		
104-405-5140	Medicare Tax	0.00	0.00	0.00	17.84	950.00	864.57	950.00		
104-405-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	700.00	604.91	700.00		
104-405-5151	Fitness Benefit	0.00	0.00	0.00	0.00	300.00	89.44	300.00		
104-405-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	500.00	422.50	500.00		
104-405-5180	Individual Equipment/Safety	0.00	0.00	0.00	0.00	500.00	219.76	500.00		
104-405-5440	Utility - Communications/Telep...	0.00	0.00	0.00	0.00	1,500.00	763.58	1,500.00		
104-405-5500	Printing & Advertising	0.00	0.00	0.00	0.00	500.00	0.00	500.00		
104-405-5515	Uniform Cleaning	0.00	0.00	0.00	0.00	1,000.00	650.99	1,000.00		
104-405-5516	Uniform Allowance	0.00	0.00	0.00	0.00	1,200.00	46.00	1,200.00		
104-405-5560	Supplies & Materials	0.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00		
	SubProgram: 405 - Facilities Total:	**0.00**	**0.00**	**0.00**	**1,445.12**	**108,000.00**	**90,347.29**	**108,000.00**	**0.00**	**0.00**
SubProgram: 461 - Resource Conservation										
104-461-5100	Regular Wages	30,600.00	27,762.48	34,200.00	32,767.78	22,350.00	19,342.84	22,350.00	71,450.00	75,050.00
104-461-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		100.00	150.00
104-461-5106	Other Pay	1,900.00	989.48	1,950.00	691.47	1,350.00	2,195.96	1,350.00	1,800.00	1,900.00
104-461-5120	Health Insurance	4,750.00	2,984.37	4,300.00	3,521.61	2,100.00	1,988.60	2,100.00	14,550.00	15,300.00
104-461-5121	Dental Insurance	350.00	239.40	400.00	276.48	150.00	116.19	150.00	1,150.00	1,250.00
104-461-5122	Life Insurance	100.00	93.45	150.00	107.13	100.00	71.06	100.00	250.00	300.00
104-461-5123	Disability Insurance	150.00	104.43	150.00	121.86	100.00	75.41	100.00	250.00	300.00
104-461-5130	PERS Classic Contribution	3,800.00	3,086.73	4,350.00	3,709.69	3,200.00	2,468.58	3,200.00	8,550.00	9,000.00
104-461-5131	PERS Pepra Contribution	300.00	48.18	350.00	287.90	0.00	0.00		1,400.00	1,500.00
104-461-5132	PERS Prepay UAAL	5,050.00	5,655.03	6,150.00	6,481.29	5,800.00	4,722.75	5,800.00	18,300.00	19,250.00
104-461-5140	Medicare Tax	450.00	412.97	500.00	477.09	350.00	304.79	350.00	1,050.00	1,100.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
104-461-5150	Flexible Benefits Program	400.00	506.68	500.00	481.57	300.00	247.07	300.00	850.00	900.00
104-461-5151	Fitness Benefit	200.00	79.88	200.00	150.00	150.00	90.00	150.00	400.00	400.00
104-461-5152	Cell Phone Allowance	400.00	195.00	200.00	195.00	200.00	169.01	200.00	400.00	400.00
104-461-5301	Contract Services	104,950.00	43,555.35	34,750.00	34,708.25	850.00	0.00	1,500.00	2,000.00	2,000.00
104-461-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	2,650.00	2,112.14	2,000.00		
104-461-5500	Printing& Advertising	1,000.00	842.00	1,000.00	286.00	500.00	0.00	500.00	500.00	500.00
104-461-5510	Dues & Subscriptions	900.00	875.00	1,250.00	908.00	1,000.00	925.00	1,000.00	900.00	900.00
104-461-5512	Meetings & Travel	1,500.00	746.58	1,500.00	65.00	1,250.00	1,188.22	1,250.00	4,350.00	2,350.00
104-461-5536	Equipment/Office Rent & Leases	2,000.00	1,200.00	0.00	0.00	0.00	0.00			
104-461-5560	Supplies & Materials	500.00	0.00	500.00	0.00	500.00	0.00	500.00	5,000.00	5,000.00
104-461-5761	Major Equipment	11,000.00	37,950.00	0.00	0.00	0.00	0.00			
	SubProgram: 461 - Resource Conservation Total:	**170,300.00**	**127,327.01**	**92,400.00**	**85,236.12**	**42,900.00**	**36,017.62**	**42,900.00**	**133,250.00**	**137,550.00**
SubProgram: 502 - Parks and Facilities Maintenance										
104-502-5100	Regular Wages	125,000.00	138,514.79	126,100.00	111,219.97	0.00	0.00			
104-502-5104	Overtime Pay	3,500.00	3,496.40	3,500.00	1,155.24	0.00	0.00			
104-502-5106	Other Pay	8,450.00	10,498.63	6,400.00	3,571.82	0.00	0.00			
104-502-5108	Bilingual Pay	0.00	0.00	0.00	80.00	0.00	0.00			
104-502-5120	Health Insurance	54,000.00	57,102.97	42,000.00	41,175.05	0.00	0.00			
104-502-5121	Dental Insurance	4,000.00	4,308.04	3,600.00	3,572.80	0.00	0.00			
104-502-5122	Life Insurance	600.00	581.99	500.00	431.42	0.00	0.00			
104-502-5123	Disability Insurance	650.00	611.62	550.00	460.88	0.00	0.00			
104-502-5130	PERS CLASSIC Contribution	2,350.00	1,823.03	300.00	287.91	0.00	0.00			
104-502-5131	PERS PEPRA Contribution	11,000.00	9,189.49	8,800.00	8,630.28	0.00	0.00			
104-502-5132	PERS Prepay UAAL	3,350.00	3,664.92	500.00	479.07	0.00	0.00			
104-502-5140	Medicare Tax	2,350.00	2,182.23	1,850.00	1,634.26	0.00	0.00			
104-502-5150	Flexible Benefits Program	2,750.00	2,708.18	2,100.00	1,992.88	0.00	0.00			
104-502-5151	Fitness Benefit	1,250.00	600.00	1,000.00	0.00	0.00	0.00			
104-502-5152	Cell Phone Allowance	1,000.00	858.00	600.00	559.00	0.00	0.00			
104-502-5170	Uniform Cleaning	0.00	130.68	750.00	695.55	0.00	0.00			
104-502-5171	Uniform Allowance	400.00	673.10	1,200.00	1,518.85	0.00	0.00			
104-502-5180	Individual Equipment/Safety	500.00	323.28	500.00	147.47	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
104-502-5201	Professional Services	0.00	5,952.50	0.00	0.00	0.00	0.00			
104-502-5301	Contract Services	20,000.00	4,952.32	30,000.00	29,800.00	0.00	0.00			
104-502-5345	Equipment Repairs/Replaceme...	11,000.00	10,721.84	0.00	0.00	0.00	0.00			
104-502-5440	Utility - Communications/Telep...	700.00	691.38	1,500.00	1,190.17	0.00	0.00			
104-502-5500	Printing & Advertising	100.00	0.00	0.00	0.00	0.00	0.00			
104-502-5536	Equipment/Office Rent & Leases	5,400.00	5,549.02	6,400.00	5,832.38	0.00	0.00			
104-502-5560	Supplies & Materials	2,500.00	2,627.24	250.00	30.81	0.00	0.00			
104-502-5568	Minor Equipment	2,700.00	5,569.66	0.00	0.00	0.00	0.00			
104-502-5763	Furniture & Fixtures	17,300.00	13,704.44	0.00	0.00	0.00	0.00			
104-502-5764	Improvements	10,000.00	0.00	0.00	0.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**290,850.00**	**287,035.75**	**238,400.00**	**214,465.81**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 512 - Senior Services										
104-512-5100	Regular Wages	0.00	0.00	20,000.00	17,940.96	70,650.00	84,210.40	95,000.00	103,900.00	109,100.00
104-512-5102	Part-Time Wages	0.00	0.00	17,900.00	14,864.48	22,700.00	19,236.42	22,700.00	22,700.00	23,850.00
104-512-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		600.00	650.00
104-512-5106	Other Pay	0.00	0.00	1,950.00	1,316.21	5,100.00	5,569.14	5,500.00	6,650.00	7,000.00
104-512-5120	Health Insurance	0.00	0.00	0.00	0.00	27,650.00	1,406.64	1,600.00	3,500.00	3,700.00
104-512-5121	Dental Insurance	0.00	0.00	600.00	568.55	2,450.00	2,274.26	2,450.00	2,750.00	2,900.00
104-512-5122	Life Insurance	0.00	0.00	50.00	46.08	250.00	230.69	250.00	350.00	400.00
104-512-5123	Disability Insurance	0.00	0.00	100.00	65.86	500.00	316.81	500.00	450.00	500.00
104-512-5130	PERS Classic Contribution	0.00	0.00	0.00	62.13	4,000.00	2,881.17	4,000.00		
104-512-5131	PERS PEPRA Contribution	0.00	0.00	4,400.00	1,588.40	5,700.00	4,972.82	5,700.00	8,350.00	8,800.00
104-512-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	6,600.00	5,733.70	6,600.00	350.00	400.00
104-512-5140	Medicare Tax	0.00	0.00	1,000.00	497.14	1,400.00	1,589.33	1,600.00	1,900.00	2,000.00
104-512-5150	Flexible Benefits Program	0.00	0.00	1,050.00	333.96	1,350.00	1,421.01	1,500.00	1,850.00	1,950.00
104-512-5151	Fitness Benefit	0.00	0.00	500.00	0.00	600.00	517.50	600.00	800.00	800.00
104-512-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	200.00	107.26	200.00	250.00	250.00
104-512-5201	Professional Services	0.00	0.00	0.00	0.00	10,000.00	131.50	10,000.00	5,000.00	6,000.00
104-512-5205	Senior Programs	0.00	0.00	0.00	0.00	10,000.00	1,505.68	10,000.00	5,000.00	6,000.00
104-512-5440	Utility - Communications/Telep...	0.00	0.00	200.00	154.24	250.00	212.46	250.00	250.00	300.00
104-512-5500	Printing & Advertising	0.00	0.00	0.00	0.00	3,800.00	0.00	3,800.00	2,000.00	2,000.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
104-512-5510	Dues & Subscriptions	0.00	0.00	0.00	0.00	900.00	250.00	900.00	750.00	900.00
104-512-5512	Meetings & Travel	0.00	0.00	0.00	0.00	7,900.00	3,551.86	7,900.00	3,800.00	4,300.00
104-512-5560	Supplies & Materials	0.00	0.00	2,500.00	1,794.42	15,000.00	2,919.30	15,000.00	15,000.00	18,000.00
104-512-5568	Minor Equipment	0.00	0.00	0.00	0.00	22,500.00	0.00		18,700.00	10,000.00
	SubProgram: 512 - Senior Services Total:	**0.00**	**0.00**	**50,250.00**	**39,232.43**	**219,500.00**	**139,037.95**	**196,050.00**	**204,900.00**	**209,800.00**
	Fund: 104 - MEASURE X FUND Total:	**1,747,100.00**	**1,469,714.94**	**1,888,750.00**	**1,621,530.58**	**1,850,220.00**	**1,569,454.35**	**1,835,100.00**	**2,269,700.00**	**2,572,950.00**
Fund: 201 - TRAFFIC SAFETY FUND										
SubProgram: 331 - Code Compliance										
201-331-5102	Part-time Wages	20,000.00	18,292.76	20,750.00	14,944.33	24,500.00	12,488.38	24,500.00	16,350.00	17,200.00
201-331-5131	PERS PEPRA Contribution	500.00	521.38	500.00	549.74	600.00	523.75	600.00	600.00	600.00
201-331-5132	PERS Prepay UAAL	50.00	6.01	0.00	0.00	0.00	0.00			
201-331-5140	Medicare Tax	300.00	265.24	350.00	216.71	375.00	181.09	375.00	500.00	750.00
	SubProgram: 331 - Code Compliance Total:	**20,850.00**	**19,085.39**	**21,600.00**	**15,710.78**	**25,475.00**	**13,193.22**	**25,475.00**	**17,450.00**	**18,550.00**
	Fund: 201 - TRAFFIC SAFETY FUND Total:	**20,850.00**	**19,085.39**	**21,600.00**	**15,710.78**	**25,475.00**	**13,193.22**	**25,475.00**	**17,450.00**	**18,550.00**
Fund: 202 - LIBRARY FUND										
SubProgram: 102 - Commissions Boards and Committees										
202-102-5590	Advisory Board Stipend	1,500.00	540.00	5,000.00	1,410.00	2,250.00	1,110.00	1,900.00	2,250.00	2,250.00
	SubProgram: 102 - Commissions Boards and Committees Total:	**1,500.00**	**540.00**	**5,000.00**	**1,410.00**	**2,250.00**	**1,110.00**	**1,900.00**	**2,250.00**	**2,250.00**
SubProgram: 211 - Central Services										
202-211-5400	Utility - Electricity	0.00	0.00	0.00	0.00	7,300.00	6,004.48	7,300.00	8,750.00	8,750.00
202-211-5410	Utility - Natural Gas	0.00	0.00	0.00	0.00	1,300.00	1,258.50	1,300.00	1,800.00	1,800.00
202-211-5420	Utility - Sewer	0.00	0.00	0.00	0.00	2,200.00	2,128.21	2,200.00	2,300.00	2,800.00
202-211-5430	Utility - Water	0.00	0.00	0.00	0.00	4,600.00	2,637.36	4,600.00	3,800.00	3,800.00
202-211-5440	Utility - Communications/Telep...	0.00	0.00	0.00	0.00	2,200.00	2,780.12	3,200.00	3,600.00	3,600.00
	SubProgram: 211 - Central Services Total:	**0.00**	**0.00**	**0.00**	**0.00**	**17,600.00**	**14,808.67**	**18,600.00**	**20,250.00**	**20,750.00**
SubProgram: 221 - Management Information Services										
202-221-5201	Professional Services	40,000.00	33,400.73	21,500.00	14,473.00	22,350.00	6,886.75	22,350.00	22,500.00	23,700.00
202-221-5360	Software Subscription/Mainten...	5,000.00	1,573.41	1,600.00	1,544.00	3,200.00	2,411.99	3,200.00	4,050.00	4,050.00
202-221-5565	Computer Hardware/ Replace...	8,000.00	73.68	3,000.00	0.00	3,000.00	0.00	3,000.00	3,000.00	3,000.00
	SubProgram: 221 - Management Information Services Total:	**53,000.00**	**35,047.82**	**26,100.00**	**16,017.00**	**28,550.00**	**9,298.74**	**28,550.00**	**29,550.00**	**30,750.00**
SubProgram: 405 - Facilities										
202-405-5100	Regular Wages	0.00	0.00	0.00	8,368.07	40,300.00	37,006.86	40,300.00		

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
202-405-5104	Overtime Pay	0.00	0.00	0.00	11.27	1,000.00	1,316.99	1,000.00		
202-405-5106	Other Pay	0.00	0.00	0.00	285.28	1,900.00	839.75	1,900.00		
202-405-5108	Bilingual Pay	0.00	0.00	0.00	0.00	200.00	172.50	200.00		
202-405-5120	Health Insurance	0.00	0.00	100.00	144.50	12,900.00	11,399.81	12,900.00		
202-405-5121	Dental Insurance	0.00	0.00	50.00	9.97	1,100.00	903.13	1,100.00		
202-405-5122	Life Insurance	0.00	0.00	50.00	1.50	150.00	120.33	150.00		
202-405-5123	Disability Insurance	0.00	0.00	50.00	2.46	200.00	140.66	200.00		
202-405-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	92.38	1,700.00	1,330.14	1,700.00		
202-405-5131	PERS PEPRA Contribution	0.00	0.00	0.00	27.60	2,300.00	2,111.98	2,300.00		
202-405-5132	PERS Prepay UAAL	0.00	0.00	200.00	206.73	3,000.00	2,498.02	3,000.00		
202-405-5140	Medicare Tax	0.00	0.00	0.00	16.65	600.00	553.61	600.00		
202-405-5150	Flexible Benefits Program	0.00	0.00	0.00	222.45	700.00	619.18	700.00		
202-405-5151	Fitness Benefit	0.00	0.00	0.00	0.00	300.00	0.00	300.00		
202-405-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	39.00			
202-405-5301	Contract Services	0.00	0.00	0.00	0.00	15,550.00	2,898.66	15,550.00		
202-405-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	18,500.00	10,016.98	50,000.00		
202-405-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	2,500.00	2,293.33	2,500.00		
202-405-5362	Janitorial Services	0.00	0.00	0.00	0.00	20,650.00	8,354.24	20,650.00		
202-405-5560	Supplies & Materials	0.00	0.00	0.00	0.00	2,750.00	1,365.79	1,250.00		
202-405-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	2,200.00	604.60	2,200.00		
202-405-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	1,250.00	0.00	1,250.00		
	SubProgram: 405 - Facilities Total:	**0.00**	**0.00**	**450.00**	**9,388.86**	**129,750.00**	**84,585.56**	**159,750.00**	**0.00**	**0.00**
SubProgram: 473 - Library Facilities										
202-473-5100	Regular Wages	0.00	0.00	0.00	0.00	0.00	0.00		43,100.00	45,300.00
202-473-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,450.00	1,550.00
202-473-5106	Other Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,900.00	2,000.00
202-473-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		150.00	150.00
202-473-5120	Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00		11,500.00	12,100.00
202-473-5121	Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00		1,150.00	1,250.00
202-473-5122	Life Insurance	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
202-473-5123	Disability Insurance	0.00	0.00	0.00	0.00	0.00	0.00		200.00	250.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
202-473-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	0.00	0.00		1,300.00	1,400.00
202-473-5131	PERS PEPRA Contribution	0.00	0.00	0.00	0.00	0.00	0.00		2,850.00	3,000.00
202-473-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		2,800.00	2,950.00
202-473-5140	Medicare Tax	0.00	0.00	0.00	0.00	0.00	0.00		650.00	700.00
202-473-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	0.00	0.00		700.00	750.00
202-473-5151	Fitness Benefit	0.00	0.00	0.00	0.00	0.00	0.00		300.00	300.00
202-473-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	0.00		200.00	200.00
202-473-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		16,150.00	16,150.00
202-473-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	0.00	0.00		5,000.00	5,000.00
202-473-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		3,800.00	3,800.00
202-473-5362	Janitorial Services	0.00	0.00	0.00	0.00	0.00	0.00		23,000.00	23,000.00
202-473-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		2,500.00	2,500.00
202-473-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	0.00	0.00		2,500.00	2,500.00
202-473-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	0.00	0.00		1,500.00	1,500.00
	SubProgram: 473 - Library Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**122,850.00**	**126,550.00**
SubProgram: 501 - Parks and Recreation Administration										
202-501-5100	Regular Wages	28,700.00	27,273.74	31,400.00	15,076.11	16,750.00	15,062.08	16,750.00	18,050.00	18,950.00
202-501-5106	Other Pay	1,750.00	1,786.11	1,850.00	1,533.57	1,050.00	393.72	1,050.00	500.00	550.00
202-501-5120	Health Insurance	5,700.00	4,820.99	2,400.00	2,019.86	2,300.00	937.52	2,300.00	1,150.00	1,250.00
202-501-5121	Dental Insurance	500.00	457.22	250.00	237.42	250.00	58.04	250.00	100.00	150.00
202-501-5122	Life Insurance	50.00	73.62	100.00	41.89	50.00	35.62	50.00	50.00	50.00
202-501-5123	Disability Insurance	100.00	93.54	100.00	49.83	50.00	42.31	50.00	50.00	50.00
202-501-5130	PERS CLASSIC Contribution	4,100.00	3,089.36	4,500.00	1,914.23	2,400.00	1,920.92	2,400.00	2,850.00	3,000.00
202-501-5132	PERS Prepay UAAL	5,450.00	5,699.89	3,500.00	3,308.38	4,350.00	3,822.52	4,350.00	6,100.00	6,450.00
202-501-5140	Medicare Tax	400.00	419.13	500.00	239.00	250.00	224.18	250.00	300.00	350.00
202-501-5150	Flexible Benefits Program	250.00	259.20	300.00	131.15	150.00	123.63	150.00	150.00	200.00
202-501-5151	Fitness Benefit	100.00	59.99	150.00	0.00	100.00	45.00	100.00	100.00	100.00
202-501-5152	Cell Phone Allowance	200.00	156.00	150.00	87.75	100.00	71.50	100.00	100.00	100.00
	SubProgram: 501 - Parks and Recreation Administration Total:	**47,300.00**	**44,188.79**	**45,200.00**	**24,639.19**	**27,800.00**	**22,737.04**	**27,800.00**	**29,500.00**	**31,200.00**
SubProgram: 502 - Parks and Facilities Maintenance										
202-502-5201	Professional Services	3,500.00	3,421.91	1,000.00	925.00	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
202-502-5301	Contract Services	13,500.00	11,754.73	1,800.00	1,764.95	0.00	0.00			
202-502-5345	Equipment Repairs/Replaceme...	13,000.00	3,544.44	0.00	0.00	0.00	0.00			
202-502-5350	Landscape Maintenance	0.00	405.00	2,850.00	2,785.00	0.00	0.00			
202-502-5362	Janitorial Services	10,000.00	7,228.50	14,700.00	12,430.75	0.00	0.00			
202-502-5400	Utility - Electricity	3,000.00	3,377.85	6,200.00	6,640.23	0.00	0.00			
202-502-5410	Utility - Natural Gas	1,500.00	1,081.85	1,200.00	1,039.95	0.00	0.00			
202-502-5420	Utility - Sewer	0.00	0.00	0.00	79.41	0.00	0.00			
202-502-5430	Utility - Water	2,500.00	3,047.80	3,900.00	3,907.44	0.00	0.00			
202-502-5440	Utility - Communications/Telep...	2,000.00	2,150.70	2,200.00	2,120.11	0.00	0.00			
202-502-5536	Equipment/Office Rent & Leases	1,000.00	1,214.37	350.00	341.02	0.00	0.00			
202-502-5560	Supplies & Materials	1,400.00	1,335.75	1,100.00	741.55	0.00	0.00			
202-502-5561	Janitorial Supplies	2,000.00	1,802.46	1,100.00	869.03	0.00	0.00			
202-502-5567	Landscaping Supply Repairs & ...	400.00	305.00	750.00	745.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**53,800.00**	**40,670.36**	**37,150.00**	**34,389.44**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 550 - City Library										
202-550-5100	Regular Wages	175,000.00	184,432.62	203,900.00	193,048.68	216,200.00	195,696.03	216,200.00	229,600.00	241,100.00
202-550-5102	Part-time Wages	90,000.00	88,668.49	111,600.00	99,720.09	131,000.00	93,349.64	131,000.00	161,450.00	169,600.00
202-550-5104	Overtime Pay	100.00	93.56	100.00	0.00	0.00	0.00			
202-550-5106	Other Pay	12,150.00	10,035.67	11,800.00	9,953.50	17,950.00	14,986.80	17,950.00	9,850.00	10,350.00
202-550-5108	Interpreter Pay	0.00	0.00	0.00	0.00	0.00	0.00		2,500.00	2,500.00
202-550-5120	Health Insurance	22,000.00	20,853.24	21,200.00	20,724.14	21,450.00	24,632.34	21,450.00	60,650.00	63,700.00
202-550-5121	Dental Insurance	1,600.00	1,522.86	1,800.00	1,698.06	1,700.00	2,129.46	1,700.00	5,050.00	5,300.00
202-550-5122	Life Insurance	750.00	739.20	850.00	781.71	850.00	710.96	850.00	850.00	900.00
202-550-5123	Disability Insurance	850.00	780.54	850.00	823.61	900.00	760.95	900.00	900.00	950.00
202-550-5130	PERS CLASSIC Contribution	11,000.00	11,670.93	16,650.00	14,690.44	17,100.00	13,780.50	17,100.00		
202-550-5131	PERS PEPRA Contribution	6,700.00	6,234.12	7,050.00	10,367.39	7,750.00	9,880.42	7,750.00	18,400.00	19,350.00
202-550-5132	PERS Prepay UAAL	21,400.00	21,258.53	24,500.00	25,493.44	30,850.00	27,265.01	30,850.00	750.00	800.00
202-550-5140	Medicare Tax	4,500.00	4,145.57	4,650.00	4,529.63	5,050.00	4,437.96	5,050.00	5,700.00	5,900.00
202-550-5150	Flexible Benefits Program	2,600.00	2,593.68	2,800.00	2,645.52	2,650.00	2,471.24	2,650.00	2,800.00	2,950.00
202-550-5151	Fitness Benefit	1,200.00	600.00	1,200.00	508.55	1,200.00	449.55	1,200.00	1,200.00	1,200.00
202-550-5152	Cell Phone Allowance	1,600.00	1,560.00	1,400.00	1,560.00	1,600.00	1,430.00	1,600.00	1,600.00	1,600.00

								Defined Budgets	
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
202-550-5201	Professional Services	0.00	0.00	0.00	0.00	11,000.00	11,000.00	11,000.00		
202-550-5202	Library Programs	50.00	2,033.36	15,000.00	4,666.35	15,000.00	12,962.61	15,000.00	15,000.00	15,000.00
202-550-5203	Library Operating Services	51,000.00	50,877.04	65,000.00	67,970.69	80,000.00	63,520.31	80,000.00	75,000.00	75,000.00
202-550-5221	Employee Training	0.00	0.00	1,200.00	155.23	1,200.00	228.07	1,200.00	1,200.00	1,200.00
202-550-5301	Contract Services	400.00	568.00	1,000.00	1,016.67	4,500.00	3,451.97	4,500.00	5,500.00	5,500.00
202-550-5500	Printing & Advertising	4,000.00	2,151.33	8,750.00	1,461.99	2,500.00	1,510.00	2,500.00	4,500.00	4,500.00
202-550-5510	Dues & Subscriptions	800.00	1,104.26	1,000.00	954.39	1,000.00	381.96	1,000.00	1,000.00	1,000.00
202-550-5512	Meetings & Travel	2,000.00	956.63	4,500.00	2,131.90	4,500.00	3,656.64	4,500.00	4,500.00	4,500.00
202-550-5520	Books	25,000.00	16,862.34	50,000.00	51,691.58	46,000.00	40,055.33	46,000.00	46,000.00	46,000.00
202-550-5521	Periodicals	4,700.00	4,980.64	4,300.00	1,486.39	4,000.00	2,636.57	4,000.00	4,000.00	4,000.00
202-550-5522	Digital Materials	40,000.00	38,582.30	50,000.00	50,252.83	40,000.00	31,993.58	40,000.00	40,000.00	40,000.00
202-550-5523	Library of Things	2,000.00	1,467.05	11,000.00	2,056.71	7,000.00	5,190.88	7,000.00	7,000.00	7,000.00
202-550-5536	Equipment/Office Rent & Leases	0.00	0.00	0.00	0.00	2,000.00	1,517.46	2,000.00	2,500.00	2,500.00
202-550-5560	Supplies & Materials	10,000.00	15,526.78	25,000.00	10,089.11	14,000.00	8,614.67	14,000.00	16,000.00	20,000.00
202-550-5568	Minor Equipment	50.00	9,858.47	750.00	240.77	1,000.00	593.18	1,000.00	2,000.00	2,000.00
202-550-5761	Major Equipment	0.00	0.00	0.00	810.31	0.00	0.00			
202-550-5763	Furniture & Fixtures	0.00	0.00	0.00	0.00	0.00	0.00		5,000.00	1,000.00
	SubProgram: 550 - City Library Total:	**491,450.00**	**500,157.21**	**647,850.00**	**581,529.68**	**689,950.00**	**579,294.09**	**689,950.00**	**730,500.00**	**755,400.00**
	Fund: 202 - LIBRARY FUND Total:	**647,050.00**	**620,604.18**	**761,750.00**	**667,374.17**	**895,900.00**	**711,834.10**	**926,550.00**	**934,900.00**	**966,900.00**
Fund: 204 - PARK MAINTENANCE FUND										
SubProgram: 211 - Central Services										
204-211-5400	Utility - Electricity	0.00	0.00	0.00	0.00	11,000.00	9,106.11	11,000.00		
204-211-5420	Utility - Sewer	0.00	0.00	0.00	0.00	6,800.00	7,977.54	8,400.00		
204-211-5430	Utility - Water	0.00	0.00	0.00	0.00	151,000.00	136,012.05	151,000.00		
	SubProgram: 211 - Central Services Total:	**0.00**	**0.00**	**0.00**	**0.00**	**168,800.00**	**153,095.70**	**170,400.00**	**0.00**	**0.00**
SubProgram: 405 - Facilities										
204-405-5100	Regular Wages	0.00	0.00	0.00	681.62	62,300.00	56,441.82	62,300.00		
204-405-5102	Part-time Wages	0.00	0.00	0.00	0.00	23,850.00	18,000.71	23,850.00		
204-405-5104	Overtime Pay	0.00	0.00	0.00	9.78	2,000.00	1,473.23	2,000.00		
204-405-5106	Other Pay	0.00	0.00	0.00	0.00	3,100.00	2,099.89	3,100.00		
204-405-5108	Bilingual Pay	0.00	0.00	0.00	0.00	550.00	347.50	550.00		

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	Defined Budgets FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
204-405-5120	Health Insurance	0.00	0.00	0.00	0.00	20,000.00	17,752.42	20,000.00		
204-405-5121	Dental Insurance	0.00	0.00	0.00	0.00	1,850.00	1,537.20	1,850.00		
204-405-5122	Life Insurance	0.00	0.00	0.00	0.00	250.00	181.84	250.00		
204-405-5123	Disability Insurance	0.00	0.00	0.00	0.00	300.00	218.77	300.00		
204-405-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	31.01	2,950.00	2,338.58	2,950.00		
204-405-5131	PERS PEPRA Contribution	0.00	0.00	0.00	32.89	3,400.00	3,126.09	3,400.00		
204-405-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	5,250.00	4,456.82	5,250.00		
204-405-5140	Medicare Tax	0.00	0.00	0.00	9.76	1,150.00	1,117.49	1,150.00		
204-405-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	1,050.00	975.40	1,050.00		
204-405-5151	Fitness Benefit	0.00	0.00	0.00	0.00	500.00	22.50	500.00		
204-405-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	200.00	97.50	200.00		
204-405-5180	Individual Equipment/Safety	0.00	0.00	0.00	0.00	1,650.00	674.85	1,650.00		
204-405-5301	Contract Services	0.00	0.00	0.00	0.00	16,700.00	8,005.00	16,700.00		
204-405-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	26,000.00	9,434.49	25,500.00		
204-405-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	144,050.00	124,322.97	144,050.00		
204-405-5356	Tree Maintenance	0.00	0.00	0.00	0.00	19,500.00	16,631.33	19,500.00		
204-405-5357	Tree Replacement	0.00	0.00	0.00	0.00	2,000.00	2,800.00	2,000.00		
204-405-5361	Biohazard Services	0.00	0.00	0.00	0.00	8,500.00	2,640.00	8,500.00		
204-405-5362	Janitorial Services	0.00	0.00	0.00	0.00	40,800.00	32,795.00	40,800.00		
204-405-5440	Utility - Communications/Telep...	0.00	0.00	0.00	0.00	250.00	303.59	250.00		
204-405-5515	Uniform Cleaning	0.00	0.00	0.00	0.00	1,000.00	754.29	1,000.00		
204-405-5516	Uniform Allowance	0.00	0.00	0.00	0.00	1,950.00	1,598.06	1,950.00		
204-405-5536	Equipment/Office Rent & Leases	0.00	0.00	0.00	0.00	4,000.00	4,045.00	4,000.00		
204-405-5560	Supplies & Materials	0.00	0.00	0.00	0.00	18,250.00	15,313.62	18,250.00		
204-405-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	10,050.00	8,074.20	10,050.00		
204-405-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	26,950.00	6,726.73	26,950.00		
204-405-5581	Vehicle Operations & Mainten...	0.00	0.00	0.00	0.00	2,250.00	2,176.37	2,250.00		
204-405-5582	Fuel Expense	0.00	0.00	0.00	0.00	4,500.00	3,872.26	4,500.00		
204-405-5763	Furniture & Fixtures	0.00	0.00	0.00	0.00	0.00	12,896.42	13,000.00		
	SubProgram: 405 - Facilities Total:	**0.00**	**0.00**	**0.00**	**765.06**	**457,100.00**	**363,251.94**	**469,600.00**	**0.00**	**0.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 472 - Parks Facilities										
204-472-5100	Regular Wages	0.00	0.00	0.00	0.00	0.00	0.00		163,100.00	171,300.00
204-472-5102	Part-time Wages	0.00	0.00	0.00	0.00	0.00	0.00		11,350.00	11,950.00
204-472-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		2,750.00	2,900.00
204-472-5106	Other Pay	0.00	0.00	0.00	0.00	0.00	0.00		8,900.00	9,350.00
204-472-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		650.00	650.00
204-472-5120	Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00		39,200.00	41,200.00
204-472-5121	Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00		4,950.00	5,200.00
204-472-5122	Life Insurance	0.00	0.00	0.00	0.00	0.00	0.00		550.00	600.00
204-472-5123	Disability Insurance	0.00	0.00	0.00	0.00	0.00	0.00		650.00	700.00
204-472-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	0.00	0.00		1,300.00	1,400.00
204-472-5131	PERS PEPRA Contribution	0.00	0.00	0.00	0.00	0.00	0.00		12,450.00	13,100.00
204-472-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		3,200.00	3,400.00
204-472-5140	Medicare Tax	0.00	0.00	0.00	0.00	0.00	0.00		2,600.00	2,750.00
204-472-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	0.00	0.00		2,800.00	2,950.00
204-472-5151	Fitness Benefit	0.00	0.00	0.00	0.00	0.00	0.00		1,200.00	1,200.00
204-472-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	0.00		550.00	550.00
204-472-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		14,700.00	14,700.00
204-472-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	0.00	0.00		5,000.00	5,000.00
204-472-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		139,000.00	139,000.00
204-472-5356	Tree Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		20,000.00	20,000.00
204-472-5357	Tree Replacement	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,000.00
204-472-5361	Biohazard Services	0.00	0.00	0.00	0.00	0.00	0.00		20,000.00	20,000.00
204-472-5362	Janitorial Services	0.00	0.00	0.00	0.00	0.00	0.00		39,000.00	39,000.00
204-472-5400	Utility - Electricity	0.00	0.00	0.00	0.00	0.00	0.00		16,000.00	16,500.00
204-472-5420	Utility - Sewer	0.00	0.00	0.00	0.00	0.00	0.00		14,400.00	15,600.00
204-472-5430	Utility - Water	0.00	0.00	0.00	0.00	0.00	0.00		6,800.00	7,000.00
204-472-5440	Utility - Communications/Telep...	0.00	0.00	0.00	0.00	0.00	0.00		300.00	300.00
204-472-5510	Dues & Subscriptions	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00
204-472-5512	Meetings & Travel	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00
204-472-5515	Uniform Cleaning	0.00	0.00	0.00	0.00	0.00	0.00		2,550.00	2,550.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
204-472-5516	Uniform Allowance	0.00	0.00	0.00	0.00	0.00	0.00		1,950.00	2,550.00
204-472-5517	Individual Equipment/Safety	0.00	0.00	0.00	0.00	0.00	0.00		1,650.00	1,650.00
204-472-5536	Equipment/Office Rent & Leases	0.00	0.00	0.00	0.00	0.00	0.00		5,000.00	12,000.00
204-472-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		29,300.00	20,000.00
204-472-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	0.00	0.00		8,500.00	8,500.00
204-472-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	0.00	0.00		30,500.00	41,000.00
204-472-5581	Vehicle Operations & Mainten...	0.00	0.00	0.00	0.00	0.00	0.00		8,000.00	8,000.00
204-472-5582	Fuel Expense	0.00	0.00	0.00	0.00	0.00	0.00		3,500.00	3,500.00
204-472-5763	Furniture & Fixtures	0.00	0.00	0.00	0.00	0.00	0.00		4,000.00	
	SubProgram: 472 - Parks Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**630,350.00**	**650,050.00**
SubProgram: 501 - Parks and Recreation Administration										
204-501-5100	Regular Wages	42,000.00	41,709.21	46,350.00	17,736.99	35,300.00	33,546.27	35,300.00	45,400.00	47,700.00
204-501-5102	Part-time Wages	600.00	1,986.93	0.00	0.00	0.00	0.00			
204-501-5104	Overtime Pay	0.00	0.00	0.00	211.05	0.00	0.00			
204-501-5106	Other Pay	3,000.00	2,518.69	6,200.00	6,023.84	2,150.00	812.13	2,150.00	1,250.00	1,350.00
204-501-5120	Health Insurance	7,000.00	6,181.07	3,800.00	3,704.88	6,000.00	3,562.82	6,000.00	4,650.00	4,900.00
204-501-5121	Dental Insurance	550.00	591.31	400.00	340.27	650.00	278.12	650.00	300.00	350.00
204-501-5122	Life Insurance	150.00	94.15	50.00	36.77	100.00	85.64	100.00	200.00	250.00
204-501-5123	Disability Insurance	200.00	121.43	200.00	63.21	150.00	107.62	150.00	200.00	250.00
204-501-5130	PERS CLASSIC Contribution	5,850.00	4,728.25	5,850.00	2,253.63	5,100.00	3,637.17	5,100.00	2,850.00	3,000.00
204-501-5131	PERS PEPRA Contribution	650.00	152.01	0.00	0.00	0.00	373.56		2,200.00	2,350.00
204-501-5132	PERS Prepay UAAL	7,750.00	8,857.20	4,000.00	4,152.98	9,150.00	7,609.93	9,150.00	6,200.00	6,550.00
204-501-5140	Medicare Tax	700.00	666.25	750.00	344.67	550.00	496.58	550.00	700.00	750.00
204-501-5150	Flexible Benefits Program	450.00	433.71	500.00	165.21	350.00	342.54	350.00	600.00	650.00
204-501-5151	Fitness Benefit	200.00	0.00	250.00	70.00	150.00	97.50	150.00	250.00	250.00
204-501-5152	Cell Phone Allowance	300.00	195.00	200.00	47.13	200.00	139.76	200.00	350.00	350.00
204-501-5566	Sign Replacement	0.00	0.00	0.00	0.00	0.00	0.00		10,000.00	10,000.00
	SubProgram: 501 - Parks and Recreation Administration Total:	**69,400.00**	**68,235.21**	**68,550.00**	**35,150.63**	**59,850.00**	**51,089.64**	**59,850.00**	**75,150.00**	**78,700.00**
SubProgram: 502 - Parks and Facilities Maintenance										
204-502-5100	Regular Wages	6,850.00	8,900.74	38,900.00	35,768.71	0.00	0.00			
204-502-5102	Part-time Wages	11,100.00	10,490.52	11,100.00	11,516.24	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
204-502-5104	Overtime Pay	1,500.00	1,292.63	1,500.00	1,780.00	0.00	0.00			
204-502-5106	Other Pay	250.00	661.61	1,800.00	1,724.02	0.00	0.00			
204-502-5108	Bilingual Pay	0.00	0.00	0.00	5.00	0.00	0.00			
204-502-5120	Health Insurance	2,400.00	2,491.99	9,500.00	9,086.61	0.00	0.00			
204-502-5121	Dental Insurance	250.00	190.29	900.00	785.30	0.00	0.00			
204-502-5122	Life Insurance	50.00	19.31	150.00	110.53	0.00	0.00			
204-502-5123	Disability Insurance	50.00	29.92	200.00	146.92	0.00	0.00			
204-502-5130	PERS CLASSIC Contribution	1,000.00	937.53	4,050.00	3,498.51	0.00	0.00			
204-502-5131	PERS PEPRA Contribution	0.00	8.80	900.00	620.35	0.00	0.00			
204-502-5132	PERS Prepay UAAL	1,300.00	1,583.45	5,800.00	5,979.69	0.00	0.00			
204-502-5140	Medicare Tax	250.00	309.51	800.00	749.17	0.00	0.00			
204-502-5141	Unemployment Insurance	500.00	246.00	0.00	0.00	0.00	0.00			
204-502-5150	Flexible Benefits Program	150.00	50.66	700.00	561.71	0.00	0.00			
204-502-5151	Fitness Benefit	50.00	0.00	300.00	40.60	0.00	0.00			
204-502-5152	Cell Phone Allowance	0.00	0.00	150.00	78.00	0.00	0.00			
204-502-5170	Uniform Cleaning	1,000.00	957.54	1,000.00	831.51	0.00	0.00			
204-502-5171	Uniform Allowance	200.00	639.67	600.00	803.34	0.00	0.00			
204-502-5180	Individual Equipment/Safety	350.00	227.30	350.00	75.06	0.00	0.00			
204-502-5201	Professional Services	0.00	2,100.00	0.00	0.00	0.00	0.00			
204-502-5301	Contract Services	5,000.00	3,372.19	5,000.00	7,165.54	0.00	0.00			
204-502-5345	Equipment Repairs/Replaceme...	10,000.00	11,473.49	9,000.00	8,319.65	0.00	0.00			
204-502-5350	Landscape Maintenance	118,500.00	111,525.06	127,000.00	123,399.02	0.00	0.00			
204-502-5356	Tree Maintenance	23,500.00	15,797.00	33,500.00	33,660.83	0.00	0.00			
204-502-5357	Tree Replacement	0.00	0.00	2,000.00	595.00	0.00	0.00			
204-502-5362	Janitorial Services	30,000.00	25,218.00	34,500.00	35,280.00	0.00	0.00			
204-502-5400	Utility - Electricity	4,500.00	3,977.12	4,500.00	3,724.99	0.00	0.00			
204-502-5420	Utility - Sewer	6,550.00	8,434.22	7,200.00	6,085.37	0.00	0.00			
204-502-5430	Utility - Water	108,000.00	105,445.67	140,000.00	136,520.62	0.00	0.00			
204-502-5536	Equipment/Office Rent & Leases	0.00	0.00	0.00	430.00	0.00	0.00			
204-502-5560	Supplies & Materials	15,000.00	9,877.76	15,000.00	14,831.32	0.00	0.00			
204-502-5561	Janitorial Supplies	6,000.00	2,683.62	5,000.00	6,512.22	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
204-502-5566	Sign Replacement	1,000.00	409.00	0.00	0.00	0.00	0.00			
204-502-5567	Landscaping Supply Repairs & ...	40,000.00	35,945.71	32,650.00	34,368.62	0.00	0.00			
204-502-5568	Minor Equipment	0.00	0.00	12,000.00	9,677.32	0.00	0.00			
204-502-5581	Vehicle Operations & Mainten...	1,000.00	1,373.04	2,450.00	3,233.90	0.00	0.00			
204-502-5582	Fuel Expense	1,500.00	866.07	3,500.00	3,234.48	0.00	0.00			
204-502-5764	Improvements	100,000.00	80,384.92	16,250.00	7,697.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**497,800.00**	**447,920.34**	**528,250.00**	**508,897.15**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 531 - Ocean Beach Services										
204-531-5201	Professional Services	0.00	0.00	0.00	0.00	580.00	580.00	600.00		
204-531-5301	Contract Services	20,000.00	23,456.00	40,000.00	45,681.49	37,500.00	28,395.00	48,100.00		
204-531-5566	Sign Replacement	0.00	0.00	0.00	0.00	28,000.00	9,881.12	17,900.00		
SubProgram: 531 - Ocean Beach Services Total:		**20,000.00**	**23,456.00**	**40,000.00**	**45,681.49**	**66,080.00**	**38,856.12**	**66,600.00**	**0.00**	**0.00**
Fund: 204 - PARK MAINTENANCE FUND Total:		**587,200.00**	**539,611.55**	**636,800.00**	**590,494.33**	**751,830.00**	**606,293.40**	**766,450.00**	**705,500.00**	**728,750.00**
Fund: 205 - GAS TAX FUND										
SubProgram: 431 - Street Maintenance										
205-431-5100	Regular Wages	61,000.00	62,766.35	154,750.00	134,452.74	122,650.00	110,223.87	122,650.00	63,650.00	66,850.00
205-431-5102	Part-time Wages	0.00	0.00	0.00	0.00	0.00	160.81		4,150.00	4,400.00
205-431-5104	Overtime Pay	3,500.00	3,315.41	3,500.00	3,454.43	3,500.00	2,239.79	3,500.00	3,050.00	3,200.00
205-431-5106	Other Pay	3,400.00	4,156.73	7,100.00	6,113.64	6,950.00	8,475.60	6,950.00	2,150.00	2,300.00
205-431-5108	Bilingual Pay	0.00	0.00	0.00	35.00	500.00	360.00	500.00	150.00	150.00
205-431-5120	Health Insurance	15,000.00	14,306.50	34,500.00	34,513.81	32,350.00	29,948.28	32,350.00	23,050.00	24,200.00
205-431-5121	Dental Insurance	2,000.00	1,391.38	3,650.00	3,607.36	3,550.00	3,022.57	3,550.00	1,900.00	2,000.00
205-431-5122	Life Insurance	300.00	179.22	550.00	420.74	400.00	333.29	400.00	200.00	250.00
205-431-5123	Disability Insurance	400.00	234.47	600.00	556.78	550.00	446.38	550.00	300.00	350.00
205-431-5130	PERS CLASSIC Contribution	7,350.00	5,792.57	11,550.00	10,257.70	10,800.00	8,664.99	10,800.00	5,500.00	5,800.00
205-431-5131	PERS PEPRA Contribution	1,450.00	898.05	5,950.00	4,491.35	3,800.00	3,296.76	3,800.00	2,350.00	2,500.00
205-431-5132	PERS Prepay UAAL	9,750.00	9,816.67	17,400.00	17,417.82	19,500.00	16,495.61	19,500.00	11,800.00	12,400.00
205-431-5140	Medicare Tax	1,000.00	1,029.60	2,250.00	2,158.92	1,800.00	1,756.26	1,800.00	1,050.00	1,100.00
205-431-5150	Flexible Benefits Program	1,200.00	1,699.39	2,650.00	2,396.03	2,100.00	1,965.87	2,100.00	1,050.00	1,100.00
205-431-5151	Fitness Benefit	550.00	5.00	1,200.00	323.45	1,000.00	165.45	1,000.00	450.00	450.00
205-431-5152	Cell Phone Allowance	300.00	156.00	450.00	234.00	250.00	217.77	250.00	200.00	200.00

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
205-431-5180	Individual Equipment/Safety	700.00	61.31	500.00	1,742.52	1,650.00	561.02	1,650.00		
205-431-5201	Professional Services	0.00	0.00	3,600.00	3,600.00	0.00	0.00			
205-431-5345	Equipment Repairs/Replaceme...	30,000.00	24,180.71	30,000.00	4,229.86	40,000.00	15,738.95	40,000.00	45,000.00	45,000.00
205-431-5353	Storm Drain Maintenance	0.00	0.00	0.00	0.00	5,000.00	0.00	5,000.00	20,000.00	20,000.00
205-431-5440	Utility - Communications/Telep...	700.00	697.42	1,000.00	944.22	1,700.00	1,544.88	1,700.00	1,900.00	1,900.00
205-431-5500	Printing & Advertising	0.00	0.00	1,000.00	0.00	1,000.00	0.00	1,000.00	1,000.00	1,000.00
205-431-5510	Dues & Subscriptions	0.00	0.00	1,000.00	0.00	1,000.00	0.00	1,000.00	1,000.00	1,000.00
205-431-5512	Meetings & Travel	6,000.00	2,675.65	1,000.00	296.91	1,000.00	175.00	1,000.00	1,000.00	1,000.00
205-431-5515	Uniform Cleaning	1,000.00	918.83	1,000.00	1,347.78	1,600.00	1,244.14	1,600.00		
205-431-5516	Uniform Allowance	1,000.00	543.99	2,000.00	2,082.68	2,200.00	1,982.40	2,200.00		
205-431-5536	Equipment/Office Rent & Leases	10,000.00	8,164.56	7,500.00	4,966.00	7,500.00	5,513.00	7,500.00	7,500.00	7,500.00
205-431-5560	Supplies & Materials	25,000.00	16,763.56	26,400.00	20,187.65	32,000.00	17,949.29	32,000.00	32,000.00	32,000.00
205-431-5568	Minor Equipment	0.00	0.00	0.00	0.00	2,000.00	0.00	2,000.00	25,000.00	
205-431-5581	Vehicle Operations & Mainten...	15,000.00	5,137.47	15,000.00	4,773.05	35,000.00	33,083.57	35,000.00	31,800.00	31,800.00
205-431-5582	Fuel Expense	25,000.00	19,453.30	30,000.00	21,545.15	30,000.00	21,803.20	30,000.00	30,000.00	30,000.00
205-431-5761	Major Equipment	20,000.00	19,518.00	2,000.00	0.00	0.00	0.00			
	SubProgram: 431 - Street Maintenance Total:	**241,600.00**	**203,862.14**	**368,100.00**	**286,149.59**	**371,350.00**	**287,368.75**	**371,350.00**	**317,200.00**	**298,450.00**
SubProgram: 502 - Parks and Facilities Maintenance										
205-502-5100	Regular Wages	3,400.00	2,513.50	3,750.00	3,824.12	0.00	0.00			
205-502-5104	Overtime Pay	500.00	357.40	500.00	624.78	0.00	0.00			
205-502-5106	Other Pay	150.00	138.49	150.00	142.64	0.00	0.00			
205-502-5120	Health Insurance	1,200.00	783.82	1,250.00	1,028.91	0.00	0.00			
205-502-5121	Dental Insurance	150.00	64.21	100.00	61.69	0.00	0.00			
205-502-5122	Life Insurance	50.00	6.49	50.00	9.46	0.00	0.00			
205-502-5123	Disability Insurance	50.00	10.24	50.00	14.96	0.00	0.00			
205-502-5130	PERS CLASSIC Contribution	500.00	270.86	550.00	468.28	0.00	0.00			
205-502-5132	PERS Prepay UAAL	650.00	591.57	800.00	788.81	0.00	0.00			
205-502-5140	Medicare Tax	50.00	43.69	100.00	67.13	0.00	0.00			
205-502-5150	Flexible Benefits Program	50.00	19.02	100.00	66.12	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
205-502-5151	Fitness Benefit	50.00	0.00	50.00	0.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**6,800.00**	**4,799.29**	**7,450.00**	**7,096.90**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 205 - GAS TAX FUND Total:		**248,400.00**	**208,661.43**	**375,550.00**	**293,246.49**	**371,350.00**	**287,368.75**	**371,350.00**	**317,200.00**	**298,450.00**
Fund: 206 - LOCAL TRANSPORTATION FUND										
SubProgram: 405 - Facilities										
206-405-5568	Minor Equipment	0.00	0.00	0.00	0.00	0.00	105.90	350.00		
SubProgram: 405 - Facilities Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**105.90**	**350.00**	**0.00**	**0.00**
SubProgram: 431 - Street Maintenance										
206-431-5100	Regular Wages	20,000.00	19,779.71	6,700.00	5,574.64	6,900.00	6,353.55	6,900.00	7,400.00	7,800.00
206-431-5102	Part-time Wages	0.00	0.00	0.00	0.00	0.00	80.41			
206-431-5104	Overtime Pay	500.00	253.88	500.00	116.68	0.00	5.43		800.00	850.00
206-431-5106	Other Pay	1,250.00	1,268.52	250.00	383.87	200.00	65.17	200.00	300.00	350.00
206-431-5120	Health Insurance	5,000.00	4,560.08	1,300.00	1,255.03	1,000.00	1,252.13	1,000.00	3,100.00	3,300.00
206-431-5121	Dental Insurance	800.00	451.93	250.00	219.52	150.00	88.23	150.00	300.00	350.00
206-431-5122	Life Insurance	100.00	67.04	50.00	19.63	50.00	17.91	50.00	50.00	50.00
206-431-5123	Disability Insurance	150.00	81.41	50.00	27.16	50.00	25.23	50.00	50.00	50.00
206-431-5130	PERS CLASSIC Contribution	2,700.00	1,803.50	550.00	452.25	0.00	0.34		1,200.00	1,300.00
206-431-5131	PERS PEPRA Contribution	200.00	270.97	300.00	222.61	600.00	517.36	600.00		
206-431-5132	PERS Prepay UAAL	3,600.00	3,332.52	750.00	764.77	0.00	0.00		2,500.00	2,650.00
206-431-5140	Medicare Tax	300.00	309.33	100.00	99.44	100.00	95.21	100.00	150.00	200.00
206-431-5150	Flexible Benefits Program	400.00	338.10	150.00	210.00	150.00	131.86	150.00	150.00	200.00
206-431-5151	Fitness Benefit	200.00	0.00	100.00	12.05	100.00	30.45	100.00	100.00	100.00
206-431-5152	Cell Phone Allowance	200.00	78.00	150.00	0.00	0.00	0.00			
206-431-5302	Street Maintenance	1,000.00	281.31	4,000.00	4,000.00	4,000.00	0.00	4,000.00		
206-431-5560	Supplies & Materials	2,000.00	953.01	1,000.00	0.00	1,000.00	0.00	650.00	1,000.00	1,000.00
SubProgram: 431 - Street Maintenance Total:		**38,400.00**	**33,829.31**	**16,200.00**	**13,357.65**	**14,300.00**	**8,663.28**	**13,950.00**	**17,100.00**	**18,200.00**
Fund: 206 - LOCAL TRANSPORTATION FUND Total:		**38,400.00**	**33,829.31**	**16,200.00**	**13,357.65**	**14,300.00**	**8,769.18**	**14,300.00**	**17,100.00**	**18,200.00**
Fund: 207 - TIDELANDS TRUST FUND										
SubProgram: 101 - Legislative & Policy										
207-101-5510	Dues & Subscriptions	27,000.00	26,643.00	28,000.00	28,002.00	29,000.00	28,842.00	29,000.00	33,500.00	35,200.00
SubProgram: 101 - Legislative & Policy Total:		**27,000.00**	**26,643.00**	**28,000.00**	**28,002.00**	**29,000.00**	**28,842.00**	**29,000.00**	**33,500.00**	**35,200.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 211 - Central Services										
207-211-5420	Utility - Sewer	1,200.00	1,161.18	1,900.00	1,853.92	2,100.00	0.00			
207-211-5430	Utility - Water	0.00	0.00	100.00	51.64	100.00	0.00			
SubProgram: 211 - Central Services Total:		**1,200.00**	**1,161.18**	**2,000.00**	**1,905.56**	**2,200.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 221 - Management Information Services										
207-221-5360	Software Subscription/Mainten...	0.00	0.00	0.00	1,080.00	1,800.00	1,080.00	1,800.00	1,100.00	1,100.00
SubProgram: 221 - Management Information Services Total:		**0.00**	**0.00**	**0.00**	**1,080.00**	**1,800.00**	**1,080.00**	**1,800.00**	**1,100.00**	**1,100.00**
SubProgram: 405 - Facilities										
207-405-5100	Regular Wages	0.00	0.00	0.00	574.58	40,300.00	37,006.86	40,300.00		
207-405-5102	Part-time Wages	0.00	0.00	0.00	0.00	5,650.00	5,296.62	5,650.00		
207-405-5104	Overtime Pay	0.00	0.00	0.00	0.00	1,000.00	1,316.99	1,000.00		
207-405-5106	Other Pay	0.00	0.00	0.00	0.00	1,900.00	839.75	1,900.00		
207-405-5108	Bilingual Pay	0.00	0.00	0.00	0.00	250.00	172.50	250.00		
207-405-5120	Health Insurance	0.00	0.00	0.00	0.00	12,900.00	11,399.81	12,900.00		
207-405-5121	Dental Insurance	0.00	0.00	0.00	0.00	1,100.00	903.13	1,100.00		
207-405-5122	Life Insurance	0.00	0.00	0.00	0.00	150.00	120.33	150.00		
207-405-5123	Disability Insurance	0.00	0.00	0.00	0.00	200.00	140.66	200.00		
207-405-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	23.61	1,700.00	1,330.14	1,700.00		
207-405-5131	PERS PEPRA Contribution	0.00	0.00	0.00	27.60	2,300.00	2,151.32	2,300.00		
207-405-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	3,000.00	2,498.02	3,000.00		
207-405-5140	Medicare Tax	0.00	0.00	0.00	7.95	700.00	630.40	700.00		
207-405-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	700.00	619.18	700.00		
207-405-5151	Fitness Benefit	0.00	0.00	0.00	0.00	300.00	0.00	300.00		
207-405-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	39.00			
207-405-5301	Contract Services	0.00	0.00	0.00	0.00	17,500.00	0.00	17,500.00		
207-405-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	15,000.00	0.00	15,000.00		
207-405-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	35,200.00	30,249.93	35,200.00		
207-405-5362	Janitorial Services	0.00	0.00	0.00	0.00	16,000.00	10,983.00	16,000.00		
207-405-5560	Supplies & Materials	0.00	0.00	0.00	0.00	8,000.00	2,394.29	8,000.00		
207-405-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	6,000.00	1,757.68	6,000.00		

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
207-405-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	2,500.00	0.00	2,500.00		
	SubProgram: 405 - Facilities Total:	**0.00**	**0.00**	**0.00**	**633.74**	**172,350.00**	**109,849.61**	**172,350.00**	**0.00**	**0.00**
SubProgram: 477 - Beach Facilities										
207-477-5100	Regular Wages	0.00	0.00	0.00	0.00	0.00	0.00		43,100.00	45,300.00
207-477-5102	Part-time Wages	0.00	0.00	0.00	0.00	0.00	0.00		5,700.00	6,000.00
207-477-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,450.00	1,550.00
207-477-5106	Other Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,900.00	2,000.00
207-477-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		150.00	150.00
207-477-5120	Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00		11,500.00	12,100.00
207-477-5121	Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00		1,150.00	1,250.00
207-477-5122	Life Insurance	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
207-477-5123	Disability Insurance	0.00	0.00	0.00	0.00	0.00	0.00		200.00	250.00
207-477-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	0.00	0.00		1,300.00	1,400.00
207-477-5131	PERS PEPRA Contribution	0.00	0.00	0.00	0.00	0.00	0.00		2,850.00	3,000.00
207-477-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		2,800.00	2,950.00
207-477-5140	Medicare Tax	0.00	0.00	0.00	0.00	0.00	0.00		750.00	800.00
207-477-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	0.00	0.00		700.00	750.00
207-477-5151	Fitness Benefit	0.00	0.00	0.00	0.00	0.00	0.00		300.00	300.00
207-477-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	0.00		200.00	200.00
207-477-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,000.00
207-477-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	0.00	0.00		4,500.00	2,000.00
207-477-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		27,000.00	27,000.00
207-477-5356	Tree Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		12,000.00	12,000.00
207-477-5362	Janitorial Services	0.00	0.00	0.00	0.00	0.00	0.00		14,400.00	14,400.00
207-477-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		15,500.00	3,000.00
207-477-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	0.00	0.00		2,500.00	2,500.00
207-477-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	0.00	0.00		12,000.00	12,000.00
	SubProgram: 477 - Beach Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**164,100.00**	**153,100.00**
SubProgram: 501 - Parks and Recreation Administration										
207-501-5100	Regular Wages	47,000.00	47,411.25	44,000.00	41,144.92	35,300.00	33,546.27	35,300.00	36,050.00	37,850.00
207-501-5102	Part-time Wages	2,500.00	1,986.93	0.00	0.00	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
207-501-5104	Overtime Pay	500.00	167.08	500.00	255.00	0.00	0.00			
207-501-5106	Other Pay	3,250.00	2,377.44	6,000.00	5,926.72	2,150.00	831.01	2,150.00	1,000.00	1,050.00
207-501-5120	Health Insurance	9,000.00	8,094.91	12,000.00	10,979.07	6,000.00	3,570.41	6,000.00	2,300.00	2,450.00
207-501-5121	Dental Insurance	950.00	750.68	900.00	871.32	650.00	278.82	650.00	150.00	200.00
207-501-5122	Life Insurance	150.00	126.31	150.00	136.14	100.00	85.74	100.00	100.00	150.00
207-501-5123	Disability Insurance	250.00	150.57	300.00	163.24	150.00	107.74	150.00	100.00	150.00
207-501-5130	PERS CLASSIC Contribution	4,650.00	4,783.98	4,700.00	2,696.74	5,100.00	3,637.17	5,100.00	5,700.00	6,000.00
207-501-5131	PERS PEPRA Contribution	1,800.00	549.50	3,100.00	1,567.52	1,950.00	375.03	1,950.00		
207-501-5132	PERS Prepay UAAL	6,250.00	8,979.39	5,500.00	4,844.35	9,150.00	7,617.13	9,150.00	12,150.00	12,800.00
207-501-5140	Medicare Tax	800.00	753.42	1,050.00	675.66	550.00	496.82	550.00	550.00	600.00
207-501-5150	Flexible Benefits Program	650.00	602.78	900.00	557.43	350.00	342.54	350.00	300.00	350.00
207-501-5151	Fitness Benefit	300.00	74.88	400.00	130.00	150.00	97.50	150.00	150.00	150.00
207-501-5152	Cell Phone Allowance	200.00	156.00	350.00	180.38	300.00	217.77	300.00	200.00	200.00
SubProgram: 501 - Parks and Recreation Administration Total:		**78,250.00**	**76,965.12**	**79,850.00**	**70,128.49**	**61,900.00**	**51,203.95**	**61,900.00**	**58,750.00**	**61,950.00**
SubProgram: 502 - Parks and Facilities Maintenance										
207-502-5100	Regular Wages	0.00	72.71	3,750.00	3,824.12	0.00	0.00			
207-502-5102	Part-time Wages	5,500.00	5,245.26	5,550.00	5,557.12	0.00	0.00			
207-502-5104	Overtime Pay	0.00	22.56	0.00	28.18	0.00	0.00			
207-502-5106	Other Pay	0.00	29.42	150.00	142.64	0.00	0.00			
207-502-5120	Health Insurance	0.00	4.96	950.00	905.81	0.00	0.00			
207-502-5121	Dental Insurance	0.00	0.00	100.00	55.17	0.00	0.00			
207-502-5122	Life Insurance	0.00	0.00	50.00	8.45	0.00	0.00			
207-502-5123	Disability Insurance	0.00	0.00	50.00	13.36	0.00	0.00			
207-502-5130	PERS CLASSIC Contribution	0.00	8.59	550.00	410.03	0.00	0.00			
207-502-5131	PERS PEPRA Contribution	50.00	1.96	0.00	0.00	0.00	0.00			
207-502-5132	PERS Prepay UAAL	50.00	18.26	800.00	699.63	0.00	0.00			
207-502-5140	Medicare Tax	100.00	77.84	200.00	139.07	0.00	0.00			
207-502-5150	Flexible Benefits Program	0.00	0.00	100.00	66.12	0.00	0.00			
207-502-5151	Fitness Benefit	0.00	0.00	50.00	0.00	0.00	0.00			
207-502-5301	Contract Services	2,000.00	1,584.76	2,500.00	0.00	0.00	0.00			
207-502-5345	Equipment Repairs/Replaceme...	1,500.00	4,327.17	300.00	292.25	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
207-502-5350	Landscape Maintenance	32,100.00	32,135.70	32,100.00	32,040.00	0.00	0.00			
207-502-5362	Janitorial Services	28,000.00	27,978.00	26,200.00	23,023.00	0.00	0.00			
207-502-5560	Supplies & Materials	1,500.00	1,699.91	1,500.00	756.47	0.00	0.00			
207-502-5561	Janitorial Supplies	6,000.00	1,568.78	1,500.00	2,318.11	0.00	0.00			
207-502-5567	Landscaping Supply Repairs & ...	2,500.00	1,477.16	1,000.00	823.12	0.00	0.00			
	SubProgram: 502 - Parks and Facilities Maintenance Total:	**79,300.00**	**76,253.04**	**77,400.00**	**71,102.65**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 531 - Ocean Beach Services										
207-531-5100	Regular Wages	0.00	-197.76	0.00	371.79	19,900.00	17,899.01	19,900.00	44,200.00	46,450.00
207-531-5102	Part-time Wages	71,800.00	53,411.97	80,300.00	72,309.60	82,600.00	48,768.27	82,600.00	103,400.00	108,600.00
207-531-5104	Overtime Pay	2,500.00	164.77	0.00	0.00	100.00	169.41	100.00	350.00	400.00
207-531-5106	Other Pay	0.00	0.00	0.00	0.00	750.00	0.00	750.00		
207-531-5120	Health Insurance	0.00	0.00	0.00	0.00	6,100.00	2,787.42	6,100.00	6,700.00	7,050.00
207-531-5121	Dental Insurance	0.00	0.00	0.00	0.00	500.00	174.07	500.00	400.00	450.00
207-531-5122	Life Insurance	0.00	0.00	0.00	0.00	100.00	53.38	100.00	150.00	200.00
207-531-5123	Disability Insurance	0.00	0.00	0.00	0.00	150.00	74.86	150.00	200.00	250.00
207-531-5131	PERS PEPRA Contribution	0.00	9.40	0.00	217.32	1,600.00	1,505.90	1,600.00	3,550.00	3,750.00
207-531-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
207-531-5140	Medicare Tax	1,050.00	774.04	1,200.00	1,052.09	1,500.00	970.28	1,500.00	2,150.00	700.00
207-531-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	400.00	362.43	400.00	850.00	900.00
207-531-5151	Fitness Benefit	0.00	0.00	0.00	7.50	200.00	18.75	200.00	400.00	400.00
207-531-5221	Employee Training	0.00	0.00	0.00	0.00	0.00	0.00			
207-531-5301	Contract Services	3,000.00	2,070.00	3,500.00	0.00	450.00	440.26	450.00	1,000.00	1,000.00
207-531-5345	Equipment Repairs/Replaceme...	5,000.00	3,079.67	5,000.00	3,907.65	8,550.00	7,765.80	8,550.00		
207-531-5440	Utility - Communications/Telep...	3,800.00	3,685.65	3,600.00	3,936.58	3,750.00	4,584.69	3,750.00	4,125.00	4,500.00
207-531-5560	Supplies & Materials	3,500.00	1,712.24	3,500.00	1,939.56	4,000.00	2,734.55	4,000.00	3,000.00	3,000.00
	SubProgram: 531 - Ocean Beach Services Total:	**90,650.00**	**64,709.98**	**97,100.00**	**83,742.09**	**130,650.00**	**88,309.08**	**130,650.00**	**170,625.00**	**177,850.00**
	Fund: 207 - TIDELANDS TRUST FUND Total:	**276,400.00**	**245,732.32**	**284,350.00**	**256,594.53**	**397,900.00**	**279,284.64**	**395,700.00**	**428,075.00**	**429,200.00**
Fund: 208 - STREET LIGHTING FUND										
SubProgram: 211 - Central Services										
208-211-5400	Utility - Electricity	120,000.00	120,769.91	144,000.00	139,048.02	151,000.00	98,365.33	122,000.00	123,400.00	129,500.00
	SubProgram: 211 - Central Services Total:	**120,000.00**	**120,769.91**	**144,000.00**	**139,048.02**	**151,000.00**	**98,365.33**	**122,000.00**	**123,400.00**	**129,500.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
SubProgram: 411 - Transportation, Parking and Lighting										
208-411-5100	Regular Wages	19,850.00	17,311.48	22,800.00	19,986.39	48,050.00	43,593.31	48,050.00	41,200.00	43,300.00
208-411-5102	Part-time Wages	0.00	0.00	0.00	0.00	0.00	120.61		3,150.00	3,300.00
208-411-5104	Overtime Pay	500.00	322.21	500.00	521.70	1,500.00	1,520.96	1,500.00	3,000.00	3,150.00
208-411-5106	Other Pay	850.00	1,301.24	1,100.00	978.89	2,550.00	2,370.26	2,550.00	1,450.00	1,550.00
208-411-5108	Bilingual Pay	0.00	0.00	0.00	5.00	200.00	120.00	200.00	150.00	150.00
208-411-5120	Health Insurance	5,300.00	3,744.88	6,150.00	5,133.89	12,100.00	11,350.37	12,100.00	14,550.00	15,300.00
208-411-5121	Dental Insurance	800.00	459.00	650.00	544.44	1,350.00	1,096.44	1,350.00	1,150.00	1,250.00
208-411-5122	Life Insurance	100.00	53.56	100.00	63.85	150.00	120.74	150.00	150.00	200.00
208-411-5123	Disability Insurance	150.00	67.61	150.00	83.31	250.00	171.64	250.00	200.00	250.00
208-411-5130	PERS CLASSIC Contribution	2,050.00	1,280.10	1,750.00	1,578.98	4,000.00	3,198.09	4,000.00	3,700.00	3,900.00
208-411-5131	PERS PEPRA Contribution	400.00	444.33	900.00	641.83	1,650.00	1,434.56	1,650.00	1,450.00	1,550.00
208-411-5132	PERS Prepay UAAL	2,750.00	2,364.43	2,500.00	2,642.52	7,200.00	6,038.75	7,200.00	7,950.00	8,350.00
208-411-5140	Medicare Tax	300.00	275.07	350.00	323.55	700.00	691.96	700.00	650.00	700.00
208-411-5150	Flexible Benefits Program	400.00	371.13	400.00	374.88	900.00	801.51	900.00	700.00	750.00
208-411-5151	Fitness Benefit	200.00	0.00	200.00	52.65	400.00	75.45	400.00	300.00	300.00
208-411-5152	Cell Phone Allowance	100.00	39.00	100.00	39.00	50.00	35.76	50.00	100.00	100.00
208-411-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		50,000.00	
208-411-5560	Supplies & Materials	8,000.00	3,300.73	3,000.00	648.78	3,000.00	0.00	3,000.00	3,000.00	3,000.00
SubProgram: 411 - Transportation, Parking and Lighting Total:		**41,750.00**	**31,334.77**	**40,650.00**	**33,619.66**	**84,050.00**	**72,740.41**	**84,050.00**	**132,850.00**	**87,100.00**
SubProgram: 502 - Parks and Facilities Maintenance										
208-502-5100	Regular Wages	10,000.00	9,981.15	11,150.00	11,472.53	0.00	0.00			
208-502-5104	Overtime Pay	1,500.00	1,384.40	2,500.00	2,471.10	0.00	0.00			
208-502-5106	Other Pay	500.00	553.94	450.00	427.92	0.00	0.00			
208-502-5120	Health Insurance	4,800.00	3,114.47	3,700.00	3,209.78	0.00	0.00			
208-502-5121	Dental Insurance	500.00	253.74	200.00	191.53	0.00	0.00			
208-502-5122	Life Insurance	50.00	25.80	50.00	29.33	0.00	0.00			
208-502-5123	Disability Insurance	100.00	40.34	50.00	46.09	0.00	0.00			
208-502-5130	PERS CLASSIC Contribution	1,950.00	1,069.73	1,600.00	1,463.07	0.00	0.00			
208-502-5132	PERS Prepay UAAL	2,600.00	2,334.18	2,400.00	2,455.44	0.00	0.00			
208-502-5140	Medicare Tax	200.00	172.23	200.00	210.13	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
208-502-5150	Flexible Benefits Program	250.00	34.72	200.00	198.35	0.00	0.00			
208-502-5151	Fitness Benefit	100.00	0.00	100.00	0.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**22,550.00**	**18,964.70**	**22,600.00**	**22,175.27**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 208 - STREET LIGHTING FUND Total:		**184,300.00**	**171,069.38**	**207,250.00**	**194,842.95**	**235,050.00**	**171,105.74**	**206,050.00**	**256,250.00**	**216,600.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND										
SubProgram: 211 - Central Services										
209-211-5400	Utility - Electricity	11,050.00	10,272.36	13,300.00	6,270.70	8,100.00	4,254.58	5,500.00	6,000.00	6,500.00
209-211-5420	Utility - Sewer	6,500.00	6,485.24	7,200.00	5,476.12	6,100.00	5,288.79	5,300.00	5,600.00	6,000.00
209-211-5430	Utility - Water	41,000.00	41,530.71	47,200.00	41,742.44	48,300.00	36,784.03	44,000.00	46,000.00	48,000.00
SubProgram: 211 - Central Services Total:		**58,550.00**	**58,288.31**	**67,700.00**	**53,489.26**	**62,500.00**	**46,327.40**	**54,800.00**	**57,600.00**	**60,500.00**
SubProgram: 441 - Right of Way Maintenance										
209-441-5100	Regular Wages	59,500.00	61,091.76	77,250.00	67,325.60	57,900.00	52,377.43	57,900.00	68,150.00	71,600.00
209-441-5102	Part-time Wages	20,100.00	22,397.66	19,300.00	6,258.09	19,600.00	17,618.41	19,600.00	26,750.00	28,100.00
209-441-5104	Overtime Pay	2,000.00	2,010.59	2,000.00	1,535.76	2,000.00	1,130.58	2,000.00	5,100.00	5,400.00
209-441-5106	Other Pay	2,750.00	4,213.17	3,750.00	3,139.93	3,300.00	4,200.17	3,300.00	2,550.00	2,700.00
209-441-5108	Bilingual Pay	0.00	0.00	50.00	15.00	300.00	190.00	300.00	150.00	150.00
209-441-5120	Health Insurance	14,000.00	13,565.48	17,000.00	16,626.79	15,950.00	14,621.19	15,950.00	27,700.00	29,100.00
209-441-5121	Dental Insurance	2,000.00	1,389.81	1,800.00	1,750.34	1,750.00	1,499.60	1,750.00	2,300.00	2,450.00
209-441-5122	Life Insurance	250.00	173.98	300.00	211.11	200.00	161.10	200.00	200.00	250.00
209-441-5123	Disability Insurance	350.00	224.22	350.00	273.07	250.00	213.75	250.00	300.00	350.00
209-441-5130	PERS CLASSIC Contribution	7,350.00	5,528.04	6,500.00	5,748.08	5,400.00	4,330.38	5,400.00	9,700.00	10,200.00
209-441-5131	PERS PEPRA Contribution	1,500.00	794.46	2,600.00	1,877.62	1,650.00	1,446.05	1,650.00	550.00	600.00
209-441-5132	PERS Prepay UAAL	9,750.00	9,475.36	9,300.00	9,826.60	9,750.00	8,239.75	9,750.00	20,750.00	21,800.00
209-441-5140	Medicare Tax	1,050.00	1,299.22	1,450.00	1,169.08	1,150.00	1,090.73	1,150.00	1,400.00	1,450.00
209-441-5150	Flexible Benefits Program	1,050.00	878.73	1,250.00	1,141.74	1,000.00	938.09	1,000.00	1,300.00	1,400.00
209-441-5151	Fitness Benefit	500.00	0.00	600.00	121.80	450.00	67.50	450.00	550.00	550.00
209-441-5152	Cell Phone Allowance	200.00	156.00	250.00	156.00	200.00	133.27	200.00		
209-441-5180	Individual Equipment/Safety	700.00	303.27	500.00	134.59	1,650.00	544.05	1,650.00		
209-441-5301	Contract Services	6,000.00	7,693.94	1,100.00	1,086.15	5,000.00	1,526.50	5,000.00	5,000.00	5,000.00
209-441-5345	Equipment Repairs/Replaceme...	0.00	91.67	4,000.00	0.00	5,000.00	3,909.25	5,000.00	3,500.00	2,500.00
209-441-5350	Landscape Maintenance	53,250.00	53,220.00	79,150.00	78,890.00	80,900.00	72,312.10	80,900.00	94,000.00	94,000.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
209-441-5361	Biohazard Services	0.00	0.00	0.00	0.00	13,500.00	10,345.00	13,500.00	20,000.00	20,000.00
209-441-5362	Janitorial Services	57,000.00	61,354.96	58,000.00	55,225.68	55,000.00	32,937.00	55,000.00	45,000.00	45,000.00
209-441-5440	Utility - Communications/Telep...	1,100.00	697.42	1,100.00	727.32	900.00	1,067.17	900.00	1,300.00	1,300.00
209-441-5515	Uniform Cleaning	1,700.00	1,846.57	1,700.00	1,664.25	2,000.00	1,855.61	2,000.00	3,400.00	3,400.00
209-441-5516	Uniform Allowance	1,000.00	512.02	1,800.00	1,982.90	1,950.00	1,549.09	1,950.00	2,600.00	2,600.00
209-441-5517	Individual Equipment/Safety	0.00	0.00	0.00	0.00	0.00	0.00		2,200.00	2,200.00
209-441-5536	Equipment/Office Rent & Leases	0.00	0.00	0.00	0.00	20,000.00	0.00	20,000.00	10,000.00	10,000.00
209-441-5560	Supplies & Materials	18,300.00	21,191.98	12,500.00	12,470.81	15,000.00	12,418.81	15,000.00	15,000.00	15,000.00
209-441-5561	Janitorial Supplies	5,000.00	2,858.08	4,000.00	2,042.09	5,000.00	1,529.99	5,000.00	5,000.00	5,000.00
209-441-5567	Landscaping Supply Repairs & ...	16,000.00	17,468.30	13,000.00	12,768.95	20,000.00	5,338.44	20,000.00	25,000.00	25,000.00
209-441-5568	Minor Equipment	0.00	0.00	11,250.00	10,816.87	1,500.00	0.00	1,500.00		
SubProgram: 441 - Right of Way Maintenance Total:		**282,400.00**	**290,436.69**	**331,850.00**	**294,986.22**	**348,250.00**	**253,591.01**	**348,250.00**	**399,450.00**	**407,100.00**
SubProgram: 502 - Parks and Facilities Maintenance										
209-502-5100	Regular Wages	3,400.00	2,662.57	11,550.00	11,931.07	0.00	0.00			
209-502-5104	Overtime Pay	500.00	353.70	1,000.00	885.39	0.00	0.00			
209-502-5106	Other Pay	0.00	138.49	450.00	0.00	0.00	0.00			
209-502-5108	Bilingual Pay	0.00	0.00	50.00	20.00	0.00	0.00			
209-502-5120	Health Insurance	1,200.00	783.82	5,500.00	5,417.52	0.00	0.00			
209-502-5121	Dental Insurance	150.00	64.21	500.00	477.77	0.00	0.00			
209-502-5122	Life Insurance	50.00	6.49	50.00	39.81	0.00	0.00			
209-502-5123	Disability Insurance	50.00	10.24	100.00	51.59	0.00	0.00			
209-502-5130	PERS CLASSIC Contribution	500.00	262.27	250.00	58.25	0.00	0.00			
209-502-5131	PERS PEPRA Contribution	0.00	17.55	950.00	946.02	0.00	0.00			
209-502-5132	PERS Prepay UAAL	650.00	573.36	100.00	89.18	0.00	0.00			
209-502-5140	Medicare Tax	50.00	45.85	200.00	186.05	0.00	0.00			
209-502-5150	Flexible Benefits Program	50.00	19.02	300.00	264.48	0.00	0.00			
209-502-5151	Fitness Benefit	50.00	0.00	150.00	0.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**6,650.00**	**4,937.57**	**21,150.00**	**20,367.13**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND Total:		**347,600.00**	**353,662.57**	**420,700.00**	**368,842.61**	**410,750.00**	**299,918.41**	**403,050.00**	**457,050.00**	**467,600.00**

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
					Defined Budgets					
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND										
SubProgram: 161 - Communication and Community Promotions										
210-161-5100	Regular Wages	4,100.00	554.90	0.00	0.00	0.00	0.00			
210-161-5106	Other Pay	250.00	0.00	0.00	0.00	0.00	0.00			
210-161-5120	Health Insurance	1,450.00	36.64	0.00	0.00	0.00	0.00			
210-161-5121	Dental Insurance	50.00	2.56	0.00	0.00	0.00	0.00			
210-161-5122	Life Insurance	0.00	0.81	0.00	0.00	0.00	0.00			
210-161-5123	Disability Insurance	50.00	1.34	0.00	0.00	0.00	0.00			
210-161-5131	PERS PEPRA Contribution	300.00	42.46	0.00	0.00	0.00	0.00			
210-161-5132	PERS Prepay UAAL	0.00	4.90	0.00	0.00	0.00	0.00			
210-161-5140	Medicare Tax	50.00	8.19	0.00	0.00	0.00	0.00			
210-161-5150	Flexible Benefits Program	50.00	5.46	0.00	0.00	0.00	0.00			
210-161-5151	Fitness Benefit	50.00	5.00	0.00	0.00	0.00	0.00			
210-161-5152	Cell Phone Allowance	50.00	0.00	0.00	0.00	0.00	0.00			
210-161-5301	Contract Services	4,100.00	3,624.00	12,200.00	10,049.15	12,200.00	10,750.00	12,200.00	12,200.00	12,200.00
210-161-5500	Printing & Advertising	750.00	457.52	800.00	346.00	800.00	346.00	800.00	2,800.00	2,800.00
210-161-5510	Dues & Subscriptions	1,500.00	672.75	1,550.00	718.50	1,550.00	743.00	1,550.00	1,550.00	1,550.00
210-161-5560	Supplies & Materials	700.00	805.47	750.00	656.29	750.00	40.08	750.00	800.00	800.00
SubProgram: 161 - Communication and Community Promotions Tota..		**13,450.00**	**6,222.00**	**15,300.00**	**11,769.94**	**15,300.00**	**11,879.08**	**15,300.00**	**17,350.00**	**17,350.00**
SubProgram: 162 - Economic Vitality										
210-162-5601	Community Services Grants	0.00	2,000.00	0.00	0.00	0.00	0.00			
	SubProgram: 162 - Economic Vitality Total:	**0.00**	**2,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 431 - Street Maintenance										
210-431-5302	Street Maintenance	5,700.00	4,666.25	0.00	0.00	0.00	0.00			
	SubProgram: 431 - Street Maintenance Total:	**5,700.00**	**4,666.25**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND..		**19,150.00**	**12,888.25**	**15,300.00**	**11,769.94**	**15,300.00**	**11,879.08**	**15,300.00**	**17,350.00**	**17,350.00**
Fund: 211 - AB 939 SOLID WASTE FUND										
SubProgram: 211 - Central Services										
211-211-5430	Utility - Water	0.00	0.00	6,150.00	5,865.75	7,200.00	6,035.56	7,200.00	8,000.00	8,500.00
	SubProgram: 211 - Central Services Total:	**0.00**	**0.00**	**6,150.00**	**5,865.75**	**7,200.00**	**6,035.56**	**7,200.00**	**8,000.00**	**8,500.00**
SubProgram: 421 - Solid Waste										
211-421-5100	Regular Wages	105,000.00	105,195.95	110,000.00	105,527.15	226,700.00	187,699.88	226,700.00	170,350.00	178,900.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
211-421-5102	Part-time Wages	0.00	0.00	0.00	0.00	0.00	80.41		4,150.00	4,400.00
211-421-5104	Overtime Pay	1,500.00	1,407.01	1,500.00	1,552.04	3,000.00	3,023.25	3,000.00	5,800.00	6,100.00
211-421-5106	Other Pay	5,800.00	16,551.64	14,000.00	14,076.58	15,000.00	19,699.85	15,000.00	4,150.00	4,400.00
211-421-5108	Bilingual Pay	0.00	0.00	0.00	15.00	800.00	640.00	800.00	800.00	800.00
211-421-5120	Health Insurance	25,000.00	22,305.09	23,350.00	22,636.46	47,650.00	43,258.70	47,650.00	46,900.00	49,250.00
211-421-5121	Dental Insurance	2,000.00	2,104.00	2,200.00	2,173.36	4,700.00	3,602.18	4,700.00	3,700.00	3,900.00
211-421-5122	Life Insurance	500.00	360.90	450.00	365.89	700.00	568.48	700.00	500.00	550.00
211-421-5123	Disability Insurance	700.00	454.33	500.00	453.99	900.00	763.43	900.00	650.00	700.00
211-421-5130	PERS CLASSIC Contribution	12,700.00	9,538.67	11,100.00	10,592.66	14,600.00	12,337.81	14,600.00	10,950.00	11,500.00
211-421-5131	PERS PEPRA Contribution	2,450.00	2,218.74	3,150.00	2,575.55	10,050.00	7,928.98	10,050.00	8,100.00	8,550.00
211-421-5132	PERS Prepay UAAL	16,900.00	17,429.23	17,500.00	18,156.48	26,300.00	23,625.06	26,300.00	23,750.00	24,950.00
211-421-5140	Medicare Tax	1,750.00	1,778.12	1,700.00	1,776.02	3,300.00	3,020.29	3,300.00	2,600.00	2,750.00
211-421-5150	Flexible Benefits Program	2,100.00	2,009.60	1,800.00	1,890.55	3,650.00	3,076.15	3,650.00	2,650.00	2,800.00
211-421-5151	Fitness Benefit	950.00	136.04	850.00	372.25	1,650.00	390.17	1,650.00	1,150.00	1,150.00
211-421-5152	Cell Phone Allowance	600.00	390.00	500.00	390.00	500.00	377.00	500.00	500.00	500.00
211-421-5201	Professional Services	49,000.00	35,477.24	80,000.00	47,327.92	15,000.00	9,807.75	15,000.00	50,000.00	20,000.00
211-421-5301	Contract Services	37,000.00	26,978.72	37,000.00	41,990.85	37,000.00	14,678.54	37,000.00	168,000.00	168,000.00
211-421-5362	Janitorial Services	10,000.00	6,950.00	7,550.00	7,910.98	0.00	0.00			
211-421-5440	Utility - Communications/Telep...	0.00	0.00	0.00	0.00	300.00	160.55	300.00	300.00	300.00
211-421-5500	Printing & Advertising	6,150.00	6,231.11	6,150.00	6,552.00	8,850.00	4,142.00	8,850.00	8,850.00	8,850.00
211-421-5515	Uniform Cleaning	0.00	0.00	0.00	0.00	0.00	0.00		850.00	850.00
211-421-5516	Uniform Allowance	0.00	0.00	0.00	0.00	0.00	0.00		650.00	650.00
211-421-5517	Individual Equipment/Safety	0.00	0.00	0.00	0.00	0.00	0.00		550.00	550.00
211-421-5531	Employee/Public Relations	1,500.00	649.51	1,500.00	793.73	1,500.00	442.48	1,500.00	1,500.00	1,500.00
211-421-5560	Supplies & Materials	45,000.00	33,666.37	49,000.00	6,691.07	34,700.00	34,154.70	34,700.00	80,000.00	80,000.00
	SubProgram: 421 - Solid Waste Total:	**326,600.00**	**291,832.27**	**369,800.00**	**293,820.53**	**456,850.00**	**373,477.66**	**456,850.00**	**597,400.00**	**581,900.00**
SubProgram: 431 - Street Maintenance										
211-431-5259	Street Sweeping	140,000.00	218,868.84	176,200.00	169,229.98	54,950.00	54,936.00	54,950.00		
211-431-5581	Vehicle Operations & Mainten...	0.00	0.00	500.00	1,748.31	0.00	0.00			
211-431-5582	Fuel Expense	0.00	0.00	4,000.00	3,552.94	0.00	0.00			
	SubProgram: 431 - Street Maintenance Total:	**140,000.00**	**218,868.84**	**180,700.00**	**174,531.23**	**54,950.00**	**54,936.00**	**54,950.00**	**0.00**	**0.00**

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
SubProgram: 502 - Parks and Facilities Maintenance										
211-502-5100	Regular Wages	3,400.00	2,513.50	3,750.00	3,824.12	0.00	0.00			
211-502-5104	Overtime Pay	100.00	159.22	600.00	624.78	0.00	0.00			
211-502-5106	Other Pay	150.00	138.49	150.00	142.64	0.00	0.00			
211-502-5120	Health Insurance	1,200.00	724.34	1,250.00	1,028.91	0.00	0.00			
211-502-5121	Dental Insurance	150.00	58.83	100.00	61.69	0.00	0.00			
211-502-5122	Life Insurance	50.00	6.07	50.00	9.46	0.00	0.00			
211-502-5123	Disability Insurance	50.00	9.57	50.00	14.96	0.00	0.00			
211-502-5130	PERS CLASSIC Contribution	500.00	254.55	550.00	468.28	0.00	0.00			
211-502-5132	PERS Prepay UAAL	650.00	543.29	800.00	788.81	0.00	0.00			
211-502-5140	Medicare Tax	50.00	40.84	100.00	67.13	0.00	0.00			
211-502-5150	Flexible Benefits Program	50.00	19.02	100.00	66.12	0.00	0.00			
211-502-5151	Fitness Benefit	50.00	0.00	50.00	0.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**6,400.00**	**4,467.72**	**7,550.00**	**7,096.90**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 211 - AB 939 SOLID WASTE FUND Total:		**473,000.00**	**515,168.83**	**564,200.00**	**481,314.41**	**519,000.00**	**434,449.22**	**519,000.00**	**605,400.00**	**590,400.00**
Fund: 213 - RECREATION SERVICES FUND										
SubProgram: 211 - Central Services										
213-211-5400	Utility - Electricity	24,100.00	24,450.84	29,000.00	25,011.32	30,000.00	19,551.27	26,000.00		
213-211-5410	Utility - Natural Gas	64,000.00	63,110.43	38,000.00	37,781.12	46,000.00	32,795.68	38,000.00		
213-211-5420	Utility - Sewer	20,800.00	20,786.32	23,400.00	23,350.96	23,800.00	23,614.75	23,800.00		
213-211-5430	Utility - Water	27,500.00	28,643.27	32,000.00	27,064.97	31,100.00	26,649.82	30,000.00		
SubProgram: 211 - Central Services Total:		**136,400.00**	**136,990.86**	**122,400.00**	**113,208.37**	**130,900.00**	**102,611.52**	**117,800.00**	**0.00**	**0.00**
SubProgram: 221 - Management Information Services										
213-221-5201	Professional Services	5,000.00	6,450.00	9,750.00	1,335.00	10,550.00	593.42	3,850.00	5,000.00	5,500.00
213-221-5360	Software Subscription/Mainten...	9,000.00	8,880.68	10,400.00	10,500.00	13,250.00	12,181.00	12,250.00	13,000.00	13,000.00
213-221-5565	Computer Hardware/Replacem...	3,000.00	0.00	0.00	0.00	0.00	0.00		3,000.00	3,000.00
SubProgram: 221 - Management Information Services Total:		**17,000.00**	**15,330.68**	**20,150.00**	**11,835.00**	**23,800.00**	**12,774.42**	**16,100.00**	**21,000.00**	**21,500.00**
SubProgram: 405 - Facilities										
213-405-5301	Contract Services	0.00	0.00	0.00	0.00	6,000.00	2,925.08	6,000.00		
213-405-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	24,850.00	23,310.29	24,850.00		
213-405-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	9,100.00	7,040.00	9,100.00		
213-405-5362	Janitorial Services	0.00	0.00	0.00	0.00	23,250.00	21,445.04	23,250.00		

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-405-5560	Supplies & Materials	0.00	0.00	0.00	0.00	5,000.00	4,582.88	5,000.00		
213-405-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	2,000.00	1,420.84	2,000.00		
213-405-5562	Chemicals	0.00	0.00	0.00	0.00	45,000.00	27,105.51	45,000.00		
213-405-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	12,500.00	0.00	12,500.00		
213-405-5568	Minor Equipment	0.00	0.00	0.00	0.00	1,000.00	0.00	1,000.00		
213-405-5764	Improvement	0.00	0.00	0.00	0.00	600.00	0.00	600.00		
	SubProgram: 405 - Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**129,300.00**	**87,829.64**	**129,300.00**	**0.00**	**0.00**
SubProgram: 474 - Veterans Hall Facilities										
213-474-5100	Regular Wages	0.00	0.00	0.00	0.00	0.00	0.00		36,250.00	38,100.00
213-474-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,400.00	1,500.00
213-474-5106	Other Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,150.00	1,250.00
213-474-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		150.00	150.00
213-474-5120	Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00		11,500.00	12,100.00
213-474-5121	Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00		900.00	950.00
213-474-5122	Life Insurance	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
213-474-5123	Disability Insurance	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
213-474-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	0.00	0.00		1,300.00	1,400.00
213-474-5131	PERS PEPRA Contribution	0.00	0.00	0.00	0.00	0.00	0.00		2,300.00	2,450.00
213-474-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		2,800.00	2,950.00
213-474-5140	Medicare Tax	0.00	0.00	0.00	0.00	0.00	0.00		550.00	600.00
213-474-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	0.00	0.00		600.00	650.00
213-474-5151	Fitness Benefit	0.00	0.00	0.00	0.00	0.00	0.00		250.00	250.00
213-474-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	0.00		200.00	200.00
213-474-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		7,900.00	7,900.00
213-474-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	0.00	0.00		1,200.00	1,200.00
213-474-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		12,000.00	12,000.00
213-474-5362	Janitorial Services	0.00	0.00	0.00	0.00	0.00	0.00		31,950.00	31,950.00
213-474-5400	Utility - Electricity	0.00	0.00	0.00	0.00	0.00	0.00		7,600.00	8,000.00
213-474-5410	Utility - Electricity	0.00	0.00	0.00	0.00	0.00	0.00		2,450.00	2,500.00
213-474-5420	Utility - Sewer	0.00	0.00	0.00	0.00	0.00	0.00		5,200.00	5,800.00
213-474-5430	Utility - Water	0.00	0.00	0.00	0.00	0.00	0.00		5,700.00	5,900.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-474-5440	Utility - Water	0.00	0.00	0.00	0.00	0.00	0.00		1,900.00	2,000.00
213-474-5516	Uniform Allowance	0.00	0.00	0.00	0.00	0.00	0.00		1,300.00	1,300.00
213-474-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		2,500.00	2,500.00
213-474-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,000.00
213-474-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00
213-474-5568	Minor Equipment	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00
	SubProgram: 474 - Veterans Hall Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**143,350.00**	**148,000.00**
SubProgram: 475 - Pool Facilities										
213-475-5100	Regular Wages	0.00	0.00	0.00	0.00	0.00	0.00		66,900.00	70,250.00
213-475-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		4,900.00	5,150.00
213-475-5106	Other Pay	0.00	0.00	0.00	0.00	0.00	0.00		2,800.00	2,950.00
213-475-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		150.00	150.00
213-475-5120	Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00		18,250.00	19,200.00
213-475-5121	Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00		1,550.00	1,650.00
213-475-5122	Life Insurance	0.00	0.00	0.00	0.00	0.00	0.00		250.00	300.00
213-475-5123	Disability Insurance	0.00	0.00	0.00	0.00	0.00	0.00		300.00	350.00
213-475-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	0.00	0.00		5,050.00	5,300.00
213-475-5131	PERS PEPRA Contribution	0.00	0.00	0.00	0.00	0.00	0.00		2,850.00	3,000.00
213-475-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		10,850.00	11,400.00
213-475-5140	Medicare Tax	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,050.00
213-475-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	0.00	0.00		1,150.00	1,250.00
213-475-5151	Fitness Benefit	0.00	0.00	0.00	0.00	0.00	0.00		500.00	500.00
213-475-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	0.00		200.00	200.00
213-475-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		12,000.00	12,000.00
213-475-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	0.00	0.00		10,000.00	10,000.00
213-475-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		11,500.00	11,500.00
213-475-5362	Janitorial Services	0.00	0.00	0.00	0.00	0.00	0.00		19,700.00	19,700.00
213-475-5400	Utility - Electricity	0.00	0.00	0.00	0.00	0.00	0.00		28,000.00	28,000.00
213-475-5410	Utility - Natural Gas	0.00	0.00	0.00	0.00	0.00	0.00		40,000.00	40,000.00
213-475-5420	Utility - Sewer	0.00	0.00	0.00	0.00	0.00	0.00		24,800.00	25,000.00
213-475-5430	Utility - Water	0.00	0.00	0.00	0.00	0.00	0.00		34,000.00	34,000.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-475-5515	Uniform Cleaning	0.00	0.00	0.00	0.00	0.00	0.00		850.00	850.00
213-475-5516	Uniform Allowance	0.00	0.00	0.00	0.00	0.00	0.00		650.00	650.00
213-475-5517	Individual Equipment/Safety	0.00	0.00	0.00	0.00	0.00	0.00		550.00	550.00
213-475-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,000.00
213-475-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	0.00	0.00		2,500.00	2,500.00
213-475-5562	Chemicals	0.00	0.00	0.00	0.00	0.00	0.00		45,000.00	45,000.00
213-475-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	0.00	0.00		500.00	500.00
	SubProgram: 475 - Pool Facilities Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**348,750.00**	**354,950.00**
SubProgram: 476 - Community Garden Facilities										
213-476-5100	Regular Wages	0.00	0.00	0.00	0.00	0.00	0.00		6,850.00	7,200.00
213-476-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		250.00	300.00
213-476-5106	Other Pay	0.00	0.00	0.00	0.00	0.00	0.00		250.00	300.00
213-476-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		150.00	150.00
213-476-5120	Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00		3,100.00	3,300.00
213-476-5121	Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00		300.00	350.00
213-476-5122	Life Insurance	0.00	0.00	0.00	0.00	0.00	0.00		50.00	50.00
213-476-5123	Disability Insurance	0.00	0.00	0.00	0.00	0.00	0.00		50.00	50.00
213-476-5131	PERS PEPRA Contribution	0.00	0.00	0.00	0.00	0.00	0.00		550.00	600.00
213-476-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		50.00	50.00
213-476-5140	Medicare Tax	0.00	0.00	0.00	0.00	0.00	0.00		100.00	150.00
213-476-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
213-476-5151	Fitness Benefit	0.00	0.00	0.00	0.00	0.00	0.00		100.00	100.00
213-476-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,000.00
213-476-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00
213-476-5362	Janitorial Services	0.00	0.00	0.00	0.00	0.00	0.00		1,800.00	1,800.00
213-476-5420	Utility - Sewer	0.00	0.00	0.00	0.00	0.00	0.00		900.00	1,200.00
213-476-5430	Utility - Water	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
213-476-5440	Utility - Communications/Telep...	0.00	0.00	0.00	0.00	0.00	0.00		1,500.00	1,700.00
213-476-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		3,500.00	3,500.00
213-476-5561	Janitorial Supplies	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-476-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	0.00	0.00		2,500.00	2,500.00
SubProgram: 476 - Community Garden Facilities Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**26,300.00**	**27,700.00**
SubProgram: 478 - Community Farm										
213-478-5350	Landscape Maintenance	0.00	0.00	0.00	0.00	0.00	0.00		20,000.00	20,000.00
213-478-5430	Utility - Water	0.00	0.00	0.00	0.00	0.00	0.00		5,000.00	5,000.00
213-478-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		250.00	250.00
213-478-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00
SubProgram: 478 - Community Farm Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**26,250.00**	**26,250.00**
SubProgram: 502 - Parks and Facilities Maintenance										
213-502-5301	Contract Services	0.00	0.00	5,100.00	4,670.00	0.00	0.00			
213-502-5560	Supplies & Materials	0.00	0.00	2,500.00	2,850.23	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**0.00**	**0.00**	**7,600.00**	**7,520.23**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 503 - Vets Hall/Seaside										
213-503-5100	Regular Wages	8,250.00	1,717.60	21,100.00	21,583.15	33,900.00	32,734.34	33,900.00	18,250.00	19,200.00
213-503-5102	Part-time Wages	6,100.00	7,232.02	17,000.00	15,198.65	22,000.00	15,721.86	22,000.00	39,950.00	41,950.00
213-503-5104	Overtime Pay	0.00	45.11	250.00	267.43	800.00	877.99	800.00		
213-503-5106	Other Pay	500.00	1.90	900.00	1,060.30	1,700.00	724.85	1,700.00	500.00	550.00
213-503-5108	Bilingual Pay	0.00	0.00	0.00	0.00	150.00	115.00	150.00		
213-503-5120	Health Insurance	2,950.00	174.30	5,800.00	5,453.92	10,200.00	8,910.69	10,200.00	2,350.00	2,500.00
213-503-5121	Dental Insurance	100.00	19.34	500.00	463.78	900.00	719.78	900.00	150.00	200.00
213-503-5122	Life Insurance	50.00	1.62	100.00	55.77	150.00	100.48	150.00	100.00	150.00
213-503-5123	Disability Insurance	50.00	3.19	100.00	82.82	150.00	126.14	150.00	100.00	150.00
213-503-5130	PERS CLASSIC Contribution	0.00	187.87	2,100.00	2,009.71	2,600.00	1,642.68	2,600.00		
213-503-5131	PERS PEPRA Contribution	650.00	158.61	1,100.00	360.05	1,300.00	1,587.94	1,300.00	1,500.00	1,600.00
213-503-5132	PERS Prepay UAAL	50.00	476.77	3,200.00	3,374.31	4,650.00	3,583.51	4,650.00	100.00	150.00
213-503-5140	Medicare Tax	200.00	130.25	1,000.00	548.55	1,150.00	716.03	1,150.00	900.00	700.00
213-503-5150	Flexible Benefits Program	150.00	10.92	350.00	325.14	550.00	528.93	550.00	300.00	350.00
213-503-5151	Fitness Benefit	50.00	0.00	150.00	70.00	250.00	30.00	250.00	150.00	150.00
213-503-5152	Cell Phone Allowance	0.00	0.00	50.00	39.00	200.00	78.01	200.00	200.00	200.00
213-503-5301	Contract Services	3,400.00	6,930.34	3,000.00	2,945.77	13,750.00	2,996.86	13,750.00		
213-503-5345	Equipment Repairs/Replaceme...	5,000.00	5,408.24	2,000.00	2,283.98	2,000.00	0.00	2,000.00		

								Defined Budgets	
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-503-5350	Landscape Maintenance	7,900.00	8,967.60	10,650.00	9,366.80	8,200.00	2,293.67	8,200.00		
213-503-5356	Tree Maintenance	0.00	950.00	0.00	0.00	1,500.00	0.00	1,500.00		
213-503-5357	Tree Replacement	0.00	0.00	0.00	0.00	500.00	0.00	500.00		
213-503-5362	Janitorial Services	18,000.00	17,718.00	21,300.00	22,152.34	26,750.00	22,543.45	26,750.00		
213-503-5400	Utility - Electricity	6,500.00	6,819.48	7,800.00	6,475.99	6,900.00	6,004.51	6,900.00		
213-503-5410	Utility - Natural Gas	3,800.00	3,386.69	4,750.00	1,692.28	2,200.00	1,812.23	2,200.00		
213-503-5420	Utility - Sewer	3,700.00	3,622.00	4,000.00	3,841.68	4,900.00	4,875.89	4,900.00		
213-503-5430	Utility - Water	5,000.00	5,009.72	5,750.00	4,070.86	5,200.00	2,637.36	5,200.00		
213-503-5440	Utility - Communications/Telep...	1,650.00	1,767.87	1,600.00	1,359.90	1,700.00	1,495.89	1,700.00		
213-503-5516	Uniform Allowance	0.00	0.00	0.00	0.00	0.00	347.73	350.00		
213-503-5560	Supplies & Materials	2,000.00	1,236.34	1,500.00	1,957.61	5,200.00	3,239.69	5,200.00		
213-503-5561	Janitorial Supplies	2,000.00	874.83	1,500.00	1,419.95	2,000.00	787.72	2,000.00		
213-503-5567	Landscaping Supply Repairs & ...	2,000.00	323.46	1,250.00	404.82	2,000.00	0.00	2,000.00		
213-503-5568	Minor Equipment	6,500.00	10,926.52	1,500.00	901.43	19,500.00	7,859.80	19,500.00		
213-503-5761	Major Equipment	0.00	0.00	0.00	0.00	14,000.00	0.00	14,000.00		
213-503-5763	Furniture & Fixtures	8,500.00	0.00	0.00	0.00	0.00	0.00			
213-503-5764	Improvements	25,000.00	23,264.00	0.00	0.00	0.00	0.00			
	SubProgram: 503 - Vets Hall/Seaside Total:	**120,050.00**	**107,364.59**	**120,300.00**	**109,765.99**	**196,950.00**	**125,093.03**	**197,300.00**	**64,550.00**	**67,850.00**
SubProgram: 521 - Community Pool Services										
213-521-5100	Regular Wages	115,000.00	114,549.76	127,000.00	122,355.30	97,200.00	101,720.45	97,200.00	94,900.00	99,650.00
213-521-5102	Part-time Wages	205,000.00	265,641.26	220,000.00	229,741.21	257,350.00	218,748.94	257,350.00	287,150.00	301,550.00
213-521-5104	Overtime Pay	6,000.00	2,599.02	6,000.00	2,566.53	1,000.00	702.92	1,000.00	450.00	500.00
213-521-5106	Other Pay	7,450.00	3,939.33	7,650.00	7,403.21	5,050.00	799.99	5,050.00	1,000.00	1,050.00
213-521-5120	Health Insurance	32,150.00	26,995.47	36,000.00	35,936.25	22,300.00	13,040.16	22,300.00	11,200.00	11,800.00
213-521-5121	Dental Insurance	2,500.00	2,429.73	2,400.00	2,385.08	2,050.00	814.22	2,050.00	700.00	750.00
213-521-5122	Life Insurance	550.00	413.43	450.00	419.15	300.00	284.07	300.00	250.00	300.00
213-521-5123	Disability Insurance	700.00	439.57	550.00	504.71	450.00	383.61	450.00	350.00	400.00
213-521-5130	PERS CLASSIC Contribution	8,500.00	9,811.52	8,900.00	9,362.13	4,200.00	3,842.94	4,200.00	5,700.00	6,000.00
213-521-5131	PERS PEPRA Contribution	9,400.00	3,691.35	10,850.00	4,279.84	7,700.00	6,166.29	7,700.00	4,750.00	5,000.00
213-521-5132	PERS Prepay UAAL	15,000.00	18,840.25	16,000.00	16,049.65	11,300.00	7,618.04	11,300.00	12,350.00	13,000.00
213-521-5140	Medicare Tax	5,050.00	5,635.41	5,100.00	5,263.55	5,200.00	4,672.35	5,200.00	5,600.00	5,700.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-521-5141	Unemployment Insurance	0.00	6.56	0.00	920.00	500.00	368.00	500.00		
213-521-5150	Flexible Benefits Program	2,300.00	2,316.62	2,500.00	2,040.32	1,350.00	1,696.28	1,350.00	1,400.00	1,500.00
213-521-5151	Fitness Benefit	1,050.00	505.44	1,150.00	649.98	600.00	164.97	600.00	600.00	600.00
213-521-5152	Cell Phone Allowance	50.00	39.00	700.00	285.99	400.00	194.94	400.00	200.00	200.00
213-521-5221	Employee Training	2,500.00	241.80	2,500.00	5,037.00	2,500.00	1,332.00	2,500.00	3,500.00	4,000.00
213-521-5236	Banking Fees	1,500.00	1,251.54	1,500.00	452.68	8,000.00	10,515.15	12,000.00	8,000.00	8,000.00
213-521-5301	Contract Services	9,000.00	8,689.60	2,600.00	2,283.75	400.00	742.00	750.00	400.00	400.00
213-521-5345	Equipment Repairs/Replaceme...	33,100.00	37,021.57	16,000.00	23,481.03	0.00	0.00			
213-521-5350	Landscape Maintenance	8,000.00	7,680.00	8,500.00	7,680.00	0.00	0.00			
213-521-5362	Janitorial Services	20,000.00	20,055.56	22,000.00	21,190.16	0.00	0.00			
213-521-5440	Utility - Communications/Telep...	4,300.00	4,115.79	4,300.00	3,612.41	4,050.00	3,638.62	4,050.00	4,450.00	4,900.00
213-521-5500	Printing & Advertising	300.00	0.00	300.00	45.59	0.00	0.00	200.00	200.00	200.00
213-521-5510	Dues & Subscriptions	600.00	700.00	7,500.00	914.00	200.00	200.00	200.00	200.00	300.00
213-521-5512	Meetings & Travel	3,000.00	1,888.10	2,750.00	572.76	2,650.00	2,641.52	2,650.00	6,600.00	4,300.00
213-521-5516	Uniform Allowance	2,000.00	1,954.91	2,000.00	0.00	2,000.00	0.00	2,000.00	2,000.00	2,000.00
213-521-5536	Equipment/Office Rent & Leases	300.00	257.00	0.00	0.00	0.00	0.00			
213-521-5546	Cash (Over)/Short	0.00	35.25	0.00	-321.81	0.00	0.00			
213-521-5550	Supplies for Resale	4,500.00	4,669.46	7,500.00	6,720.67	6,000.00	2,289.47	6,000.00	3,000.00	3,000.00
213-521-5560	Supplies & Materials	10,000.00	5,312.34	6,500.00	8,042.36	6,950.00	3,950.70	6,950.00	3,400.00	6,000.00
213-521-5561	Janitorial Supplies	2,000.00	1,401.06	2,000.00	1,219.82	0.00	0.00			
213-521-5562	Chemicals	55,000.00	44,809.99	47,000.00	18,559.43	0.00	0.00			
213-521-5567	Landscaping Supply Repairs & ...	1,000.00	144.26	4,000.00	3,626.00	0.00	0.00			
213-521-5761	Major Equipment	47,000.00	37,595.44	0.00	0.00	0.00	0.00		4,000.00	2,000.00
SubProgram: 521 - Community Pool Services Total:		**614,800.00**	**635,677.39**	**582,200.00**	**543,278.75**	**449,700.00**	**386,527.63**	**454,250.00**	**462,350.00**	**483,100.00**
SubProgram: 522 - Junior Lifeguards										
213-522-5100	Regular Wages	28,000.00	26,634.71	35,000.00	33,422.21	84,700.00	29,831.52	84,700.00	22,100.00	23,250.00
213-522-5102	Part-time Wages	80,600.00	74,929.32	59,400.00	55,380.42	61,750.00	34,955.71	61,750.00	80,050.00	84,100.00
213-522-5104	Overtime Pay	1,000.00	5,158.41	1,000.00	751.90	500.00	282.31	500.00	200.00	250.00
213-522-5106	Other Pay	1,550.00	459.74	1,550.00	2,020.76	3,250.00	0.00	3,250.00		
213-522-5120	Health Insurance	7,250.00	5,073.61	7,500.00	7,245.45	25,550.00	4,645.34	25,550.00	3,350.00	3,550.00
213-522-5121	Dental Insurance	1,000.00	391.20	500.00	483.96	2,000.00	290.04	2,000.00	200.00	250.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-522-5122	Life Insurance	100.00	83.66	200.00	105.60	400.00	88.70	400.00	100.00	150.00
213-522-5123	Disability Insurance	200.00	96.22	250.00	141.52	500.00	124.83	500.00	100.00	150.00
213-522-5130	PERS CLASSIC Contribution	1,000.00	1,052.56	0.00	1,144.51	750.00	0.00	750.00		
213-522-5131	PERS PEPRA Contribution	2,000.00	1,379.57	2,500.00	1,945.44	6,400.00	2,407.45	6,400.00	1,800.00	1,900.00
213-522-5132	PERS Prepay UAAL	1,500.00	2,057.94	2,000.00	1,925.65	0.00	0.00		100.00	150.00
213-522-5140	Medicare Tax	1,600.00	1,555.44	1,450.00	1,338.20	2,150.00	945.35	2,150.00	1,550.00	1,600.00
213-522-5150	Flexible Benefits Program	650.00	135.06	700.00	592.46	1,650.00	603.75	1,650.00	450.00	500.00
213-522-5151	Fitness Benefit	300.00	168.48	300.00	107.50	750.00	31.23	750.00	200.00	200.00
213-522-5152	Cell Phone Allowance	0.00	0.00	100.00	22.75	0.00	0.00			
213-522-5345	Equipment Repairs/Replaceme...	3,000.00	240.26	500.00	0.00	1,000.00	0.00	1,000.00	1,000.00	1,000.00
213-522-5512	Meetings & Travel	3,000.00	2,976.76	3,000.00	0.00	2,500.00	0.00			
213-522-5516	Uniform Allowance	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,500.00
213-522-5548	Field Trips	3,500.00	2,148.50	3,000.00	3,506.67	0.00	2,080.00	2,500.00	2,700.00	3,000.00
213-522-5560	Supplies & Materials	12,000.00	8,085.65	20,000.00	18,931.50	12,000.00	6,926.49	12,000.00	8,200.00	11,000.00
	SubProgram: 522 - Junior Lifeguards Total:	**148,250.00**	**132,627.09**	**138,950.00**	**129,066.50**	**205,850.00**	**83,212.72**	**205,850.00**	**124,100.00**	**133,550.00**
SubProgram: 523 - Swim Team Aquatics										
213-523-5100	Regular Wages	4,100.00	744.44	4,400.00	4,386.02	0.00	0.00		22,100.00	23,250.00
213-523-5102	Part-time Wages	7,200.00	30,597.93	45,000.00	35,632.34	43,850.00	33,618.47	43,850.00	56,300.00	59,150.00
213-523-5104	Overtime Pay	500.00	374.20	500.00	105.52	0.00	0.00		200.00	250.00
213-523-5106	Other Pay	250.00	0.00	400.00	335.40	0.00	0.00			
213-523-5120	Health Insurance	1,450.00	87.16	1,400.00	1,125.92	0.00	0.00		3,350.00	3,550.00
213-523-5121	Dental Insurance	50.00	9.67	150.00	117.86	0.00	0.00		200.00	250.00
213-523-5122	Life Insurance	50.00	0.81	50.00	9.70	0.00	0.00		100.00	150.00
213-523-5123	Disability Insurance	50.00	1.58	50.00	19.08	0.00	0.00		100.00	150.00
213-523-5130	PERS CLASSIC Contribution	0.00	85.43	0.00	557.47	0.00	0.00			
213-523-5131	PERS PEPRA Contribution	300.00	76.01	400.00	0.00	0.00	0.00		1,800.00	1,900.00
213-523-5132	PERS Prepay UAAL	50.00	220.21	1,000.00	987.56	0.00	0.00		100.00	150.00
213-523-5140	Medicare Tax	150.00	459.84	800.00	585.69	650.00	487.38	650.00	1,200.00	1,250.00
213-523-5150	Flexible Benefits Program	50.00	5.46	100.00	63.34	0.00	0.00		450.00	500.00
213-523-5151	Fitness Benefit	50.00	0.00	50.00	35.00	0.00	0.00		200.00	200.00
213-523-5221	Employee Training	0.00	0.00	0.00	0.00	0.00	0.00		1,000.00	1,000.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
213-523-5510	Dues & Subscriptions	2,500.00	2,539.16	2,400.00	708.00	2,500.00	1,787.81	2,500.00	2,350.00	2,550.00
213-523-5512	Meetings & Travel	1,200.00	1,193.24	1,500.00	113.00	1,500.00	0.00			
213-523-5548	Field Trips	0.00	0.00	0.00	0.00	5,000.00	2,283.00	5,000.00	8,000.00	8,000.00
213-523-5560	Supplies & Materials	5,000.00	5,504.70	3,000.00	2,303.54	2,000.00	855.33	2,000.00	1,800.00	3,300.00
	SubProgram: 523 - Swim Team Aquatics Total:	**22,950.00**	**41,899.84**	**61,200.00**	**47,085.44**	**55,500.00**	**39,031.99**	**54,000.00**	**99,250.00**	**105,600.00**
SubProgram: 531 - Ocean Beach Services										
213-531-5100	Regular Wages	4,100.00	744.44	4,400.00	4,386.02	0.00	0.00			
213-531-5102	Part-time Wages	8,500.00	7,190.15	2,550.00	0.00	10,000.00	7,685.82	10,000.00		
213-531-5104	Overtime Pay	200.00	111.38	200.00	105.52	0.00	0.00			
213-531-5106	Other Pay	250.00	0.00	400.00	335.40	0.00	0.00			
213-531-5120	Health Insurance	1,450.00	87.16	1,400.00	1,125.92	0.00	0.00			
213-531-5121	Dental Insurance	50.00	9.67	150.00	117.86	0.00	0.00			
213-531-5122	Life Insurance	50.00	0.81	50.00	9.70	0.00	0.00			
213-531-5123	Disability Insurance	50.00	1.58	50.00	19.08	0.00	0.00			
213-531-5130	PERS CLASSIC Contribution	0.00	85.43	0.00	557.47	0.00	0.00			
213-531-5131	PERS PEPRA Contribution	300.00	76.01	400.00	0.00	0.00	0.00			
213-531-5132	PERS Prepay UAAL	50.00	220.21	1,000.00	987.56	0.00	0.00			
213-531-5140	Medicare Tax	200.00	116.60	300.00	69.07	200.00	111.43	200.00		
213-531-5150	Flexible Benefits Program	50.00	5.46	100.00	63.34	0.00	0.00			
213-531-5151	Fitness Benefit	50.00	0.00	50.00	35.00	0.00	0.00			
213-531-5440	Utility - Communications/Telep...	0.00	0.00	0.00	0.00	1,000.00	518.80	1,000.00		
213-531-5560	Supplies & Materials	0.00	0.00	0.00	0.00	500.00	192.22	500.00		
	SubProgram: 531 - Ocean Beach Services Total:	**15,300.00**	**8,648.90**	**11,050.00**	**7,811.94**	**11,700.00**	**8,508.27**	**11,700.00**	**0.00**	**0.00**
SubProgram: 532 - Beach Store										
213-532-5100	Regular Wages	4,100.00	744.41	4,400.00	4,385.94	0.00	0.00			
213-532-5102	Part-time Wages	5,000.00	6,682.98	9,000.00	9,655.55	0.00	0.00			
213-532-5104	Overtime Pay	0.00	0.00	0.00	105.52	0.00	0.00			
213-532-5106	Other Pay	250.00	0.00	400.00	335.40	0.00	0.00			
213-532-5120	Health Insurance	1,450.00	87.14	1,400.00	1,125.56	0.00	0.00			
213-532-5121	Dental Insurance	50.00	9.69	150.00	117.56	0.00	0.00			
213-532-5122	Life Insurance	50.00	0.78	50.00	9.56	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
213-532-5123	Disability Insurance	50.00	1.60	50.00	19.23	0.00	0.00			
213-532-5130	PERS CLASSIC Contribution	0.00	85.03	0.00	554.16	0.00	0.00			
213-532-5131	PERS PEPRA Contribution	300.00	75.92	400.00	0.00	0.00	0.00			
213-532-5132	PERS Prepay UAAL	50.00	220.10	1,000.00	987.09	0.00	0.00			
213-532-5140	Medicare Tax	100.00	107.60	200.00	208.73	0.00	0.00			
213-532-5150	Flexible Benefits Program	50.00	5.44	100.00	63.22	0.00	0.00			
213-532-5151	Fitness Benefit	50.00	0.00	50.00	35.00	0.00	0.00			
213-532-5440	Utility - Communications/Telep...	600.00	553.28	600.00	606.86	0.00	0.00			
213-532-5546	Cash (Over)/Short	0.00	-0.15	0.00	-40.04	0.00	0.00			
213-532-5550	Supplies for Resale	6,000.00	8,132.95	6,000.00	5,476.83	0.00	0.00			
213-532-5560	Supplies & Materials	1,000.00	705.94	1,000.00	229.82	0.00	0.00			
	SubProgram: 532 - Beach Store Total:	**19,100.00**	**17,412.71**	**24,800.00**	**23,875.99**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 541 - Special Events										
213-541-5542	Softball League Expe	2,500.00	1,158.14	2,500.00	1,457.62	1,500.00	1,819.40	1,850.00	1,500.00	1,500.00
213-541-5560	Supplies & Materials	0.00	246.33	0.00	338.00	0.00	0.00			
	SubProgram: 541 - Special Events Total:	**2,500.00**	**1,404.47**	**2,500.00**	**1,795.62**	**1,500.00**	**1,819.40**	**1,850.00**	**1,500.00**	**1,500.00**
SubProgram: 542 - Community Garden										
213-542-5102	Part-time Wages	25,700.00	23,397.41	18,000.00	16,909.16	20,000.00	17,585.95	20,000.00	26,250.00	27,600.00
213-542-5140	Medicare Tax	400.00	339.28	400.00	245.18	300.00	254.99	300.00	800.00	1,200.00
213-542-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	20,450.00	408.75	20,450.00		
213-542-5362	Janitorial Services	1,600.00	1,530.00	1,600.00	1,620.00	1,800.00	1,569.00	1,800.00		
213-542-5420	Utility - Sewer	800.00	788.40	800.00	732.99	900.00	801.70	900.00		
213-542-5430	Utility - Water	0.00	0.00	100.00	91.26	100.00	0.00	100.00		
213-542-5440	Utility - Communications/Telep...	1,500.00	1,433.04	1,500.00	1,221.43	1,500.00	1,092.46	1,500.00		
213-542-5500	Printing & Advertising	50.00	0.00	100.00	91.99	0.00	0.00			
213-542-5560	Supplies & Materials	1,500.00	1,285.26	1,500.00	1,453.83	1,500.00	822.88	1,500.00	7,500.00	5,000.00
	SubProgram: 542 - Community Garden Total:	**31,550.00**	**28,773.39**	**24,000.00**	**22,365.84**	**46,550.00**	**22,535.73**	**46,550.00**	**34,550.00**	**33,800.00**
	Fund: 213 - RECREATION SERVICES FUND Total:	**1,127,900.00**	**1,126,129.92**	**1,115,150.00**	**1,017,609.67**	**1,251,750.00**	**869,944.35**	**1,234,700.00**	**1,351,950.00**	**1,403,800.00**
Fund: 214 - HOUSING FUND										
SubProgram: 311 - Housing										
214-311-5201	Professional Services	19,400.00	19,092.00	50,000.00	27,445.60	30,000.00	18,720.00	30,000.00	31,250.00	32,600.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
214-311-5610	Housing Loan	187,000.00	186,625.00	158,875.00	158,875.00	0.00	0.00			
	SubProgram: 311 - Housing Total:	**206,400.00**	**205,717.00**	**208,875.00**	**186,320.60**	**30,000.00**	**18,720.00**	**30,000.00**	**31,250.00**	**32,600.00**
	Fund: 214 - HOUSING FUND Total:	**206,400.00**	**205,717.00**	**208,875.00**	**186,320.60**	**30,000.00**	**18,720.00**	**30,000.00**	**31,250.00**	**32,600.00**
Fund: 215 - MEASURE A FUND										
SubProgram: 163 - Community Services Support										
215-163-5601	Community Services Grants	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00
	SubProgram: 163 - Community Services Support Total:	**5,500.00**	**5,500.00**	**5,500.00**	**5,500.00**	**5,500.00**	**5,500.00**	**5,500.00**	**5,500.00**	**5,500.00**
SubProgram: 211 - Central Services										
215-211-5400	Utility - Electricity	13,000.00	12,228.35	15,000.00	17,933.33	17,250.00	11,981.50	18,000.00	19,000.00	20,500.00
	SubProgram: 211 - Central Services Total:	**13,000.00**	**12,228.35**	**15,000.00**	**17,933.33**	**17,250.00**	**11,981.50**	**18,000.00**	**19,000.00**	**20,500.00**
SubProgram: 221 - Management Information Services										
215-221-5360	Software Subscription/Mainten...	10,000.00	8,445.00	10,000.00	6,250.00	6,250.00	6,250.00	6,250.00	6,250.00	6,250.00
215-221-5565	Computer Hardware/Replacem...	500.00	469.21	0.00	0.00	0.00	0.00		5,000.00	5,000.00
	SubProgram: 221 - Management Information Services Total:	**10,500.00**	**8,914.21**	**10,000.00**	**6,250.00**	**6,250.00**	**6,250.00**	**6,250.00**	**11,250.00**	**11,250.00**
SubProgram: 411 - Transportation, Parking and Lighting										
215-411-5100	Regular Wages	82,000.00	82,213.54	45,800.00	40,085.68	26,750.00	25,020.48	26,750.00		
215-411-5104	Overtime Pay	1,500.00	1,455.78	1,500.00	508.42	1,000.00	629.18	1,000.00		
215-411-5106	Other Pay	5,400.00	5,497.42	2,100.00	1,668.16	1,500.00	1,502.76	1,500.00		
215-411-5108	Bilingual Pay	0.00	0.00	0.00	5.00	0.00	0.00			
215-411-5120	Health Insurance	20,000.00	18,140.97	8,500.00	8,326.93	5,450.00	5,934.21	5,450.00		
215-411-5121	Dental Insurance	3,000.00	1,989.11	800.00	778.41	650.00	531.08	650.00		
215-411-5122	Life Insurance	500.00	239.57	150.00	117.93	100.00	67.41	100.00		
215-411-5123	Disability Insurance	700.00	318.42	200.00	158.26	150.00	98.87	150.00		
215-411-5130	PERS CLASSIC Contribution	8,000.00	6,315.45	3,050.00	2,649.46	2,400.00	1,887.68	2,400.00		
215-411-5131	PERS PEPRA Contribution	2,000.00	1,893.39	2,000.00	1,558.13	850.00	784.79	850.00		
215-411-5132	PERS Prepay UAAL	13,550.00	11,575.78	4,300.00	4,572.22	4,250.00	3,581.50	4,250.00		
215-411-5140	Medicare Tax	1,700.00	1,287.81	700.00	626.21	400.00	392.50	400.00		
215-411-5150	Flexible Benefits Program	2,050.00	1,395.26	750.00	730.31	500.00	454.65	500.00		
215-411-5151	Fitness Benefit	950.00	5.00	350.00	106.05	250.00	30.45	250.00		
215-411-5152	Cell Phone Allowance	300.00	156.00	150.00	78.00	100.00	61.65	100.00		
215-411-5204	Transit- Senior/ADA Transport	12,000.00	12,000.00	17,500.00	12,000.00	12,000.00	11,000.00	12,000.00	12,000.00	12,000.00
215-411-5228	Engineering Services	299,000.00	201,638.14	193,450.00	133,449.02	301,000.00	194,354.93	301,000.00	294,000.00	294,000.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
215-411-5301	Contract Services	9,250.00	7,000.00	8,000.00	0.00	8,000.00	7,000.00	8,000.00	8,500.00	8,500.00
215-411-5500	Printing & Advertising	0.00	0.00	3,000.00	69.84	1,000.00	0.00	1,000.00	1,000.00	1,000.00
215-411-5510	Dues & Subscriptions	3,000.00	3,092.54	3,000.00	2,513.06	3,000.00	2,902.31	3,000.00	3,500.00	3,500.00
215-411-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	21.77			
SubProgram: 411 - Transportation, Parking and Lighting Total:		**464,900.00**	**356,214.18**	**295,300.00**	**210,001.09**	**369,350.00**	**256,256.22**	**369,350.00**	**319,000.00**	**319,000.00**
SubProgram: 431 - Street Maintenance										
215-431-5100	Regular Wages	0.00	0.00	0.00	0.00	0.00	0.00		37,250.00	39,150.00
215-431-5102	Part-time Wages	0.00	0.00	0.00	0.00	0.00	40.20		3,150.00	3,300.00
215-431-5104	Overtime Pay	0.00	0.00	0.00	0.00	0.00	0.00		2,000.00	2,100.00
215-431-5106	Other Pay	0.00	0.00	0.00	0.00	0.00	0.00		1,300.00	1,400.00
215-431-5108	Bilingual Pay	0.00	0.00	0.00	0.00	0.00	0.00		150.00	150.00
215-431-5120	Health Insurance	0.00	0.00	0.00	0.00	0.00	0.00		13,850.00	14,550.00
215-431-5121	Dental Insurance	0.00	0.00	0.00	0.00	0.00	0.00		1,150.00	1,250.00
215-431-5122	Life Insurance	0.00	0.00	0.00	0.00	0.00	0.00		150.00	200.00
215-431-5123	Disability Insurance	0.00	0.00	0.00	0.00	0.00	0.00		200.00	250.00
215-431-5130	PERS CLASSIC Contribution	0.00	0.00	0.00	0.00	0.00	0.00		3,050.00	3,200.00
215-431-5131	PERS PEPRA Contribution	0.00	0.00	0.00	0.00	0.00	3.24		1,450.00	1,550.00
215-431-5132	PERS Prepay UAAL	0.00	0.00	0.00	0.00	0.00	0.00		6,600.00	6,950.00
215-431-5140	Medicare Tax	0.00	0.00	0.00	0.00	0.00	0.58		600.00	650.00
215-431-5150	Flexible Benefits Program	0.00	0.00	0.00	0.00	0.00	0.00		650.00	700.00
215-431-5151	Fitness Benefit	0.00	0.00	0.00	0.00	0.00	0.00		300.00	300.00
215-431-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	0.00		100.00	100.00
215-431-5302	Street Maintenance	310,000.00	115,429.38	138,200.00	130,737.50	166,400.00	159,762.99	166,400.00	130,000.00	130,000.00
215-431-5345	Equipment Repairs/Replaceme...	300.00	216.91	0.00	0.00	0.00	0.00			
215-431-5566	Sign Replacement	40,000.00	27,209.41	40,000.00	32,694.51	47,000.00	25,054.02	47,000.00	40,000.00	40,000.00
215-431-5761	Major Equipment	0.00	0.00	0.00	0.00	27,040.00	9,923.92	27,040.00		
215-431-5762	Vehicle Purchase	201,000.00	200,879.86	0.00	0.00	76,060.00	76,058.32	76,060.00		
SubProgram: 431 - Street Maintenance Total:		**551,300.00**	**343,735.56**	**178,200.00**	**163,432.01**	**316,500.00**	**270,843.27**	**316,500.00**	**241,950.00**	**245,800.00**
SubProgram: 441 - Right of Way Maintenance										
215-441-5356	Tree Maintenance	160,000.00	178,349.05	160,000.00	152,232.57	117,600.00	107,690.00	117,600.00	120,000.00	120,000.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
215-441-5357	Tree Replacement	0.00	0.00	24,000.00	495.00	30,000.00	0.00	30,000.00	5,000.00	5,000.00
SubProgram: 441 - Right of Way Maintenance Total:		**160,000.00**	**178,349.05**	**184,000.00**	**152,727.57**	**147,600.00**	**107,690.00**	**147,600.00**	**125,000.00**	**125,000.00**
SubProgram: 451 - Watershed Management										
215-451-5353	Storm Drain Maintenance	5,000.00	3,142.85	6,350.00	6,345.00	70,000.00	57,269.08	70,000.00	50,000.00	50,000.00
SubProgram: 451 - Watershed Management Total:		**5,000.00**	**3,142.85**	**6,350.00**	**6,345.00**	**70,000.00**	**57,269.08**	**70,000.00**	**50,000.00**	**50,000.00**
Fund: 215 - MEASURE A FUND Total:		**1,210,200.00**	**908,084.20**	**694,350.00**	**562,189.00**	**932,450.00**	**715,790.07**	**933,200.00**	**771,700.00**	**777,050.00**
Fund: 216 - REVOLVING FUND										
SubProgram: 151 - Emergency Preparedness										
216-151-5301	Contract Services	11,000.00	12,677.50	10,000.00	12,689.30	10,000.00	0.00			
SubProgram: 151 - Emergency Preparedness Total:		**11,000.00**	**12,677.50**	**10,000.00**	**12,689.30**	**10,000.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 405 - Facilities										
216-405-5567	Landscaping Supply Repairs & ...	0.00	0.00	0.00	0.00	5,000.00	0.00			
216-405-5568	Minor Equipment	0.00	0.00	0.00	0.00	31,000.00	3,339.91	3,500.00		
216-405-5762	Vehicle Purchase	0.00	0.00	0.00	0.00	45,000.00	44,766.89	45,000.00		
SubProgram: 405 - Facilities Total:		**0.00**	**0.00**	**0.00**	**0.00**	**81,000.00**	**48,106.80**	**48,500.00**	**0.00**	**0.00**
SubProgram: 421 - Solid Waste										
216-421-5201	Professional Services	0.00	0.00	0.00	9,256.16	7,000.00	5,092.50	7,000.00	5,000.00	5,000.00
216-421-5301	Contract Services	10,650.00	11,223.54	16,600.00	16,271.83	68,000.00	8,785.48	68,000.00	15,000.00	15,000.00
216-421-5500	Printing & Advertising	0.00	0.00	0.00	0.00	0.00	0.00		2,500.00	2,500.00
216-421-5512	Meetings & Travel	0.00	801.15	0.00	0.00	0.00	0.00		5,000.00	5,000.00
216-421-5560	Supplies & Materials	5,000.00	4,447.21	0.00	0.00	29,000.00	7,060.85	29,000.00	5,000.00	5,000.00
SubProgram: 421 - Solid Waste Total:		**15,650.00**	**16,471.90**	**16,600.00**	**25,527.99**	**104,000.00**	**20,938.83**	**104,000.00**	**32,500.00**	**32,500.00**
SubProgram: 502 - Parks and Facilities Maintenance										
216-502-5301	Contract Services	5,000.00	27,436.90	0.00	0.00	0.00	0.00			
216-502-5345	Equipment Repairs/Replaceme...	4,000.00	3,536.65	0.00	0.00	0.00	0.00			
SubProgram: 502 - Parks and Facilities Maintenance Total:		**9,000.00**	**30,973.55**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 512 - Senior Services										
216-512-5560	Supplies & Materials	0.00	0.00	0.00	0.00	0.00	0.00		400.00	
216-512-5568	Minor Equipment	0.00	0.00	1,300.00	956.54	3,000.00	0.00	3,000.00		
SubProgram: 512 - Senior Services Total:		**0.00**	**0.00**	**1,300.00**	**956.54**	**3,000.00**	**0.00**	**3,000.00**	**400.00**	**0.00**
SubProgram: 521 - Community Pool Services										
216-521-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	15,000.00	5,000.00		
216-521-5345	Equipment Repairs/Replaceme...	6,800.00	5,706.80	10,000.00	0.00	40,000.00	0.00	35,000.00		

		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
216-521-5560	Supplies & Materials	0.00	0.00	4,000.00	0.00	4,000.00	0.00	4,000.00		
	SubProgram: 521 - Community Pool Services Total:	**6,800.00**	**5,706.80**	**14,000.00**	**0.00**	**44,000.00**	**15,000.00**	**44,000.00**	**0.00**	**0.00**
SubProgram: 522 - Junior Lifeguards										
216-522-5560	Supplies & Materials	7,700.00	0.00	2,500.00	622.59	18,800.00	15,540.05	18,800.00	10,000.00	10,000.00
	SubProgram: 522 - Junior Lifeguards Total:	**7,700.00**	**0.00**	**2,500.00**	**622.59**	**18,800.00**	**15,540.05**	**18,800.00**	**10,000.00**	**10,000.00**
SubProgram: 523 - Swim Team Aquatics										
216-523-5345	Equipment Repairs/Replaceme...	0.00	0.00	0.00	0.00	0.00	0.00	3,600.00	5,000.00	5,000.00
216-523-5560	Supplies & Materials	3,000.00	2,771.97	3,000.00	0.00	3,000.00	0.00	3,000.00	5,000.00	5,000.00
	SubProgram: 523 - Swim Team Aquatics Total:	**3,000.00**	**2,771.97**	**3,000.00**	**0.00**	**3,000.00**	**0.00**	**6,600.00**	**10,000.00**	**10,000.00**
SubProgram: 531 - Ocean Beach Services										
216-531-5560	Supplies & Materials	12,000.00	15,536.20	0.00	0.00	0.00	0.00			
	SubProgram: 531 - Ocean Beach Services Total:	**12,000.00**	**15,536.20**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 550 - City Library										
216-550-5345	Equipment Repairs/Replaceme...	300.00	10,538.77	0.00	0.00	0.00	0.00			
216-550-5520	Books	6,000.00	1,928.14	8,800.00	8,763.85	5,500.00	4,750.19	6,600.00	5,500.00	5,500.00
216-550-5568	Minor Equipment	10,000.00	24,777.67	50,000.00	29,698.71	0.00	0.00			
216-550-5761	Major Equipment	15,000.00	12,077.95	0.00	6,000.00	0.00	0.00			
216-550-5763	Furniture & Fixtures	50,000.00	25,840.00	0.00	0.00	25,000.00	9,959.81	25,000.00		
216-550-5764	Improvements	2,000.00	1,785.00	0.00	0.00	0.00	0.00			
	SubProgram: 550 - City Library Total:	**83,300.00**	**76,947.53**	**58,800.00**	**44,462.56**	**30,500.00**	**14,710.00**	**31,600.00**	**5,500.00**	**5,500.00**
	Fund: 216 - REVOLVING FUND Total:	**148,450.00**	**161,085.45**	**106,200.00**	**84,258.98**	**294,300.00**	**114,295.68**	**256,500.00**	**58,400.00**	**58,000.00**
Fund: 217 - PEG FEES										
SubProgram: 161 - Communication and Community Promotions										
217-161-5100	Regular Wages	10,450.00	10,273.21	2,900.00	2,825.09	2,950.00	1,202.91	2,950.00	5,050.00	5,300.00
217-161-5104	Overtime Pay	100.00	31.21	100.00	3.16	50.00	5.56	50.00		
217-161-5106	Other Pay	400.00	882.70	150.00	0.00	250.00	219.39	250.00	150.00	200.00
217-161-5108	Bilingual Pay	400.00	429.95	150.00	121.12	50.00	9.49	50.00	150.00	150.00
217-161-5120	Health Insurance	3,500.00	3,453.52	950.00	963.69	1,100.00	358.61	1,100.00	1,200.00	1,300.00
217-161-5121	Dental Insurance	350.00	304.44	100.00	78.46	100.00	17.17	100.00	100.00	150.00
217-161-5122	Life Insurance	50.00	36.80	50.00	9.50	50.00	3.93	50.00	50.00	50.00
217-161-5123	Disability Insurance	50.00	42.79	50.00	11.43	50.00	5.10	50.00	50.00	50.00
217-161-5131	PERS Pepra Contribution	800.00	815.07	250.00	233.11	250.00	97.61	250.00	450.00	500.00

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
217-161-5132	PERS Prepay UAAL	50.00	24.69	0.00	0.00	0.00	0.00		50.00	50.00
217-161-5140	Medicare Tax	150.00	170.15	50.00	42.38	50.00	20.98	50.00	100.00	150.00
217-161-5141	Unemployment Insurance	0.00	0.00	0.00	0.00	500.00	382.50	500.00		
217-161-5150	Flexible Benefits Program	250.00	259.29	100.00	46.44	100.00	28.22	100.00	100.00	150.00
217-161-5151	Fitness Benefit	100.00	33.39	50.00	13.25	50.00	6.25	50.00	50.00	50.00
217-161-5152	Cell Phone Allowance	0.00	0.00	0.00	0.00	0.00	0.00		50.00	50.00
217-161-5201	Professional Services	70,000.00	63,874.98	70,000.00	64,333.70	77,000.00	46,555.31	77,000.00	103,000.00	103,000.00
217-161-5345	Equipment Repairs/Replaceme...	10,000.00	3,415.11	10,000.00	1,282.38	10,000.00	5,228.16	10,000.00	5,000.00	5,000.00
217-161-5510	Dues & Subscriptions	700.00	672.75	700.00	718.50	750.00	743.00	750.00	750.00	750.00
217-161-5560	Supplies & Materials	1,000.00	0.00	500.00	0.00	0.00	0.00			
217-161-5761	Major Equipment	0.00	0.00	50,000.00	32,369.38	0.00	0.00			
SubProgram: 161 - Communication and Community Promotions Tota..		**98,350.00**	**84,720.05**	**136,100.00**	**103,051.59**	**93,300.00**	**54,884.19**	**93,300.00**	**116,300.00**	**116,900.00**
SubProgram: 201 - Financial Management Services										
217-201-5530	Interest Expense	0.00	666.09	0.00	337.97	0.00	0.00			
SubProgram: 201 - Financial Management Services Total:		**0.00**	**666.09**	**0.00**	**337.97**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
SubProgram: 221 - Management Information Services										
217-221-5360	Software Subscription/Mainten...	11,700.00	33,140.26	11,700.00	11,265.48	12,500.00	12,415.69	12,500.00	13,500.00	14,500.00
SubProgram: 221 - Management Information Services Total:		**11,700.00**	**33,140.26**	**11,700.00**	**11,265.48**	**12,500.00**	**12,415.69**	**12,500.00**	**13,500.00**	**14,500.00**
Fund: 217 - PEG FEES Total:		**110,050.00**	**118,526.40**	**147,800.00**	**114,655.04**	**105,800.00**	**67,299.88**	**105,800.00**	**129,800.00**	**131,400.00**
Fund: 218 - BERM ASSESSMENT DISTRICT #5										
SubProgram: 472 - Parks Facilities										
218-472-5201	Professional Services	0.00	0.00	0.00	0.00	0.00	0.00		4,000.00	4,000.00
218-472-5301	Contract Services	0.00	0.00	0.00	0.00	0.00	0.00		45,000.00	45,000.00
218-472-5536	Equipment/Office Rent & Leases	0.00	0.00	0.00	0.00	0.00	0.00			2,500.00
SubProgram: 472 - Parks Facilities Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**49,000.00**	**51,500.00**
Fund: 218 - BERM ASSESSMENT DISTRICT #5 Total:		**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**49,000.00**	**51,500.00**
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND										
SubProgram: 403 - Capital Improvements										
301-403-5780	Major Capital Projects	5,853,900.00	4,596,278.33	3,765,600.00	3,593,465.77	14,979,500.00	10,551,565.78	14,979,500.00	8,229,500.00	7,451,500.00
SubProgram: 403 - Capital Improvements Total:		**5,853,900.00**	**4,596,278.33**	**3,765,600.00**	**3,593,465.77**	**14,979,500.00**	**10,551,565.78**	**14,979,500.00**	**8,229,500.00**	**7,451,500.00**
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND Total:		**5,853,900.00**	**4,596,278.33**	**3,765,600.00**	**3,593,465.77**	**14,979,500.00**	**10,551,565.78**	**14,979,500.00**	**8,229,500.00**	**7,451,500.00**
Report Total:		**24,842,750.00**	**22,403,220.14**	**23,624,975.00**	**21,895,846.40**	**36,841,330.00**	**27,924,188.18**	**36,404,450.00**	**30,464,575.00**	**30,321,975.00**

Group Summary

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 101 - GENERAL FUND									
101 - Legislative & Policy	172,700.00	157,416.57	165,900.00	154,374.44	227,240.00	195,496.15	227,250.00	256,150.00	302,150.00
102 - Commissions Boards and Committees	16,000.00	9,069.00	17,800.00	9,415.85	48,870.00	36,703.46	42,400.00	15,800.00	15,800.00
111 - City Administration	497,600.00	502,445.92	656,600.00	635,040.28	849,655.00	581,337.59	849,775.00	782,150.00	782,850.00
121 - Legal Services	1,022,500.00	996,821.50	822,000.00	767,093.50	765,000.00	479,008.62	765,000.00	775,000.00	797,500.00
131 - Records Management	74,200.00	64,800.41	115,050.00	90,275.33	90,750.00	64,947.87	86,500.00	91,950.00	96,300.00
132 - Elections	71,600.00	66,418.08	48,300.00	41,085.22	70,250.00	64,272.10	69,700.00	52,550.00	89,700.00
141 - Staff Recruitment, Retention and Development	432,400.00	349,362.54	403,300.00	374,652.03	354,320.00	302,378.30	354,350.00	407,150.00	425,100.00
142 - Risk Management	510,050.00	502,105.97	592,950.00	588,206.57	615,550.00	547,581.76	615,550.00	807,150.00	900,000.00
151 - Emergency Preparedness	86,000.00	77,952.29	95,350.00	87,303.32	119,270.00	84,707.17	119,300.00	69,950.00	73,100.00
161 - Communication and Community Promotions	106,700.00	97,299.22	112,000.00	84,226.69	132,900.00	82,970.83	132,900.00	127,250.00	169,350.00
162 - Economic Vitality	44,000.00	22,926.34	19,950.00	16,774.71	25,800.00	9,440.55	25,800.00	1,000.00	1,000.00
163 - Community Services Support	61,650.00	41,350.00	53,000.00	55,119.75	0.00	0.00	0.00	0.00	0.00
171 - Law Enforcement	4,739,800.00	4,727,043.19	5,634,600.00	5,603,715.48	5,941,200.00	5,425,526.75	5,940,200.00	6,013,200.00	6,014,850.00
201 - Financial Management Services	502,400.00	498,690.53	525,700.00	529,793.86	626,400.00	479,900.04	627,100.00	688,550.00	743,150.00
211 - Central Services	229,000.00	217,758.64	344,700.00	318,120.59	272,650.00	216,197.79	270,500.00	296,450.00	306,750.00
221 - Management Information Services	267,450.00	218,190.06	294,900.00	251,369.66	333,400.00	220,196.53	299,150.00	420,550.00	462,200.00
301 - Community Development Administration	115,600.00	110,955.50	109,900.00	103,325.94	170,350.00	140,821.57	170,350.00	302,750.00	317,750.00
302 - Advance Planning	407,050.00	297,510.15	291,900.00	210,579.30	290,750.00	115,672.91	165,500.00	276,000.00	6,000.00
311 - Housing	37,800.00	36,330.86	39,100.00	36,094.25	41,200.00	36,026.86	41,200.00	57,650.00	60,900.00
321 - Development Review and Building	607,400.00	585,616.26	715,750.00	693,428.95	867,550.00	681,299.35	867,550.00	904,450.00	913,850.00
331 - Code Compliance	392,800.00	374,872.55	297,300.00	282,803.28	325,150.00	278,423.97	325,150.00	284,700.00	293,200.00
341 - Animal Care and Control	119,750.00	113,229.85	72,850.00	69,913.61	80,050.00	64,598.72	80,050.00	79,050.00	83,400.00
401 - Public Works Administration	399,150.00	505,986.16	352,200.00	278,997.27	335,650.00	305,721.46	335,650.00	175,150.00	184,100.00
403 - Capital Improvements	142,850.00	123,584.63	190,000.00	177,377.76	240,500.00	216,630.00	240,500.00	361,600.00	379,700.00
405 - Facilities	0.00	0.00	0.00	1,301.77	225,800.00	184,537.73	225,800.00	0.00	0.00
431 - Street Maintenance	0.00	0.00	11,200.00	0.00	0.00	0.00	0.00	0.00	0.00
451 - Watershed Management	155,000.00	122,200.40	178,400.00	156,907.27	165,300.00	121,337.37	165,300.00	231,800.00	271,350.00
461 - Resource Conservation	0.00	0.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00
471 - City Hall Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	134,750.00	119,350.00
501 - Parks and Recreation Administration	124,450.00	115,884.22	108,450.00	100,773.87	192,650.00	105,052.67	191,650.00	173,250.00	181,775.00
502 - Parks and Facilities Maintenance	220,500.00	126,216.83	125,400.00	104,193.35	0.00	0.00	0.00	0.00	0.00
Fund: 101 - GENERAL FUND Total:	**11,556,400.00**	**11,062,037.67**	**12,394,550.00**	**11,822,268.90**	**13,408,205.00**	**11,040,788.12**	**13,234,175.00**	**13,786,000.00**	**13,991,175.00**
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE									
431 - Street Maintenance	0.00	0.00	0.00	0.00	352,250.00	152,234.21	152,250.00	0.00	0.00
472 - Parks Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31,000.00	100,000.00
501 - Parks and Recreation Administration	40,000.00	35,333.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE Total:	**40,000.00**	**35,333.02**	**0.00**	**0.00**	**352,250.00**	**152,234.21**	**152,250.00**	**31,000.00**	**100,000.00**

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
					Defined Budgets				
Fund: 104 - MEASURE X FUND									
111 - City Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91,500.00	85,500.00
121 - Legal Services	2,500.00	3,646.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
141 - Staff Recruitment, Retention and Development	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80,000.00	0.00
151 - Emergency Preparedness	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,000.00	25,000.00
161 - Communication and Community Promotions	60,000.00	60,000.00	70,000.00	66,600.00	82,100.00	64,044.87	82,100.00	85,500.00	85,500.00
162 - Economic Vitality	15,400.00	8,365.00	32,000.00	30,706.00	31,000.00	29,635.64	31,000.00	15,500.00	15,500.00
163 - Community Services Support	166,550.00	-9,385.16	166,550.00	107,165.00	162,550.00	156,360.00	162,550.00	163,500.00	163,500.00
171 - Law Enforcement	686,100.00	686,100.00	788,200.00	788,200.00	809,400.00	742,192.88	809,400.00	1,088,650.00	1,481,950.00
181 - Racial Equity	107,050.00	126,367.79	96,950.00	50,657.41	83,470.00	18,425.16	54,450.00	29,000.00	0.00
211 - Central Services	0.00	0.00	0.00	0.00	0.00	36,600.27	40,000.00	21,600.00	22,700.00
221 - Management Information Services	2,000.00	39.00	0.00	0.00	2,650.00	0.00	0.00	0.00	0.00
302 - Advance Planning	159,350.00	89,739.55	292,000.00	197,446.10	266,650.00	231,665.12	266,650.00	289,300.00	303,950.00
311 - Housing	87,000.00	90,480.00	62,000.00	40,376.59	42,000.00	25,127.55	42,000.00	42,000.00	42,000.00
405 - Facilities	0.00	0.00	0.00	1,445.12	108,000.00	90,347.29	108,000.00	0.00	0.00
461 - Resource Conservation	170,300.00	127,327.01	92,400.00	85,236.12	42,900.00	36,017.62	42,900.00	133,250.00	137,550.00
502 - Parks and Facilities Maintenance	290,850.00	287,035.75	238,400.00	214,465.81	0.00	0.00	0.00	0.00	0.00
512 - Senior Services	0.00	0.00	50,250.00	39,232.43	219,500.00	139,037.95	196,050.00	204,900.00	209,800.00
Fund: 104 - MEASURE X FUND Total:	**1,747,100.00**	**1,469,714.94**	**1,888,750.00**	**1,621,530.58**	**1,850,220.00**	**1,569,454.35**	**1,835,100.00**	**2,269,700.00**	**2,572,950.00**
Fund: 201 - TRAFFIC SAFETY FUND									
331 - Code Compliance	20,850.00	19,085.39	21,600.00	15,710.78	25,475.00	13,193.22	25,475.00	17,450.00	18,550.00
Fund: 201 - TRAFFIC SAFETY FUND Total:	**20,850.00**	**19,085.39**	**21,600.00**	**15,710.78**	**25,475.00**	**13,193.22**	**25,475.00**	**17,450.00**	**18,550.00**
Fund: 202 - LIBRARY FUND									
102 - Commissions Boards and Committees	1,500.00	540.00	5,000.00	1,410.00	2,250.00	1,110.00	1,900.00	2,250.00	2,250.00
211 - Central Services	0.00	0.00	0.00	0.00	17,600.00	14,808.67	18,600.00	20,250.00	20,750.00
221 - Management Information Services	53,000.00	35,047.82	26,100.00	16,017.00	28,550.00	9,298.74	28,550.00	29,550.00	30,750.00
405 - Facilities	0.00	0.00	450.00	9,388.86	129,750.00	84,585.56	159,750.00	0.00	0.00
473 - Library Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	122,850.00	126,550.00
501 - Parks and Recreation Administration	47,300.00	44,188.79	45,200.00	24,639.19	27,800.00	22,737.04	27,800.00	29,500.00	31,200.00
502 - Parks and Facilities Maintenance	53,800.00	40,670.36	37,150.00	34,389.44	0.00	0.00	0.00	0.00	0.00
550 - City Library	491,450.00	500,157.21	647,850.00	581,529.68	689,950.00	579,294.09	689,950.00	730,500.00	755,400.00
Fund: 202 - LIBRARY FUND Total:	**647,050.00**	**620,604.18**	**761,750.00**	**667,374.17**	**895,900.00**	**711,834.10**	**926,550.00**	**934,900.00**	**966,900.00**
Fund: 204 - PARK MAINTENANCE FUND									
211 - Central Services	0.00	0.00	0.00	0.00	168,800.00	153,095.70	170,400.00	0.00	0.00
405 - Facilities	0.00	0.00	0.00	765.06	457,100.00	363,251.94	469,600.00	0.00	0.00
472 - Parks Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	630,350.00	650,050.00
501 - Parks and Recreation Administration	69,400.00	68,235.21	68,550.00	35,150.63	59,850.00	51,089.64	59,850.00	75,150.00	78,700.00
502 - Parks and Facilities Maintenance	497,800.00	447,920.34	528,250.00	508,897.15	0.00	0.00	0.00	0.00	0.00
531 - Ocean Beach Services	20,000.00	23,456.00	40,000.00	45,681.49	66,080.00	38,856.12	66,600.00	0.00	0.00
Fund: 204 - PARK MAINTENANCE FUND Total:	**587,200.00**	**539,611.55**	**636,800.00**	**590,494.33**	**751,830.00**	**606,293.40**	**766,450.00**	**705,500.00**	**728,750.00**

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
					Defined Budgets				
Fund: 205 - GAS TAX FUND									
431 - Street Maintenance	241,600.00	203,862.14	368,100.00	286,149.59	371,350.00	287,368.75	371,350.00	317,200.00	298,450.00
502 - Parks and Facilities Maintenance	6,800.00	4,799.29	7,450.00	7,096.90	0.00	0.00	0.00	0.00	0.00
Fund: 205 - GAS TAX FUND Total:	**248,400.00**	**208,661.43**	**375,550.00**	**293,246.49**	**371,350.00**	**287,368.75**	**371,350.00**	**317,200.00**	**298,450.00**
Fund: 206 - LOCAL TRANSPORTATION FUND									
405 - Facilities	0.00	0.00	0.00	0.00	0.00	105.90	350.00	0.00	0.00
431 - Street Maintenance	38,400.00	33,829.31	16,200.00	13,357.65	14,300.00	8,663.28	13,950.00	17,100.00	18,200.00
Fund: 206 - LOCAL TRANSPORTATION FUND Total:	**38,400.00**	**33,829.31**	**16,200.00**	**13,357.65**	**14,300.00**	**8,769.18**	**14,300.00**	**17,100.00**	**18,200.00**
Fund: 207 - TIDELANDS TRUST FUND									
101 - Legislative & Policy	27,000.00	26,643.00	28,000.00	28,002.00	29,000.00	28,842.00	29,000.00	33,500.00	35,200.00
211 - Central Services	1,200.00	1,161.18	2,000.00	1,905.56	2,200.00	0.00	0.00	0.00	0.00
221 - Management Information Services	0.00	0.00	0.00	1,080.00	1,800.00	1,080.00	1,800.00	1,100.00	1,100.00
405 - Facilities	0.00	0.00	0.00	633.74	172,350.00	109,849.61	172,350.00	0.00	0.00
477 - Beach Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	164,100.00	153,100.00
501 - Parks and Recreation Administration	78,250.00	76,965.12	79,850.00	70,128.49	61,900.00	51,203.95	61,900.00	58,750.00	61,950.00
502 - Parks and Facilities Maintenance	79,300.00	76,253.04	77,400.00	71,102.65	0.00	0.00	0.00	0.00	0.00
531 - Ocean Beach Services	90,650.00	64,709.98	97,100.00	83,742.09	130,650.00	88,309.08	130,650.00	170,625.00	177,850.00
Fund: 207 - TIDELANDS TRUST FUND Total:	**276,400.00**	**245,732.32**	**284,350.00**	**256,594.53**	**397,900.00**	**279,284.64**	**395,700.00**	**428,075.00**	**429,200.00**
Fund: 208 - STREET LIGHTING FUND									
211 - Central Services	120,000.00	120,769.91	144,000.00	139,048.02	151,000.00	98,365.33	122,000.00	123,400.00	129,500.00
411 - Transportation, Parking and Lighting	41,750.00	31,334.77	40,650.00	33,619.66	84,050.00	72,740.41	84,050.00	132,850.00	87,100.00
502 - Parks and Facilities Maintenance	22,550.00	18,964.70	22,600.00	22,175.27	0.00	0.00	0.00	0.00	0.00
Fund: 208 - STREET LIGHTING FUND Total:	**184,300.00**	**171,069.38**	**207,250.00**	**194,842.95**	**235,050.00**	**171,105.74**	**206,050.00**	**256,250.00**	**216,600.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND									
211 - Central Services	58,550.00	58,288.31	67,700.00	53,489.26	62,500.00	46,327.40	54,800.00	57,600.00	60,500.00
441 - Right of Way Maintenance	282,400.00	290,436.69	331,850.00	294,986.22	348,250.00	253,591.01	348,250.00	399,450.00	407,100.00
502 - Parks and Facilities Maintenance	6,650.00	4,937.57	21,150.00	20,367.13	0.00	0.00	0.00	0.00	0.00
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND Total:	**347,600.00**	**353,662.57**	**420,700.00**	**368,842.61**	**410,750.00**	**299,918.41**	**403,050.00**	**457,050.00**	**467,600.00**
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND									
161 - Communication and Community Promotions	13,450.00	6,222.00	15,300.00	11,769.94	15,300.00	11,879.08	15,300.00	17,350.00	17,350.00
162 - Economic Vitality	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
431 - Street Maintenance	5,700.00	4,666.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND..	**19,150.00**	**12,888.25**	**15,300.00**	**11,769.94**	**15,300.00**	**11,879.08**	**15,300.00**	**17,350.00**	**17,350.00**
Fund: 211 - AB 939 SOLID WASTE FUND									
211 - Central Services	0.00	0.00	6,150.00	5,865.75	7,200.00	6,035.56	7,200.00	8,000.00	8,500.00
421 - Solid Waste	326,600.00	291,832.27	369,800.00	293,820.53	456,850.00	373,477.66	456,850.00	597,400.00	581,900.00
431 - Street Maintenance	140,000.00	218,868.84	180,700.00	174,531.23	54,950.00	54,936.00	54,950.00	0.00	0.00
502 - Parks and Facilities Maintenance	6,400.00	4,467.72	7,550.00	7,096.90	0.00	0.00	0.00	0.00	0.00
Fund: 211 - AB 939 SOLID WASTE FUND Total:	**473,000.00**	**515,168.83**	**564,200.00**	**481,314.41**	**519,000.00**	**434,449.22**	**519,000.00**	**605,400.00**	**590,400.00**

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
					Defined Budgets				
Fund: 213 - RECREATION SERVICES FUND									
211 - Central Services	136,400.00	136,990.86	122,400.00	113,208.37	130,900.00	102,611.52	117,800.00	0.00	0.00
221 - Management Information Services	17,000.00	15,330.68	20,150.00	11,835.00	23,800.00	12,774.42	16,100.00	21,000.00	21,500.00
405 - Facilities	0.00	0.00	0.00	0.00	129,300.00	87,829.64	129,300.00	0.00	0.00
474 - Veterans Hall Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	143,350.00	148,000.00
475 - Pool Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	348,750.00	354,950.00
476 - Community Garden Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,300.00	27,700.00
478 - Community Farm	0.00	0.00	0.00	0.00	0.00	0.00	0.00	26,250.00	26,250.00
502 - Parks and Facilities Maintenance	0.00	0.00	7,600.00	7,520.23	0.00	0.00	0.00	0.00	0.00
503 - Vets Hall/Seaside	120,050.00	107,364.59	120,300.00	109,765.99	196,950.00	125,093.03	197,300.00	64,550.00	67,850.00
521 - Community Pool Services	614,800.00	635,677.39	582,200.00	543,278.75	449,700.00	386,527.63	454,250.00	462,350.00	483,100.00
522 - Junior Lifeguards	148,250.00	132,627.09	138,950.00	129,066.50	205,850.00	83,212.72	205,850.00	124,100.00	133,550.00
523 - Swim Team Aquatics	22,950.00	41,899.84	61,200.00	47,085.44	55,500.00	39,031.99	54,000.00	99,250.00	105,600.00
531 - Ocean Beach Services	15,300.00	8,648.90	11,050.00	7,811.94	11,700.00	8,508.27	11,700.00	0.00	0.00
532 - Beach Store	19,100.00	17,412.71	24,800.00	23,875.99	0.00	0.00	0.00	0.00	0.00
541 - Special Events	2,500.00	1,404.47	2,500.00	1,795.62	1,500.00	1,819.40	1,850.00	1,500.00	1,500.00
542 - Community Garden	31,550.00	28,773.39	24,000.00	22,365.84	46,550.00	22,535.73	46,550.00	34,550.00	33,800.00
Fund: 213 - RECREATION SERVICES FUND Total:	**1,127,900.00**	**1,126,129.92**	**1,115,150.00**	**1,017,609.67**	**1,251,750.00**	**869,944.35**	**1,234,700.00**	**1,351,950.00**	**1,403,800.00**
Fund: 214 - HOUSING FUND									
311 - Housing	206,400.00	205,717.00	208,875.00	186,320.60	30,000.00	18,720.00	30,000.00	31,250.00	32,600.00
Fund: 214 - HOUSING FUND Total:	**206,400.00**	**205,717.00**	**208,875.00**	**186,320.60**	**30,000.00**	**18,720.00**	**30,000.00**	**31,250.00**	**32,600.00**
Fund: 215 - MEASURE A FUND									
163 - Community Services Support	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00
211 - Central Services	13,000.00	12,228.35	15,000.00	17,933.33	17,250.00	11,981.50	18,000.00	19,000.00	20,500.00
221 - Management Information Services	10,500.00	8,914.21	10,000.00	6,250.00	6,250.00	6,250.00	6,250.00	11,250.00	11,250.00
411 - Transportation, Parking and Lighting	464,900.00	356,214.18	295,300.00	210,001.09	369,350.00	256,256.22	369,350.00	319,000.00	319,000.00
431 - Street Maintenance	551,300.00	343,735.56	178,200.00	163,432.01	316,500.00	270,843.27	316,500.00	241,950.00	245,800.00
441 - Right of Way Maintenance	160,000.00	178,349.05	184,000.00	152,727.57	147,600.00	107,690.00	147,600.00	125,000.00	125,000.00
451 - Watershed Management	5,000.00	3,142.85	6,350.00	6,345.00	70,000.00	57,269.08	70,000.00	50,000.00	50,000.00
Fund: 215 - MEASURE A FUND Total:	**1,210,200.00**	**908,084.20**	**694,350.00**	**562,189.00**	**932,450.00**	**715,790.07**	**933,200.00**	**771,700.00**	**777,050.00**
Fund: 216 - REVOLVING FUND									
151 - Emergency Preparedness	11,000.00	12,677.50	10,000.00	12,689.30	10,000.00	0.00	0.00	0.00	0.00
405 - Facilities	0.00	0.00	0.00	0.00	81,000.00	48,106.80	48,500.00	0.00	0.00
421 - Solid Waste	15,650.00	16,471.90	16,600.00	25,527.99	104,000.00	20,938.83	104,000.00	32,500.00	32,500.00
502 - Parks and Facilities Maintenance	9,000.00	30,973.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00
512 - Senior Services	0.00	0.00	1,300.00	956.54	3,000.00	0.00	3,000.00	400.00	0.00
521 - Community Pool Services	6,800.00	5,706.80	14,000.00	0.00	44,000.00	15,000.00	44,000.00	0.00	0.00
522 - Junior Lifeguards	7,700.00	0.00	2,500.00	622.59	18,800.00	15,540.05	18,800.00	10,000.00	10,000.00
523 - Swim Team Aquatics	3,000.00	2,771.97	3,000.00	0.00	3,000.00	0.00	6,600.00	10,000.00	10,000.00
531 - Ocean Beach Services	12,000.00	15,536.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00
550 - City Library	83,300.00	76,947.53	58,800.00	44,462.56	30,500.00	14,710.00	31,600.00	5,500.00	5,500.00

SubProgra...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
					Defined Budgets				
Fund: 216 - REVOLVING FUND Total:	**148,450.00**	**161,085.45**	**106,200.00**	**84,258.98**	**294,300.00**	**114,295.68**	**256,500.00**	**58,400.00**	**58,000.00**
Fund: 217 - PEG FEES									
161 - Communication and Community Promotions	98,350.00	84,720.05	136,100.00	103,051.59	93,300.00	54,884.19	93,300.00	116,300.00	116,900.00
201 - Financial Management Services	0.00	666.09	0.00	337.97	0.00	0.00	0.00	0.00	0.00
221 - Management Information Services	11,700.00	33,140.26	11,700.00	11,265.48	12,500.00	12,415.69	12,500.00	13,500.00	14,500.00
Fund: 217 - PEG FEES Total:	**110,050.00**	**118,526.40**	**147,800.00**	**114,655.04**	**105,800.00**	**67,299.88**	**105,800.00**	**129,800.00**	**131,400.00**
Fund: 218 - BERM ASSESSMENT DISTRICT #5									
472 - Parks Facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49,000.00	51,500.00
Fund: 218 - BERM ASSESSMENT DISTRICT #5 Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**49,000.00**	**51,500.00**
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND									
403 - Capital Improvements	5,853,900.00	4,596,278.33	3,765,600.00	3,593,465.77	14,979,500.00	10,551,565.78	14,979,500.00	8,229,500.00	7,451,500.00
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND Total:	**5,853,900.00**	**4,596,278.33**	**3,765,600.00**	**3,593,465.77**	**14,979,500.00**	**10,551,565.78**	**14,979,500.00**	**8,229,500.00**	**7,451,500.00**
Report Total:	**24,842,750.00**	**22,403,220.14**	**23,624,975.00**	**21,895,846.40**	**36,841,330.00**	**27,924,188.18**	**36,404,450.00**	**30,464,575.00**	**30,321,975.00**

Fund Summary

Fund	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	Defined Budgets FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
101 - GENERAL FUND	11,556,400.00	11,062,037.67	12,394,550.00	11,822,268.90	13,408,205.00	11,040,788.12	13,234,175.00	13,786,000.00	13,991,175.00
103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE	40,000.00	35,333.02	0.00	0.00	352,250.00	152,234.21	152,250.00	31,000.00	100,000.00
104 - MEASURE X FUND	1,747,100.00	1,469,714.94	1,888,750.00	1,621,530.58	1,850,220.00	1,569,454.35	1,835,100.00	2,269,700.00	2,572,950.00
201 - TRAFFIC SAFETY FUND	20,850.00	19,085.39	21,600.00	15,710.78	25,475.00	13,193.22	25,475.00	17,450.00	18,550.00
202 - LIBRARY FUND	647,050.00	620,604.18	761,750.00	667,374.17	895,900.00	711,834.10	926,550.00	934,900.00	966,900.00
204 - PARK MAINTENANCE FUND	587,200.00	539,611.55	636,800.00	590,494.33	751,830.00	606,293.40	766,450.00	705,500.00	728,750.00
205 - GAS TAX FUND	248,400.00	208,661.43	375,550.00	293,246.49	371,350.00	287,368.75	371,350.00	317,200.00	298,450.00
206 - LOCAL TRANSPORTATION FUND	38,400.00	33,829.31	16,200.00	13,357.65	14,300.00	8,769.18	14,300.00	17,100.00	18,200.00
207 - TIDELANDS TRUST FUND	276,400.00	245,732.32	284,350.00	256,594.53	397,900.00	279,284.64	395,700.00	428,075.00	429,200.00
208 - STREET LIGHTING FUND	184,300.00	171,069.38	207,250.00	194,842.95	235,050.00	171,105.74	206,050.00	256,250.00	216,600.00
209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND	347,600.00	353,662.57	420,700.00	368,842.61	410,750.00	299,918.41	403,050.00	457,050.00	467,600.00
210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUN	19,150.00	12,888.25	15,300.00	11,769.94	15,300.00	11,879.08	15,300.00	17,350.00	17,350.00
211 - AB 939 SOLID WASTE FUND	473,000.00	515,168.83	564,200.00	481,314.41	519,000.00	434,449.22	519,000.00	605,400.00	590,400.00
213 - RECREATION SERVICES FUND	1,127,900.00	1,126,129.92	1,115,150.00	1,017,609.67	1,251,750.00	869,944.35	1,234,700.00	1,351,950.00	1,403,800.00
214 - HOUSING FUND	206,400.00	205,717.00	208,875.00	186,320.60	30,000.00	18,720.00	30,000.00	31,250.00	32,600.00
215 - MEASURE A FUND	1,210,200.00	908,084.20	694,350.00	562,189.00	932,450.00	715,790.07	933,200.00	771,700.00	777,050.00
216 - REVOLVING FUND	148,450.00	161,085.45	106,200.00	84,258.98	294,300.00	114,295.68	256,500.00	58,400.00	58,000.00
217 - PEG FEES	110,050.00	118,526.40	147,800.00	114,655.04	105,800.00	67,299.88	105,800.00	129,800.00	131,400.00
218 - BERM ASSESSMENT DISTRICT #5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49,000.00	51,500.00
301 - CAPITAL IMPROVEMENT PROJECTS FUND	5,853,900.00	4,596,278.33	3,765,600.00	3,593,465.77	14,979,500.00	10,551,565.78	14,979,500.00	8,229,500.00	7,451,500.00
Report Total:	**24,842,750.00**	**22,403,220.14**	**23,624,975.00**	**21,895,846.40**	**36,841,330.00**	**27,924,188.18**	**36,404,450.00**	**30,464,575.00**	**30,321,975.00**

Carpinteria, CA

Budget Worksheet
Account Summary
For Fiscal: FY 2024/25 Period Ending: 05/31/2025

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
Fund: 101 - GENERAL FUND										
Revenue										
101-999-4920	From ARPA 105	1,267,000.00	1,266,988.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**1,267,000.00**	**1,266,988.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Expense										
101-999-5901	To Capital Asset Reserve 103	611,600.00	611,576.00	0.00	0.00	0.00	0.00			
101-999-5905	To Park Maintenance 204	239,100.00	189,021.74	266,100.00	227,253.68	442,030.00	248,773.46	454,750.00	486,300.00	509,550.00
101-999-5907	To ROW 209	73,450.00	80,810.73	157,650.00	102,813.64	204,850.00	127,781.49	195,450.00	256,250.00	266,800.00
101-999-5908	To Revolving Fund 216	0.00	0.00	0.00	12,689.30	0.00	0.00			
101-999-5909	To Recreation Services 213	434,000.00	407,426.01	471,185.00	409,814.90	0.00	0.00			
101-999-5911	To Capital Improvement 301	0.00	0.00	1,163,150.00	1,163,136.32	0.00	0.00			
101-999-5912	To General Reserve 102	1,391,750.00	1,046,209.00	0.00	0.00	0.00	0.00			
101-999-5913	To AB 939 211	0.00	0.00	52,500.00	4,458.78	159,101.00	176,815.01	156,301.00		
101-999-5917	To Library Fund 202	30,000.00	30,000.00	30,000.00	30,000.00	0.00	0.00			
101-999-5921	To Berm Assessment 218	0.00	0.00	0.00	0.00	0.00	0.00		28,600.00	31,100.00
	Expense Total:	**2,779,900.00**	**2,365,043.48**	**2,140,585.00**	**1,950,166.62**	**805,981.00**	**553,369.96**	**806,501.00**	**771,150.00**	**807,450.00**
	Fund: 101 - GENERAL FUND Surplus (Deficit):	**-1,512,900.00**	**-1,098,055.48**	**-2,140,585.00**	**-1,950,166.62**	**-805,981.00**	**-553,369.96**	**-806,501.00**	**-771,150.00**	**-807,450.00**
Fund: 102 - GENERAL RESERVE - SPECIAL PROJECTS										
Revenue										
102-999-4916	From General 101	1,046,250.00	1,046,209.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**1,046,250.00**	**1,046,209.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Expense										
102-999-5905	To Park Maintenance 204	0.00	0.00	12,000.00	0.00	0.00	0.00			
102-999-5911	To Capital Improvement 301	1,046,250.00	1,286,402.44	0.00	0.00	0.00	0.00			
	Expense Total:	**1,046,250.00**	**1,286,402.44**	**12,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Fund: 102 - GENERAL RESERVE - SPECIAL PROJECTS Surplus (Deficit):	**0.00**	**-240,193.44**	**-12,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE										
Revenue										
103-999-4916	From General 101	611,600.00	611,576.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**611,600.00**	**611,576.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Expense										
103-999-5916	To Peg 217	0.00	0.00	50,000.00	32,221.37	0.00	0.00			
	Expense Total:	**0.00**	**0.00**	**50,000.00**	**32,221.37**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE Surp..		**611,600.00**	**611,576.00**	**-50,000.00**	**-32,221.37**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 104 - MEASURE X FUND										
Revenue										
104-999-4920	From ARPA 105	75,000.00	75,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**75,000.00**	**75,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Expense										
104-999-5905	To Park Maintenance 204	120,000.00	120,000.00	120,000.00	120,000.00	0.00	0.00			
104-999-5907	To ROW 209	50,000.00	50,000.00	50,000.00	50,000.00	0.00	0.00			
104-999-5909	To Recreation Services 213	80,000.00	80,000.00	80,000.00	80,000.00	721,850.00	403,639.24	667,300.00	721,700.00	764,800.00
104-999-5911	To Capital Improvement 301	1,635,300.00	1,145,578.39	1,654,450.00	1,263,798.65	5,164,600.00	3,349,179.25	5,164,600.00	18,000.00	
104-999-5913	To AB 939 211	0.00	0.00	190,304.00	190,304.00	0.00	0.00			
104-999-5916	To Peg 217	0.00	0.00	0.00	0.00	26,490.00	0.00	26,490.00	89,600.00	91,200.00
104-999-5917	To Library Fund 202	434,300.00	425,047.52	512,750.00	487,129.15	589,195.00	509,428.18	623,845.00	697,400.00	727,400.00
	Expense Total:	**2,319,600.00**	**1,820,625.91**	**2,607,504.00**	**2,191,231.80**	**6,502,135.00**	**4,262,246.67**	**6,482,235.00**	**1,526,700.00**	**1,583,400.00**
	Fund: 104 - MEASURE X FUND Surplus (Deficit):	**-2,244,600.00**	**-1,745,625.91**	**-2,607,504.00**	**-2,191,231.80**	**-6,502,135.00**	**-4,262,246.67**	**-6,482,235.00**	**-1,526,700.00**	**-1,583,400.00**
Fund: 201 - TRAFFIC SAFETY FUND										
Revenue										
201-999-4920	From ARPA 105	2,000.00	2,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**2,000.00**	**2,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Fund: 201 - TRAFFIC SAFETY FUND Total:	**2,000.00**	**2,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 202 - LIBRARY FUND										
Revenue										
202-999-4916	From General 101	30,000.00	30,000.00	30,000.00	30,000.00	0.00	0.00			
202-999-4918	From Measure X 104	434,300.00	425,047.52	512,750.00	487,129.15	589,195.00	509,428.18	623,845.00	697,400.00	727,400.00
	Revenue Total:	**464,300.00**	**455,047.52**	**542,750.00**	**517,129.15**	**589,195.00**	**509,428.18**	**623,845.00**	**697,400.00**	**727,400.00**
	Fund: 202 - LIBRARY FUND Total:	**464,300.00**	**455,047.52**	**542,750.00**	**517,129.15**	**589,195.00**	**509,428.18**	**623,845.00**	**697,400.00**	**727,400.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
Fund: 203 - ROAD MAINTENANCE REHABILITATION FUND										
Expense										
203-999-5911	To Capital Improvement 301	50,000.00	49,501.25	614,400.00	574,622.25	358,350.00	273,590.80	358,350.00	225,000.00	175,000.00
	Expense Total:	**50,000.00**	**49,501.25**	**614,400.00**	**574,622.25**	**358,350.00**	**273,590.80**	**358,350.00**	**225,000.00**	**175,000.00**
Fund: 203 - ROAD MAINTENANCE REHABILITATION FUND Total:		**50,000.00**	**49,501.25**	**614,400.00**	**574,622.25**	**358,350.00**	**273,590.80**	**358,350.00**	**225,000.00**	**175,000.00**
Fund: 204 - PARK MAINTENANCE FUND										
Revenue										
204-999-4916	From General 101	239,100.00	189,021.74	266,100.00	227,253.68	442,030.00	248,773.46	454,750.00	486,300.00	509,550.00
204-999-4917	From General Reserves 102	0.00	0.00	12,000.00	0.00	0.00	0.00			
204-999-4918	From Measure X 104	120,000.00	120,000.00	120,000.00	120,000.00	0.00	0.00			
204-999-4920	From ARPA 105	21,000.00	21,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**380,100.00**	**330,021.74**	**398,100.00**	**347,253.68**	**442,030.00**	**248,773.46**	**454,750.00**	**486,300.00**	**509,550.00**
Fund: 204 - PARK MAINTENANCE FUND Total:		**380,100.00**	**330,021.74**	**398,100.00**	**347,253.68**	**442,030.00**	**248,773.46**	**454,750.00**	**486,300.00**	**509,550.00**
Fund: 205 - GAS TAX FUND										
Revenue										
205-999-4920	From ARPA 105	27,000.00	27,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**27,000.00**	**27,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Expense										
205-999-5911	To Capital Improvement 301	0.00	0.00	0.00	0.00	460,000.00	460,000.00	460,000.00	59,500.00	59,500.00
	Expense Total:	**0.00**	**0.00**	**0.00**	**0.00**	**460,000.00**	**460,000.00**	**460,000.00**	**59,500.00**	**59,500.00**
Fund: 205 - GAS TAX FUND Surplus (Deficit):		**27,000.00**	**27,000.00**	**0.00**	**0.00**	**-460,000.00**	**-460,000.00**	**-460,000.00**	**-59,500.00**	**-59,500.00**
Fund: 206 - LOCAL TRANSPORTATION FUND										
Revenue										
206-999-4920	From ARPA 105	7,000.00	7,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**7,000.00**	**7,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 206 - LOCAL TRANSPORTATION FUND Total:		**7,000.00**	**7,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 207 - TIDELANDS TRUST FUND										
Revenue										
207-999-4920	From ARPA 105	24,000.00	24,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**24,000.00**	**24,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Expense										
207-999-5911	To Capital Improvement 301	12,200.00	20,222.50	100,000.00	4,573.15	275,300.00	0.00	275,300.00	9,000.00	
	Expense Total:	**12,200.00**	**20,222.50**	**100,000.00**	**4,573.15**	**275,300.00**	**0.00**	**275,300.00**	**9,000.00**	**0.00**
Fund: 207 - TIDELANDS TRUST FUND Surplus (Deficit):		**11,800.00**	**3,777.50**	**-100,000.00**	**-4,573.15**	**-275,300.00**	**0.00**	**-275,300.00**	**-9,000.00**	**0.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
Fund: 208 - STREET LIGHTING FUND										
Revenue										
208-999-4920	From ARPA 105	2,500.00	2,500.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**2,500.00**	**2,500.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 208 - STREET LIGHTING FUND Total:		**2,500.00**	**2,500.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND										
Revenue										
209-999-4916	From General 101	73,450.00	80,810.73	157,650.00	102,813.64	204,850.00	127,781.49	195,450.00	256,250.00	266,800.00
209-999-4918	From Measure X 104	50,000.00	50,000.00	50,000.00	50,000.00	0.00	0.00			
209-999-4920	From ARPA 105	25,000.00	25,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**148,450.00**	**155,810.73**	**207,650.00**	**152,813.64**	**204,850.00**	**127,781.49**	**195,450.00**	**256,250.00**	**266,800.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND Total:		**148,450.00**	**155,810.73**	**207,650.00**	**152,813.64**	**204,850.00**	**127,781.49**	**195,450.00**	**256,250.00**	**266,800.00**
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND										
Revenue										
210-999-4920	From ARPA 105	2,000.00	2,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**2,000.00**	**2,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND..		**2,000.00**	**2,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 211 - AB 939 SOLID WASTE FUND										
Revenue										
211-999-4916	From General 101	0.00	0.00	52,500.00	4,458.78	159,101.00	176,815.01	156,301.00		
211-999-4918	From Measure X 104	0.00	0.00	190,304.00	190,304.00	0.00	0.00			
211-999-4920	From ARPA 105	23,000.00	23,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**23,000.00**	**23,000.00**	**242,804.00**	**194,762.78**	**159,101.00**	**176,815.01**	**156,301.00**	**0.00**	**0.00**
Fund: 211 - AB 939 SOLID WASTE FUND Total:		**23,000.00**	**23,000.00**	**242,804.00**	**194,762.78**	**159,101.00**	**176,815.01**	**156,301.00**	**0.00**	**0.00**
Fund: 213 - RECREATION SERVICES FUND										
Revenue										
213-999-4901	From Revolving 216	26,100.00	23,320.26	26,500.00	17,570.77	0.00	0.00			
213-999-4916	From General 101	434,000.00	407,426.01	471,185.00	409,814.90	0.00	0.00			
213-999-4918	From Measure X 104	80,000.00	80,000.00	80,000.00	80,000.00	721,850.00	403,639.24	667,300.00	721,700.00	764,800.00
213-999-4920	From ARPA 105	82,000.00	82,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**622,100.00**	**592,746.27**	**577,685.00**	**507,385.67**	**721,850.00**	**403,639.24**	**667,300.00**	**721,700.00**	**764,800.00**
Fund: 213 - RECREATION SERVICES FUND Total:		**622,100.00**	**592,746.27**	**577,685.00**	**507,385.67**	**721,850.00**	**403,639.24**	**667,300.00**	**721,700.00**	**764,800.00**

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
Fund: 215 - MEASURE A FUND										
Revenue										
215-999-4920	From ARPA 105	38,000.00	38,000.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**38,000.00**	**38,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Expense										
215-999-5911	To Capital Improvement 301	711,450.00	437,738.40	467,450.00	497,753.93	1,608,925.00	1,121,524.99	1,608,925.00	67,500.00	67,500.00
	Expense Total:	**711,450.00**	**437,738.40**	**467,450.00**	**497,753.93**	**1,608,925.00**	**1,121,524.99**	**1,608,925.00**	**67,500.00**	**67,500.00**
	Fund: 215 - MEASURE A FUND Surplus (Deficit):	**-673,450.00**	**-399,738.40**	**-467,450.00**	**-497,753.93**	**-1,608,925.00**	**-1,121,524.99**	**-1,608,925.00**	**-67,500.00**	**-67,500.00**
Fund: 216 - REVOLVING FUND										
Revenue										
216-999-4916	From General 101	0.00	0.00	0.00	12,689.30	0.00	0.00			
	Revenue Total:	**0.00**	**0.00**	**0.00**	**12,689.30**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Expense										
216-999-5909	To Recreation Services 213	26,100.00	23,320.26	26,500.00	17,570.77	0.00	0.00			
	Expense Total:	**26,100.00**	**23,320.26**	**26,500.00**	**17,570.77**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Fund: 216 - REVOLVING FUND Surplus (Deficit):	**-26,100.00**	**-23,320.26**	**-26,500.00**	**-4,881.47**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 217 - PEG FEES										
Revenue										
217-999-4902	From Major Asset Replacement...	0.00	0.00	50,000.00	32,221.37	0.00	0.00			
217-999-4918	From Measure X 104	0.00	0.00	0.00	0.00	26,490.00	0.00	26,490.00	89,600.00	91,200.00
217-999-4920	From ARPA 105	5,500.00	5,500.00	0.00	0.00	0.00	0.00			
	Revenue Total:	**5,500.00**	**5,500.00**	**50,000.00**	**32,221.37**	**26,490.00**	**0.00**	**26,490.00**	**89,600.00**	**91,200.00**
	Fund: 217 - PEG FEES Total:	**5,500.00**	**5,500.00**	**50,000.00**	**32,221.37**	**26,490.00**	**0.00**	**26,490.00**	**89,600.00**	**91,200.00**
Fund: 218 - BERM ASSESSMENT DISTRICT #5										
Revenue										
218-999-4916	From General 101	0.00	0.00	0.00	0.00	0.00	0.00		28,600.00	31,100.00
	Revenue Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**28,600.00**	**31,100.00**
	Fund: 218 - BERM ASSESSMENT DISTRICT #5 Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**28,600.00**	**31,100.00**
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND										
Revenue										
301-999-4904	From Gas Tax 205	0.00	0.00	0.00	0.00	460,000.00	460,000.00	460,000.00	59,500.00	59,500.00
301-999-4906	From Measure A Fund 215	711,450.00	437,738.40	467,450.00	497,753.93	1,608,925.00	1,121,524.99	1,608,925.00	67,500.00	67,500.00
301-999-4907	From Tidelands Trust Fund 207	12,200.00	20,222.50	100,000.00	4,573.15	275,300.00	0.00	275,300.00	9,000.00	
301-999-4916	From General 101	0.00	0.00	1,163,150.00	1,163,136.32	0.00	0.00			

								Defined Budgets		
		FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26 FY 2026 PB	FY 2026/27 FY 2027 PB
301-999-4917	From General Reserves 102	1,391,750.00	1,286,402.44	0.00	0.00	0.00	0.00			
301-999-4918	From Measure X 104	1,635,300.00	1,145,578.39	1,654,450.00	1,263,798.65	5,164,600.00	3,349,179.25	5,164,600.00	18,000.00	
301-999-4919	From RMRA 203	50,000.00	49,501.25	614,400.00	574,622.25	358,350.00	273,590.80	358,350.00	225,000.00	175,000.00
	Revenue Total:	**3,800,700.00**	**2,939,442.98**	**3,999,450.00**	**3,503,884.30**	**7,867,175.00**	**5,204,295.04**	**7,867,175.00**	**379,000.00**	**302,000.00**
	Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND Total:	**3,800,700.00**	**2,939,442.98**	**3,999,450.00**	**3,503,884.30**	**7,867,175.00**	**5,204,295.04**	**7,867,175.00**	**379,000.00**	**302,000.00**
	Report Surplus (Deficit):	**1,601,000.00**	**1,600,988.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Group Summary

Account Typ...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB (Defined Budgets)	FY 2025/26 (Defined Budgets)	FY 2026/27 (Defined Budgets)
Fund: 101 - GENERAL FUND									
Revenue	1,267,000.00	1,266,988.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense	2,779,900.00	2,365,043.48	2,140,585.00	1,950,166.62	805,981.00	553,369.96	806,501.00	771,150.00	807,450.00
Fund: 101 - GENERAL FUND Surplus (Deficit):	**-1,512,900.00**	**-1,098,055.48**	**-2,140,585.00**	**-1,950,166.62**	**-805,981.00**	**-553,369.96**	**-806,501.00**	**-771,150.00**	**-807,450.00**
Fund: 102 - GENERAL RESERVE - SPECIAL PROJECTS									
Revenue	1,046,250.00	1,046,209.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense	1,046,250.00	1,286,402.44	12,000.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 102 - GENERAL RESERVE - SPECIAL PROJECTS Surplus (Deficit):	**0.00**	**-240,193.44**	**-12,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE									
Revenue	611,600.00	611,576.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense	0.00	0.00	50,000.00	32,221.37	0.00	0.00	0.00	0.00	0.00
Fund: 103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE Surp..	**611,600.00**	**611,576.00**	**-50,000.00**	**-32,221.37**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 104 - MEASURE X FUND									
Revenue	75,000.00	75,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense	2,319,600.00	1,820,625.91	2,607,504.00	2,191,231.80	6,502,135.00	4,262,246.67	6,482,235.00	1,526,700.00	1,583,400.00
Fund: 104 - MEASURE X FUND Surplus (Deficit):	**-2,244,600.00**	**-1,745,625.91**	**-2,607,504.00**	**-2,191,231.80**	**-6,502,135.00**	**-4,262,246.67**	**-6,482,235.00**	**-1,526,700.00**	**-1,583,400.00**
Fund: 201 - TRAFFIC SAFETY FUND									
Revenue	2,000.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 201 - TRAFFIC SAFETY FUND Total:	**2,000.00**	**2,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 202 - LIBRARY FUND									
Revenue	464,300.00	455,047.52	542,750.00	517,129.15	589,195.00	509,428.18	623,845.00	697,400.00	727,400.00
Fund: 202 - LIBRARY FUND Total:	**464,300.00**	**455,047.52**	**542,750.00**	**517,129.15**	**589,195.00**	**509,428.18**	**623,845.00**	**697,400.00**	**727,400.00**
Fund: 203 - ROAD MAINTENANCE REHABILITATION FUND									
Expense	50,000.00	49,501.25	614,400.00	574,622.25	358,350.00	273,590.80	358,350.00	225,000.00	175,000.00
Fund: 203 - ROAD MAINTENANCE REHABILITATION FUND Total:	**50,000.00**	**49,501.25**	**614,400.00**	**574,622.25**	**358,350.00**	**273,590.80**	**358,350.00**	**225,000.00**	**175,000.00**
Fund: 204 - PARK MAINTENANCE FUND									
Revenue	380,100.00	330,021.74	398,100.00	347,253.68	442,030.00	248,773.46	454,750.00	486,300.00	509,550.00
Fund: 204 - PARK MAINTENANCE FUND Total:	**380,100.00**	**330,021.74**	**398,100.00**	**347,253.68**	**442,030.00**	**248,773.46**	**454,750.00**	**486,300.00**	**509,550.00**
Fund: 205 - GAS TAX FUND									
Revenue	27,000.00	27,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense	0.00	0.00	0.00	0.00	460,000.00	460,000.00	460,000.00	59,500.00	59,500.00
Fund: 205 - GAS TAX FUND Surplus (Deficit):	**27,000.00**	**27,000.00**	**0.00**	**0.00**	**-460,000.00**	**-460,000.00**	**-460,000.00**	**-59,500.00**	**-59,500.00**
Fund: 206 - LOCAL TRANSPORTATION FUND									
Revenue	7,000.00	7,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 206 - LOCAL TRANSPORTATION FUND Total:	**7,000.00**	**7,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Account Typ...	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
					Defined Budgets				
Fund: 207 - TIDELANDS TRUST FUND									
Revenue	24,000.00	24,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense	12,200.00	20,222.50	100,000.00	4,573.15	275,300.00	0.00	275,300.00	9,000.00	0.00
Fund: 207 - TIDELANDS TRUST FUND Surplus (Deficit):	**11,800.00**	**3,777.50**	**-100,000.00**	**-4,573.15**	**-275,300.00**	**0.00**	**-275,300.00**	**-9,000.00**	**0.00**
Fund: 208 - STREET LIGHTING FUND									
Revenue	2,500.00	2,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 208 - STREET LIGHTING FUND Total:	**2,500.00**	**2,500.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND									
Revenue	148,450.00	155,810.73	207,650.00	152,813.64	204,850.00	127,781.49	195,450.00	256,250.00	266,800.00
Fund: 209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND Total:	**148,450.00**	**155,810.73**	**207,650.00**	**152,813.64**	**204,850.00**	**127,781.49**	**195,450.00**	**256,250.00**	**266,800.00**
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND									
Revenue	2,000.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund: 210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUND..	**2,000.00**	**2,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 211 - AB 939 SOLID WASTE FUND									
Revenue	23,000.00	23,000.00	242,804.00	194,762.78	159,101.00	176,815.01	156,301.00	0.00	0.00
Fund: 211 - AB 939 SOLID WASTE FUND Total:	**23,000.00**	**23,000.00**	**242,804.00**	**194,762.78**	**159,101.00**	**176,815.01**	**156,301.00**	**0.00**	**0.00**
Fund: 213 - RECREATION SERVICES FUND									
Revenue	622,100.00	592,746.27	577,685.00	507,385.67	721,850.00	403,639.24	667,300.00	721,700.00	764,800.00
Fund: 213 - RECREATION SERVICES FUND Total:	**622,100.00**	**592,746.27**	**577,685.00**	**507,385.67**	**721,850.00**	**403,639.24**	**667,300.00**	**721,700.00**	**764,800.00**
Fund: 215 - MEASURE A FUND									
Revenue	38,000.00	38,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense	711,450.00	437,738.40	467,450.00	497,753.93	1,608,925.00	1,121,524.99	1,608,925.00	67,500.00	67,500.00
Fund: 215 - MEASURE A FUND Surplus (Deficit):	**-673,450.00**	**-399,738.40**	**-467,450.00**	**-497,753.93**	**-1,608,925.00**	**-1,121,524.99**	**-1,608,925.00**	**-67,500.00**	**-67,500.00**
Fund: 216 - REVOLVING FUND									
Revenue	0.00	0.00	0.00	12,689.30	0.00	0.00	0.00	0.00	0.00
Expense	26,100.00	23,320.26	26,500.00	17,570.77	0.00	0.00	0.00	0.00	0.00
Fund: 216 - REVOLVING FUND Surplus (Deficit):	**-26,100.00**	**-23,320.26**	**-26,500.00**	**-4,881.47**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
Fund: 217 - PEG FEES									
Revenue	5,500.00	5,500.00	50,000.00	32,221.37	26,490.00	0.00	26,490.00	89,600.00	91,200.00
Fund: 217 - PEG FEES Total:	**5,500.00**	**5,500.00**	**50,000.00**	**32,221.37**	**26,490.00**	**0.00**	**26,490.00**	**89,600.00**	**91,200.00**
Fund: 218 - BERM ASSESSMENT DISTRICT #5									
Revenue	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,600.00	31,100.00
Fund: 218 - BERM ASSESSMENT DISTRICT #5 Total:	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**28,600.00**	**31,100.00**
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND									
Revenue	3,800,700.00	2,939,442.98	3,999,450.00	3,503,884.30	7,867,175.00	5,204,295.04	7,867,175.00	379,000.00	302,000.00
Fund: 301 - CAPITAL IMPROVEMENT PROJECTS FUND Total:	**3,800,700.00**	**2,939,442.98**	**3,999,450.00**	**3,503,884.30**	**7,867,175.00**	**5,204,295.04**	**7,867,175.00**	**379,000.00**	**302,000.00**
Report Surplus (Deficit):	**1,601,000.00**	**1,600,988.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Fund Summary

Fund	FY 2022/23 Total Budget	FY 2022/23 Total Activity	FY 2023/24 Total Budget	FY 2023/24 Total Activity	Defined Budgets FY 2024/25 Total Budget	FY 2024/25 YTD Activity	FY 2024/25 FY 2025 EFB	FY 2025/26	FY 2026/27
101 - GENERAL FUND	-1,512,900.00	-1,098,055.48	-2,140,585.00	-1,950,166.62	-805,981.00	-553,369.96	-806,501.00	-771,150.00	-807,450.00
102 - GENERAL RESERVE - SPECIAL PROJECTS	0.00	-240,193.44	-12,000.00	0.00	0.00	0.00	0.00	0.00	0.00
103 - MAJOR ASSET REPLACEMENT AND REPAIR RESERVE	611,600.00	611,576.00	-50,000.00	-32,221.37	0.00	0.00	0.00	0.00	0.00
104 - MEASURE X FUND	-2,244,600.00	-1,745,625.91	-2,607,504.00	-2,191,231.80	-6,502,135.00	-4,262,246.67	-6,482,235.00	-1,526,700.00	-1,583,400.00
201 - TRAFFIC SAFETY FUND	2,000.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
202 - LIBRARY FUND	464,300.00	455,047.52	542,750.00	517,129.15	589,195.00	509,428.18	623,845.00	697,400.00	727,400.00
203 - ROAD MAINTENANCE REHABILITATION FUND	-50,000.00	-49,501.25	-614,400.00	-574,622.25	-358,350.00	-273,590.80	-358,350.00	-225,000.00	-175,000.00
204 - PARK MAINTENANCE FUND	380,100.00	330,021.74	398,100.00	347,253.68	442,030.00	248,773.46	454,750.00	486,300.00	509,550.00
205 - GAS TAX FUND	27,000.00	27,000.00	0.00	0.00	-460,000.00	-460,000.00	-460,000.00	-59,500.00	-59,500.00
206 - LOCAL TRANSPORTATION FUND	7,000.00	7,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
207 - TIDELANDS TRUST FUND	11,800.00	3,777.50	-100,000.00	-4,573.15	-275,300.00	0.00	-275,300.00	-9,000.00	0.00
208 - STREET LIGHTING FUND	2,500.00	2,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
209 - RIGHT-OF-WAY MAINTENANCE DISTRICT FUND	148,450.00	155,810.73	207,650.00	152,813.64	204,850.00	127,781.49	195,450.00	256,250.00	266,800.00
210 - PARKING AND BUSINESS IMPROVEMENT DISTRICT FUN	2,000.00	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
211 - AB 939 SOLID WASTE FUND	23,000.00	23,000.00	242,804.00	194,762.78	159,101.00	176,815.01	156,301.00	0.00	0.00
213 - RECREATION SERVICES FUND	622,100.00	592,746.27	577,685.00	507,385.67	721,850.00	403,639.24	667,300.00	721,700.00	764,800.00
215 - MEASURE A FUND	-673,450.00	-399,738.40	-467,450.00	-497,753.93	-1,608,925.00	-1,121,524.99	-1,608,925.00	-67,500.00	-67,500.00
216 - REVOLVING FUND	-26,100.00	-23,320.26	-26,500.00	-4,881.47	0.00	0.00	0.00	0.00	0.00
217 - PEG FEES	5,500.00	5,500.00	50,000.00	32,221.37	26,490.00	0.00	26,490.00	89,600.00	91,200.00
218 - BERM ASSESSMENT DISTRICT #5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,600.00	31,100.00
301 - CAPITAL IMPROVEMENT PROJECTS FUND	3,800,700.00	2,939,442.98	3,999,450.00	3,503,884.30	7,867,175.00	5,204,295.04	7,867,175.00	379,000.00	302,000.00
Report Surplus (Deficit):	**1,601,000.00**	**1,600,988.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

ATTACHMENT C

Resolutions Nos. 6405, 6406, 6407, 6408, 6409, and 6410

RESOLUTION NO. 6405

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA APPROVING THE MUNICIPAL BUDGET FOR FISCAL YEARS 2025/26 and 2026/27

WHEREAS, on June 23, 2025, pursuant the powers and duties established at Chapter 2.08.110(G)(H), the City Manager presented the proposed Budget for Fiscal Years (FY) 2025/26 and FY 2026/27 including estimated revenues and recommended appropriations for operations, special programs, capital outlay and reserves; and

WHEREAS, the City Council held duly advertised public hearings on June 23 2025, and received public comments on the proposed Budget; and

WHEREAS, adoption of the Budget prior to the beginning of the new fiscal year is necessary to ensure the uninterrupted operation of necessary City services.

NOW, THEREFORE, BE IT RESOLVED as follows:

SECTION 1. The above recitals are true and correct.

SECTION 2. The Proposed Budget for Fiscal Year 2025/26 and Fiscal Year 2026/27, including estimated revenues and appropriations for operations, special programs, capital outlay expenses and reserves is hereby approved and adopted, effective July 1, 2025.

SECTION 3. The final estimates of revenues and appropriations for operations, special programs, capital outlay expenses, and reserves for FY 2024/56 are hereby also approved for the 2024/26 fiscal year.

SECTION 4. The City Manager is authorized to make expenditures and enter into agreements conforming to this Budget and to make adjustments between the various accounts within each fund limited to the total amount budgeted for said fund.

SECTION 5. The City Council approves the salary and compensation plan inherent in the budget for the City's part-time, temporary, and seasonal employees and 43 full-time and limited-term employees.

SECTION 6. The City Council approves the revised budget and fiscal policies, Exhibit 1 to this Resolution, dated June 23, 2025, for inclusion in the Budget document.

PASSED, APPROVED AND ADOPTED on June 23, 2025 by the following vote:

AYES: COUNCILMEMBER(S):

NOES: COUNCILMEMBER(S):

ABSENT: COUNCILMEMBER(S):

ABSTAIN: COUNCILMEMBER(S):

_____
Mayor, City of Carpinteria

ATTEST:

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was adopted at a regular meeting of the City Council of the City of Carpinteria held on June 23, 2025.

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

APPROVED AS TO FORM:

_____
Jena Shoaf Acos, on behalf of Brownstein
Hyatt Farber Schreck, LLP acting as
City Attorney of the City of Carpinteria

BUDGET PURPOSE AND ORGANIZATION

A. **Balanced Budget.** The City will maintain a balanced budget. This means that:

1. Operating revenues should fully cover operating expenditures, including debt service.

2. Ending fund balance must meet minimum policy levels or other target levels established by the Council for the fiscal year.

Under this policy, it is allowable for total expenditures and uses to exceed revenues and other sources in a given year; however, in this situation, beginning fund balance should only be used to fund capital improvement plan projects or other "one-time," non-recurring expenditures. (See *Fund Balance and Reserves* policy for other circumstances when it would be appropriate to use beginning fund balance.)

B. **Budget Objectives.** Through its Budget, the City will link resources with goals and results by:

1. Identifying community needs for essential services.

2. Organizing the programs required to provide these essential services.

3. Describing programs and activities performed in delivering services.

4. Proposing objectives for improving the delivery of program services.

5. Identifying and appropriating the resources required to perform program activities and accomplish program objectives.

C. **Measurable Objectives.** The Budget will establish measurable program objectives and allow reasonable time to accomplish those objectives.

D. **Two-Year Budget**. The City will use a two-year Budget, emphasizing long-range planning and effective program management. Benefits of a two-year Budget include:

1. Improved Long-Term Planning
   - Allows cities to take a more strategic approach to financial and operational planning.
   - Provides a broader perspective on revenue and expenditure trends, making it easier to align funding with multi-year projects.
2. Encourages a Performance-Based Approach
   - Allows more time to measure and evaluate program effectiveness.
   - Departments can focus on long-term outcomes rather than short-term spending adjustments.
3. Greater Financial Stability and Predictability

- A biennial budget forces cities to take a longer-term approach to financial forecasting, helping decision-makers anticipate and plan for fluctuations in revenue (e.g., property taxes, sales taxes, tourism revenue).
- By forecasting potential deficits over two years rather than one, cities can spread cost-saving measures over a longer timeframe, avoiding drastic cuts in any single year.

4. Increase Efficiency and Reduced Administrative Burden
   - Budget development is a time-consuming process; a two-year cycle reduces the frequency of budget preparation, allowing staff to focus more on policy implementation and service delivery.
5. Potential Cost Savings
   - Reduces costs associated with frequent budget development, such as staff time and consulting expenses.
   - Minimizes inefficiencies related to short-term funding cycles.

E. **Second Year Budget.** Before the beginning of the second year of the two-year cycle, City Council will review progress during the first year via a Mid-Cycle Budget that focuses on fiscal changes from the Two-Year Budget; and approve appropriations for the second fiscal year.

F. **Operating Carryover.** Operating program appropriations not spent during the first fiscal year may be carried over for specific purposes – typically multi-year projects - into the second fiscal year with the approval of the City Manager.

G. **Budget Adoption by Resolution.** The City's annual Budget is adopted by Resolution. If the Budget is not approved prior to the end of the fiscal year, the Preliminary Budget, except for capital outlays, becomes the City's interim budget until the new budget is adopted.

H. **Goal Status Reports.** The status of major program objectives will be formally reported to the Council on an ongoing, periodic basis.

I. **Mid-Year Budget Reviews.** The Council will formally review the City's fiscal condition, and amend appropriations, if necessary, based on six months of results and emerging trends since the beginning of the fiscal year.

Status: In Compliance. *These practices are either in place or the Council has adopted a budget process and document for 2025/26 that meets these policy objectives. However, linking resources to outcomes and measuring performance will always be a work in progress, with ongoing improvements.*

REVENUE MANAGEMENT

A. **Current Revenues for Current Uses; One-Time Revenues for One-Time Purposes.** The City will make all current expenditures with current revenues, avoiding procedures that balance current budgets by postponing needed expenditures, accruing future revenues or rolling over short-term debt. The City will avoid using one-time revenues to fund ongoing program costs.

B. **Revenue Distribution.** The Council recognizes that generally accepted accounting principles for state and local governments discourage the "earmarking" of General Fund revenues, and accordingly, the practice of designating General Fund revenues for specific programs should be minimized in the City's management of its fiscal affairs. In those cases where it does occur, the basis and methodology for earmarking should be clearly articulated in the City's Budget and Fiscal Policies.

C. **Grant Management.** Intergovernmental assistance in the form of grants and loans will be used to finance only:

1. Capital improvements that are consistent with capital improvement plan (CIP) priorities and can be maintained and operated over time.
2. Technological upgrades or enhancements.
3. Capital acquisition items.
4. Operating programs which either can be sustained over time or have a limited horizon.
5. Other areas as determined by the Council to be in the best interest of the City.

D. **Interfund Transfers and Loans.** In order to achieve important public policy goals, the City has established various special revenue and capital project funds to account for revenues whose use should be restricted to certain activities. Accordingly, each fund exists as a separate financing entity from other funds, with its own revenue sources, expenditures and fund balance.

Any transfers between funds are clearly set forth in the Budget and can only be made by the Administrative Services Director in accordance with the adopted budget. These transfers, under which financial resources are transferred from one fund to another, are distinctly different from interfund borrowings, which are usually made for temporary cash flow reasons, and are not intended to result in a transfer of financial resources by the end of the fiscal year.

In summary, interfund transfers result in a change in fund balance; interfund borrowings do not, as the intent is to repay the loan in the near term.

From time-to-time, interfund borrowings may be appropriate; however, these are subject to the following criteria in ensuring that the fiduciary purpose of the fund is met:

1. The Administrative Services Director is authorized to approve temporary interfund borrowings for cash flow purposes whenever the cash shortfall is expected to be resolved within 60 days. The most common use of interfund borrowing under this circumstance is for grant programs, where costs are often incurred before drawdowns are initiated and received. However, receipt of funds is typically received shortly after the request for funds has been made.

2. Any other interfund borrowings for cash flow or other purposes require case-by-case approval by the Council.

3. Any transfers between funds where reimbursement is not expected within one fiscal year shall be recorded under one of the following options:

a. Where the terms and conditions of repayment are uncertain, they should not be recorded as interfund loans but as interfund transfers that affect fund balance by moving financial resources from one fund to another. In this case, the intent to repay should be documented in the Budget or via Resolution.

b. Where repayment is more certain, long-term loans may be recorded as such; and in accordance with generally accepted accounting principles, their balance will be recorded as non-spendable fund balance. In this case, the terms and conditions of loan repayment, including need for the loan, source of repayment funds, interest rate (if any) and amortized repayment schedule, should be documented via Resolution.

Status: In Compliance. *These practices are in place or the Council has adopted a budget process and document for 2025/26 that meets these policy objectives. There are currently no long-term interfund loans.*

MINIMUM FUND BALANCE AND RESERVES

A. Reserve for Fiscal Stability, Cash Flow and Contingencies

The City will strive to maintain a minimum General Fund unrestricted balance (less encumbrances and reappropriation carryovers) of at least 40% of operating and debt service expenditures plus subsidy transfers to other funds for fiscal stability, cash flow and contingencies such as economic downturns, catastrophic events and unforeseen operating or capital needs. This target is based on financial management best practices and industry standards, including the risk assessment methodology for setting reserve levels developed by the Government Finance Officers Association of the United States and Canada (GFOA) in adequately addressing:

1. Economic uncertainties, local disasters, public heath crises and other financial hardships or downturns in the local or national economy.
2. Contingencies for unseen operating or capital needs, including strategic investment opportunities.
3. Unfunded liabilities such as pensions and retiree health obligations.
4. Dependency of other funds on the General Fund.
5. Institutional changes, such as State budget takeaways and unfunded mandates.
6. Cash flow requirements.

Whenever the City's General Fund unrestricted balance falls below this target, the City will strive to restore reserves to this level within five years. As revenues versus expenditures begin moving in a positive direction, the City will allocate at least half to reserve restoration, with the balance available to fund asset replacements, unfunded liabilities, capital improvement projects, service level restorations or new operating programs.

Circumstances where taking reserves below policy levels would be appropriate include responding to the risks that reserves are intended to mitigate, such as:

1. Meeting cash flow needs during the fiscal year.
2. Closing a projected short-term revenue-expenditure gap.
3. Responding to unexpected expenditure requirements or revenue shortfalls.
4. Making investments in unfunded liability reductions, economic development and revenue base improvements, productivity improvements and similar strategic opportunities that will strengthen City revenues, reduce future costs or achieve "one-time" high-priority City goals.
5. Where a forecast shows an ongoing structural gap: providing a strategic bridge to the future by providing time to develop and implement thoughtful solutions.

On the other hand, the City should avoid using reserves to fund ongoing costs or projected systemic "gaps." Stated simply, reserves can only be used once, so their use should be restricted to one-time (or short-term) uses.

B. **General Reserve**. This reserve is maintained at a level of $1,000,000 with interest earned on that balance segregated for use at the Council's direction.

C. **Major Asset Replacement and Repair Reserve**. Similar to the General Reserve Fund, this reserve is maintained at a level of $1,000,000 with interest earned segregated for use in the Council's discretion.

D. **Future Capital Project or Other Long-Term Goal Assignments or Commitments.** The Council may also commit or assign specific General Fund balance levels above the reserve targets above for fleet, facility, technology and equipment replacements; major repairs; future development of capital projects, unfunded liabilities and similar policy commitments and assignments for future purposes and long-term goals that it determines to be in the best interests of the City.

E. **Other Commitments and Assignments.** In addition to the minimum targets noted above, unrestricted fund balance levels will be sufficient to meet funding requirements for programs or projects approved in prior years which are carried forward into the new year; debt service reserve requirements; commitments for encumbrances; and other restrictions, commitments or assignments required by contractual obligations, state law or generally accepted accounting principles.

Status: In Compliance. *The 2025/26 Budget projects that the ending reserve will meet or exceed policy minimums.*

FINANCIAL REPORTING AND BUDGET ADMINISTRATION

A. **Annual Reporting.** The City will prepare annual financial statements as follows:

1. In accordance with best practices and industry standards, the City will contract for an annual audit by a qualified independent certified public accountant. The City will strive for an unqualified auditors' opinion.

2. The City will use generally accepted accounting principles (GAAP) in preparing its annual financial statements. The Administrative Services Director is authorized to establish Accounting Policies as needed to conform with GAAP. The City will strive to meet the requirements of the GFOA's Award for Excellence in Financial Reporting program by issuing an Annual Comprehensive Financial Report.

3. The City will issue audited financial statements within 180 days after year-end.

4. Unexpended operating appropriations lapse at year, provided however that encumbrance balances will be carried-over and reappropriated into the following fiscal year. Project-length budgets are adopted for capital projects and accordingly unexpended/unencumbered balances will be carried over and reappropriated into the following fiscal year.

B. **Interim Reporting.** The City will prepare and issue timely interim reports on the City's fiscal status to the Council and staff. This includes on-line access for authorized users to the City's financial management system; monthly reports to program managers; more formal quarterly reports to the Council and Department Heads; mid-year budget reviews; and interim annual reports.

C. **Budget Administration.** The Council may amend or supplement the budget at any time after its adoption by majority vote of the Council members. Council approval is required for all new appropriations from fund balance. The City Manager has the authority to make administrative adjustments to the budget as long as those changes will not have a significant policy impact nor affect budgeted year-end fund balances.

D. **Agenda Report Review**. A Fiscal Impact Statement will be provided with each staff report submitted to the Council as part of the agenda packet.

Status: In Compliance. *These practices are in place.*

HUMAN RESOURCE MANAGEMENT

A. **Regular Staffing**

1. Unless otherwise approved by the Council to achieve one-time budgetary savings, the budget will fully appropriate the resources needed for authorized regular staffing and will limit programs to the regular staffing authorized.

2. Regular employees will be the core work force and the preferred means of staffing ongoing, year-round program activities that should be performed by full-time City employees rather than independent contractors or temporary employees. The City will strive to provide competitive compensation and benefit schedules for its authorized regular workforce. Each regular employee will:

   a. Fill an authorized regular position.

   b. Receive salary and benefits consistent with labor agreements or other compensation plans.

3. To manage the growth of the regular workforce and overall staffing costs, the City will follow these procedures:

   a. The Council will authorize all regular positions.

   b. Human Resources will coordinate and approve the hiring of all regular and temporary employees.

   c. All requests for additional regular positions will include evaluations of:

      - The necessity, term and expected results of the proposed activity.
      - Staffing and materials costs including salary, benefits, equipment, uniforms, clerical support and facilities.
      - The ability of temporary staff, overtime, private industry or other government agencies to provide the proposed service.
      - Additional revenues or cost savings that may be realized.

B. **Temporary Staffing**

1. The hiring of temporary employees will not be used as an incremental method for expanding the City's regular workforce.

2. Temporary employees include all employees other than regular employees, elected officials and volunteers. Temporary employees will generally augment regular City staffing as extra-help employees, seasonal employees, contract employees, interns and work-study assistants.

3. The City Manager and Department Heads will encourage the use of temporary rather than regular employees to meet peak workload requirements, fill interim vacancies and accomplish tasks where less than full-time, year-round staffing is required. Under this guideline, temporary employee hours will generally not exceed 50% of a regular, full-time position (1,000 hours annually). There may be limited circumstances where the use of temporary employees on an ongoing basis in excess of this target may be appropriate due to unique programming or staffing requirements. However, any such exceptions must be approved by the City Manager based on the review and recommendation of the Human Resources Administrator.

4. Contract employees are defined as temporary employees with written contracts approved by the City Manager who may receive approved benefits depending on hourly requirements and the length of their contract. Contract employees will generally be used for medium-term (generally between six months and two years) projects, programs or activities requiring specialized or augmented levels of staffing for a specific period.

   The services of contract employees will be discontinued upon completion of the assigned project, program or activity. Accordingly, contract employees will not be used for services that are anticipated to be delivered on an ongoing basis.

5. Temporary staffing costs are limited by the approved Budget for these positions.

C. Overtime Management

1. Overtime should be used only when necessary and when other alternatives are not feasible or cost effective.

2. All overtime must be pre-authorized by the department head or delegate unless it is assumed pre-approved by its nature. For example, overtime that results when an employee is assigned to standby and/or must respond to an emergency or complete an emergency response.

3. Departmental operating budgets should reflect anticipated annual overtime costs and departments will regularly monitor overtime use and expenditures.

4. When considering the addition of regular or temporary staffing, the use of overtime as an alternative will be considered. The department will consider:

   a. The duration that additional staff resources may be needed.
   b. The cost of overtime versus the cost of additional staff.
   c. The skills and abilities of current staff.
   d. Training costs associated with hiring additional staff.
   e. The impact of overtime on existing staff.

D. **Private Sector Independent Contractors**

Private sector independent contractors are not City employees. They may be used in two situations:

1. Short-term, peak workload assignments to be accomplished using personnel contracted through an outside temporary employment agency (OEA). In this situation, it is anticipated that City staff will closely monitor the work of OEA employees and minimal training will be required. However, they will always be considered the employees of the OEA and not the City. All placements through an OEA will be coordinated through Human Resources and subject to the approval of the Human Resources Administrator.

2. Construction of public works projects and delivery of operating, maintenance or specialized professional services (such as attorneys, architects, fiscal advisors, bond counsel, engineers, scientists and other consultants) not routinely performed by City employees. Such services will be provided without close supervision by City staff, and the required methods, skills and equipment will generally be determined and provided by the contractor. Contract awards will be guided by the City's purchasing policies and procedures.

Status: In Compliance. *These procedures are in place.*

RESOLUTION NO. 6406

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA ESTABLISHING THE APPROPRIATION LIMIT FOR THE CITY OF CARPINTERIA FOR FISCAL YEAR 2025/26

WHEREAS, Article XIIIB of the California Constitution (Proposition 4) requires local agencies to annually establish appropriation limits on appropriation items subject to limitation; and

WHEREAS, Section 7900 et. seq. of the California Government Code provides implementing instructions to Article XIIIB; and

WHEREAS, the California Department of Finance has provided Uniform Guidelines to further clarify the intent of Article XIIIB; and

WHEREAS, as a part of the powers and duties established at Chapter 2.08.110(G)(H), the City Manager has arranged for the calculation of the Fiscal Year 2024-25 Appropriation Limit to be made consistent with state law and guidelines, and included in the annual Budget.

NOW, THEREFORE, BE IT RESOLVED as follows:

SECTION 1. The above recitals are true and correct.

SECTION 2. That the final appropriation limit for the City of Carpinteria for FY 2025/26 is hereby set at $24,443,995, in accordance with the calculations set forth and attached hereto as Exhibit "A".

SECTION 3. That the annual adjustment factors used in the calculation were the percentage change in the California per capita income and the larger of the City's population growth or the population growth of Santa Barbara County.

SECTION 4. That upon the adoption of this resolution, any interested person may challenge said appropriation limit for a period of 45 days from this date in accordance with State law.

PASSED, APPROVED AND ADOPTED on June 23, 2025 by the following vote:

AYES: COUNCILMEMBER(S):

NOES: COUNCILMEMBER(S):

ABSENT: COUNCILMEMBER(S):

ABSTAIN: COUNCILMEMBER(S):

_____
Mayor, City of Carpinteria

ATTEST:

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was adopted at a regular meeting of the City Council of the City of Carpinteria held on June 23, 2025.

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

APPROVED AS TO FORM:

_____
Jena Shoaf Acos, on behalf of Brownstein
Hyatt Farber Schreck, LLP acting as
City Attorney of the City of Carpinteria

Exhibit A

Appropriation Limit

Calculation of Limitation

Appropriation limit for fiscal year ended June 30, 2025:		$ 22,821,272[1]
Adjustment Factors:	% Ratio	
Population Factor (County)	1.0063	
Economic Factor (Per Capita)	1.0644	
Population Factor x Economic Ratio (per capita personal income)		1.0711
Appropriation limit for fiscal year ended June 30, 2026:		$ 24,443,995

The appropriation limitations imposed by Proposition 4 and 111 created restrictions on the amount of revenue that can be budgeted for expenditures in any fiscal year. Not all revenues are restricted by the limit, only those which are referred to as "proceeds of taxes." The purpose of the law is to limit government spendng by putting a cap on the total proceeds of taxes that may be appropriated each year. This limit is increased annually through a formula that takes into consideration changes in population each year. This limit is increased annually through a formula that takes into consideration changes in population (City or County, whichever is higher) and an economic factor (California per capita income). The City of Carpinteria is not constrained in the current budget by these limits.

Fiscal Year	Appropriations Limit	Subject to Limit	Difference
2005-2006	$ 11,723,977	$ 5,607,458	$ 6,116,519
2006-2007	$ 12,315,004	$ 5,925,586	$ 6,389,418
2007-2008	$ 12,985,349	$ 6,348,345	$ 6,637,004
2008-2009	$ 13,714,409	$ 6,348,345	$ 7,366,064
2009-2010	$ 13,967,791	$ 6,487,550	$ 7,480,241
2010-2011	$ 13,764,114	$ 6,668,805	$ 7,095,309
2011-2012	$ 14,218,237	$ 6,668,805	$ 7,549,432
2012-2013	$ 14,820,659	$ 6,971,760	$ 7,848,899
2013-2014	$ 15,690,091	$ 7,539,980	$ 8,150,111
2014-2015	$ 16,046,919	$ 7,347,919	$ 8,699,000
2015-2016	$ 16,844,836	$ 8,618,964	$ 8,225,872
2016-2017	$ 17,921,573	$ 9,030,925	$ 8,890,648
2017-2018	$ 18,759,416	$ 8,488,814	$ 10,270,602
2018-2019	$ 19,615,138	$ 8,863,000	$ 10,752,138
2019-2020	$ 20,457,913	$ 10,622,400	$ 9,835,513
2020-2021	$ 21,276,168	$ 11,206,800	$ 10,069,368
2021-2022	$ 19,643,130	$ 12,094,600	$ 7,548,530
2022-2023	$ 21,155,763	$ 14,177,600	$ 6,978,163
2023-2024	$ 21,962,508	$ 14,777,100	$ 7,185,408
2024-2025	$ 22,821,272	$ 14,856,700	$ 7,964,572
2025-2026	$ 24,443,995	$ 15,446,050	$ 8,997,945

(1) Beginning appropriation limit corrected. Prior year was incorrect due to a sign error in the calculation, a negative instead of a positive number.

RESOLUTION NO. 6407

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA ESTABLISHING THE APPROPRIATION LIMIT FOR THE CITY OF CARPINTERIA STREET LIGHTING DISTRICT NO. 1 FOR FISCAL YEAR 2025/26

WHEREAS, Article XIIIB of the California Constitution (Proposition 4) requires local agencies to annually establish appropriation limits on appropriation items subject to limitation; and

WHEREAS, Section 7900 et. seq. of the California Government Code provides implementing instructions to Article XIIIB; and

WHEREAS, the California Department of Finance has provided Uniform Guidelines to further clarify the intent of Article XIIIB; and

WHEREAS, as a part of the powers and duties established at Chapter 2.08.110(G)(H), the City Manager has arranged for the calculation of the Fiscal Year 2025/26 Appropriation Limit for the City of Carpinteria Street Lighting District No.1 to be made consistent with state law and guidelines and included in the annual Budget.

NOW, THEREFORE, BE IT RESOLVED as follows:

SECTION 1. The above recitals are true and correct.

SECTION 2. That the final appropriation limit for appropriations subject to limitation for the City of Carpinteria Street Lighting District No.1 for FY 2025/26 is hereby set at $863,723 in accordance with the calculations set forth and attached hereto as Exhibit "A".

SECTION 3. That the annual adjustment factors used in the calculation were the percentage change in the California per capita income and the larger of the City's population growth or the population growth of Santa Barbara County.

SECTION 4. That upon the adoption of this resolution, any interested person may challenge said appropriation limit for a period of 45 days from this date in accordance with State law.

PASSED, APPROVED AND ADOPTED on June 23, 2025 by the following vote:

AYES: COUNCILMEMBER(S):

NOES: COUNCILMEMBER(S):

ABSENT: COUNCILMEMBER(S):

ABSTAIN: COUNCILMEMBER(S):

_____
Mayor, City of Carpinteria

ATTEST:

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was adopted at a regular meeting of the City Council of the City of Carpinteria held on June 23, 2025.

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

APPROVED AS TO FORM:

_____
Jena Shoaf Acos, on behalf of Brownstein
Hyatt Farber Schreck, LLP acting as
City Attorney of the City of Carpinteria

Exhibit A

Appropriation Limit

Calculation of Limitation

Appropriation limit for fiscal year ended June 30, 2024:		$ 806,384[(1)]
Adjustment Factors:	% Ratio	
Population Factor (County)	1.0063	
Economic Factor (Per Capita)	1.0644	
Population Factor x Economic Ratio (per capita personal income)		1.0711
Appropriation limit for fiscal year ended June 30, 2026:		$ 863,723

The appropriation limitations imposed by Proposition 4 and 111 created restrictions on the amount of revenue that can be budgeted for expenditures in any fiscal year. Not all revenues are restricted by the limit, only those which are referred to as "proceeds of taxes." The purpose of the law is to limit government spending by putting a cap on the total proceeds of taxes that may be appropriated each year. This limit is increased annually through a formula that takes into consideration changes in population each year. This limit is increased annually through a formula that takes into consideration changes in population (City or County, whichever is higher) and an economic factor (California per capita income). The Carpinteria Street Lighting District is not constrained in the current budget by these limits.

Fiscal Year	Appropriations Limit	Subject to Limit	Difference
2005-2006	$ 457,905	$ 171,906	$ 285,999
2006-2007	$ 467,654	$ 171,906	$ 295,748
2007-2008	$ 491,229	$ 186,406	$ 304,823
2008-2009	$ 517,968	$ 203,300	$ 314,668
2009-2010	$ 527,538	$ 268,000	$ 259,538
2010-2011	$ 519,846	$ 266,124	$ 253,722
2011-2012	$ 510,599	$ 266,124	$ 244,475
2012-2013	$ 532,232	$ 268,785	$ 263,447
2013-2014	$ 563,455	$ 263,802	$ 299,653
2014-2015	$ 576,269	$ 277,334	$ 298,935
2015-2016	$ 596,907	$ 288,267	$ 308,640
2016-2017	$ 635,062	$ 288,267	$ 346,795
2017-2018	$ 664,751	$ 296,443	$ 368,308
2018-2019	$ 695,074	$ 187,600	$ 507,474
2019-2020	$ 722,875	$ 190,500	$ 532,375
2020-2021	$ 751,788	$ 192,000	$ 559,788
2021-2022	$ 694,085	$ 201,000	$ 493,085
2022-2023	$ 747,534	$ 225,500	$ 522,034
2023-2024	$ 776,040	$ 227,650	$ 548,390
2024-2025	$ 806,384	$ 234,450	$ 571,934
2025-2026	$ 863,723	$ 267,450	$ 596,273

(1) Beginning appropriation limit corrected. Prior year was incorrect due to a sign error in the calculation, a negative instead of a positive number.

RESOLUTION NO. 6408

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA APPROVING AND ADOPTING A NEW CLASSIFICATION AND COMPENSATION SCHEDULE FOR MANAGEMENT PERSONNEL AND MISCELLANEOUS PERSONNEL

WHEREAS, the City of Carpinteria City Council recognizes that the salary structure for Management Personnel and Miscellaneous Personnel is separate from classified employees covered under the Memorandum of Understanding between the City of Carpinteria and the Service Employees International Union (SEIU) Local 620; and

WHEREAS, the positions listed in the Class and Compensation Schedule for Management Personnel and Miscellaneous Personnel include the full-time positions proposed in the FY 2025/26 budget; and

WHEREAS, for consistency with SEIU-represented employees, the month of March and the Los Angeles-Long Beach-Anaheim area for Urban Wage Earners and Clerical Workers (CPI-W) are referenced to determine CPI; and

WHEREAS, the CPI for the period of March 2024 through March 2025 of 3.1% shall be used to adjust the salary ranges for Management Personnel and Miscellaneous Personnel effective July 1, 2025; and

WHEREAS, in order to maintain a competitive compensation package, it is the desire of the City Council to amend the Class and Compensation Schedule for Management Personnel and Miscellaneous Personnel.

NOW, THEREFORE, BE IT RESOLVED as follows:

SECTION 1. The above recitals are true and correct.

SECTION 2. The revised Class and Compensation Schedule for Management Personnel and Miscellaneous Personnel, attached hereto as Exhibit A, effective July 1, 2025, is hereby approved and implementation by the City Manager is authorized.

PASSED, APPROVED AND ADOPTED on June 23, 2025, by the following vote:

AYES: COUNCILMEMBER(S):

NOES: COUNCILMEMBER(S):

ABSENT: COUNCILMEMBER(S):

ABSTAIN: COUNCILMEMBER(S):

_____
Mayor, City of Carpinteria

ATTEST:

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was adopted at a regular meeting of the City Council of the City of Carpinteria held on June 23, 2025.

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

APPROVED AS TO FORM:

_____
Jena Shoaf Acos, on behalf of Brownstein
Hyatt Farber Schreck, LLP acting as
City Attorney of the City of Carpinteria

Exhibit A to Resolution No. 6408

City of Carpinteria
Management and Miscellaneous Personnel
Classification and Compensation Information
Salary Schedule Effective July 1, 2025
FY 2025/26

Grade	FLSA	Position	Pay Type	Minimum	Control Point	Maximum
100			Hourly	$ 80.83	$ 95.99	$ 111.15
			Bi-weekly	$ 6,466.71	$ 7,679.21	$ 8,891.72
			Monthly	$ 14,011.20	$ 16,638.30	$ 19,265.39
			Annual	$ 168,134.35	$ 199,659.54	$ 231,184.73
99			Hourly	$ 76.98	$ 91.42	$ 105.85
			Bi-weekly	$ 6,158.77	$ 7,313.54	$ 8,468.31
			Monthly	$ 13,344.00	$ 15,846.00	$ 18,347.99
			Annual	$ 160,127.95	$ 190,151.95	$ 220,175.94
98			Hourly	$ 73.32	$ 87.07	$ 100.81
			Bi-weekly	$ 5,865.49	$ 6,965.27	$ 8,065.05
			Monthly	$ 12,708.57	$ 15,091.42	$ 17,474.28
			Annual	$ 152,502.81	$ 181,097.09	$ 209,691.37
97			Hourly	$ 69.83	$ 82.92	$ 96.01
			Bi-weekly	$ 5,586.18	$ 6,633.59	$ 7,681.00
			Monthly	$ 12,103.40	$ 14,372.78	$ 16,642.17
			Annual	$ 145,240.77	$ 172,473.42	$ 199,706.06
96	EM, E	Assistant City Manager	Hourly	$ 66.50	$ 78.97	$ 91.44
	EM, E	Administrative Services Director	Bi-weekly	$ 5,320.17	$ 6,317.71	$ 7,315.24
	EM, E	Community Development Director	Monthly	$ 11,527.05	$ 13,688.37	$ 15,849.69
	EM, E	Parks, Recreation, and Community Services Director	Annual	$ 138,324.55	$ 164,260.40	$ 190,196.25
	EM, E	Public Works Director				
95			Hourly	$ 63.34	$ 75.21	$ 87.09
			Bi-weekly	$ 5,066.83	$ 6,016.86	$ 6,966.90
			Monthly	$ 10,978.14	$ 13,036.54	$ 15,094.94
			Annual	$ 131,737.66	$ 156,438.48	$ 181,139.29
94			Hourly	$ 60.32	$ 71.63	$ 82.94
			Bi-weekly	$ 4,825.56	$ 5,730.35	$ 6,635.14
			Monthly	$ 10,455.37	$ 12,415.75	$ 14,376.13
			Annual	$ 125,464.44	$ 148,989.02	$ 172,513.61
93			Hourly	$ 57.45	$ 68.22	$ 78.99
			Bi-weekly	$ 4,595.77	$ 5,457.47	$ 6,319.18
			Monthly	$ 9,957.50	$ 11,824.53	$ 13,691.56
			Annual	$ 119,489.94	$ 141,894.31	$ 164,298.67
92	MM, E	Civil Engineer	Hourly	$ 54.71	$ 64.97	$ 75.23
			Bi-weekly	$ 4,376.92	$ 5,197.59	$ 6,018.27
			Monthly	$ 9,483.33	$ 11,261.45	$ 13,039.58
			Annual	$ 113,799.95	$ 135,137.44	$ 156,474.93
91	MM, E	Finance Manager	Hourly	$ 52.11	$ 61.88	$ 71.65
			Bi-weekly	$ 4,168.50	$ 4,950.09	$ 5,731.68
			Monthly	$ 9,031.74	$ 10,725.19	$ 12,418.65
			Annual	$ 108,380.90	$ 128,702.32	$ 149,023.74
90	MM, E	Principal Planner	Hourly	$ 49.62	$ 58.93	$ 68.23
			Bi-weekly	$ 3,970.00	$ 4,714.37	$ 5,458.75
			Monthly	$ 8,601.66	$ 10,214.47	$ 11,827.28
			Annual	$ 103,219.91	$ 122,573.64	$ 141,927.37
89			Hourly	$ 47.26	$ 56.12	$ 64.99
			Bi-weekly	$ 3,780.95	$ 4,489.88	$ 5,198.80
			Monthly	$ 8,192.06	$ 9,728.07	$ 11,264.08
			Annual	$ 98,304.67	$ 116,736.80	$ 135,168.93
88	MM, E	City Clerk	Hourly	$ 45.01	$ 53.45	$ 61.89
	MM, E	City Librarian	Bi-weekly	$ 3,600.90	$ 4,276.07	$ 4,951.24
	MM, E	Human Resources/Risk Manager	Monthly	$ 7,801.96	$ 9,264.83	$ 10,727.69
			Annual	$ 93,623.50	$ 111,177.90	$ 128,732.31
87			Hourly	$ 42.87	$ 50.91	$ 58.94
			Bi-weekly	$ 3,429.43	$ 4,072.45	$ 4,715.47
			Monthly	$ 7,430.44	$ 8,823.64	$ 10,216.85
			Annual	$ 89,165.24	$ 105,883.72	$ 122,602.20

City of Carpinteria
Management and Miscellaneous Personnel
Classification and Compensation Information
Salary Schedule Effective July 1, 2025
FY 2025/26

86	MM, E	Chief Building Inspector/Plans Examiner	Hourly	$ 40.83	$ 48.48	$ 56.14
	MM, E	Environmental Program Manager	Bi-weekly	$ 3,266.13	$ 3,878.52	$ 4,490.92
	M, E	Public Works Manager	Monthly	$ 7,076.61	$ 8,403.47	$ 9,730.33
	M, E	Senior Accountant/Financial Analyst	Annual	$ 84,919.27	$ 100,841.64	$ 116,764.00
	M, E	Senior Management Analyst				
	M, E	Senior Planner				
85	M, E	Program Manager	Hourly	$ 38.88	$ 46.17	$ 53.46
			Bi-weekly	$ 3,110.60	$ 3,693.83	$ 4,277.07
			Monthly	$ 6,739.62	$ 8,003.30	$ 9,266.98
			Annual	$ 80,875.50	$ 96,039.65	$ 111,203.81
84	M, E	Accountant/Financial Analyst II	Hourly	$ 37.03	$ 43.97	$ 50.92
	NE	Associate Planner	Bi-weekly	$ 2,962.47	$ 3,517.94	$ 4,073.40
	NE	Associate Engineer	Monthly	$ 6,418.69	$ 7,622.19	$ 8,825.70
	M, E	Management Analyst II	Annual	$ 77,024.28	$ 91,466.34	$ 105,908.39
	M, E	Parks & Facilities Maintenance Supervisor				
	M, E	Public Works Supervisor				
83	M, E	Aquatics Superintendent	Hourly	$ 35.27	$ 41.88	$ 48.49
	M, E	Code Compliance Supervisor	Bi-weekly	$ 2,821.40	$ 3,350.42	$ 3,879.43
	M, E	Community Engagement Library Specialist	Monthly	$ 6,113.04	$ 7,259.23	$ 8,405.43
			Annual	$ 73,356.46	$ 87,110.80	$ 100,865.13
82	M, E	Accountant/Financial Analyst I	Hourly	$ 33.59	$ 39.89	$ 46.18
	NE	Assistant Engineer	Bi-weekly	$ 2,687.05	$ 3,190.87	$ 3,694.69
	NE	Assistant Planner	Monthly	$ 5,821.94	$ 6,913.56	$ 8,005.17
	NE	Environmental Program Coordinator	Annual	$ 69,863.30	$ 82,962.66	$ 96,062.03
	NE	Executive Assistant/Deputy City Clerk				
	M, E	Management Analyst I				
81			Hourly	$ 31.99	$ 37.99	$ 43.98
			Bi-weekly	$ 2,559.10	$ 3,038.93	$ 3,518.76
			Monthly	$ 5,544.71	$ 6,584.34	$ 7,623.97
			Annual	$ 66,536.47	$ 79,012.06	$ 91,487.65
80	NE	Accounting Technician	Hourly	$ 30.47	$ 36.18	$ 41.89
	NE	Code Compliance Officer II	Bi-weekly	$ 2,437.23	$ 2,894.21	$ 3,351.20
	NE	Engineering Technician	Monthly	$ 5,280.67	$ 6,270.80	$ 7,260.92
	NE	Environmental Program Specialist	Annual	$ 63,368.07	$ 75,249.58	$ 87,131.09
	NE	Human Resources Technician				
	NE	Planning Technician				
79			Hourly	$ 29.01	$ 34.45	$ 39.90
			Bi-weekly	$ 2,321.17	$ 2,756.39	$ 3,191.62
			Monthly	$ 5,029.21	$ 5,972.19	$ 6,915.17
			Annual	$ 60,350.54	$ 71,666.27	$ 82,981.99
78	NE	Aquatics Program Coordinator	Hourly	$ 27.63	$ 32.81	$ 38.00
	NE	Accounting Specialist	Bi-weekly	$ 2,210.64	$ 2,625.14	$ 3,039.63
	NE	Senior Services Coordinator	Monthly	$ 4,789.73	$ 5,687.80	$ 6,585.87
	NE	Human Resources Assistant	Annual	$ 57,476.71	$ 68,253.59	$ 79,030.47
77	NE	Management Assistant	Hourly	$ 26.32	$ 31.25	$ 36.19
			Bi-weekly	$ 2,105.37	$ 2,500.13	$ 2,894.89
			Monthly	$ 4,561.64	$ 5,416.95	$ 6,272.26
			Annual	$ 54,739.72	$ 65,003.42	$ 75,267.12
76	NE	Code Compliance Officer I	Hourly	$ 25.06	$ 29.76	$ 34.46
			Bi-weekly	$ 2,005.12	$ 2,381.08	$ 2,757.04
			Monthly	$ 4,344.42	$ 5,159.00	$ 5,973.58
			Annual	$ 52,133.07	$ 61,908.02	$ 71,682.97
75			Hourly	$ 23.87	$ 28.35	$ 32.82
			Bi-weekly	$ 1,909.64	$ 2,267.69	$ 2,625.75
			Monthly	$ 4,137.55	$ 4,913.33	$ 5,689.12
			Annual	$ 49,650.54	$ 58,960.02	$ 68,269.49

EM -Executive Management

MM - Mid-Management

M - Management

E - Exempt

NE - Non-Exempt

RESOLUTION NO. 6409

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA APPROVING AND ADOPTING A NEW CLASSIFICATION AND COMPENSATION SCHEDULE FOR SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 620, REPRESENTING EMPLOYEES IN THE GENERAL SERVICE, PUBLIC WORKS AND PARKS, RECREATION, AND PUBLIC FACILITIES BARGAIN UNIT

WHEREAS, the City of Carpinteria City Council recognizes that the salary structure for the SEIU bargaining unit is separate from the Management Personnel and Miscellaneous Unrepresented Personnel covered under separate City of Carpinteria Conditions of Employment; and

WHEREAS, the positions listed in the Class and Compensation Schedule for SEIU Represented Employees include the full-time positions proposed in the FY 2025/26 budget; and

WHEREAS, on January 23, 2023, the City Council adopted Resolution No. 6190 approving SEIU Memorandum of Understanding for a five-year period beginning July 1, 2022 and ending June 30, 2027; and

WHEREAS, Section 23.H Base Wage Adjustment of the SEIU MOU states that employees shall have a cost-of-living adjustment based on the Los Angeles-Long Beach-Anaheim area for Urban Wage Earners and Clerical Workers Consumer Price Index (CPI), with a minimum increase of 2.5% and a maximum increase of 5%; and

WHEREAS, the CPI for the period of March 2024 through March 2025 of 3.1% shall be used to adjust the Class and Compensation Schedule for SEIU effective July 1, 2025; and

WHEREAS, in order to maintain a competitive compensation package, it is the desire of the City Council to amend the Class and Compensation Schedule for SEIU Represented Employees.

NOW, THEREFORE, BE IT RESOLVED as follows:

SECTION 1. The above recitals are true and correct.

SECTION 2. The revised Class and Compensation Schedule for SEIU Personnel, attached hereto as Exhibit A, effective July 1, 2025, is hereby approved and implementation by the City Manager is authorized.

PASSED, APPROVED AND ADOPTED on June 23, 2025, by the following vote:

AYES: COUNCILMEMBER(S):

NOES: COUNCILMEMBER(S):

ABSENT: COUNCILMEMBER(S):

ABSTAIN: COUNCILMEMBER(S):

_____
Mayor, City of Carpinteria

ATTEST:

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was adopted at a regular meeting of the City Council of the City of Carpinteria held on June 23, 2025.

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

APPROVED AS TO FORM:

_____
Jena Shoaf Acos, on behalf of Brownstein Hyatt Farber Schreck, LLP acting as City Attorney of the City of Carpinteria

Exhibit A to Resolution No. 6409

City of Carpinteria
SEIU REPRESENTED EMPLOYEES
Classification and Compensation Information
Salary Schedule Effective July 1, 2025
FY 2025/26

Grade	FLSA	Position	Pay Type	A	B	C	D	E
114	NE	Administrative Assistant II	Hourly	$ 32.21	$ 33.82	$ 35.51	$ 37.29	$ 39.15
			Bi-weekly	$ 2,576.99	$ 2,705.84	$ 2,841.13	$ 2,983.19	$ 3,132.35
			Monthly	$ 5,583.47	$ 5,862.65	$ 6,155.78	$ 6,463.57	$ 6,786.75
			Annual	$ 67,001.69	$ 70,351.78	$ 73,869.36	$ 77,562.83	$ 81,440.97
113	NE	Lead Maintenance Worker	Hourly	$ 31.43	$ 33.00	$ 34.65	$ 36.38	$ 38.20
	NE	Sr. Parks/Facilities Maintenance Technician	Bi-weekly	$ 2,514.13	$ 2,639.84	$ 2,771.83	$ 2,910.43	$ 3,055.95
			Monthly	$ 5,447.29	$ 5,719.66	$ 6,005.64	$ 6,305.92	$ 6,621.22
			Annual	$ 65,367.50	$ 68,635.88	$ 72,067.67	$ 75,671.06	$ 79,454.61
112			Hourly	$ 30.66	$ 32.19	$ 33.80	$ 35.49	$ 37.27
			Bi-weekly	$ 2,452.81	$ 2,575.46	$ 2,704.23	$ 2,839.44	$ 2,981.41
			Monthly	$ 5,314.43	$ 5,580.15	$ 5,859.16	$ 6,152.12	$ 6,459.72
			Annual	$ 63,773.17	$ 66,961.83	$ 70,309.92	$ 73,825.42	$ 77,516.69
111			Hourly	$ 29.91	$ 31.41	$ 32.98	$ 34.63	$ 36.36
			Bi-weekly	$ 2,392.99	$ 2,512.64	$ 2,638.27	$ 2,770.18	$ 2,908.69
			Monthly	$ 5,184.81	$ 5,444.05	$ 5,716.25	$ 6,002.07	$ 6,302.17
			Annual	$ 62,217.73	$ 65,328.62	$ 68,595.05	$ 72,024.80	$ 75,626.04
110	NE	Maintenance Worker II	Hourly	$ 29.18	$ 30.64	$ 32.17	$ 33.78	$ 35.47
			Bi-weekly	$ 2,334.62	$ 2,451.36	$ 2,573.92	$ 2,702.62	$ 2,837.75
			Monthly	$ 5,058.35	$ 5,311.27	$ 5,576.83	$ 5,855.67	$ 6,148.46
			Annual	$ 60,700.23	$ 63,735.24	$ 66,922.00	$ 70,268.10	$ 73,781.50
109			Hourly	$ 28.47	$ 29.89	$ 31.39	$ 32.96	$ 34.61
			Bi-weekly	$ 2,277.68	$ 2,391.57	$ 2,511.14	$ 2,636.70	$ 2,768.54
			Monthly	$ 4,934.98	$ 5,181.73	$ 5,440.81	$ 5,712.85	$ 5,998.50
			Annual	$ 59,219.73	$ 62,180.72	$ 65,289.75	$ 68,554.24	$ 71,981.95
108	NE	Adminsistrative Assistant I	Hourly	$ 27.78	$ 29.17	$ 30.62	$ 32.15	$ 33.76
			Bi-weekly	$ 2,222.13	$ 2,333.24	$ 2,449.90	$ 2,572.39	$ 2,701.01
			Monthly	$ 4,814.61	$ 5,055.34	$ 5,308.11	$ 5,573.52	$ 5,852.19
			Annual	$ 57,775.35	$ 60,664.12	$ 63,697.32	$ 66,882.19	$ 70,226.30
107			Hourly	$ 27.10	$ 28.45	$ 29.88	$ 31.37	$ 32.94
			Bi-weekly	$ 2,167.93	$ 2,276.33	$ 2,390.14	$ 2,509.65	$ 2,635.13
			Monthly	$ 4,697.18	$ 4,932.04	$ 5,178.64	$ 5,437.58	$ 5,709.46
			Annual	$ 56,366.19	$ 59,184.50	$ 62,143.73	$ 65,250.92	$ 68,513.46
106			Hourly	$ 26.44	$ 27.76	$ 29.15	$ 30.61	$ 32.14
			Bi-weekly	$ 2,115.05	$ 2,220.81	$ 2,331.85	$ 2,448.44	$ 2,570.86
			Monthly	$ 4,582.62	$ 4,811.75	$ 5,052.34	$ 5,304.95	$ 5,570.20
			Annual	$ 54,991.41	$ 57,740.98	$ 60,628.03	$ 63,659.43	$ 66,842.40
105			Hourly	$ 25.79	$ 27.08	$ 28.44	$ 29.86	$ 31.35
			Bi-weekly	$ 2,063.47	$ 2,166.64	$ 2,274.97	$ 2,388.72	$ 2,508.16
			Monthly	$ 4,470.85	$ 4,694.39	$ 4,929.11	$ 5,175.56	$ 5,434.34
			Annual	$ 53,650.15	$ 56,332.66	$ 59,149.30	$ 62,106.76	$ 65,212.10
104	NE	Maintenance Worker I	Hourly	$ 25.16	$ 26.42	$ 27.74	$ 29.13	$ 30.59
			Bi-weekly	$ 2,013.14	$ 2,113.80	$ 2,219.49	$ 2,330.46	$ 2,446.98
			Monthly	$ 4,361.80	$ 4,579.89	$ 4,808.89	$ 5,049.33	$ 5,301.80
			Annual	$ 52,341.61	$ 54,958.70	$ 57,706.63	$ 60,591.96	$ 63,621.56
103			Hourly	$ 24.55	$ 25.78	$ 27.07	$ 28.42	$ 29.84
			Bi-weekly	$ 1,964.04	$ 2,062.24	$ 2,165.35	$ 2,273.62	$ 2,387.30
			Monthly	$ 4,255.42	$ 4,468.19	$ 4,691.60	$ 4,926.18	$ 5,172.48
			Annual	$ 51,064.99	$ 53,618.24	$ 56,299.15	$ 59,114.11	$ 62,069.81
102	NE	Office Assistant II	Hourly	$ 23.95	$ 25.15	$ 26.41	$ 27.73	$ 29.11
			Bi-weekly	$ 1,916.13	$ 2,011.94	$ 2,112.54	$ 2,218.17	$ 2,329.07
			Monthly	$ 4,151.63	$ 4,359.21	$ 4,577.17	$ 4,806.03	$ 5,046.33
			Annual	$ 49,819.50	$ 52,310.48	$ 54,926.00	$ 57,672.30	$ 60,555.92
101			Hourly	$ 23.37	$ 24.54	$ 25.76	$ 27.05	$ 28.40
			Bi-weekly	$ 1,869.40	$ 1,962.87	$ 2,061.01	$ 2,164.06	$ 2,272.27
			Monthly	$ 4,050.37	$ 4,252.88	$ 4,465.53	$ 4,688.80	$ 4,923.25
			Annual	$ 48,604.39	$ 51,034.61	$ 53,586.34	$ 56,265.66	$ 59,078.94
100			Hourly	$ 22.80	$ 23.94	$ 25.13	$ 26.39	$ 27.71
			Bi-weekly	$ 1,823.80	$ 1,914.99	$ 2,010.74	$ 2,111.28	$ 2,216.85
			Monthly	$ 3,951.58	$ 4,149.16	$ 4,356.61	$ 4,574.44	$ 4,803.17
			Annual	$ 47,418.92	$ 49,789.87	$ 52,279.36	$ 54,893.33	$ 57,637.99
99			Hourly	$ 22.24	$ 23.35	$ 24.52	$ 25.75	$ 27.03
			Bi-weekly	$ 1,779.32	$ 1,868.29	$ 1,961.70	$ 2,059.79	$ 2,162.78
			Monthly	$ 3,855.20	$ 4,047.96	$ 4,250.35	$ 4,462.87	$ 4,686.02
			Annual	$ 46,262.36	$ 48,575.48	$ 51,004.25	$ 53,554.46	$ 56,232.19
98	NE	Office Assistant I	Hourly	$ 21.70	$ 22.78	$ 23.92	$ 25.12	$ 26.38
			Bi-weekly	$ 1,735.92	$ 1,822.72	$ 1,913.86	$ 2,009.55	$ 2,110.03
			Monthly	$ 3,761.17	$ 3,949.23	$ 4,146.69	$ 4,354.02	$ 4,571.72
			Annual	$ 45,134.01	$ 47,390.71	$ 49,760.25	$ 52,248.26	$ 54,860.67

RESOLUTION NO. 6410

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA APPROVING AND ADOPTING THE REVISIONS TO THE COMPENSATION SCHEDULE FOR PART-TIME, TEMPORARY, AND SEASONAL HOURLY-RATED EMPLOYEES

WHEREAS, the City of Carpinteria employs hourly rated part-time, temporary, and seasonal employees limited to working less than 999 hours per fiscal year; and

WHEREAS, rates of pay and conditions of employment for hourly rated employees are not subject to, nor do they have employment rights of the personnel system as described in the City of Carpinteria Personnel System Rules and Regulations and the Employer-Employee Relations Policy for regular employees; and

WHEREAS, a uniform basis for recognizing compensation levels for this category of employee is essential to the effective and efficient operation of the City; and

WHEREAS, the Compensation Schedule for Part-time, Temporary, and Seasonal Hourly-Rated Employees has been revised to include a five percent (5%) adjustment; and

WHEREAS, the Compensation Schedule introduces flat rates within classification series (I/II/III) in lieu of multi-step ranges, to improve clarity in position placement and support consistent and fair hiring advancement decisions; and

WHEREAS, the positions listed in the Compensation Schedule for Part-time, Temporary, and Seasonal Hourly-Rated Employees include positions proposed in the FY 2025/26 budget; and

NOW, THEREFORE, BE IT RESOLVED as follows:

Section 1. The above recites are true and correct.

Section 2. The hourly compensation schedule, Exhibit A, is hereby approved and authorizes the City Manager to implement the changes to be effective July 1, 2025.

PASSED, APPROVED AND ADOPTED on June 23, 2025, by the following vote:

AYES: COUNCILMEMBER(S):

NOES: COUNCILMEMBER(S):

ABSENT: COUNCILMEMBER(S):

ABSTAIN: COUNCILMEMBER(S):

_____
Mayor, City of Carpinteria

ATTEST:

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was adopted at a regular meeting of the City Council of the City of Carpinteria held on June 23, 2025.

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

APPROVED AS TO FORM:

_____
Jena Shoaf Acos, on behalf of Brownstein
Hyatt Farber Schreck, LLP acting as
City Attorney of the City of Carpinteria

Exhibit A to Resolution No. 6410

City of Carpinteria
PART-TIME, TEMPORARY, AND SEASONAL EMPLOYEES
Classification and Compensation Information
Salary Schedule Effective July 1, 2025
FY 2025/26

Grade	FLSA	Position	Pay Type	A
624	NE	Crossing Guards I Maintenance Worker I Parks & Facilities Attendant I	Hourly	$19.1442
625	NE	Management Intern	Hourly	$20.1014
626	NE	Aqua Instructor/Coach I Crossing Guards II Parks & Facilities Attendant II Pool Lifeguard I Maintenance Worker II Recreation Leader I	Hourly	$21.1065
627	NE	Beach Lifeguard I	Hourly	$22.1618
628	NE	Aqua Instructor/Coach II Maintenance Worker III Parks & Facilities Attendant III Pool Lifeguard II Recreation Leader II	Hourly	$23.2699
629	NE	Beach Lifeguard II Community Garden Coordinator I Lifeguard Program Coordinator I	Hourly	$24.4334
630	NE	Aqua Instructor/Coach III Pool Lifeguard III Recreation Leader III	Hourly	$25.6551
631	NE	Beach Lifeguard III Community Garden Coordinator II Library Technician I Lifeguard Program Coordinator II	Hourly	$26.9378
632	NE	Literacy Coordinator I	Hourly	$28.2847
633	NE	Community Garden Coordinator III Library Technician II Lifeguard Program Coordinator III	Hourly	$29.6990
634	NE	Literacy Coordinator II	Hourly	$31.1839
635	NE	Library Technician III	Hourly	$32.7431
636	NE	Literacy Coordinator III	Hourly	$34.3803

NE - Non-Exempt

ATTACHMENT D

Authorized Full-Time Positions

AUTHORIZED FULL TIME POSITIONS- LAST FIVE YEARS

	2022/23	2023/24	2024/25	2025/26	2026/27
GENERAL GOVERNMENT					
City Manager	1	1	1	1	1
Assistant City Manager	1	1	1	1	1
Human Resources/Risk Manager	1	0	0	0	0
City Clerk	1	1	1	1	1
Program Manager	1	1	1	1	1
Executive Assistant/Deputy City Clerk	1	0	0	0	0
Management Analyst I/II	0	1	2	2	2
Human Resources Assistant	0	1	1	1	1
Office Assistant I/II	1	1	1	1	1
General Government Department Sub-total:	**7**	**7**	**8**	**8**	**8**
ADMINISTRATIVE SERVICES					
Administrative Services Director	1	1	1	1	1
Finance Manager	1	1	1	1	1
Accounting Technician	1	1	1	1	1
Accounting Specialist	1	1	1	1	1
Administrative Services Department Sub-total:	**4**	**4**	**4**	**4**	**4**
COMMUNITY DEVELOPMENT					
Community Development Director	1	1	1	1	1
Principal Planner	2	2	2	2	2
Senior Planner	0	1	1	1	1
Associate Planner	2	2	2	1	1
Assistant Planner	0	0	0	1	1
Administrative Assistant I/II	1	1	1	1	1
Chief Building Inspector	1	1	1	1	1
Code Compliance Supervisor	1	1	1	1	1
Code Compliance Officer I/II	2	1	1	1	1
Community Development Department Sub-total:	**10**	**10**	**10**	**10**	**10**
PUBLIC WORKS DEPARTMENT					
Public Works Director	1	1	1	1	1
Management Analyst I/II	1	1	1	1	1
Civil Engineer	1	0	0	0	0
Associate Engineer	0	1	1	1	1
Environmental Program Manager	1	1	1	1	1
Environmental Program Specialist	0	0	1	1	1
Engineering Technician	1	1	1	1	1
Public Works Manager	0	0	0	1	1
Public Works Supervisor	1	1	1	0	0
Parks & Facilities Maintenance Supervisor	1	1	1	1	1
Lead Maintenance Worker	1	1	1	1	1
Sr. Parks & Facilities Maintenace Technician	1	1	1	1	1
Maintenance Worker I/II	4	4	4	4	4
Public Works Department Sub-total:	**13**	**13**	**14**	**14**	**14**
PARKS, RECREATION & COMMUNITY SERVICES					
Parks, Recreation & Community Services Director	1	1	1	1	1
Program Manager	0	0	1	1	1
Management Analyst I/II	1	1	0	0	0
Aquatics Superintendent	1	1	0	0	0
Aquatics Program Coordinator	1	1	2	2	2
City Librarian	1	1	1	1	1
Community Engagement Library Specialist	1	1	1	1	1
Senior Services Coordinator	0	1	1	1	1
Parks, Recreation & Public Facilities Department Sub-total:	**6**	**7**	**7**	**7**	**7**
GRAND TOTAL - Full Time Staff:	**40**	**41**	**43**	**43**	**43**

ATTACHMENT E

Capital Improvement Program

Capital Improvement Program
FY2025/26 Proposed Expenditure and Funding Source

Project Name	Transfer From Other Fund					Grants	DIFs	Donations	Total
	Measure X	RMRA	Gas Tax	Tidelands Trust	Measure A				
Carpinteria Community Pool	$ -	$ -	$ -	$ -	$ -	$ -	$ 59,000	$ 11,000	**$ 70,000**
Rincon Multi-Use Trail	-	-	-		-	380,000	-	-	**380,000**
Bluffs II trail	-	-	-	9,000	-	-	-	-	**9,000**
Dune and Shoreline Management	-	-	-	-	-	300,000	-	-	**300,000**
Franklin Creek Trail	-	-	-	-	429,000	-	-	-	**429,000**
Linden Avenue Beach-End Beautification Project	-	-	-	-	-	94,000	-	-	**94,000**
Carpinteria Library	18,000	-	-	-	-	32,000	-	-	**50,000**
2023 Pavement Maintenance and Rehabilitation	-	50,000	-	-	-	-	-	-	**50,000**
Carpinteria Ave Bridge Replacement	-	175,000	59,500	-	67,500	5,930,000	569,500	-	**6,801,500**
Linden Ave Improv - Carp Ave to Linden	-	-	-	-	-	2,000	-	-	**2,000**
Carp High/Rincon High Crosswalk	-	-	-	-	-	-	44,000	-	**44,000**
Total CIP	**$ 18,000**	**$ 225,000**	**$ 59,500**	**$ 9,000**	**$ 496,500**	**$ 6,738,000**	**$ 672,500**	**$ 11,000**	**$ 8,229,500**

Capital Improvement Program
FY2026/27 Proposed Expenditure and Funding Source

Project Name	Transfer From Other Fund			Grants	DIFs	Total
	RMRA	Gas Tax	Measure A			
Dune and Shoreline Management	$ -	$ -	$ -	$ 650,000	$ -	**$ 650,000**
Carpinteria Ave Bridge Replacement	175,000	59,500	67,500	5,930,000	569,500	**6,801,500**
Total CIP	**$ 175,000**	**$ 59,500**	**$ 67,500**	**$ 6,580,000**	**$ 569,500**	**$ 7,451,500**

Capital Improvements Program

Fiscal Year 2025/26 - 2026/27



CIP Code: AT-10 **Public Works Code:** 15015 **Finance Number:** PK-19-004

Project Name: Rincon Multi-Use Trail Project

Engineer Estimate: $8,040,600 **Category:** Critical Infrastructure **Phase:** Design

Useful Life: 20-50 yr **Type:** Trail **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Grant Fund 3) Community Benefit

Description:

The general scope of work includes a new multi-use trail between Carpinteria Avenue and Rincon County Park. The objective of this project is to close one of the gaps in the California Coastal Trail. The California Department of Transportation is required to complete this project per the Conditional Use Permit/Coastal Development Permit of the Highway 101 Linden Avenue and Casitas Pass Road Interchanges and Via Real Extension Project.

Justification/Priority Evaluation:

The Rincon Multi-Use Trail is an undeveloped segment of the California Coastal Trail. This project was identified due to the absence of a safe and accessible connection between the developed Coastal Trail and the City. Currently, pedestrians and bicyclists must travel along the highway or cross active railroad tracks.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents) Priority C (Improve pedestrian, bicycle, and ADA accessibility while enhancing mobility options for all residents). The project is intended to yield community benefits by enhancing mobility and promoting safe alternative transportation. The project meets three of the five priority criteria. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26.

Capital Improvements Program
Fiscal Year 2025/26 - 2026/27

CIP Code: AT-10 **Public Works Code:** 15015 **Finance Number:** PK-19-004

Project Name: Rincon Multi-Use Trail Project

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	130,000	-	-	-	-	-	**130,000**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	32,000	1,600	-	-	-	-	**33,600**
Environmental	130,000	-	100,000	-	-	-	**230,000**
Right-of-Way	5,000	-	-	-	-	-	**5,000**
Design	1,262,000	-	280,000	-	-	-	**1,542,000**
Project Mgmt.	-	-	-	-	1,000,000	208,000	**1,208,000**
Construction	-	-	-	-	4,000,000	288,000	**4,288,000**
Contingency	-	-	-	-	404,000	200,000	**604,000**
Total	**1,559,000**	**1,600**	**380,000**	**-**	**5,404,000**	**696,000**	**8,040,600**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Caltrans Grant	1,559,000	-	380,000	-	-	-	**1,939,000**
Measure X	-	1,600	-	-	-	-	**1,600**
TBD	-	-	-	-	**5,404,000**	696,000	**6,100,000**
Total	**1,559,000**	**1,600**	**380,000**	**-**	**5,404,000**	**696,000**	**8,040,600**

Fiscal Year 2025/26 Budget Impact:

The environmental document is anticipated to be funded by the California Department of Transportation.

The budget impact on proposed funds include:

- None

Capital Improvements Program

Fiscal Year 2025/26 – 2026/27



CIP Code: PR-35 **Public Works Code:** 15013 **Finance Number:** PK-20-002

Project Name: Bluffs II Trail Project

Engineers Estimate: $482,550 **Category:** Critical Infrastructure **Phase:** Construction

Useful Life: 25 yr **Type:** Trail **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Grant Funds 3) Community Benefit

Description:

The general scope of work includes a new trail within a City easement (acquired in December 2018) across 6155 Carpinteria Avenue (APN 001-180-040). The objective of this project is to close a gap in the Carpinteria Coastal Vista Trail

Justification/Priority Evaluation:

The Bluffs II Trail is an undeveloped segment of the Carpinteria Coastal Vista Trail. The project seeks to complete the segment to ensure accessibility and connectivity for all community members.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents), Priority C (Improve pedestrian, bicycle, and ADA accessibility while enhancing mobility options for all residents). The project secured $183,000 in grant funding. The project is intended to deliver community benefits by providing for trail accessibility and connectivity. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26 because of its grant funded status.

Capital Improvements Program
Fiscal Year 2025/26 – 2026/27

CIP Code: PR-35 **Public Works Code:** 15013 **Finance Number:** PK-20-002

Project Name: Bluffs II Trail Project

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/2027	2027/28	2028/29	Total
Admin	1,000	-	-	-	-	-	**1,000**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	-	-	-	-	-	**-**
Environmental	59,000	-	-	-	-	-	**59,000**
Right-of-Way	-	-	-	-	-	-	**-**
Design	22,000	66,550		-	-	-	**88,550**
Project Mgmt.	-	-	-	-	-	-	**-**
Construction	13,000	280,000	9,000		-	-	**302,000**
Contingency	-	32,000	-	-	-	-	**32,000**
Total	**95,000**	**378,550**	**9,000**	**-**	**-**	**-**	**482,550**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Tidelands	84,000	184,000	9,000	-	-	-	**277,000**
State Grant	11,000	194,550	-	-	-	-	**205,550**
Total	**95,000**	**378,550**	**9,000**	**-**	**-**	**-**	**482,550**

FY 2025/26 Budget Impact:

Project will utilize rollover funds from previous year to cover the majority of project cost, and proposes Tidelands Trust Fund to fill funding gap.

The budget impact on proposed funds include:

- Tidelands Trust Fund: Proposed use of 2% of annual fund revenue.

Capital Improvements Program

Fiscal Year 2025/26 – 2026/27



CIP Code: PR-44 **Public Works Code:** 15119 **Finance Number:** PK-20-005

Project Name: Dune and Shoreline Management Plan (Carpinteria Living Shoreline Project)

Engineers Estimate: $1,859,000 **Category:** Critical Infrastructure **Phase:** Design

Useful Life: 100 yr **Type:** Environmental **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Grant Funds 3) Community Benefit

Description:

The general scope of work includes preparing and implementing the Dune and Shoreline Management Plan (Carpinteria Living Shoreline Project). The objective of this project is to protect landward resources and critical infrastructure in the beach neighborhood, areas north of Carpinteria Salt Marsh, and Downtown while minimizing beach erosion.

Justification/Priority Evaluation:

The Carpinteria Living Shoreline Project is identified as a sustainable, long-term solution to address coastal hazards impacting public infrastructure and community. Currently, hazard mitigation relies on a temporary earthen berm, which acts as a winter seasonal barrier between the ocean and developed areas. This project proposes a permanent, nature-based alternative that enhances shoreline resilience while reducing ongoing maintenance needs.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents) Priority A: (Maintain and improve high-priority public infrastructure). In addition, the project secured 100% grant funding for the design phase, which presents no financial burden to the City. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26 because of its long-term community benefit and fully-funded status.

CIP Code: PR-44 **Public Works Code:** 15119 **Finance Number:** PK-20-005

Project Name: Dune and Shoreline Management Plan (Carpinteria Living Shoreline Project)

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	2,000	-	-	-	-	-	**2,000**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	-	15,000	-	-	-	**15,000**
Environmental	42,000	-	60,000	50,000	50,000	-	**202,000**
Right-of-Way	-	-	25,000	-	-	-	**25,000**
Design	195,000	300,000	100,000	500,000	220,000	-	**1,315,000**
Project Mgmt.	-	-	100,000	100,000	100,000	-	**300,000**
Construction	-	-	-	-	-	-	**-**
Contingency	-	-	-	-	-	-	**-**
Total	**239,000**	**300,000**	**300,000**	**650,000**	**370,000**	**-**	**1,859,000**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
State Grant	239,000	300,000	300,000	650,000	370,000	-	**1,859,000**
Total	**239,000**	**300,000**	**300,000**	**650,5000**	**370,000**	**-**	**1,859,000**

FY 2025/26 Budget Impact:

The design phase is 100% grant-funded with no local match requirements.

The budget impact on proposed funds include:

- None

Capital Improvements Program

Fiscal Year 2025/2026 – 2026/27



CIP Code: AT-05 **Public Works Code:** 15037 **Finance Number:** PK-23-001

Project Name: Franklin Creek Trail Improvement Project

Engineers Estimate: $2,075,500 **Category:** Critical Infrastructure **Phase:** Construction

Useful Life: 50 yr **Type:** Trail **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Grant Funds 3) Local Funds 4) Community Benefit

Description:

The general scope of work includes accessible surfacing, safety fencing, and adjacent accessibility connection improvements along east side Franklin Creek Trail between Carpinteria Avenue and Seventh Street. The objective of this project is to provide for a safe route to school.

Justification/Priority Evaluation:

The Franklin Trail is identified as a key, yet undeveloped, corridor within the City's multi-use trail network. Despite its informal status, the trail is regularly used by pedestrians including students from the nearby Aliso School as a safer and more direct route compared to adjacent streets. However, the existing conditions present several hazards, such as an uneven surface, absence of fencing, and lack of lighting, limit accessibility and raise safety concerns. The project seeks to address deficiencies through pedestrian facility upgrades to comply with Americans with Disabilities Act (ADA) standards and a safe route to school.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents), Priority C (Improve pedestrian, bicycle, and ADA accessibility while enhancing mobility options for all residents). The project secured $999,000 in grant funding and is fully funded for Fiscal Year. The project is intended to deliver community benefits by trail accessibility and connectivity. The project meets four of the five priority criteria. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26.

Capital Improvements Program
Fiscal Year 2025/2026 – 2026/27

CIP Code: AT-05 **Public Works Code:** 15037 **Finance Number:** PK-23-001

Project Name: Franklin Creek Trail Improvement Project

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	-	-	-	-	-	-	**-**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	-	-	-	-	-	**-**
Environmental	-	-	-	-	-	-	**-**
Right-of-Way	1,000	-	-	-	-	-	**1,000**
Design	222,000	-	-	-	-	-	**222,000**
Project Mgmt.	-	227,000	-	-	-	-	**227,000**
Construction		1,073,000	429,000		-	-	**1,502,000**
Contingency	-	123,500	-	-	-	-	**123,500**
Total	**223,000**	**1,423,500**	**429,000**		**-**	**-**	**2,075,500**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
CDBG	-	570,000	-	-	-	-	**570,000**
Mea A Grant	56,000	-	429,000	-	-	-	**485,000**
Parks DIF	-	100,000	-	-	-	-	**100,000**
Measure A	167,000	427,000	-	-	-	-	**594,000**
Measure X	-	326,500	-	-	-	-	**326,500**
Total	**223,000**	**1,423,500**	**429,000**	**-**	**-**	**-**	**2,075,500**

FY 2025/26 Budget Impact:

The fiscal year cost is 100% grant-funded

The budget impact on proposed funds include:

- None

Capital Improvements Program

Fiscal Year 2025/26 – 2026/27



CIP Code: PR-09 **Public Works Code:** 15056 **Finance Number:** PK-23-005

Project Name: Linden Avenue Beach-End Beautification Project (Linden Plaza Project)

Engineer Estimate: $1,712,800 **Category:** Park **Phase:** Design

Useful Life: 30 yr **Type:** Plaza **FY Priority Level:** 1

Priority Criteria Met: 1) Grant Funds 2) Community Benefit

Description:

The general scope of work includes beautification improvements at the Linden Avenue beach-end. The objective of this project is to provide for a more aesthetically pleasing urban park environment and transition to Carpinteria Beach.

Justification/Priority Evaluation:

In partnership with the California Department of Parks and Recreation, the project was identified as an opportunity to enhance the user and visitor experience for both the Carpinteria Beach and adjacent campground. The project proposes an improved, dedicated public space for recreation and relaxation that contributes to the overall appeal and functionality of the area.

The project met two of the five priority criteria including community benefit through the enhancement of a public recreational space and secured grant funding, respectively. Although three criteria were not met, the project's Priority Level 1 classification is assigned because of its 100% grant funding status which reduces financial impact on the City's budget.

CIP Code: PR-09 **Public Works Code:** 15056 **Finance Number:** PK-23-005

Project Name: Linden Avenue Beach-End Beautification Project (Linden Plaza)

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	-	-	-	-	-	-	**-**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	10,000	-	-	-	-	**10,000**
Environmental	-	10,000	-	-	-	-	**10,000**
Right-of-Way	-	10,000	-	-	-	-	**10,000**
Design	19,000	419,800	94,000	-	-	-	**532,800**
Project Mgmt.	-	-	-	-	80,000	-	**80,000**
Construction	-	-		-	1,000,000	-	**1,000,000**
Contingency	-	-	-	-	70,000	-	**70,000**
Total	**19,000**	**449,800**	**94,000**	**-**	**1,150,000**	**-**	**1,712,800**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
State Parks Grant	19,000	358,000	94,000	-	1,150,000	-	**1,621,000**
Tidelands	-	91,800	-	-	-	-	**91,800**
Total	**19,000**	**449,800**	**94,000**	**-**	**1,150,000**	**-**	**1,712,800**

FY 2025/26 Budget Impact:

The project is 100% grant-funded.

The budget impact on proposed funds include:

- None

Capital Improvements Program

Fiscal Year 2025/26



CIP Code: GF-18 **Public Works Code:** 15055 **Finance Number:** PW-23-001

Project Name: Carpinteria Library Improvements Project

Engineers Estimate: $1,189,000 **Category:** Critical Infrastructure **Phase:** Construction

Useful Life: 50 yr **Type:** Building **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Deferred Maintenance 3) Community Benefit

Description:

The general scope of work includes building system upgrades. The objective of this project is to upgrade electrical, mechanical, and plumbing systems; and remodeling.

Justification/Priority Evaluation:

The Carpinteria Community Library, as standard with building maintenance, requires updates and retrofits to maintain safe, functional, and modern operations. Identified deficiencies include plumbing, electrical systems, and accessibility for all recreational users.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents), Priority B (Enhance existing recreational opportunities). The project is intended to address deferred maintenance because the facility exceeds its optimal service life. Given the Carpinteria Community Library's role as a public resource that serves a wide range of users, the community benefit criterion is satisfied. The project meets three of the five priority criteria. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26.

Capital Improvements Program
Fiscal Year 2025/26

CIP Code: GF-18 **Public Works Code:** 15055 **Finance Number:** PW-23-001

Project Name: Carpinteria Library Improvements Project

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	-	-	-	-	-	-	**-**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	-	-	-	-	-	**-**
Environmental	-	-	-	-	-	-	**-**
Right-of-Way	-	-	-	-	-	-	**-**
Design	38,000	-	-	-	-	-	**38,000**
Project Mgmt.	-	-	-	-	80,000	-	**80,000**
Construction	1,000	-	50,000	-	950,000	-	**1,001,000**
Contingency	-	-	-	-	70,000	-	**70,000**
Total	**39,000**	**-**	**50,000**	**-**	**1,100,000**	**-**	**1,189,000**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Measure X	39,000	-	18,000	-	-	-	**57,000**
Gen Fac DIF	-	-	32,000	-	-	-	**32,000**
TBD	-	-	-	-	1,100,000	-	**1,100,000**
Total	**39,000**	**-**	**50,000**	**-**	1,100,000	**-**	**1,189,000**

FY 2025/26 Budget Impact:

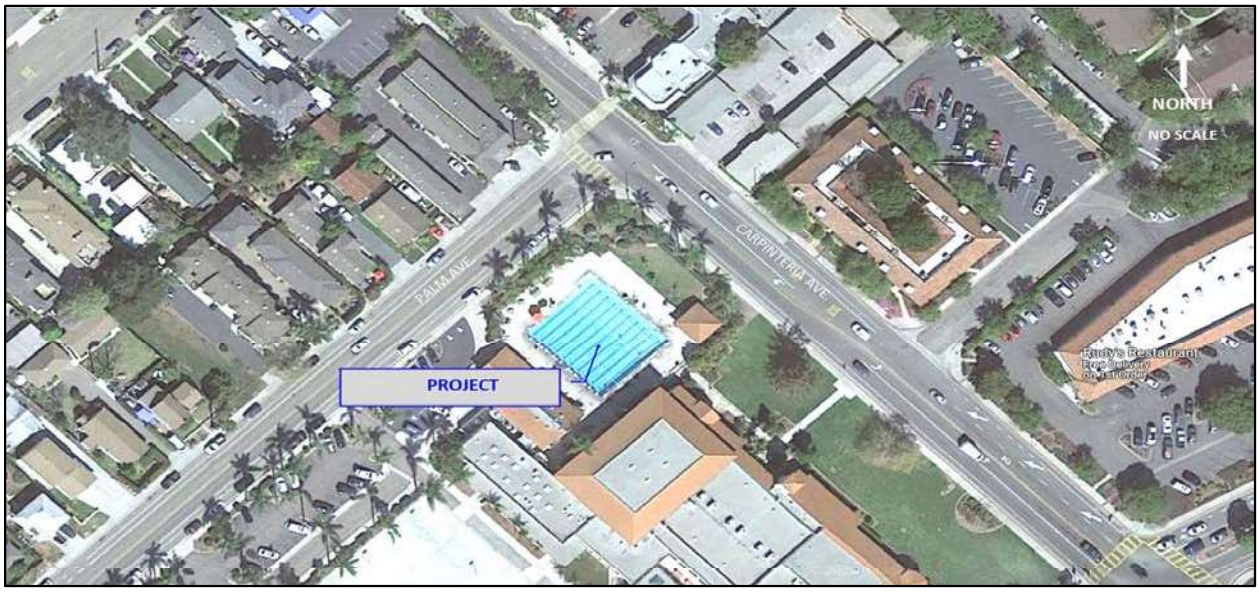
The project proposes use of General Government Facilities Development Impact Fee (DIF) and Measure X funds to begin construction.

The budget impact on proposed funds include:

- Measure X – 1% of the FY 2025/26 allocation
- Development Impact Fees Fund – 100% of General Government Facilities DIF

Capital Improvements Program

Fiscal Year 2025/26



CIP Code: PR-23 **Public Works Code:** 15074 **Finance Number:** TBD

Project Name: Carpinteria Community Pool Improvements Project

Engineers Estimate: $1,070,000 **Category:** Critical Infrastructure **Phase:** Design

Useful Life: 50 yr **Type:** Building **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Deferred Maintenance 3) Local Funds 4) Community Benefit

Description:

The general scope of work includes building system upgrades and a new small pool. The objective of this project is to upgrade electrical, mechanical, and plumbing systems; remodeling; and provide for an additional pool area for smaller non-swimming lap water activities.

Justification/Priority Evaluation:

The Carpinteria Community Pool warrants rehabilitation to maintain safe, functional operations. In response, the Parks, Recreation, and Community Services Department commissioned a comprehensive needs assessment. Upon completion of the assessment, specific improvements will be identified. Preliminary observations indicate the need for system upgrades and building reconfiguration to accommodate expanded programming and staffing.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents), Priority B (Enhance existing recreational opportunities). Additionally, the project satisfies deferred maintenance criteria as systems have met optimal useful life. The pool serves as a public resource to a wide range of users. The project is intended to ensure the continuation of the community benefit. The design phase is funded through local funds (i.e. development impact fees and private donations). The project meets four of the five priority criteria. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26.

CIP Code: PR-23 **Public Works Code:** 15074 **Finance Number:** TBD

Project Name: Carpinteria Community Pool Improvements Project

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	-	-	-	-	-	-	**-**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	-	-	-	-	-	**-**
Environmental	-	-	-	-	-	-	**-**
Right-of-Way	-	-	-	-	-	-	**-**
Design	-	-	70,000	-	-	-	**70,000**
Project Mgmt.	-	-	-	-	80,000	-	**80,000**
Construction	-	-	-	-	950,000	-	**950,000**
Contingency	-	-	-	-	70,000	-	**70,000**
Total	**-**	**-**	**70,000**	**-**	**1,000,000**	**-**	**1,070,000**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Aquatic DIF	-	-	59,000	-	-	-	**59,000**
Donation	-	-	11,000	-	-	-	**11,000**
TBD	-	-	-	-	1,000,000	-	**1,000,000**
Total	**-**	**-**	**70,000**	**-**	**1,000,000**	**-**	**1,070,000**

FY 2025/26 Budget Impact:

The project proposes the use of Aquatic Facilities Development Impact Fee (DIF) and private donations.

The budget impact on proposed funds include:

- Development Impact Fees Fund – 100% of Aquatic Facilities DIF
- Revolving Fund – 20% of Private Donations

Capital Improvements Program

Fiscal Year 2025/26 – 2026/27



CIP Code: ST-59 & ST-64 **Public Works Code:** 15133 & 15134 **Finance Number:** ST-23-001

Project Name: 2023 Pavement Rehabilitation Project

Engineer Estimate: $7,007,200 **Category:** Critical Infrastructure **Phase:** Construction

Useful Life: 20 yr **Type:** Roadway **FY Priority Level:** 3

Priority Criteria Met: 1) Strategic Alignment 2) Deferred Maintenance 3) Community Benefit

Description:

The general scope of work includes pavement rehabilitation, pedestrian facility upgrades (e.g. curb ramps and sidewalks) as needed for compliance with the Americans with Disabilities Act (ADA), and drainage improvements. The objective of this project is to rehabilitate pavement using technologies and material recycling techniques that lower greenhouse gas emissions and reduce the cost of pavement maintenance through material choice and construction methods and to provide for ADA accessibility upgrades.

Justification/Priority Evaluation:

Consistent with roadway infrastructure management best practices, pavement rehabilitation is essential when streets exceed a useful service life. Using the City's Pavement Management System the streets that proposed in this project are identified as *poor* or *failed* condition, which warrants rehabilitation. In addition to pavement improvements, the project will include pedestrian facility upgrades for accessibility to comply with ADA standards.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents), Priority A Maintain and improve high-priority public infrastructure) and addresses deferred maintenance needs. The anticipated outcomes include long-term community benefits through the delivery of safer, smoother roadways and accessible pedestrian facilities. The project meets three of the five priority criteria. However, it is recommended for programming contingency budget towards design revisions due to funding constraints and project cost for Fiscal Year 2025/26 and deferring construction to a subsequent fiscal year.

Capital Improvements Program

Fiscal Year 2025/26 – 2026/27

CIP Code: ST-59 & ST-64 **Public Works Code:** 15133 & 15134 **Finance Number:** ST-23-001

Project Name: 2023 Pavement Maintenance and Rehabilitation Project

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	-	-	-	-	-	-	**-**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	-	-	-	-	-	**-**
Environmental	-	-	-	-	-	-	**-**
Right-of-Way	-	-	-	-	-	-	**-**
Design	253,000	4,200	50,000	-	-	-	**307,200**
Project Mgmt.	-	-	-	-	350,000	-	**350,000**
Construction	-	-	-	-	5,520,000	-	**5,520,000**
Contingency	-	-	-	-	830,000	-	**830,000**
Total	**253,000**	**4,200**	**50,000**	**-**	**6,700,000**	**-**	**7,007,200**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
RMRA	230,000	4,200	50,000	-	-	-	**284,200**
Street DIF	-	-	-	-	-	-	**-**
Measure A	23,000	-	-	-	-	-	**23,000**
TBD	-	-	-	-	6,700,000	-	**6,700,000**
Total	**253,000**	**4,200**	**50,000**	**-**	6,700,000	**-**	**7,007,200**

FY 2025/26 Budget Impact:

The project budget proposes $50,000 of state funds (RMRA) for the design phase should any revision be necessary while awaiting construction.

The budget impact on proposed funds include:

- RMRA – 14% of FY 2025/26 Allocation

Capital Improvements Program

Fiscal Year 2025/26 – 2026/27



CIP Code: HI-07 **Public Works Code:** 15016 **Finance Number:** TR-19-002

Project Name: Carpinteria Avenue Bridge Replacement Project

Engineer Estimate: $15,345,600 **Category:** Critical Infrastructure **Phase:** Construction

Useful Life: 100 yr **Type:** Bridge **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Deferred Maintenance 3) Grant Funds 4) Local Funds 5) Community Benefit

Description:

The general scope of work includes removing and replacing Carpinteria Avenue Bridge over Carpinteria Creek, improving roadway approaches and pedestrian and bicycle facilities, relocating utility facilities, and restoring riparian areas. The objective of this project is to replace a structurally deficient bridge.

Justification/Priority Evaluation:

The Carpinteria Avenue Bridge serves as the City's main east-west roadway and emergency route to U.S. 101. In 2012, the California Department of Transportation rated the bridge as structurally deficient and unable to convey the 100-year flood of Carpinteria Creek.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents), Priority A (Maintain and improve high-priority public infrastructure), while mitigating deferred maintenance and leveraging a $13,828,820 grant and local funds (development impact fees) for construction. The project is intended to provide for community benefit in the form of safety, mobility, and emergency preparedness. The project meets five of the five priority criteria. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26.

CIP Code: HI-07 **Public Works Code:** 15016 **Finance Number:** TR-19-002

Project Name: Carpinteria Avenue Bridge Replacement Project

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	738,000	-	-	-	-	-	**738,000**
Land Acquisition		-	-	-	-	-	**-**
Permits & Fees	3,000	-	-	-	-	-	**3,000**
Environmental	-	-	-	-	-	-	**-**
Right-of-Way	-	-	-	-	-	-	**-**
Design	404,000	200,000	50,000	50,000	-	-	**704,000**
Project Mgmt.	51,000	40,000	730,000	730,000	-	-	**1,551,000**
Construction	35,000	200,000	5,326,500	5,326,500	-	-	**10,888,000**
Contingency	-	71,600	695,000	695,000	-	-	**1,461,600**
Total	**1,231,000**	**511,600**	**6,801,500**	**6,801,500**	**-**	**-**	**15,345,600**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
HBR Grant	1,086,000	461,000	5,930,000	5,930,000	-	-	**13,407,000**
Highway DIF	145,000	11,000	471,000	471,000	-	-	**1,098,000**
RMRA	-	-	175,000	175,000	-	-	**350,000**
Gas Tax	-	-	59,500	59,500	-	-	**119,000**
Measure A	-	-	67,500	67,500	-	-	**135,000**
Measure X	-	39,600	-	-	-	-	**39,600**
DIF	-	-	98,500	98,500	-	-	**197,000**
Total	**1,231,000**	**511,600**	**6,801,500**	**6,801,500**	**-**	**-**	**15,345,600**

FY 2025/26 Budget Impact:

The project is 88.53% federal grant-funded with a 11.47% local match requirement. Proposed funding sources to satisfy match include Highways and Bridges Development Impact Fee (DIF), Road Maintenance and Rehabilitation Account (RMRA), Gas Tax, and Measure A.

The budget impact on proposed funds include:

- Development Impact Fees Fund –50% of available Highways and Bridges DIF
- RMRA – 50% of FY 2025/26 allocation
- Gas Tax – 25% of available fund balance
- Measure A – 7% of FY 2025/26 allocation
- Development Impact Fee – Combination of DIF Fund balance

Capital Improvements Program

Fiscal Year 2025/26 - 2026/27



CIP Code: AT-23 **Public Works Code:** 15113 **Finance Number:** TR-21-001

Project Name: Linden Avenue Improvements Project-Carpinteria Avenue to Linden Avenue Overcrossing

Engineer Estimate: $924,500 **Category:** Critical Infrastructure **Phase:** Construction

Useful Life: 50 yr **Type:** Pedestrian Safety **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Grant Funds 3) Local Funds 4) Community Benefit

Description:

The general scope of work includes sidewalk widening, parkways, street trees, curb ramp upgrades in conform with Americans with Disabilities Act (ADA) standards, and Class II Bikeways (Bike Lanes). The objective of this project is to conform with the Bikeways Plan of the Circulation Element of the General Plan and Local Coastal Plan and the SBCAG Regional Active Transportation Plan.

Justification/Priority Evaluation:

The proposed project is located on Linden Avenue between Carpinteria Avenue and the Linden Avenue Overcrossing. Linden Avenue serves as one of the key arterial roadways and access to both Carpinteria City Beach and Carpinteria State Beach. Despite its high level of foot traffic, the corridor currently lacks adequate pedestrian safety features and ADA-compliant pedestrian facilities.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents), Priority C (Improve pedestrian, bicycle, and ADA accessibility while enhancing mobility options for all residents). The project secured 100% grant funding for design and construction. The project is intended to deliver community benefits by enhancing pedestrian safety, accessibility, and overall walkability. The project meets four of the five priority criteria. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26.

CIP Code: AT-23 **Public Works Code:** 15113 **Finance Number:** TR-21-001

Project Name: Linden Avenue Improvements Project- Carpinteria Avenue to Linden Avenue Overcrossing

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	-	-	-	-	-	-	**-**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	-	-	-	-	-	**-**
Environmental	-	-	-	-	-	-	**-**
Right-of-Way	-	-	-	-	-	-	**-**
Design	130,000	-	-	-	-	-	130,000
Project Mgmt.	-	100,000	-	-	-	-	100,000
Construction	-	600,000	-		-	-	600,000
Contingency	-	92,500	2,000	-	-	-	94,500
Total	**130,000**	**792,500**	**2,000**	**-**	**-**	**-**	**924,500**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
SBCAG Cir Funds	130,000	792,500	2,000	-	-	-	**924,500**
Total	**130,000**	**792,500**	**2,000**	**-**	**-**	**-**	**924,500**

FY 2025/26 Budget Impact:

The construction phase of this project is 100% grant-funded.

The budget impact on proposed funds include:

- None

Capital Improvements Program

Fiscal Year 2025/26 – 2026/27



CIP Code: TC-03 **Public Works Code:** 15125 **Finance Number:** TR-21-003

Project Name: Carpinteria High School Area Crosswalk Safety Improvements Project

Engineer Estimate: $846,650 **Category:** Critical Infrastructure **Phase:** Construction

Useful Life: 30 yr **Type:** Pedestrian Safety **FY Priority Level:** 1

Priority Criteria Met: 1) Strategic Alignment 2) Grant Funds 3) Local Funds 4) Community Benefit

Description:

The general scope of work includes a new high intensity activated crosswalk system in front of Carpinteria High School. The objective of this project is to provide for a countermeasure to vehicular and pedestrian conflicts.

Justification/Priority Evaluation:

The proposed crosswalk improvement is located in front of Carpinteria High School, serving a student population of 600. The need for the project was identified in response to recurring pedestrian-vehicle incidents, with drivers citing sun glare as a contributing factor. To mitigate the naturally occurring hazard, the installation of high intensity activated crosswalk system is recommended.

The project aligns with Strategic Goal #3 (Enhance Quality of Life for Residents), Priority C (Improve pedestrian, bicycle, and ADA accessibility while enhancing mobility options for all residents). The project secured $342,800 in grant funding and proposes to use restricted local funds (i.e. development impact fees) for construction. The project is intended to provide for a community benefit by improving pedestrian safety. The project meets four of the five priority criteria. The project is assigned a Priority Level 1 classification for Fiscal Year 2025/26.

CIP Code: TC-03 **Public Works Code:** 15125 **Finance Number:** TR-21-003

Project Name: Carpinteria High School Area Crosswalk Safety Improvements Project

Estimated Cost Per Fiscal Year:

Expenditures	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
Admin	1,000	-	-	-	-	-	**1,000**
Land Acquisition	-	-	-	-	-	-	**-**
Permits & Fees	-	-	-	-	-	-	**-**
Environmental	-	-	-	-	-	-	**-**
Right-of-Way	-	-	-	-	-	-	**-**
Design	112,000	129,000	-	-	-	-	**241,000**
Project Mgmt.	-	52,000	-	-	-	-	**57,000**
Construction	-	473,850	44,000		-	-	**517,850**
Contingency	-	34,800	-	-	-	-	**34,800**
Total	**113,000**	**689,650**	**44,000**	**-**	**-**	**-**	**846,650**

Funding Source Per Fiscal Year:

Funding Sources	Prior	2024/25	2025/26	2026/27	2027/28	2028/29	Total
HSIP Grant	-	500,000	-	-	-	-	**500,000**
Traffic DIF	32,000	129,000	44,000	-	-	-	**205,000**
Measure A	81,000	60,650	-	-	-	-	**141,650**
Total	**113,000**	**689,650**	**44,000**	**-**	**-**	**-**	**846,650**

FY 2025/26 Budget Impact:

The construction phase of this project is 88.6% grant-funded and proposes the use of Traffic Control Development Impact Fee (DIF) to fund the remaining 11.4%.

The budget impact on proposed funds include:

- Development Impact Fees Fund – 19.84% of available Traffic Control DIF balance

Agenda Section: Other Business
Agenda Item No.: 9
Council Meeting Date: June 23, 2025

City of Carpinteria

COUNCIL AGENDA STAFF REPORT

ITEM FOR COUNCIL CONSIDERATION

Adopt Resolution No. 6411 Amending the Conditions of Employment for Miscellaneous Unrepresented and Management Personnel, Including Updates to the Merit Pay Cap, Leave Accrual Provisions, Health Insurance Contributions, and Other Clarifying Revisions.

STAFF RECOMMENDATION

Adopt Resolution No. 6411, amending the Conditions of Employment between the City of Carpinteria and Miscellaneous and Management Personnel, including updates to the merit pay cap, leave accrual provisions, health insurance contributions, and other clarifying revisions, for the period of July 1, 2025 – June 30, 2026, and authorize the City Manager to implement the changes effective July 1, 2025.

Sample Motion: I move to adopt Resolution No. 6411, as read by title only.

BACKGROUND / DISCUSSION

Since 1992, the City of Carpinteria maintained two separate Conditions of Employment (COE) documents for unrepresented employees—one for Miscellaneous Unrepresented Personnel and another for Management Personnel. On July 8, 2024, the City Council adopted Resolution No. 6339, which consolidated the two documents into a single unified COE applicable to both groups. This consolidation improved administrative efficiency, clarified distinctions between employee classifications, and aligned benefit provisions and work practices across the organization. In addition to combining the documents, the 2024 updates included revisions to work schedules, clarified and standardized leave benefits, updated health benefit provisions to reflect current practices, and incorporated formatting changes to improve consistency and readability. The COE adopted under Resolution No. 6339 is set to expire on June 30, 2025.

The proposed changes for Fiscal Year 2025–2026 were provided to Management and Miscellaneous designated staff on June 18, 2025, and the associated fiscal

impacts were discussed with the Finance Committee on May 29, 2025, under Agenda Item No. 3 – Draft Proposed Budget for FY 2025–27, which included the General Fund and Measure X Fund Summaries and an overview of all funds for FY 2025–26 and 2026–27.

Prior to the adoption of Resolution No. 6339, the City provided the Service Employees International Union (SEIU) with a side letter outlining proposed changes for their consideration, with the intent of incorporating the same benefit modifications into their Memorandum of Understanding (MOU) upon their approval. At that time, SEIU declined the proposed changes. With the introduction of Resolution No. 6411—which includes one new health benefit enhancement in addition to the previously declined items—the City again provided SEIU with a side letter summarizing the changes. This side letter was delivered on June 17, 2025, with a request for SEIU to notify the City by July 8, 2025, whether they wish to accept both the previously declined changes and the new changes proposed in Resolution No. 6411 on June 23, 2025. The City remains committed to engaging in good faith discussions on these matters with SEIU, its representative, and all of its members.

The purpose of this agenda item is to adopt Resolution No. 6411, amending the Conditions of Employment (COE) between the City of Carpinteria and Miscellaneous and Management Personnel for Fiscal Year 2025–2026. The proposed updates include changes to the merit pay cap, leave accrual provisions, and health insurance contributions, as well as other clarifying revisions. These changes promote administrative consistency, align with current legal and fiscal practices, and support effective personnel management across the organization.

DISCUSSION

Resolution No. 6411 (provided in Attachment A), titled "A Resolution of the City Council of the City of Carpinteria Approving and Adopting Revisions to the Conditions of Employment for the Miscellaneous and Management Personnel for Fiscal Year 2025–2026 and Superseding Resolution No. 6339," includes Exhibit 1, the proposed Conditions of Employment (COE) for Miscellaneous and Management Personnel. A redline version showing all proposed changes is included as Attachment B.

Key administrative updates to the title and body of the Conditions of Employment include:

- Removing the term “Unrepresented” from “Miscellaneous Unrepresented Personnel” to more accurately reflect that both Miscellaneous and Management groups are unrepresented.
- Replacing gender-specific pronouns with gender-neutral language to ensure alignment with current professional standards and support inclusivity.

Additional substantive updates to the Conditions of Employment are summarized below by section:

Section 3: Compensation and Benefits

- **3.3 Base Wage Adjustment**: Reaffirms a 5% cap on merit increases within a classification's salary range. This 5% limit reflects the City's continued budget constraints, as was also the case last year.
- **3.8 Overtime Compensation**:
  - **H**: Removes the requirement that employees submit overtime preference "in writing," as this preference is now captured directly via electronic timesheets.
  - **L**: Clarifies that employees may cash out overtime hours up to a maximum of 80 hours per fiscal year, aligning with the City's fiscal year budget practices.

Section 4: Leave Regulations

- **4.1 Management Leave**: Removes outdated language referencing Flextime hours, which is no longer applicable.
- **4.2 Annual Personal Time Off (PTO)**: Adds language to allow PTO within the first 30 days of employment, if authorized by the City Manager.
- **4.4 Leave Accrual**: Adds a reference to the annual PTO schedule in subsection C to clarify how leave is accrued and recorded.
- **4.5 PTO Schedule**: Content is reorganized for improved readability and flow; no changes are made to the accrual rates or eligibility.
- **4.8 PTO Cash-Out Options**:
  - Expands the types of leave that count toward the 40-hour usage requirement (e.g. Floating Holiday, Management Leave, etc.), promoting healthy leave usage.
  - Clarifies that while the maximum cash-out remains 80 hours, it will be tracked on a fiscal year basis rather than calendar year, which aligns with the City's budget cycle and provides better financial oversight.
- **4.12 Bereavement Leave**: Updates the policy to comply with current law requiring employers to provide up to five days of bereavement leave. Of those five days, three will be paid by the City, consistent with prior practice and legal requirements.

Section 5: Legal Holidays

- **5.2 Floating Holiday**: COE 6339 provided 24 Floating Holiday hours per calendar year to Miscellaneous and Management employees with the 2024 calendar year floating holiday hours prorated to July 1, 2024. Language referencing 2024 calendar year prorated hours is removed since the benefit is now fully implemented. Floating Holiday hours will remain pro-rated based on date of hire.

Section 8: Health Benefits

- **8.1 Life Insurance**: Adds clarification that life insurance coverage exceeding $50,000 paid by the employer is subject to taxation to the employee under IRS regulations.
- **8.2 Health Insurance**:
  - Eliminates the complex formula used to calculate employee contributions based on salary and annual premium increases. The calculation method which factors salary and year-to-year premium increases is time-intensive, error-prone, and administratively burdensome. The proposed change simplifies benefit administration and ensures cost transparency.
  - The City will contribute the full premium cost of the most affordable and comprehensive network HMO health plan available in Ventura and Santa Barbara Counties, referred to as the "base plan". The City Manager will designate the base plan at open enrollment time.
  - Employees selecting a more expensive plan will continue to pay the difference in cost between the elected and base plan.
  - This change reflects the City's ongoing efforts to enhance efficiency and employee benefits in a fiscally responsible manner. By eliminating the need for complex cost-sharing calculations, the new approach will significantly reduce staff time and is projected to increase City expenses by only $15,000.
- **8.9 Flexible Benefit Program**:
  - Removes "Wellness" from the title for clarity and to more accurately reflect the purpose of this benefit.
  - Clarifies that the benefit allowance is intended to support out-of-pocket employee costs including health and supplemental premiums, flexible spending accounts, and optional 457 retirement plan contributions.
  - Updates the annual allowance to $1,362.58 for calendar year 2025 and $1,389.83 for calendar year 2026, consistent with the 2% annual increase previously adopted by the City Council in the Conditions of Employment.
  - Adds language to clarify that the benefit is prorated for new employees.
- **8.10 Outside Coverage Option**:
  - Clarifies that employees who decline City health plan coverage will receive 50% of the base plan premium, and employees electing employee only coverage but waive coverage for all their eligible dependents will receive 25% of the base plan premium.

Section 11: Miscellaneous Policies

- **11.5 Translation Pay**: Adds a provision consistent with the SEIU

Memorandum of Understanding to provide compensation to any employee whom the City Manager determines is required on a regular and frequent basis to translate or interpret in a second language with the public. This benefit supports equitable service delivery and enhances communication with Carpinteria's diverse community.

- **11.6 Move-Up Pay Assignment**: Removes duplicated language stating an employee is eligible for move-up pay if capable of handling the major duties without any more supervision than an employee who regularly works in the higher classification is duplicated. Removal of the duplicated language improves clarity and aligns with current practice.

POLICY CONSISTENCY

This action supports the City's FY 2025 Strategic Plan Primary Goal #5: "Invest in a High-Performance Team at City Hall." It reflects the City's ongoing efforts to retain, support, and fairly compensate staff while ensuring legal compliance and administrative consistency.

FINANCIAL CONSIDERATIONS

All proposed changes have been incorporated into the adopted Fiscal Year 2025–2026 budget and are consistent with the City's long-term financial planning and staffing strategies.

LEGAL AND RISK MANAGEMENT CONSIDERATIONS

There are no legal or risk management concerns.

OPTIONS

1. Adopt Resolution No. 6411

2. Direct staff to modify the Conditions of Employment for Miscellaneous Management Personnel, in which case the matter may need to be continued at a future Council meeting.

3. The City Council could choose not to approve the Conditions of Employment for Miscellaneous and Management Personnel and direct staff as appropriate.

PRINCIPAL PARTIES EXPECTED AT MEETING

There are no principal parties expected at the meeting.

ATTACHMENTS

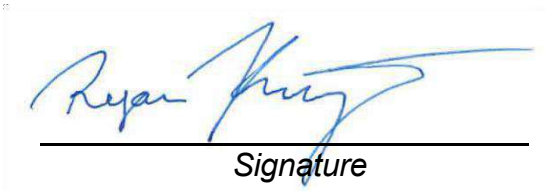
A. Resolution No. 6411
   Exhibit 1 Fiscal Year 2025/26 COE for Miscellaneous and Management Personnel
B. Redline COE for Miscellaneous and Management Personnel

Staff contact:
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Signature

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Signature

Reviewed by:
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Signature

ATTACHMENT A

Resolution No. 6411

RESOLUTION NO. 6411

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARPINTERIA APPROVING AND ADOPTING REVISIONS TO THE CONDITIONS OF EMPLOYMENT FOR THE MISCELLANEOUS AND MANAGEMENT PERSONNEL FOR FISCAL YEAR 2025-2026 AND SUPERSEDING RESOLUTION NO. 6339

WHEREAS, the City of Carpinteria City Council recognizes that the Conditions of Employment (COE) for Miscellaneous and Management Personnel should be addressed separately from classified employees covered under the Memorandum of Understanding between the City of Carpinteria and the Service Employees International Union (SEIU) Local 620; and

WHEREAS, Miscellaneous and Management Personnel includes exempt and non-exempt positions as designated in Salary Schedule Resolution No. 6408; and

WHEREAS, on July 8, 2024, the Carpinteria City Council adopted Resolution No. 6339, approving the COE for Miscellaneous and Management Personnel respectively; and

WHEREAS, staff conducted a review the current COE and is recommending revisions for Fiscal Year 2025-2026 to ensure consistency, improve clarity, and reflect best practices in employee compensation and benefits administration; and

WHEREAS, with the introduction of Resolution No. 6411, the City provided SEIU with a side letter summarizing the changes for their consideration and will continue to have good faith discussions on this matter; and

WHEREAS, the proposed changes to the Conditions of Employment—including updates to the Merit Pay Cap, Leave Accrual Provisions, Health Insurance Contributions, and other clarifying revisions—are intended to support employee well-being, promote operational and fiscal efficiency, align with best practices, and enhance the City's competitiveness in attracting and retaining a skilled workforce essential to effective public service delivery; and

WHEREAS, the proposed changes for Fiscal Year 2025-2026 were provided to miscellaneous and management designated staff on June 18, 2025, and the associated fiscal impacts were discussed with the Finance Committee on May 29, 2025; and

WHEREAS, the City Council has reviewed the proposed revisions and finds them consistent with the City's interest in offering competitive compensation as part of the Staff Recruitment, Retention, and Development Program; and

WHEREAS, sufficient funding for the proposed changes was included in the Fiscal Year 2025-26 budget; and

NOW, THEREFORE, BE IT RESOLVED as follows:

SECTION 1. The revised Conditions of Employment for Miscellaneous and Management Personnel, attached hereto as Exhibit 1, effective July 1, 2025, is hereby approved and implementation by the City Manager is authorized; and

SECTION 2. Resolution No. 6411 supersedes Resolution No. 6339.

PASSED, APPROVED AND ADOPTED on the 23rd day of June, 2025, by the following vote:

AYES: COUNCILMEMBER(S):

NOES: COUNCILMEMBER(S):

ABSENT: COUNCILMEMBER(S):

ABSTAIN: COUNCILMEMBER(S):

_____
Mayor, City of Carpinteria

ATTEST:

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

I hereby certify that the foregoing resolution was adopted at a regular meeting of the City Council of the City of Carpinteria held on June 23, 2025.

_____
Brian C. Barrett, CMC, CPMC
City Clerk, City of Carpinteria

APPROVED AS TO FORM:

_____

Jena Shoaf Acos, on behalf of Brownstein Hyatt Farber Schreck, LLP acting as City Attorney of the City of Carpinteria

CITY OF CARPINTERIA

CONDITIONS OF EMPLOYMENT

EFFECTIVE JULY 1, 2025

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SECTION 1: CLASSIFICATION

Miscellaneous Personnel: For the purpose of the Conditions of Employment (COE), this category includes non-exempt full-time positions that are not classified as Management Personnel and are not represented by SEIU Local 620.

Management Personnel: For purposes of the COE, this category includes exempt, full-time positions designated as Executive Management, Mid-Management or Management.

Position titles, exempt status, management designation, and salary bands are set forth by salary resolution approved by the City Council.

1.1 EMPLOYER/EMPLOYEE RELATIONSHIP:

A. Employees in the Miscellaneous Personnel category are full-time employees. None of the positions are exempt from overtime requirements of the Federal Fair Labor Standards Act and, as with other non-exempt employees, all overtime must be authorized in advance (unless in emergency) by the affected employee's department head.

B. Employees in the Management Personnel category are classified as a salaried, at-will employees and not hired for any specified term. Accordingly, the employee is free to resign from their position at any time, with or without cause, upon oral or written notice to the City Manager and, similarly, the City may end its employment relationship with the employee or change their status (i.e., modify the position, implement a demotion, adjust wages, etc.) at any time, with or without cause, upon oral or written notice to the employee. None of the provisions of the COE for Management Personnel are intended to modify this employment relationship.

1.2 PERSONNEL RULES:

A. Miscellaneous employees are defined in the Personnel Rules, and those definitions are adopted for use in these COE as well. The City intends to continue to review and develop revised personnel rules, regulations, and grievance procedures, employee handbook, job classifications and job descriptions.

B. Management employees serving in Executive Management, Mid-management, and Management positions are exempt from the City's Personnel Rules. They are "at-will" employees, serving at the pleasure of the City Manager. By the executive, administrative and/or technical nature of their positions, they have been determined to be exempt from the overtime requirements of the Federal Fair Labor Standards Act.

SECTION 2: WORK SCHEDULE

2.1 OVERALL POLICY FOR WORK SCHEDULES:

This policy provides a uniform set of guidelines relating to work hour schedules as set by the City. Alternate work schedules may be permitted or required of employees in those departments where

it will not result in a reduction in the quality of level of service as authorized by the appropriate Department Head and approved by the City Manager.

The City agrees that the normal regular work schedules for full time employees in the competitive service shall be eighty (80) work hours in a two-week period, i.e., every other week, employees may have a Regular Day Off. A Department Head has the discretion to assign the Regular Day Off within the two-week period. The Regular Day Off shall normally be part of three consecutive days, including a weekend.

A Department Head shall only require an employee to involuntarily transfer to a work schedule for good and sufficient business reasons.

Time sheets shall reflect 80 hours worked in the pay period unless a full day absence has been taken, or a partial day absence has been taken pursuant to Section 3.5, either of which should be reported using appropriate accruals.

Time sheets shall be electronically submitted in the City's electronic timekeeping system by each individual employee.

The work period shall be consistent with the provisions of the Fair Labor Standards Act (FLSA).

2.2 WORK SCHEDULES DEFINED:

9/80 Work Schedule:

Employees permitted or required to work on a 9/80 schedule shall have their work week defined as forty (40) hours each week to comply with the provisions of the Fair Labor Standards Act (FLSA). For all employees working the 9/80 schedule, the workweek shall begin exactly four (4) hours after the start of their eight (8) hour shift on the day of the week which constitutes their alternating regular day off.

4/40 Work Schedule:

Employees who work a 4/40 work schedule typically work 10 hours/day for four (4) days. Regular work hours for the 4/40 schedule will be 10 hours/day.

5/40 Work Schedule:

Employees who work a 5/40 work schedule typically work eight (8) hours/day for five (5) consecutive days. Regular work hours for the 5/40 schedule will be eight (8) hours/day.

Flexible Work Schedules:

Consistent with the needs of the City (e.g., City Council Meetings, Boards, Commissions, and Committees, and other City special events), employees are not necessarily required to work a fixed schedule. Arrival and departure times, meal and break times, and the length of the workday may vary from time to time as determined by the Department Head. Flexible work schedule (Flextime) permits options for starting and quitting time. Example: Monday – Thursday, 7:00 a.m. – 6:00 p.m.; 1-hour lunch break. Over the course of an employee's normal work schedule, the employee shall utilize a combination of work time, annual leave time, holiday time, and/or other City authorized leave time equal to 80 hours.

Individuals may request flexible work schedules which meet their personal needs, however, the flex day selected is subject to the operational needs and requirements of the department as determined by the City Manager.

The program will be evaluated on an on-going basis regarding personal performance standards, as well as monitoring staffing needs to ensure that the public is being appropriately served. Continuation of such schedules shall be subject to review and approval of the City Manager.

SECTION 3: COMPENSATION AND BENEFITS

3.1 PAY STATUS:

An employee is considered to be in pay status and eligible for benefits under any of the following circumstances:

- While working regular hours
- While on authorized Leave Bank hours
- While on authorized PTO Injured on Duty (IOD) status
- While on authorized jury duty
- Management Leave (Management employees)
- Compensatory time off (Miscellaneous employees)

The City Manager may authorize coverage of benefits on an individual basis for employees on authorized leave without pay for a period of up to four (4) months when it is deemed appropriate or is otherwise required by law.

3.2 METHOD OF PAYMENT:

Employees shall be paid on a bi-weekly basis and pay checks will be available on the Thursday afternoon following the close of the regular pay period unless holidays or circumstances beyond the control of the City occur in which case all necessary action will be taken to ensure that individual pay checks are available with a minimum of delay.

Employees are encouraged to take advantage of direct deposit of payroll checks. Upon request, payroll checks may be directly deposited to an employee's checking or savings account.

3.3 BASE WAGE ADJUSTMENT:

Employees may be eligible to have their base wages adjusted pursuant to the results of an annual performance-based employee evaluation and within their position’s salary range of the classification. The evaluation format shall be determined by the City Manager or their designee.

Employees hired or promoted on or before June 30, 2022, will have an annual evaluation on July 1 and effective the first full pay period after July 1, may be eligible to have their base wages adjusted pursuant to the results of an annual merit-based performance evaluation.

Employees hired or promoted on or after July 1, 2022, will receive a 12-month evaluation on the one-year anniversary date of hire or promotion and may be able to have their base wages adjusted

pursuant to the results of the evaluation and within the position salary range of the classification. Each year thereafter, the employee will have an annual evaluation on their anniversary date of hire or promotion.

A. The result of the Performance Rating shall be used by the City Manager to determine the appropriate increase to the base wage as illustrated in the Merit Increase Matrix.

B. For Fiscal Year 2025-26, performance-based merit increases will be a maximum of five percent (5%) and within the salary range of the employee's classification.

C. The City Manager may approve an additional merit increase up to 10%.

   a. For Fiscal Year 2025-26 (effective July 1, 2025: 3.1% cost of living adjustment (COLA) will be applied to the salaries of Management and Miscellaneous staff, based on the California Consumer Price Index (CPI) for March 2025, specific to the Los Angeles-Long Beach-Anaheim area effective the first full paid period of July.

   b. All wage increases are subject to availability of funds as authorized by City Council.

MERIT INCREASE MATRIX

	Salary Relative to Position Control Point		
Rating	84.2105% to 94.7368%	94.7369% to 105.2632%	105.2633% to 115.7895%
4.6 and Above	8.0000%	7.0000%	6.0000%
4.4	7.5000%	6.5000%	5.5000%
4.2	7.0000%	6.0000%	5.0000%
4.0	6.5000%	5.5000%	4.5000%
3.8	6.0000%	5.0000%	4.0000%
3.6	5.5000%	4.5000%	3.5000%
3.4	5.0000%	4.0000%	3.0000%
3.2	4.5000%	3.5000%	2.5000%
3.0	4.0000%	3.0000%	2.0000%
Less than 3.0	0.0000%	0.0000%	0.0000%

3.4 OUTSTANDING OBLIGATIONS UPON TERMINATION:

If an employee has any outstanding obligations due to the City, such as advance use of any benefits or lost or damaged equipment, at the time of termination, the employee will be so notified and requested to reimburse the City for any such outstanding obligations due to the City.

3.5 REPORTING HOURS WORKED:

The individual employee is responsible for accurately reporting all hours worked. Hours worked shall be reported in not less than quarter (1/4 or .25) hour increments of time actually worked. Time worked 7 1/2 minutes or less will not be reported and time worked in excess of 7 1/2 minutes will be reported as a quarter (.25) hour. Such time shall be verified by the employees' supervisor.

3.6 BREAKS:

Each affected employee shall be entitled to an unpaid lunch period of thirty (30) to sixty (60) minutes and two paid breaks per eight-hour working day. The morning break and the afternoon break are fifteen (15) minutes. Breaks shall not be taken earlier than one hour after starting work in the morning or lunch, or later than one hour before lunch or the end of the working day.

Breaks do not accumulate and will be coordinated with the employee's supervisor.

3.7 OVERTIME RECORDS (Miscellaneous Employees):

Employees shall accurately report all overtime in hours actually worked on their biweekly timesheet. The Finance Office shall convert all reported overtime hours worked to time and one-half, identify reported overtime hours worked as regular overtime hours and/or premium overtime hours and record such converted hours to the credit of the affected employee. All overtime must be authorized in advance (unless in emergency) by the affected employee's department head.

3.8 OVERTIME COMPENSATION (Miscellaneous Employees):

The affected employee shall be compensated for overtime hours as follows:

A. Timesheets determine actual hours worked by calculating the elapsed time between clock in times and clock out times in quarter hour increments. See Section 3.5 (Reporting Hours Worked).

B. PTO, holiday, compensatory time off and other time not actually worked are not counted as hours worked for overtime purposes.

C. Hours worked in excess of the employee's regularly scheduled hours in any one work day (12 midnight to 12 midnight) or in excess of the employees total regularly scheduled hours in any work week (Saturday through Friday) are recorded as overtime hours worked. Hours worked that are in excess of both the employee's regularly scheduled hours in the work day and the work week are not considered as separate incidents of overtime worked.

D. Hours worked on a day that has no scheduled hours (usually weekend days or

holidays) are recorded as overtime hours worked with a two-hour minimum.

E. At the end of each two week pay period, total overtime hours worked are accumulated. Hours worked in excess of the employee's total regularly scheduled hours in any work week are categorized as overtime hours.

F. Overtime hours are multiplied by 1.5 the regular rate of pay and the resulting hours are added to the employee's overtime bank.

G. Hours in an overtime bank in excess of 100 at the end of a payroll cycle will be paid in the subsequent payroll at the employee's regular base pay hourly rate then in effect and the paid hours deducted from the overtime bank.

H. At the employee's choice, overtime hours recorded on an employee's timesheet may be either (a) paid or (b) accrued to the employee's overtime bank to be used as compensatory time off or paid at a later time as provided in this section. Employees must specify on their timesheet which one of these two options is chosen. If the employee does not specify how the overtime hours should be treated, the default option is to be paid for the hours.

I. If an employee elects and is approved to use some or all of the employee's accrued overtime bank as compensatory time off, the amount taken as compensatory time off shall be deducted from the employee's overtime bank on an hour-for-hour basis.

J. No overtime shall be worked without department head approval in advance in writing. However, such approval shall be given in any case in which the affected employee worked such overtime at the direction of a supervisor. No overtime shall be authorized or worked for the convenience of the employee (i.e. voluntary shift trading, etc.).

K. Management shall assign overtime work as equitably as possible among all qualified employees in the same classification in the same organizational unit and work location.

L. During the month of December, an employee may elect to convert accumulated overtime hours accrued in their overtime bank and receive either a cash buy-out of a portion or all of such accumulated accrued time in their overtime bank or contribute the value of the cash buy-out to their existing 457 plan up to the legally allowed maximum and with proper notice. An employee must make an irrevocable election (i.e., pre-designation) in December, specifying the total number of hours to be cashed-out. During the calendar year following the pre-designation, an employee may choose increments of pre-designated overtime hours to cash-out in April, July and December. If no cash-out occurs during the year and/or any balance of the pre- designated amount remains, said amount will be cashed out in December. If the employee does not have the accumulated overtime hours available to satisfy the amount pre-designated for cash-out, the employee will be precluded from making an irrevocable election and cashing out for the following calendar year. Such payments will be paid at the employee's regular rate of pay. No more than 80 hours per fiscal year.

M. When employment with the City terminates the City shall make a cash payment for the employee's accumulated unused overtime bank time on the books at the employee's regular base pay hourly rate then in effect.

3.9 CALLBACK PAY (Miscellaneous Employees):

Any affected employee called out to work after his/her normal working hours shall receive a

minimum of two (2) hours cash compensation at the rate paid for overtime work. In such cases all work in excess of the two (2) hour minimum shall be compensated at the applicable overtime rate. The overtime rate shall be based on the employee's base hourly rate. Call-back shall be defined as being called out to work outside one's normal working hours by the Sheriff's Department, City Manager, or Department Head on an unscheduled basis. An employee should not respond to a call-back if any alcoholic beverage has been consumed or a medication taken that might impair their ability to perform the duties required.

All affected employees who are required and/or authorized to attend an authorized meeting which starts after the established work day shall be credited for a minimum of two (2) hours overtime. For all time in excess of two (2) hours, normal overtime policies shall be in effect.

In the event a call-out exceeds two (2) hours in actual time for an employee, the time reported for payroll purposes only shall begin with ten (10) minutes prior to the employee reporting for work and end ten (10) minutes after the time the employee leaves work to return home.

Employees in off-duty status will not be required to respond to call-back. The exception being when a state of emergency has been declared by the City Manager.

3.10 WITNESS AND JURY DUTY PAY:

Required court time for off-duty regular full-time City employees shall be treated as overtime, with the minimum time being two (2) hours for any one day. This section shall not apply to any on-duty employees. This section shall apply only in court cases dealing with the scope of employment and shall not apply in cases of a personal or non-job related court action.

Every classified employee of the City who is called or required to serve as a trial juror shall be entitled to absent themselves from their duties with the City during the period of such service or while necessarily being present in court as a result of such summon. The employee shall continue to receive full compensation from the City while serving on such jury duty, but shall reimburse the City the amount of daily per diem fees (exclusive of travel expenses) paid to the employee while acting as a juror.

3.11 STANDBY PAY (Miscellaneous Employees):

Only the City Manager or Acting City Manager may order standby status. When on standby status, an employee shall be required to be on call during normal time off, accessible by telephone or other agreed upon electronic device and available to report to work immediately.

The City agrees to pay two hours of straight time pay, or the employee may elect to take two hours compensatory time, per twenty-four (24) hour period or portion thereof in excess of four (4) hours when any Miscellaneous employee is required to-be on call on a standby basis at home during normal time off. This does not include informal alerts or requests to keep the City Manager or Acting City Manager advised of whereabouts during possible emergencies.

An employee on standby status must be in physical condition to adequately to perform their duties and must not have consumed any alcoholic beverage or taken medication or other substance that might, in any way, hinder performance of their duties.

SECTION 4: LEAVE REGULATIONS

4.1 MANAGEMENT LEAVE (Management Employees):

Management employees designated as Executive Management, Mid-Management, or Management are exempt from overtime and are entitled to Management Leave in accordance to the Management Leave Schedule. New hires in management positions and employees promoted into management position shall receive prorated Management Leave hours based on date of hire or promotion.

Management Leave hours will be applied annually to an employee's Management Leave bank beginning with the first full pay period of the Calendar Year. All such Management Leave must be taken by the end of the last pay period of the calendar year. There shall be no carryover unless authorized by the City Manager. Management Leave shall not be paid out at or converted to compensation in any form.

The City Manager may grant up to 20 hours of additional Management Leave. The request for additional Management Leave hours must be submitted by the employee's Department Director with the justification detailing the request for extra hours.

Management Leave Schedule (Calendar Year)

Executive Management	Mid-Management	Management
80	60	40

4.2 ANNUAL PERSONAL TIME OFF (PTO) LEAVE:

Annual PTO for regular full-time employees is inclusive of all leave benefits (vacation and sick and can be used for vacations, personal time off, sick leave purposes and other time away from work consistent with the terms of this section. The use of Annual PTO leave for "Sick Leave Purposes" means 1) time off to diagnose, care or treat an existing health condition, or for preventive care for the employee or for the employee's child, spouse, domestic partner, parent, parent of employee's spouse or domestic partner, grandparent, grandchild, or sibling; and 2) time off for employees who are victims of domestic violence, sexual assault, or stalking may also use annual leave to seek medical attention, obtain services from a shelter or crisis center, obtain counseling, or go to court.

Employees covered in this Conditions of Employment, who have served less than thirty (30) days within a year of the commencement of employment in the service of the City are not eligible for Annual PTO, unless authorized by the City Manager. However, leave credits for the time will accrue for each such regular full-time employee.

4.3 ANNUAL PTO BANK:

In place of separate leave accrual for vacation and sick leave employees will accrue leave in accordance with the Annual PTO schedule. Employees are encouraged to maintain Annual PTO balance as a protection against the adverse effects of short- or long-term absences due to a major illness or injury.

4.4 LEAVE ACCRUAL:

Full-time employees shall accrue and receive Annual PTO in accordance with the Annual PTO Schedule (Section 4.5) and the following provisions:

A. Annual PTO time will accrue on a bi-weekly basis for twenty-six (26) pay periods a year.

B. Each permanent and probationary full-time employee shall have Annual PTO time accrue

for each pay period starting from the first day of appointment.

C. Accrual rates are based on years of service in accordance with the annual PTO schedule.

4.5 ANNUAL PTO ACCRUAL SCHEDULE:

Employees will accrue bi-weekly Annual PTO hours in accordance to the Annual PTO schedule.

The maximum amount of Annual PTO accrual shall not exceed one and a half (1.5) times the annual amount accrued by an employee according to their years of service. For example: An employee is at five (5) years of service and accrues 192 hours of Annual PTO. The maximum accrual for the employee is 288 hours (192 hours x 1.5 = 288 hours).

Annual PTO Schedule

Years of Service	Annual Accrual (Hrs./Yr.)	Bi-Weekly Accrual (Per Pay Period)	Days/Yr.	Max Accrual (1.5 times Accrual)
0 to 2	168	6.4616	21	252
3 to 5	192	7.3846	24	288
6-10	216	8.3077	27	324
11-15	240	9.2308	30	360
16-20	264	10.1538	33	396
21+	288	11.0769	36	432

4.6 NOTIFICATION FOR USE OF LEAVE BANK:

Except for annual leave used for Sick Leave Purposes, in cases of emergency or when the need to use leave time is not otherwise reasonably foreseeable, notification for use of leave bank hours will be as follows:

Employees are required to make written requests through the appropriate supervisory channels for the use of accrued leave time. The written request shall be submitted at least two (2) full working days in advance for leave requests of up to four (4) working days; for leave requests of five (5) working days or more, the written request shall be submitted at least ten (10) working days, but not earlier than ninety (90) calendar days, prior to the beginning date of the requested leave. No use of accrued leave time or related absence is authorized until the employee's written request is approved in writing.

Leave periods shall be scheduled by management to provide adequate staffing. Such scheduling shall be subject to the needs of the City but shall take into account employee seniority and personal preference. The City will make every effort to give maximum possible advance notice to the affected employee in the event scheduled leave must be cancelled or modified due to the needs of the service.

Where use of accrued leave time is requested for Sick Leave Purposes, in cases of emergency or when the need to use leave time is not otherwise reasonably foreseeable, notification for use of leave bank hours will be as follows:

Where the need to use annual leave for Sick Leave Purposes is foreseeable, employees must provide reasonable advance notice, orally or in writing, to their supervisor or Human Resources. If the request for the use of five (5) or more days of leave time is related to plan medical treatment, when possible, the employee should make the request for use of leave time at least ten (10) working days in advance. When the need to use annual leave for Sick Leave Purposes is not foreseeable,

is being used in cases of emergency or when the need to use leave time is not otherwise reasonably foreseeable, employees are required to notify their supervisor or Human Resources, orally or in writing, as soon as practicable.

4.7 UNAUTHORIZED LEAVE:

An employee's absence shall be unauthorized if the employee does not report their absence to their supervisor or Human Resources as required under section 4.6.

4.8 ANNUAL PTO BANK CASH-OUT/OPTIONS:

A. During the month of December, an employee may elect to convert up to eighty (80) hours of any unused Annual PTO hours accrued or contribute the value of the cash payment to their existing 457 plan up to the legally allowed maximum and with proper notice, provided the employee retains an accrued leave balance of at least eighty (80) Annual PTO hours in their Annual PTO bank and has used at least forty (40) hours of any leave time (PTO, Floating Holiday, Management Leave, etc.) within the calendar year. Compensation for such cash-out of unused accrued leave hours will be based on the employee's existing salary at the time the request is made. In order to cash-out unused leave hours, an employee must make an irrevocable election (i.e., pre- designation) during the month of December, specifying the total number of hours to be cashed-out from next year's leave accrual. During the calendar year following the pre- designation, an employee may choose an increment to cash out in April and/or July. If no cash-out occurs in April and/or July and/or any balance of the pre-designated amount remains, said amount will be cashed out in December. If the employee does not have the vacation hours available to satisfy the amount pre-designated for the cash-out, the employee will be precluded from making an irrevocable election and cashing-out the following calendar year. No more than 80 hours per fiscal year.

B. Further, each employee may direct that all or any portion of the allowed cash-out amount be used to buy benefits offered under the Flexible Benefit Program.

4.9 ANNUAL PTO ACCRUED LEAVE UPON TERMINATION:

At the time of termination of employment, employees shall be paid the cash value of all unused accrued leave hours based on the employee's then existing salary rate; or, in the alternative, the employee may exercise the option to invest the cash value of such unused accrued leave hours in the City’s deferred compensation 457 plan.

If a retiring employee terminates employment during the year and is legally entitled to a distribution of unused Annual PTO, the employee may submit, in writing, their request for the City to "hold" payment of their accumulated leave until the following year. Such request must be submitted in writing in advance of the date of retirement and requires written approval by the City Manager before any disbursement can be made.

4.10 ANNUAL PTO CATASTROPHIC ADVANCE

In the event an employee in this group suffers a catastrophic event, e.g. serious illness, and there is not a sufficient leave balance to cover the employee's absence from the workplace, upon written request to the City Manager, an advancement of up to thirty (30) days of leave may be granted, with the understanding that it will be reimbursed to the City on a day-for-day basis from future allocated leave or reimbursed to the City as outlined under Section 3.4 Outstanding Obligations

Upon Termination.

4.11 UNPAID LEAVE:

Leave of Absence Without Pay

The City Manager may grant a regular or probationary employee leave of absence without pay or accrual of employment benefits, such as paid time off or seniority, for reasons other than pregnancy, disability or family care leave, for a period not to exceed ninety (90) days. No employee shall be authorized leave without pay if said employee has accrued leave or compensatory time-off accrued on the books of the City. After ninety (90) days, the leave of absence may be extended if authorized by the City Council.

No such leave shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. Upon return to duty following expiration of a regularly approved leave, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of the employee on leave to report promptly at its expiration shall be cause for discharge. The depositing in the United States mail of a first-class letter postage paid, addressed to the employee's last known place of address shall be reasonable notice.

Department heads may grant a regular, or probationary employee leave of absence without pay for not to exceed one (1) calendar week. If the leave of absence request without pay is in relation to an employee's disability accommodation, then the leave shall be determined through the interactive process on a case-by-case basis. Such leaves shall be reported to the Human Resources/Risk Manager.

No leave shall accrue to any employee during any full biweekly pay period in which the employee is on an authorized leave without pay in excess of five (5) days. Employee on leave without pay may also be responsible for full payment (employer and employee portion) of insurance premiums for insurance coverage during such leave. Benefits shall be continued at City expense during the first thirty (30) days of such leave.

Statutory Family and Medical Leave

Eligibility

The City provides eligible employees the opportunity to take unpaid leaves of absence for specific reasons in accordance with California's Family Rights Act (CFRA) and the federal Family and Medical Leave Act (FMLA). To be eligible for FMLA/CFRA Leave, an employee must (1) have worked for the City for at least twelve months prior to the date on which the leave is to commence; and (2) have worked at least 1,250 hours in the twelve months preceding the leave.

FMLA Leave

A. Permissible Uses

a. "Family care leave" may be requested under the FMLA for (1) the birth or adoption of an employee's child, (2) the placement of a foster child with the employee; or (3) the serious health condition of an employee's child, spouse, or parent. "Medical leave" may be requested under the FMLA for an employee's own serious health condition. A "serious health condition" is one that requires either in-patient care in a medical facility or continuing treatment or supervision by a health care provider.

b. "Qualifying exigency leave" may be requested under the FMLA (and CFRA) for

qualifying exigencies arising out of the fact that an employee's spouse, son, daughter, or parent is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces in support of a contingency operation. "Qualifying exigencies" include certain absences related to short-notice deployment, military events and related activities, childcare and school activities, financial and legal arrangements, counseling, rest and recuperation, post-deployment activities, and additional activities. Employees may contact the Human Resources/Risk Manager or their designee for more information about what qualifies as a "qualifying exigency." "Military caregiver leave" may be requested under the FMLA to care for a "covered service member" if the employee is a spouse, child, parent, or next of kin of the "covered service member." A "covered service member" is:

c. A member of the Armed Forces, including the National Guard and Reserves, who, because of a serious injury or illness incurred in the line of duty while on active duty that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating, is: (1) undergoing medical treatment, recuperation, or therapy; (2) in outpatient status; or (3) on the temporary disability retired list; or

d. A veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of five (5) years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.

B. Amount of FMLA Leave Available

a. Provided all the conditions of this policy are met, an employee may take a maximum of twelve (12) weeks total of family care leave, medical leave, and qualifying exigency leave under the FMLA in a 12-month period. This 12-month period is measured backwards from the date the employee's family care leave, medical leave, or qualifying exigency leave under the FMLA commences. Spouses who are both employed by the City may take a maximum combined total of twelve weeks of family care leave under the FMLA in a 12-month period for the birth, adoption, or foster care of their child.

b. Provided all of the conditions of this policy are met, an employee may take up to 26 weeks total of a combination of all leaves under the FMLA during a 12-month period (up to 12 weeks of which may be for FMLA leave other than military caregiver leave). The 12-month period used to measure this entitlement will commence upon the first use of military caregiver leave under the FMLA for a covered service member's particular injury.

CFRA Leave

"Family care leave" may be requested under the CFRA for (1) the birth or adoption of an employee's child, (2) the placement of a foster child with the employee; or (3) the serious health condition of an employee's child, spouse, domestic partner as defined in California Family Code Section 297, or parent. Under the CFRA, "child" means a child, including a child who is 18 years of age or older who is capable of self-care. An employee's child means a biological, adopted, foster, step-child, legal ward, a child of a domestic partner, or a person to whom the employee stands in

loco parentis. Under the CFRA only, leave is permitted to care for a domestic partner, grandparent, grandchild, or sibling who has a serious health condition. Leave for this purpose does not apply to FMLA leave and will not run concurrently with leave under the FMLA. "Medical leave" may be requested for an employee's own serious health condition. A "serious health condition" is one that requires either in-patient care in a medical facility or continuing treatment or supervision by a health care provider.

Under the CFRA only, leave for "qualifying exigencies" arising out of the fact that an employee's domestic partner is on active duty or call to active-duty status in the National Guard or Reserves in support of a contingency operation. Leave for this purpose does not apply to FMLA leave and will not run concurrently with leave under the FMLA.

Provided all of the conditions of this policy are met, an employee may take up to twelve (12) weeks of leave under the CFRA during a 12-month period. This 12-month period is measured backwards from the date the employee's family care leave or medical leave under the CFRA commences.

If both parents of a child, adoptee, or foster child are employed by the City and are entitled to bonding leave:

A. The aggregate number of workweeks of FMLA leave to which both may be entitled may be limited to 12 workweeks during any 12-month period; and

B. Each parent is entitled to take 12 workweeks of CFRA leave during any 12-month period.

If both parents of a covered service member are employed by the City and are entitled to leave to care for a covered service member, the aggregate number of workweeks of leave to which both may be entitled is limited to 26 work weeks during the 12-month period. This limitation does not apply to any other type of leave under this policy.

Family care leave and medical leave under the CFRA typically run concurrently with family care leave and/or medical leave under the FMLA, except as otherwise set forth herein.

Intermittent Leave

FMLA/CFRA Leave taken for the birth, adoption, or foster care placement of a child generally must be taken in blocks of at least two (2) weeks' duration; however, the City will provide employees with family care leave for birth, adoption, or foster care placement for periods of less than two (2) weeks duration on any two (2) occasions. FMLA/CFRA Leave taken for the birth, adoption, or foster care placement of a child must be concluded within one (1) year of the birth, adoption, or placement.

Qualifying exigency leave under the FMLA may be taken on an intermittent or reduced schedule as required by the qualifying exigency.

FMLA/CFRA Leave for any other reason may be taken intermittently or on a reduced schedule where medically necessary. If FMLA/CFRA Leave is authorized to be taken intermittently or on a reduced schedule, the City retains the discretion to transfer the employee temporarily to an alternative position with equivalent pay and benefits which better accommodates the employee's leave schedule.

Substitution of Paid Leave

Employees are required to substitute accrued paid time off, including accrued compensatory time off, for all FMLA/CFRA Leaves, except that employees can retain a five (5) day balance of accrued paid time off.

If the employee is receiving payments from State Disability Insurance ("SDI") while on FMLA/CFRA leave, the accrued paid leave time will only be used in an amount which supplements the SDI payment such that the employee receives the full amount of their regular compensation as an active employee.

The substitution of paid leave time for FMLA/CFRA Leave does not extend the total duration of FMLA/CFRA Leave to which an employee is entitled. For example, if an employee has accrued two (2) weeks of unused paid vacation time at the time of the request for medical leave under the FMLA/CFRA, that paid vacation time will be substituted for the first two (2) weeks of FMLA/CFRA Leave, leaving up to ten (10) additional weeks of unpaid FMLA/CFRA Leave.

Leave's Effect on Pay

Except to the extent that other paid leave time 1s substituted for FMLA/CFRA Leave, FMLA/CFRA Leave is unpaid.

Leave's Effect on Benefits

During an employee's FMLA/CFRA Leave, the City shall continue to pay for the employee's participation in the City's group health insurance to the same extent and under the same terms and conditions as would apply had the employee not taken leave. Employees are required to continue to make any payments they normally make towards healthcare coverage premiums while on leave. In the event an employee on leave fails to make timely payment for their portion of healthcare coverage premiums, the City will notify the employee of such failure and, if payment is not made, terminate the coverage.

If the employee fails to return from the leave for a reason other than the recurrence or continuation of the health condition that brought about the leave or other circumstances beyond the employee's control, the City is entitled to recover any health premiums paid by the City on the employee's behalf during any unpaid period of the leave.

Employees on FMLA/CFRA Leave accrue employment benefits, such as paid time off or seniority, only when paid time off is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid time off to supplement SDI payments as discussed above, he or she will accrue employment benefits on a pro rata basis.

Procedure for Requesting Family Care and Medical Leave

Notice Requirements

Employees should notify the Human Resources/Risk Manager of their request for FMLA/CFRA Leave as soon as they are aware of the need for such leave. For foreseeable events, if possible, the employee shall provide thirty (30) calendar days' advance written notice to the Human Resources/Risk Manager of the need for FMLA/CFRA Leave. For events that are unforeseeable thirty (30) days in advance, but are not emergencies, the employee must notify the Human Resources/Risk Manager, in writing, as soon as he/she learns of the need for the leave, ordinarily no later than one (1) to two (2) working days after the employee learns of the need for the leave. If the leave is requested in connection with a planned, non-emergency medical treatment, the employee may be requested to reschedule the treatment so as to minimize disruption of the City's business.

If an employee fails to provide the requisite 30-day advance notice for foreseeable events without any reasonable excuse for the delay, the City reserves the right to deny the taking of the leave. All requests for FMLA/CFRA Leave should include anticipated date(s) and duration of the leave. Any

requests for extensions of an FMLA/CFRA Leave must be received at least five (5) working days before the date on which the employee was originally scheduled to return to work and must include the revised anticipated date(s) and duration of the family care or medical leave.

Certification

Any request for FMLA/CFRA Leave must be supported by proper certification of the need for leave. For foreseeable leaves, employees must provide the required certification before the leave begins. When this is not possible, employees must provide the required certification within fifteen (15) calendar days after the City's request for certification, unless it is not practicable under the circumstances to do so, despite the employee's good faith efforts. Failure to provide the required certification may result in the denial of foreseeable leaves until such certification is provided. In the case of unforeseeable leaves, failure to provide the required certification within fifteen days of being requested to do so may result in a denial of the employee's continued leave. Any request for an extension of the leave also must be supported by an updated certification.

Certification of family care leave under the FMLA/CFRA shall include (1) the date on which the serious health condition commenced; (2) the probable duration of the condition; (3) the health care provider's estimate of the amount of time needed for family care; and (4) the health care provider's assurance that the health care condition requires family care leave.

Certification of medical leave under the FMLA/CFRA shall include (1) the date on which the serious health condition commenced; (2) the probable duration of the condition; (3) a statement that, due to the serious health condition, the employee is unable to perform the functions of their position; and (4) in the case of intermittent leave or revised schedule leave where medically necessary, the probably duration of such a schedule. In addition, the certificate may, at the employee's option, identify the nature of the serious health condition involved. If the City has reason to doubt the validity of the certification provided by the employee, the City may require the employee to obtain a second opinion from a doctor of the City's choosing at the City's expense. If the employee's health care provider and the doctor providing the second opinion do not agree, the City may require a third opinion, also at the City's expense, performed by a mutually agreeable doctor who will make a final determination. Before permitting the employee to return to work, the City may also require the employee to provide medical certification that he or she is able to return to work.

Certification of a military caregiver leave under the FMLA shall be either (1) an appropriate medical certification from an authorized health care provider or (2) a copy of an Invitation Travel Order or Authorization issued by the Department of Defense.

The nature and format of the certification of a qualifying exigency leave under the FMLA will vary depending on the nature of the qualifying exigency, and will typically include a copy of the active-duty orders for the employee's spouse, son, daughter, or parent.

Leave's Effect on Reinstatement

Employees returning from FMLA/CFRA leave are entitled to reinstatement to the same or comparable position consistent with applicable law, provided that the total period of the FMLA/CFRA Leave does not exceed the employee's maximum leave entitlement as described above.

Employees who take medical leave under the FMLA/CFRA for their own serious health condition must provide medical certifications verifying that they are able to return to work in the same manner as employees who return to work from other types of medical leave.

Pregnancy Disability Leave (POL)

Under the California Fair Employment and Housing Act (FEHA), if an employee is disabled by pregnancy, childbirth or related medical conditions, she is eligible to take a pregnancy disability leave (PDL). If an employee is affected by pregnancy or a related medical condition, she is also eligible to transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties, if this transfer is medically advisable.

A. The PDL is for any period(s) of actual disability caused by pregnancy, childbirth or related medical conditions up to four (4) months (or eighty-eight (88) work days for a full-time employee) per pregnancy. For a full-time employee who works 40 hours per week, "four months" means 693 hours of leave entitlement, based on 40 hour per week times 17 1/3 weeks. An employee who works less than 40 hours per week will receive a pro rata or proportional amount of leave.

B. The PDL does not need to be taken in one continuous period of time but can be taken on an as-needed basis.

C. Time off needed for prenatal care, severe morning sickness, doctor ordered bed rest, childbirth, and recovery from childbirth would all be covered by the PDL.

D. Except as other specifically provided in this section, generally, the City is required to treat pregnancy disability the same as the City treats other disabilities of similarly situated employees. The leave will be unpaid.

Employees on PDL will be required to obtain a written certification from their health care provider of the pregnancy disability or the medical advisability for a transfer. The certification should include:

A. The date on which the employee becomes disabled due to pregnancy or the date of the medical advisability for the transfer;

B. The probable duration of the period(s) of disability or the period (s) for the advisability of the transfer, and

C. A statement that, due to the disability, the employee is unable to work at all or to perform any one or more of the essential functions of the position without undue risk to themself, the successful completion of the pregnancy or to other persons or a statement that, due to your pregnancy, the transfer is medically advisable.

At the employee's option, any accrued paid time off may be used as part of the pregnancy disability leave before taking the remainder of the leave as an unpaid leave. However, taking paid time off during the period of the pregnancy disability leave does not extend the maximum time allowed for such leave.

Employees may also be eligible for state disability insurance for the unpaid portion of the leave. Employees on PDL accrue employment benefits, such as paid time off or seniority, only when paid time off is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid time off to supplement SDI payments, she will accrue employment benefits on a pro rata basis.

An employee who is on a leave of absence for a period in excess of two (2) months must notify the Human Resources/Risk Manager by the end of each month thereafter both of the status of the

disability and the employee's continued intent to work once the employee recovers from the disability. An employee returning from an absence shall be required to provide a physician's certification that indicates that she is fit to return to work.

An employee who returns to work at the end of a leave of absence due to pregnancy, childbirth or related medical condition will be returned to their former position, if possible, or will be offered the first available opening in a comparable position for which she is qualified.

An employee who returns from a leave of absence due to pregnancy will be credited with all service prior to the commencement of their disability.

An employee who fails to report for work at the end of an approved leave will be deemed to have voluntarily resigned.

During an employee's approved PDL, the City shall continue to pay for the employee's participation in the City's group health insurance to the same extent and under the same terms and conditions as would apply had the employee not taken leave, for up to four months. Employees are required to continue to make any payments they normally make towards healthcare coverage premiums while on leave. In the event an employee on leave fails to make timely payment for their portion of healthcare coverage premiums, the City will notify the employee of such failure and, if payment is not made, terminate the coverage. The City is entitled to recover any health premiums paid by the City on the employee's behalf during any unpaid period of the leave if the employee fails to return from the PDL for a reason other than one of the following: (1) the employee takes FMLA/CFRA Leave; (2) the continuation, recurrence or onset of a serious health condition or serious injury or illness within the meaning of FMLA/CFRA; or (3) other circumstances beyond the employee's control as provided by law.

Employees on PDL accrue employment benefits, such as paid time off or seniority, only when paid leave is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid time off to supplement SDI payments as discussed above, he or she will accrue employment benefits on a pro rata basis.

Paid Family Leave

Employees who are covered by the state's SDI program will be eligible for reimbursement for up to six (6) weeks during a twelve (12) month period of qualifying unpaid leave, for the purposes of bonding with a newborn child (up to one (1) year from birth or adoption), or to care for a family member or domestic partner.

An employee who is eligible for SDI benefits may only become eligible for PFL benefits after SDI benefits are no longer being paid. SDI benefits are payable when an employee is disabled for a non-work-related reason, which may include pregnancy; PFL benefits are for baby bonding and for providing care to a family member. Once an employee is no longer disabled, and (in the case of pregnancy) has given birth, their SDI benefits may cease and she may apply for baby bonding benefits under PFL.

Once an employee applies for PFL, there is a seven (7) day unpaid waiting period before the employee may start receiving benefits. However, an employee who previously served a waiting period before receiving SDI benefits will not have to serve another waiting period before receiving PFL benefits. Employees may use their accrued paid time off during the seven (7) day waiting period.

Paid Family Leave is administered by the State of California and may be modified by the State from time to time.

4.12 DEATH OR CRITICAL ILLNESS IN IMMEDIATE FAMILY BEREAVEMENT LEAVE:

An employee eligible for benefits, is eligible for bereavement leave upon the death of a qualifying family member. Eligible employees may take up to five (5) days of bereavement leave per occurrence. The first three (3) working days of bereavement leave shall be paid at the employee's regular ate of pay. The remaining two (2) days may be taken using the employee's accrued leave (such as annual PTO. Floating holiday, etc), at the employee's discretion.

Bereavement leave must be taken within three (3) months of the date of death and may be used consecutively or intermittently. Employees shall provide reasonable notice to the City Manager or designee to allow for operational planning.

Qualifying family members, include the employee's spouse, domestic partner, child, brother, sister, parent (including step family and in-laws), grandparents and grandchildren when the relationship of the person to the employee warrants such use of bereavement leave. Where such death or critical illness has occurred, the employee shall furnish satisfactory evidence of such death or critical illness to their department head.

The City may require reasonable documentation of the death, such as a death certificate, obituary, or funeral program, to be provided within thirty (30) days of the first day of leave. Bereavement leave is in addition to any other accrued leave or compensatory time and does not carry over year to year.

Leave to attend the funeral of a co-worker will be acceptable to the City upon Department Head approval consistent with maintenance of operations. Such leave is considered leave with pay and not charged to any other leave.

4.13 CONFLICT OF LAWS:

In the event of any conflict between the provisions of this Conditions of Employment and Federal or State laws, such Federal or State laws shall prevail.

SECTION 5: LEGAL HOLIDAYS

5.1 DESIGNATED LEGAL HOLIDAYS:

The City has established the following schedule of days that shall be observed as legal holidays by all affected regular full-time employees, at which time the City's administrative offices will be closed. The City observes twelve holidays and provides three (3) eight (8)-hour Floating Holidays.

New Year's Day	January 1st
Martin Luther King Day	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19th

Independence Day	July 4th
Labor Day	1st Monday in September
Veteran's Day	November 11th
Thanksgiving Day	4th Thursday in November
Friday following Thanksgiving	4th Friday in November
Christmas Eve	The day before or after*
Christmas Day	December 25
New Year's Eve	The day before or after*
Floating Holiday	Three Eight-Hour Days (24 Hours)

*As determined by the City Council

When a holiday falls on a Saturday or Sunday, the preceding Friday or the following Monday respectively shall be observed as the legal holiday. If the holiday falls on an employee's flex day, the flex day may be rescheduled within the same work week. Rescheduled flex days off that are rescheduled because a holiday falls on that day are subject to prior approval by the Department Head and appropriate notification to the Administrative Services Department.

Observance of a legal holiday on a Friday or Monday, at which time the City's Administrative offices will be closed, will not create overtime or the loss of time from an employee's leave bank if the holiday falls on a regularly scheduled flex day. The hours for any given holiday will relate to the number of hours of the employee's regular scheduled work day for that particular day.

Nothing in this Conditions of Employment shall preclude the City from declaring a holiday when a legal holiday has been declared by the President of the United States or the Governor of the State of California or the City Council.

5.2 FLOATING HOLIDAY:

In the first pay period each January, full-time employees shall be granted three (3) eight-hour Floating Holidays (24 hours), to be scheduled and taken in accordance with the best interest of the City and the department or division in which the employee is employed.

Employees hired during the calendar year will receive prorated Floating Holiday hours based on date of hire. Floating Holiday hours shall be used in the calendar year in which they are earned, have no cash value, and shall not be paid out or carried forward; and therefore, agreement to this section constitutes a waiver of Labor Code section 227.3.

5.3 HOLIDAY PAY:

A. Unless otherwise provided herein, a regular full-time employee not working on a holiday will receive eight (8) hours holiday pay at their normal straight time rate,

exclusive of shift or temporary or relief supervisory differentials. Said holiday pay shall not be paid if the employee is not in a pay status the last normal working day before a holiday or the first normal working day after such holiday. See Section 3.1 for definition of pay status. If a holiday occurs on an employee's regular nine (9) or ten (10) hour day, the employee must use one (1) or two (2) hour(s) of leave accrual, such as Annual PTO, floating holiday, or compensatory time to fulfill the nine (9) or ten (10) hour day.

B. Holiday hours shall be used in the calendar year in which they are earned.

C. Holiday-In-Lieu Bank: In the event an employee may be required to work on a paid holiday, the employee may bank the holiday hours up to a maximum of 40 hours per calendar year. Any unused holiday bank hours can be rolled over into the next calendar year.

   a. In the event a Management employee is required to work on a paid holiday, the employee will receive eight (8) Holiday-In-Lieu hours in their Holiday In-Lieu bank.

   b. In the event a Miscellaneous employee is required to work on a paid holiday, the employee shall receive regular pay and will have the option of receiving overtime pay at time and one-half or bank the eight (8) hours in their Holiday-In-Lieu bank.

D. If a holiday falls on a normal workday which is during an approved leave, at the employee's option the employee will not be charged for a leave day the day of the holiday, or may be given an additional day at the beginning or end of their leave. Holidays which fall on normal working days within an unpaid leave of absence, will not be counted as workdays and will not be recognized for pay purposes. For a Miscellaneous employee who is scheduled to work on a holiday but fails to report for work and fails to notify the City or provide evidence of an emergency is unexcused and will not receive payment for the holiday.

SECTION 6: WORKERS' COMPENSATION INSURANCE

When an employee is injured on duty arising out of and in the course of employment (which shall not be construed as an employee's normal commute to and from work), such employee shall receive benefits and incur obligations as follows:

For a period not to exceed six months, commencing with the first day following such injury, while a full-time City employee is totally disabled from industrial injury and on accepted workers' compensation status, employee shall be compensated in an amount equal to such employee's base wages at the time of such disability, less the aggregate of (a) any workers' compensation benefits, and (b) any other disability payments made to such employee. Such payment shall be limited to said six-month period or until such employee is retired on permanent disability or terminated from the City's employment, whichever comes first.

An employee shall be entitled to benefits at the normal rate if the employee is on accepted workers' compensation status and in a pay status for up to six months as defined above.

The workers' compensation carrier of the City reserves the right to subrogate if a claim is filed by

an employee against a third party.

SECTION 7: RETIREMENT PROGRAM

A. The City shall continue to participate in the California Public Employees Retirement System (CalPERS). Under CalPERS, the City provides the 2%@55 Miscellaneous Plan formula for employees who are "Classic Members" as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA). Under CalPERS, the City provides, 2%@63 Miscellaneous Plan formula for employees who are “PEPRA Members” as defined by PEPRA. Employees who are classified as PEPRA are subject to the other CalPERS terms and conditions set forth in PEPRA.

B. City employees who are considered as "Classic Members" shall share in the cost of CalPERS coverage through payroll deduction as follows:

   Employees will continue to contribute a portion of the required employer contribution equal to 4.5% of “compensation earnable.” This 4.5% contribution by employees to the employer contribution will be considered to be a contribution towards the normal cost as defined under PEPRA.

   In addition, the City’s contribution toward Employer Paid Member Contribution (EPMC) shall be reduced as follows:

   Three and one-half percent (3.5%) of normal contribution of the Employer Paid Member Contribution (EPMC) and Four and one-half percent (4.5%) "compensation earnable" by employees to the employer contribution will be considered to be a contribution towards the normal cost as defined under PEPRA.

C. City employees who are considered “PEPRA Members” shall pay the full member contribution amount. However, PEPRA Members will not contribute toward any portion of the required employer contribution.

D. The City shall continue to report the value of the EPMC on all reportable compensation subject to CalPERS for all employees as approved and adopted by Resolution.

SECTION 8: HEALTH BENEFITS PROGRAMS

8.1 LIFE INSURANCE:

A. The City will pay the full premium of employee only life insurance policy for the following:

   a. Miscellaneous: $50,000.00 term life insurance policy.

   b. Management: $100,000.00 term life insurance policy. Coverage above $50,000 is subject to taxation to the employee under IRS regulations.

   c. Retirees: Employees retiring with 20 years or more of continuous service with the City and enrolled in the City's group life insurance program at the time of retirement, may continue to be covered in the City's group life insurance program at City expense for a life benefit of $10,000. Extended coverage will not include AD&D benefits.

8.2 HEALTH INSURANCE:

The City will maintain the current health insurance program with the Public Employees Retirement System (PERS) Medical and Hospital Care Act (PEMCHA) pursuant to Government Code Section 22850. The health insurance program shall be available to all regular full-time employees and retirees The City will contribute the PEMHCA statutory minimum on behalf of each participant in the program. The PEMHCA statutory minimum for 2023 is $151 per month, and changes each year in accordance with Government Code section 22892(b). In addition, the City shall make contributions to a flexible spending cafeteria plan in accordance with Internal Revenue Code Section 125 for all active employees, and to a health savings account for all retirees as follows:

a. Each eligible employee or retiree may select a health insurance carrier providing coverage in the Carpinteria geographic area, as defined and provided by PERS and currently in effect and on file in the City Human Resources Office.

b. The City will contribute the full premium cost of the most affordable and comprehensive network HMO plan available in Ventura and Santa Barbara Counties that employees are eligible to enroll in ("base plan"), i.e., employee only, employee plus one, or family; less the PEMHCA statutory minimum and less the employee's contribution. The City Manager will designate the base plan during the open enrollment period. Employees shall be responsible for the difference of any health insurance premium which exceeds the City's contribution amount (the difference between the premium of their elected plan and the designated base plan) deducted the first pay period of the month.

c. Health insurance coverage for newly hired employees will commence on the first day of the month following one full month of employment. If hired prior to the 15th day of the month, the month of hire will count as a full month of employment and coverage will be effective the first day of the following month. If hired after the 15th day of the month the month of hire will not count as a full month and the following month will be the first full month of employment.

d. For covered employees who terminate during the Fiscal Year, such health insurance coverage shall end on the last day of the month following when said termination becomes effective, except that the provisions of COBRA may be applied at the employee's option. Covered employees who retire from the City under PERS may, at their option, continue such coverage without interruption pursuant to the provisions of the PERS Health Program.

8.3 DENTAL INSURANCE:

The City will provide 100% of the premium charged to maintain a Dental Insurance Plan for eligible employees and, where appropriate, dependent coverage. The City will retain control over the administration of the dental insurance program subject to maintenance of equivalent benefits to the extent it is within the control of the City. COBRA benefits may be applied at the employee's option. Dental coverage will commence on the first day of the month following one full month of employment.

8.4 DEFERRED COMPENSATION PROGRAM:

A deferred compensation plan will be available to employees with participation on a voluntary basis.

8.5 STATE DISABILITY INSURANCE:

The City participates in the State Disability Insurance Program, at employee expense, to provide coverage for non-industrial injuries.

Management Personnel: The City reimburses Management Employees in this classification for payroll deductions made on base salary for State Disability Insurance.

8.6 SHORT-TERM/LONG TERM DISABILITY PROGRAM:

In addition to coverage under the State Disability Insurance Program, the City provides eligible full-time employees with additional short-term disability coverage to integrate with SDI for a weekly benefit of 60% of covered earnings and a long-term disability program to provide a monthly benefit of 66 2/3% of covered earnings, such coverage to be at City expense. This program will be at the expense of the City.

8.7 FICA MEDICARE TAX:

All employees hired after April 1986 are subject to FICA Medicare taxes in accordance with Federal regulations. Miscellaneous employees shall have the employee share of said Medicare Tax deducted from their paycheck. The City will reimburse the Management Employees for payroll deductions made on base salary for FICA Medicare Tax.

8.8 SPECIAL PAY:

For Management employees, pursuant to Section 8.5 and 8.6, reimbursement equal to the payroll deduction for the employee's annual cost for SDI and/or FICA Medicare tax will be pro-rated over the twenty-six (26) payroll periods and paid to the employee on the regular bi-weekly payroll check as "Special Pay".

8.9 FLEXIBLE BENEFIT PROGRAM ALLOWANCE:

A. Active regular employees shall be credited with a Flexible Benefit Program Allowance. for each calendar year. The City will increase the allowance by 2% annually. Effective January 1, 2025, the allowance is $1,362.58. Effective January 1, 2026, the allowance is $1,389.83. This benefit is based on a calendar year and the allowance will be pro-rated for new employees.

B. The purpose of the Flexible Benefit Program Allowance is to provide reimbursement to the covered employee for eligible medical and health-related costs not otherwise covered by health insurance or subject to reimbursement from any other source or to participate in other benefits provided by the Flexible Benefit Program. Payment of medical costs, not covered by insurance, must be prescribed by a physician or determined by the Internal Revenue Service (IRS) to be an eligible health-related expense.

C. In addition to reimbursement for eligible medical and health related costs and dependent care, the employee will have the option to purchase benefits offered through the Flexible Benefit Program Allowance. The level of participation in benefits provided by the Flexible Benefit Program Allowance will be at the option of each

employee. Employees may cash out a portion of any unused allowance up to $810 of the Flexible Benefit allowance, subject to applicable payroll taxes or contribute such amount to their 457 plan up to the legally allowed maximum and with proper notice. The balance must be used for health- related expenses.

D. Reimbursement for bona fide health-related expenses, which may be eligible expenses under the Flexible Benefit Program Allowance may be subject to payroll taxes unless related to a particular medical condition and so prescribed by a medical doctor.

E. The City will revisit the annual Flexible Benefit Program Allowance taking inflation into consideration.

8.10 OUTSIDE COVERAGE OPTION:

A. The employee is not required to select or participate in any health/dental insurance program provided by the City, but such employee must provide satisfactory documentation that he/she is covered by an alternative health/dental insurance program.

B. Those employees with proof of health and insurance coverage who choose not to participate in the City's group health insurance and/or dental insurance program due to the availability of other coverage through a spouse's employer, the military, or other source, will receive, in addition to the Flexible Benefit Program allowance, a benefit allowance equal to fifty percent (50%) of the monthly premium charged for the annual single coverage in the PERS basic HMO Plan available to this group of employees. An employee shall receive this monthly benefit allowance calculated and paid bi-monthly as a cash payment, with such payment subject to payroll taxes.

C. Those eligible employees who participate in the City's group health insurance program and have an eligible spouse or family dependents, but select single coverage and choose to cover any dependents under insurance offered through a spouse's employer, the military, or other source will receive, in addition to the Flexible Benefit Program Allowance a benefit equal to 25% of the monthly premium changed for the single coverage in the PERS basic HMO Plan available to this group of employees. An employee shall receive this monthly benefit allowance calculated and paid bi-monthly as a cash payment, with such payment subject to payroll taxes

8.11 FITNESS PROGRAM:

A. The City agrees to reimburse regular full-time employees at the rate of up to $600.00 per Fiscal Year for the employee's personal fitness costs, as approved by the City Manager. Eligible covered fitness reimbursement: Fitness Programs (such as yoga, Pilates, cycling, dance, etc.)

   a. Fitness Subscriptions (such as Peloton)

   b. Gym Membership

   c. Weight Management Programs (such as Weight Watchers)

B. To qualify for reimbursement, employees must submit proof of payment and documentation of membership under the employees' name from the fitness provider.

For family memberships, the City will reimburse an amount equivalent to the cost of an individual membership.

C. Reimbursement for fitness expenses not listed above, will be subject to the City Manager's discretion and approval. To avoid declination of reimbursement, items not listed should be pre-approved by the City Manager, or designee. Declination of reimbursement for items not listed are not grievable.

D. Reimbursement requests will be processed and paid quarterly in the months of September, December, March, and June.

E. This benefit will be made available to each benefited employee subject to budgetary constraints and fiscal allocation.

SECTION 9: SERVICE AWARDS

The City of Carpinteria has established appropriate service awards to recognize continuous service with the City at milestone years of continuous service in five-year increments.

SECTION 10: EDUCATION/TRAINING AND PROFESSIONAL DEVELOPMENT

10.1 TRAINING PROGRAMS:

The City recognizes the importance of training programs and advancement of employees to higher skills and encourages employees to participate in programs to improve their performance on the job. All direct costs for all training or instruction required by the City shall be paid for by the City, provided however that no overtime shall accrue to employees for travel time to or from any training program conducted on a non-City site. The City agrees that all direct costs of all training or instruction required by the City shall be paid for by the City.

A. To the extent funding is available, the City shall provide for tuition and textbook reimbursement for regular full-time employees to a maximum of $200 per Fiscal Year.

B. Only educational course work recommended by the city and directly related to the affected employee's position with the City will be considered for reimbursement. Only costs for the books required for approved courses shall be deemed reimbursable. All applications for reimbursement shall be approved by the City Manager or their designee prior to enrollment in the coursework. Reimbursement will be made upon written proof that the employee received a final grade of B or better or, in the case of a non-grade course received a Pass or Satisfactory final grade.

C. Meeting, travel and/or training expenses will be paid and/or reimbursed with prior authorization by the City Manager or their designee as described above and in conformance with the City's Travel and Expense Reimbursement Policy.

D. Management Employees: Charges for tuition, books and supplies for educational courses, not required by the City but directly related to the Management Employee's position with the City, and having prior written approval of the Department Director and City Manager will be reimbursed upon presentation of satisfactory completion of such training. It is the

policy of the City to provide paid membership in approved professional associations for Management Employees as budgeted and subject to approval by the City Manager. This policy also includes publications associated with membership and other educational materials. The City encourages Management Employees to attend professional conferences subject to budgetary restraints and fiscal allocation.

SECTION 11: MISCELLANEOUS POLICIES

11.1 PHYSICAL EXAMINATION:

The City encourages all employees to have an annual physical examination as provided for under our health insurance benefits.

11.2 DRESS AND DECORUM:

A. All employees shall observe professional standards of dress, and decorum considered suitable for general public contact based on current social standards as interpreted by the City Manager.

B. While on duty, Code Compliance officers shall wear official City-issued uniforms. Field uniforms are not to be worn off duty. If a uniform is worn going to or from work, in order to not give the appearance of an employee being on duty when he/she is officially off duty, the City's uniform insignia must not be visible on public service uniforms.

C. Employees will comply with standards of dress consistent with the positive representation of the City government through its employees. Employees are also to comply with any uniform requirements and wear all safety apparel and equipment required for their position. No dress codes other than the above standard are to be established in the various departments.

11.3 EMPLOYEE RESPONSIBILITIES:

Each employee shall comply with all safety laws, rules and regulations and adopted polices of the City in performing the duties required of their position; and shall not willfully violate any of the provisions of the ordinances and resolutions which have been adopted and/or prescribed by the Carpinteria City Council or City Manager.

11.4 DEATH BENEFIT:

For Miscellaneous Employees, the City shall pay a death benefit in the amount of One Thousand Dollars ($1,000) directly to the spouse or legal heirs of any affected employee within seventy-two hours of the death of any affected employee as the result of any industrial injury or illness as defined by Cal OSHA Publication #120-A, sustained by such employee while on duty within the course and scope of their employment with the City of Carpinteria.

For Management Employees, the City shall pay a death benefit in the amount of Two Thousand Five Hundred Dollars ($2,500) directly to the spouse or legal heirs of any Management Employee within seventy-two hours of the death of any Management Employee as the result of any industrial injury or illness as defined by Cal OSHA Publication #120-A, sustained by such employee while

on duty within the course and scope of their employment with the City of Carpinteria.

11.5 TRANSLATION PAY:

A. Any employee who the City Manager determines is required on a regular and frequent basis to translate/interpret shall be paid for translating/interpreting skills in the amount of $50.00 biweekly (Level I). Any employee, who is required, on a daily basis, to translate/interpret shall be paid $95.00 biweekly (Level II).

B. Translating responsibilities shall not be required as terms of employment.

C. Before receiving bilingual pay, an employee shall be certified by the City as possessing the skills necessary to communicate effectively with the public in English and a second language for the purpose of conducting City business.

1. Level I — Written and/or Conversational Bilingual. Employees proficient in a second language at an advanced level must meet the following criteria:

   a. The employee must pass the bilingual competency test administered by the City, and

   b. The employee shall provide basic oral translations as part of their regular job duties.

2. Level II — Bilingual Translators. Employees who pass a skills-based test administered by the City to demonstrate advanced plus competency in written translation and oral interpretation.

   The employee shall provide oral communication and translation, as well as written translations, as part of their regular job duties.

11.6 MOVE-UP PAY OR TEMPORARY ASSIGNMENT:

When in the best interests of the City, the City Manager may approve a Move Up or Temporary Assignment of a probationary or regular employee to a higher-level classification than that for which he/she is currently assigned and being compensated, in accordance with the following:

A. Eligibility Requirements

   a. The City Manager has the sole discretion to determine if a Move Up or Temporary Assignment is needed and has the sole authority to deny or approve assignment, without any right to grievance or appeal.

   b. The employee appointed to work in a Move Up or Temporary Assessment must be capable of handling the major duties of the higher-level classification without any more supervision than an employee who regularly works in the higher classification.

   c. To be eligible for Move Up or Temporary Assignment, the employee must be required to work more than five (5) working days in succession in the higher classification.

   d. Should an employee be hired to fill a higher classification position during a period of Move Up or Temporary Assignment, the employee's time worked in a higher classification shall not count toward the completion of probationary requirements for the higher classification, unless expressly established as a condition of hiring.

B. Amount of Move Up or Temporary Assignment Pay

a. An employee shall receive compensation equal to ten percent (10%) above the employee's regular base salary, for work performed within the scope and responsibilities of the higher classification and will continue to receive the additional pay for the duration of assignment. Base salary is defined as the base salary paid to the employee without additions for overtime, medical insurance, longevity, expense or other benefits.

b. In no event shall the employee receive an amount greater than the base salary for the maximum step for the higher classification.

c. An employee shall not receive any other benefit assigned to the higher classification that they are not already receiving.

d. While working in an out-of-class assignment, an employee shall continue to accrue, and have recorded, normal step increases in the employee's regular position.

C. Move Up or Temporary Assignment Pay Does Not Apply to the Following:

a) The mere performance of certain portions of the higher position or assisting with certain duties of the position is filled.

b) Where the temporary assignment is a replacement of an employee on vacation.

c) When the City has activated the Emergency Operations Center (EOC). When the EOC is activated, all public employees are declared to be disaster service workers subject to such disaster service activities as may be assigned to them by their superiors or by law. During a time of emergency, employees may work modified job duties and/or may be asked to take on tasks outside of their normal responsibilities to work in support of emergency operations and such activities and/or duties are not eligible for Move Up or Temporary Assignment Pay.

11.7 PARTICIPATION IN CITY-SPONSORED RECREATION PROGRAMS:

The City agrees to provide special employee rates to currently employed, regular full-time employees and their immediate family members who wish to participate in City-sponsored Parks and Recreation Department Programs. All fees are payable in advance of participation in the program. Requests for employee rates for City-sponsored programs should be in writing and approved by the Parks and Recreation Director and scheduled with the appropriate recreation program supervisor.

A. Eligible employees will receive a fifty percent (50%) discount on tuition and registration only for City-sponsored recreation programs. Individual enrollees will be responsible for any ala carte activities scheduled in the programs, e.g. field and/or camping trips, movies, special meals, etc. A discount on recreation rental equipment is dependent upon availability.

B. The annual fee for Community Pool Family Membership will be discounted Seventy-five percent (75%). The fee will include participation in the Masters' Program, Lap Swimming, Recreational Swimming and Water Aerobics.

11.8 EQUAL EMPLOYMENT OPPORTUNITIES:

A. The City apply equally to all employees covered herein without favor or discrimination because of race, creed, color, sex, pregnancy (including childbirth, breastfeeding and/or related medical conditions), sexual orientation, age, national origin, religion, political or religious affiliations, organization membership, marital status, ancestry, military or veteran status, medical condition (genetic characteristics, cancer or a record or history of cancer), gender, gender identity, or gender expression, genetic information, or any other classification protected by state, federal or local law. The City will not discriminate against a qualified individual with physical or mental disability with regard to employment.

B. The City commits themselves to the goal of equal employment opportunity in all City services encourages its employees to assist in the implementation of the City's Equal Employment Opportunity commitment.

11.9 GRIEVANCE PROCESSING (Miscellaneous Employees):

A. Purpose

a) To promote employee morale and productivity by establishing a forum for resolving problems in the workplace by communication between employer and employee.

b) To provide a just and equitable method for resolution of grievances.

c) To afford employees, a systematic means of obtaining further consideration of problems after every reasonable effort through discussions has failed to resolve them.

d) To provide that grievances shall be settled as nearly as possible to the point of origin and shall be as informal as possible.

B. Grievance Defined

a) Grievance shall be defined as a claim by an employee or group of employees adversely affected by an alleged violation, misinterpretation or misapplication of department-wide policy or City rules, regulations, resolutions, ordinances, or memoranda of understanding applicable to the employee, except as follows: Appeals of disciplinary actions of demotion, suspension, dismissal or probationary terminations.

b) Management has the right to establish policies governing the operation of City departments. However, allegations also subject to the grievance procedure are those in which the complaint concerns an inconsistent application of policy where the inconsistency results in a denial of the employee's rights under those policies defined in "A" above.

C. Initiation of Grievance

a) No act or activity which may be grievable may be considered for resolution unless a grievance is filed in accordance with the procedure contained herein within twenty

(20) working days of the date the alleged activity/violation occurred or the date the employee became aware such activity/violation occurred.

b) In no event shall any grievance be accepted for consideration more than 6 months from the action or incident claimed as its basis regardless of the date of discovery. If the grievance is not presented within the time limitation herein provided, it shall be deemed not to exist.

D. Grievance Processing

a) The City may designate an officer for the purpose of investigating and/or processing grievances. Upon the request of the employee, the officer shall conduct and/or assist in the investigation, preparation and processing of grievances.

b) Prior to engaging in grievance handling, the officer shall notify their immediate supervisor of a request for assistance no later than five days prior to the requested time. The supervisor shall approve time for grievance processing during the scheduled work day hours prior to the steward or officer beginning the investigation, preparation and processing of grievances.

c) Both the officer and management will cooperate in expediting the grievance handling process. The employee and the officer shall be afforded reasonable grievance handling time to jointly handle the grievance. It is agreed that every effort will be made to resolve grievances in an informal and timely manner as the first step in this process.

E. Procedure

Step One

Any employee who has a grievance shall first try to settle it through discussion with their immediate supervisor without undue delay.

Every effort shall be made to find an acceptable solution at the lowest possible level of supervision. The supervisor has seven (7) working days to respond to the grievant. Any grievance settled at this step shall be subject to the review and confirmation of the respective department head before the settlement may become effective. Such review will occur within seven (7) working days or the grievance shall automatically be moved to Step 2. In the event the department head does not confirm the settlement, the grievant may initiate Step 2 of this procedure.

Step Two

If a grievance is not settled in Step 1 or no response was forwarded to the grievant, he/she may file a formal grievance in writing to their Department Head within ten (10) working days after receiving the informal decision from their immediate supervisor or when decision was due. The grievant must submit their grievance in writing and must also explicitly specify the policy or the particular section of the Conditions of Employment, rule, resolution, or ordinance the violation of which is being alleged as the basis for the grievance. The remedy requested must also be specified. No modifications in the violation being alleged shall be made subsequent to filing unless mutually agreed to by both the City and the grievant.

The Department Head, after receiving the formal grievance, has ten (10) working days to render a decision in writing.

Step Three

If the grievance is not settled or an answer not forthcoming in Step 2, the grievant may appeal, in writing, within seven (7) working days from the expiration of the time limit for such decision under Step 2 or within seven (7) working days from the receipt of the decision of the department head to the City Manager.

Within ten (10) working days from receipt of appeal, the City Manager, shall deliver a written decision to the grievant.

Step Four

If the grievance is not settled or disposed of at Step 3, the grievant may request the services of a mediator from the State Mediation and Conciliation Service.

The grievance will be settled through mediation and both parties will agree to abide by the decisions made in the mediation process.

Under no circumstances will grievances of any kind for any reason proceed beyond the mediation process.

11.10 DISCIPLINARY PROCEDURES:

A regular, non-probationary employee may be terminated involuntarily or otherwise disciplined for cause, including, without limitation, for violating the provisions of this agreement, poor performance, misconduct, excessive absences, tardiness, insubordination, dishonesty and submitting false or misleading time records or expense reimbursement forms. Without limitation, disciplinary action may include oral or written warnings, suspension without pay, reduction in pay, being placed in a probationary status or termination. When appropriate, progressive discipline will be used, with the disciplinary action being taken dependent on factors including, the severity of the incident on which the disciplinary action is based, the disciplinary history of the employee, and the effect of the incident, act or omission on City services, reputation and other employees. However, the nature of the disciplinary action will depend on the particular circumstances involved, and is at the discretion of the City.

11.11 CITY PROPERTY:

Desks, file cabinets, lockers, computers, tools and other equipment are property of the City and must be maintained in good condition in accordance with the City's policies, rules and regulations. They must be kept clean and are to be used only for work-related purposes. If the City property is lost, or damaged, report it to your supervisor at once. No property may be removed from the premises without the prior authorization of your supervisor.

In order to ensure compliance with this provision and with the City's policies, rules and regulations, the City reserves the right to inspect all City property, without notice to the employee and/or in the employee's absence.

For security reasons, personal belongings of value should not be left in the workplace. The City is not responsible for lost or stolen personal belongings.

Employees should take reasonable steps to protect City property from theft. Employees should immediately inform management if theft of City property is suspected. However, employees should not attempt to stop the theft of City property if doing so poses any risk whatsoever of

endangering the safety of the employee or others.

Immediately upon termination of employment, all property of the City (keys, tools, manuals, etc.) must be returned to the City. All personal items should be removed at the time terminated employees leave the premises of the City. Unless otherwise agreed to in writing, if a terminated employee leaves personal items at the workplace, these items are subject to disposal if not removed within five (5) days of the date of the employee's termination.

11.12 CELL USE PHONE POLICY:

The City may provide certain employees with cellular phones that are to be used only for official City business. The City recognizes that employees may need to use their personal cell phone during working hours due to particular family or personal situations. Employees should limit the use of personal cell phones during working hours, to reasonably necessary communications, and use of a personal cell phone should not interfere with City operations or the performance of job duties. If an employee abuses the use of personal cell phone during working hours, at the City Manager, at his discretion, may require that the employee not use personal cell phones during working hours.

In compliance with California Motor Vehicle Code 23123, employees are not to dial any cell phone while driving, except to call a public safety agency. Employees may not receive incoming calls while driving unless the cell phone can be safely operated in a hands-free mode. For employees with hands free cell phone operation, in the event an employee receives an incoming call while driving, the employee should either safely pull off the road to converse, inform the caller that he or she will return the call, or ask the caller to call again to allow the employee to reach a place where it is safe to use the phone. While driving, employees are prohibited from using any cell phone to text message, read or send e-mail, or any similar operations. While driving, employees are also prohibited from engaging in any activity or conduct that would constitute distracted driving or otherwise constitute an unsafe driving practice.

11.13 FITNESS FOR DUTY EXAMINATION:

Whenever the City Manager, or the Human Resources/Risk Manager, believes that an employee is unable to perform the essential functions of their job safely due to illness or injury, or is unable to perform the essential functions of their job safely or without posing a danger to themselves or others, the City may require the employee to submit to an independent medical examination at the City's expense. Such medical examination will be limited to the issues or areas of concern regarding the employee's ability to perform the essential functions of their job. If, after the independent medical examination, the City determines that the employee cannot perform the essential functions of their job, or cannot perform such essential functions safely or without posing a danger to himself/herself or others, the employee will be given the opportunity to provide the results of a separate medical evaluation by a qualified health care provider selected by the employee, within fifteen (15) days of the employee's receipt of a medical evaluation from the City. In the event of a difference of opinion between the City's and the employee's health care providers, the City may require a third opinion, at the City's expense, performed by a mutually agreeable health care provider who will make a final determination.

11.14 REASONABLE ACCOMODATION:

The City of Carpinteria is committed to ensuring equal employment opportunities for disabled applicants and employees. It is the policy of the City of Carpinteria to comply with the Federal Americans with Disabilities Act ("ADA") and the California Fair Employment and Housing Act

("FEHA"). Every reasonable effort will be made to provide an accessible work environment for such employees and applicants. The City of Carpinteria will not discriminate against disabled employees. The City of Carpinteria provides reasonable employment-related reasonable accommodation(s) to permit an applicant or employee to perform the essential functions of the job, as defined by law, to qualified individuals with disabilities, and will engage in the interactive process within the meaning of the ADA and FEHA.

APPENDIX A

City of Carpinteria

Policy on Public Employee Personal Use of Telecommunication Equipment, Electronic Mail, Voice-Mail and other computer systems

PURPOSE

City-owned telecommunication equipment, computer hardware and software is intended to be used for business purposes. Electronic mail, known commonly as e-mail, is now a primary vehicle for communication in the workplace. As the use of e-mail increases, the need for a clear and comprehensive City's policy on personal use of City equipment becomes important to clarify the rights and obligations of employees and as a protection from potential liability for employers.

POLICY

The City maintains and utilizes as part of its operations a computer system, including e-mail, and a voice-mail system. These systems are provided to assist employees in the conduct of the City' s business. All computers to the data stored on them, including e-mail, messages composed as well as all voice-mail are and remain at all times the property of the City. All remain the property of the City. Employees are prohibited from installing or downloading software onto the City's computer system except with the prior authorization of the Administrative Services Director.

Employees should attempt to limit voice-mail and e-mail messages to the conduct of the City's business. Use of the voice-mail and e-mail systems for the conduct of personal business is discouraged. The City reserves the right to prohibit the use of voice-mail and e-mail for the conduct of personal business when deemed appropriate. Other use of computer systems, including use of the Internet and other telecommunicating capabilities, should be limited to the conduct of the City's business unless prior written approval is received from the employee's supervisor.

Except for the right of the City to access data stored on the computer system, including e-mail messages, and to access voice-mail messages as described in this policy, all data stored on the computer system and all messages sent by voice-mail and e-mail are considered to be confidential, and as such are to be accessed only by the employee storing the data, the addressed recipient or at the direction of the addressed recipient. Any exception to this policy must be approved by the Administrative Services Director.

The City reserves the right to retrieve and read any data stored on the computer system and any message composed, created, sent or received on the voice-mail and e-mail systems, as well as Internet usage data, at any time, with or without advance notice to the employee. Although the computer system, including e-mail, and the voice-mail system may accommodate the use of passwords for security, the reliability of passwords for maintaining confidentiality cannot be guaranteed. All passwords must be made known to the City, and passwords not known to the City may not be used. This is due to the need to access employees' computer systems, including e-mail, and voice-mail systems in the event that an employee is absent or when otherwise deemed appropriate by the City. Employees must therefore assume that any and all voice-mail and e-mail

messages and all data stored on the computer system may be read by someone other than the employee storing the data or the intended or designated recipient, and understand the ultimate privacy of data stored on the computer system, including e-mail, and voice-mail messages, cannot be guaranteed to anyone.

The City's policy against unlawful harassment, including sexual harassment, and the City's anti-discrimination policy apply to employees' use of voice-mail, e-mail messages and screen savers as well as any other information transmitted over the City's computer system. Employees should not use any means of electronic communications in a manner that would violate those policies. For example, employees may not communicate messages by computer, voice-mail or other electronic means that would constitute sexual harassment, may not use sexually suggestive screen savers, and may not receive or transmit pornographic, obscene or sexually offensive material or information. As a further example, employees may not use electronic communications to transmit comments or images which are reasonably likely to offend someone on account of their age, sex, sexual orientation, race, religious beliefs, national origin, disability, or any of the other factors included in the Equal Employment Opportunity section of this Handbook. Any employee who uses any electronic communications device in a manner which violates this policy will be subject to disciplinary action, up to and including termination of employment.

DIGITAL DEVICES

Employees may not use any personal e-mail account or any digital or electronic device not owned by the City, including but not limited to any laptop computer, desktop computer, tablet computer, cellular telephone, personal digital assistant, or any other device capable of storing electronic information ("Digital Device") for City business without the City's prior written approval. Digital devices used by employees for City business may be subject to inspection to obtain City-related communications if requested under the Public Records Act.

APPLICATION

This policy applies to all employees with the City of Carpinteria.

The City reserves the right to prohibit the use of voice-mail and e-mail for the conduct of personal business when deemed appropriate.

EMPLOYEE RESPONSIBILITY

- Employees will be required to acknowledge that they have read, understand and will abide by the agency's technology policy. Violation of the policy may result in discipline, up to and including dismissal.
- To the extent that, under some circumstance, an employee is allowed to use e-mail for personal purposes the employee does so at their own risk. Employees should be aware that deletion of a message or file may not fully eliminate the message from the system.
- Employees learning of any misuse of the voice-mail, e-mail or other computer system or violations of this policy shall immediately notify the City Manager or their designee.

MANAGEMENT RESPONSIBILITIES AND GUIDELINES

Management and supervisors are responsible for reasonable enforcement of this policy. Any e-mail information or messages revealed or disclosed under this policy are considered to be of a confidential nature.

APPENDIX B

SUBSTANCE ABUSE POLICY

This policy sets forth the rights and obligations of City employees. Employees should familiarize themselves with the provisions of this policy *because compliance with this policy is a condition of employment.*

I. PURPOSE

The City of Carpinteria, in its efforts to provide a drug and alcohol free environment, has adopted this Drug and Alcohol Free Workplace Policy. It is the purpose of this policy to eliminate alcohol and drug abuse by City Employees and its effects in the workplace. The presence of drugs and alcohol on the job and the influence of these substances on employees during working hours jeopardizes the safety of employees, the public, and the efficiency of City operations. It is the intent of the City, in adopting this policy, to meet the requirement of the Drug Free Workplace Act of 1988 (41 U.S.C. Section 701-707).

II. POLICY

In recognitions of the duties entrusted to the employees of the City of Carpinteria and with knowledge that drugs and alcohol hinder a person's ability to perform job related duties safely and effectively, the City of Carpinteria adopts the following policy:

1. The use, possession, manufacture, dispensation or distribution of drugs and alcohol is prohibited:

    a. in the workplace;

    b. while on City time;

    c. in City vehicles or facilities except as defined in City's facilities use policies;

    d. prior to coming to work, so that the employee's performance is impaired.

2. The City is committed to providing reasonable accommodation to those employees whose drug or alcohol problem classifies them as disabled, under federal law.

3. The City has established a voluntary Employee Assistance Program (EAP) to assist those employees who voluntarily seek help for alcohol or drug problems (as well as for a variety of other personal problems). Employees may seek confidential assistance from the EAP counselor.

III. APPLICATION

1. This policy applies to all full time, part time and temporary employees, and to all applicants for positions with the City. This policy applies to alcohol and all substances, drugs or medications, legal or illegal, which impairs an employee's ability to effectively and safely perform their job duties.

2. A copy of this policy will be provided to all City employees.

3. A drug-free awareness program will be established to inform employees of the

dangers and penalties of drug use in the workplace and of available counseling, rehabilitation and employee assistance programs.

4. Violations of the policy may result in disciplinary action being taken, up to and including termination.

IV. DEFINITIONS

For the purposes of this policy:

A. "Illegal drugs" means any drug or controlled substance that is not legally obtainable or is legally obtainable but has not been legally obtained. Consistent with federal law, marijuana is considered an illegal drug, and consistent with the Federal Drug-Free Workplace Act of 1988 and the California Drug-Free Workplace Act, the restrictions related to illegal drugs under this Policy also apply to marijuana.

A. EMPLOYEE QUESTIONS

Employees shall refer any questions regarding rights and obligations under this policy to Human Resources.

B. PROHIBITIONS

The following conduct is prohibited and may result in discipline, up to and including termination:

1. The use, possession, manufacture, dispensation or distribution of drugs and alcohol is prohibited:

   a. in the workplace;

   b. while on City time;

   c. in City vehicles or facilities except as defined in City's facilities use policies;

   d. prior to coming to work, so that the employee's performance is impaired.

2. Reporting for duty or remaining on duty while having an alcohol blood concentration level of 0.08 or greater.

3. Being on duty or operating a vehicle on duty while possessing alcohol.

4. Using alcohol while on duty.

5. Reporting for duty or remaining on duty when the employee used any controlled substances, except of the use is pursuant to the written instructions of a physician who has advised the employee that the substance does not adversely affect the employee's ability to perform their job.

6. Reporting for duty or remaining on duty if the employee tests positive for controlled substances.

7. Refusing to submit to any alcohol or controlled substances test required by this Policy. A covered employee who refuses to submit to a required drug/alcohol test will be treated in the same manner as an employee who tested 0.08 or greater on an alcohol test or tested positively on a controlled substances test. A refusal to submit to an alcohol or controlled substances test required by this Policy includes, but is

not limited to:

a. A refusal to provide a urine sample for a drug test;

b. An inability to provide a urine sample without a valid medical explanation;

c. A refusal to complete and sign the breath alcohol testing form, or otherwise to cooperate with the testing process in a way that prevents the completion of the test;

d. An inability to provide breath or to provide an adequate amount of breath without a valid medical explanation;

e. Tampering with or attempting to adulterate the urine specimen or collection procedure;

f. Not reporting to the collection site in the time allotted by the supervisor or manager who directs the employee to be tested (the time allotted shall be reasonable. In most cases the City will provide transportation to and from the collection site.);

g. Leaving the scene of an accident without a valid reason as to why authorization from a supervisor or manager who shall determine whether to send the employee for post-accident controlled substances and/or alcohol test was not obtained.

C. USE OF LEGAL DRUGS

The City recognizes that it may be necessary for employees to use legal drugs from time-to-time. The City also recognizes that an employee who is using legal drugs might become impaired by the drug such that the employee's ability to perform or to perform safely would be compromised. Employee who knows or should know that their use of legal drugs might endanger their own safety or the safety of some other person, or pose a risk of significant damage to City property or the property of others, are obligated to report such use of legal drugs to Human Resources or the City Manager and obtain Human Resources' or the City Manager's consent to continue working. The City reserves the right to have a designated physician determine whether it is advisable for the employee to continue working while taking such drugs. The City further reserves the right to have the employee's physician certify that when returning from a leave of absence, the employee will not be using any legal drugs which might impair the employee's ability to perform the employee's job duties for the City.

If appropriate, the City may restrict the work activities of an employee who is using legal drugs or require that the employee take a leave of absence while taking such drugs. If the City permits an employee to work while using legal drugs, the employee still cannot report to work in any case if impaired by the use of the drugs if the impairment might endanger the employee's own safety or the safety of anyone else, pose a risk of significant damage to City property or substantially interfere with the employee's job performance or the efficient operation of the City's business. The City may require a medical certificate not medical diagnosis as a precondition to return to work.

D. CIRCUMSTANCE UNDER WHICH DRUG AND ALCOHOL TESTING WILL BE IMPOSED ON COVERED EMPLOYEES.

1. Drug and Alcohol Testing

Applicants receiving a conditional offer of employment for certain designated positions, e.g. lifeguards, swim instructors, swim coaches, shall be subject to a urine and/or blood test for the presence of illegal drugs or alcohol. The City may refuse to employ an applicant whose test results show the presence of illegal drugs or alcohol. Applicants who are under a physician's care and/or are required to take legal drugs must notify Human Resources or its designee of that fact in writing before the date of the pre-employment examination. This applies to initial appointment as a classified employee only, and not to promotion within the service.

2. Reasonable Suspicion Testing

The City may require a blood test, urinalysis, or other drug and/or alcohol screening of those employees who are reasonably suspected of using or being under the influence of a drug or alcohol at work, under the following circumstances.

a. "Reasonable suspicion" to test exists if, based on objective factors, a reasonable person would believe that the employee is under the influence of drugs or alcohol at work. Examples of objective factors, include, but are not limited to a combination of: unusual behavior, slurred or altered speech, body odor, red or watery eyes, unkempt appearance, unsteady gait, lack of coordination, sleeping on the job, a pattern of abnormal or erratic behavior, a verbal or physical altercation, puncture marks or sores on skin, runny nose, dry mouth, dilated or constricted pupils, agitation, hostility, confused or incoherent behavior, paranoia, euphoria, disorientation, inappropriate wearing of sunglasses, tremors, or other evidence of recent drug or alcohol use. If the City suspects drugs or alcohol may have played a role in an accident involving City property or equipment that will also constitute reasonable suspicion.

b. Document and Analysis: In order to receive authority to test, the supervisor must record the factors that support reasonable suspicion in writing and analyze the matter with Human Resources or the City Manager, and if they are unavailable, the Department Head. Any reasonable suspicion testing must be pre-approved by Human Resources or the City Manager, and if they are unavailable, the Department Head.

c. Testing Protocol: If the documentation and analysis show that there is a reasonable suspicion of drug or alcohol abuse at work, and Human Resources or the City Manager, and if they are unavailable, the Department Head, has approved, the employee will be relieved from duty, transported to the testing facility and to their home after the test. The employee will be placed on sick or other paid leave until the test results are received.

d. Interview of Employee: An employee shall not be asked any questions without first being offered the right to have a representative present.

1. Post-Accident Testing

Post-accident drug and alcohol testing will be conducted on employees following an accident where reasonable suspicion indicators also exist to support the testing.

Alcohol: Post-accident alcohol test shall be administered within two hours following an accident and no test may be administered after eight hours.

Drug: A post-accident drug test shall be conducted within eight (8) hours following the accident.

An accident occurs when as a result of an incident involving a vehicle operated by a covered employee:

(1) Any individual(s) receives an injury(s) requiring immediate hospital treatment, or

(2) There is a recommendation by an on scene paramedic or medical professional that individual(s) involved in the accident should see a physician for injury(s) arising out of the accident.

(3) A DMV Traffic Accident Report is required, i.e. the estimate of damage exceeds $1,000 or the current DMV threshold and either law enforcement or, in the absence of law enforcement, Supervisor makes an on scene determination that the employee is at fault..

4. Return To Duty/Follow-up Testing:

A covered employee who has violated any of the prohibitions of this policy (See Section C) may be required to submit to a return to duty test before he/she may be returned to their position. The test result must indicate an alcohol concentration of less than 0.08 or a verified negative result on a controlled substances test.

E. EMPLOYEE RESPONSIBILITIES:

An employee:

1. Must not report to work, or be subjected to scheduled duty while their ability to perform job duties is impaired due to on or off duty alcohol or drug use.

2. Must not use, possess, sell, purchase, manufacture, dispense or distribute, transport drugs or alcohol;

   a. in the workplace, or while conducting or performing City business, regardless of location, or while operating or responsible for the operation, custody, or care of City equipment or other property;

   b. on City time;

   c. in City vehicles or facilities except as defined in City's facilities use policies;

   d. prior to coming to work, so that the employee's performance is impaired

3. Must notify their supervisor, before beginning work, when drugs (prescription or non-prescription) may interfere with the safe and effective performance of duties or operation of City equipment. In the event there is a question regarding an employee's ability to safely and effective perform assigned duties while using prescribed drug, authorization form a qualified physician may be required.

4. Must notify their department head of any criminal drug or alcohol statue conviction, for a violation occurring in the workplace, no later than five (5) days after such conviction.

6. Who thinks he/she may have an alcohol or drug use problem is urged to voluntarily seek free confidential assistance from the City's Employee Assistance Program (EAP) counselor. It is the responsibility of each employee to seek assistance before alcohol or drug problems lead to job related performance problems.

7. Must notify their department head of all alcohol or criminal drug statute convictions no later than 5 days after such conviction. Off duty arrests or charges do not need to be reported and will not be used for disciplinary or employment purposes.

8. Must notify their supervisor, before beginning work, when drugs (prescription or non-prescription) may interfere with the safe and effective performance of duties or operation of City equipment (See Attachment A, Article III, Section 3).

9. Who thinks he/she may an alcohol or drug use problem is urged to voluntarily seek free confidential assistance from the City's Employee Assistance Program (EAP) counselor. It is the responsibility of each employee to seek assistance before alcohol or drug problems lead to job related performance problems.

F. MANAGERS' AND SUPERVISORS' RESPONSIBILITIES

1. Managers and supervisors are responsible for enforcement of this policy and will inform the Department Head and the Human Resources Manager of any violations.

2. Employees who may have a suspected alcohol or drug use problem should be encouraged to voluntarily seek confidential assistance from the City's Employee Assistance Program (EAP).

3. When an employee is involved in an accident, or there is reasonable suspicion, managers and supervisor shall prevent the employee from engaging in further work, remove the employee from the workplace, and then take the employee for a drug and/or alcohol test within the timelines outlined in Section D.2 above.

   Managers and supervisors will participate in appropriate training on alcohol and drug abuse evaluation. When based on their direct observation, it is suspected that an employee may have illegal drugs, that manager would perform a written evaluation or request a trained evaluator to complete a written evaluation.

5. Managers and supervisors are responsible for complying with federal grant money including notification sanction associated with drug convictions or use of drugs in the workplace (41. U.S.C. Section 707-717).

G. PROCEDURES TO BE USED FOR DETECTION OF DRUGS AND ALCOHOL

1. Alcohol Testing:

Alcohol testing will be conducted by using an evidential breath device (EBT) approved by the National Highway Traffic Safety Administration. (Non-EBT devices may be used for initial screening tests.)

A screening test will be conducted first. If the result is an alcohol concentration level of less than 0.02, the test is considered a negative test. If the alcohol concentration level is 0.02 or more, a second confirmation test will be conducted. A positive test for alcohol means a confirmed alcohol concentration of 0.08 or more.

The procedures that will be utilized by the collection and testing of the specimen shall be the same as those required under the City of Carpinteria Drug and Alcohol Testing

Policy Pursuant To Department of Transportation Regulations (49 CFR 40).

2. Drug Testing:

Drug testing will be considered pursuant to the same requirements as those required by the City of Carpinteria Drug And Alcohol Testing Policy Pursuant To Department Of Transportation Regulations (49 CFR Part 40).

a. The urine specimen will be split into two (2) bottles labeled as primary" and "split" specimen. Both bottles will be sent to the lab;

b. A positive test means a test that is positive for controlled substances under the Federal D.O.T. Urine Specimen Testing Levels. If the urinalysis of the primary specimen test positive for the presence of controlled substances, the employee has seventy-two (72) hours to request that the split specimen be analyzed by a different certified lab at the employee's cost.

c. The urine sample will be tested for the following: marijuana, cocaine, opiates, amphetamines, and phencyclidine;

d. If the test is positive for one or more of the drugs, a confirmation test will be performed using gas chromatography/mass spectrometry analysis;

e. All drug results will be reviewed and interpreted by a physician before they are reported to the employee and then to the City;

f. With all positive drug tests, the physician (a.k.a. Medical Review Officer) will first contact the employee to determine if there is an alternative medical explanation f or the positive test result. If documentation is provided and the MRO determines that there was legitimate medical use for the prohibited drug, the test result may be reported to the City as "negative."

3. Confidentiality:

The confidentiality of records shall be maintained in the same manner as set forth in the City of Carpinteria Drug and Alcohol Testing Policy Pursuant to Department Of Transportation Regulations.

H. CONSEQUENCES OF FAILING/REFUSING AN ALCOHOL AND/OR DRUG TEST:

FAILING A PRE-EMPLOYMENT DRUG TEST WILL BE GROUNDS FOR REJECTION FROM EMPLOYMENT.

UPON FAILING A REASONABLE SUSPICION AND/OR POST-ACCIDENT ALCOHOL AND/OR DRUG TEST THE EMPLOYEE:

1. Will be removed from driving or operating any heavy or dangerous equipment;

2. May be disciplined up to termination. Failing/refusal to take a controlled substances/alcohol test may result in disciplinary action, up to including termination.

3. May be allowed to sign a last chance agreement as an alternative to discipline which could require the employee to undergo treatment to cure their alcohol or drug abuse and be tested periodically. Generally, an employee who tests positive and has not been found to be using alcohol or drugs on-duty will be offered a last chance agreement. The City does not pay for this examination or any treatment. However, if the exam

and/or treatment is covered by the employee's insurance policy, the employee may use the insurance policy to (help) pay for the covered expenses.

4. The employee may use leave bank hours compensatory time hours or leave without pay while undergoing treatment/rehabilitation.

5. May not be returned to their position until the employee submits to a return-to-duty controlled substances and/or alcohol test (depending on which test the employee failed) which indicates an alcohol concentration level of less than 0.08 or a negative result on a controlled substances test;

6. May be required to submit to unannounced follow-up testing after he/she has been returned to their safety-sensitive position for a period of one year.

J. EMPLOYEE ASSISTANCE PROGRAM (EAP)

The City has established an Employee Assistance Program to help employees who need assistance with alcohol and controlled substance abuse. Employees are encouraged to contact the Human Resources/Risk Manager for the number of the current EAP provider.

APPENDIX C

CITY OF CARPINTERIA
PROHIBITION OF

HARASSMENT, DISCRIMINATION AND RETALIATION
POLICY

A. PURPOSE

It is the City's intent and the purpose of this Policy to provide all employees, officers and officials, applicants, interns, volunteers and contractors with an environment that is free from any form of unlawful harassment, discrimination or retaliation as defined in this Policy and as provided under federal and state law. This Policy prohibits unlawful harassment or discrimination on the basis of any of the following protected classifications: an individual's race, religion, color, sex (which includes gender, pregnancy, childbirth or related medical conditions), gender identity or expression, sexual orientation, national origin, ancestry, citizenship status, military and veteran status, veteran status, marital status, age for individuals over forty years of age, medical condition, physical or mental disability (whether perceived or actual), genetic information, and any other factor made unlawful by federal, state, or local law.

It is also the policy of the City to provide a procedure for investigating and addressing complaints of alleged harassment, discrimination and retaliation in violation of this Policy. The protection from harassment and discrimination includes protection from retaliation against an employee for their having taken action either as a complainant, or for assisting a complainant in taking action, participating in an investigation, or for acting as a witness or advocate on behalf of an employee in a legal or other proceeding to obtain a remedy for a breach of this Policy.

B. POLICY

The City has zero tolerance for any conduct that violates this Policy. Conduct need not rise to the level of a violation of law in order to violate this Policy. Instead, a single act can violate this Policy and provide grounds for discipline or other appropriate sanctions. If you are in doubt as to whether or not any particular conduct may violate this Policy, contact a manager, department head, or the Human Resources/Risk Manager, and, if applicable, do not engage in the conduct and seek guidance from a manager, department head or the Human Resources/Risk Manager.

C. DEFINITIONS

a. Protected Classifications:

This Policy prohibits harassment or discrimination because of an individual's protected classification(s). "Protected Classification" includes race, religion, color, sex (which includes gender, pregnancy, childbirth or related medical conditions), gender identity or expression, sexual orientation (including heterosexuality, homosexuality and bisexuality), national origin, ancestry, citizenship status, military status, veteran status, marital status, age, medical condition and physical or mental disability (whether perceived or actual).

b. Policy Coverage:

This Policy prohibits City officials, officers, employees, interns and contractors from harassing or discriminating against applicants, officers, officials, employees, interns and contractors because:

(1) of an individual's Protected Classification, (2) of the perception that an individual has a Protected Classification, or (3) the individual associates with a person who has or is perceived to have a Protected Classification. Third parties such as visitors to City Hall are also prohibited from engaging such harassment or discrimination. Any such alleged harassment or discrimination should be reported immediately as provided in this Policy.

c. Discrimination:

This Policy prohibits treating individuals differently or otherwise discriminating against an individual because of the individual's Protected Classification as defined by this Policy.

d. Harassment:

By definition, harassment based on an individual's protected classification as defined by this policy, including sexual harassment, is not within the course and scope of an individual's employment with the City. Harassment includes verbal, physical, and visual conduct that creates an intimidating, offensive or hostile working environment or interferes with work performance. Such conduct constitutes harassment when (1) submission to the conduct is made either an explicit or implicit condition of employment; (2) submission to or rejection of the conduct is used as the basis for an employment decision; or (3) the harassment interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment. Harassing conduct can take many forms and includes, but is not limited to, slurs, jokes, statements, gestures, pictures, or cartoons regarding an employee's Protected Classification. The following are some examples of behavior that can constitute harassment:

a. **Verbal harassment**, such as epithets (nicknames and slang terms), derogatory or suggestive comments, jokes or slurs, including graphic verbal commentaries about an individual's body, or that identify a person on the basis of their Protected Classification. Verbal harassment may include comments on appearance and stories that tend to disparage those of a Protected Classification.

b. **Visual forms of harassment**, such as derogatory posters, notices, bulletins, cartoons, drawings, sexually suggestive objects, or e-mails on the basis of a Protected Classification.

c. **Physical harassment**, such as assault, touching, impeding or blocking movement, grabbing, patting, propositioning, leering, making express or implied job related threats in return for submission to physical acts, mimicking, taunting, or any physical interference with normal work or movement.

d. **Sexually harassing conduct** in particular includes all of these prohibited actions as well as other unwelcome conduct such as requests for sexual favors, unwelcome sexual advances, or verbal or physical conduct of a sexual nature (like name calling, suggestive comments, or lewd talk).

e. **Romantic or sexual relationships** between supervisors and subordinate employees are discouraged. There can be an inherent imbalance of power and potential for exploitation in such relationships. The relationship may create an appearance of impropriety and lead to charges of favoritism by other employees. A welcome sexual relationship may change, with the result that sexual conduct that was once welcome

becomes unwelcome and harassing. To avoid possible claims of sexual harassment, if a supervisor or manager intends to enter into a romantic or sexual relationship with a subordinate employee, the supervisor or manager must inform the Human Resources/Risk Manager so that appropriate steps can be taken to minimize the risk of possible claims of sexual harassment.

D. RETALIATION

Retaliation against an employee who reports or provides information in good faith about harassment or discrimination is strictly prohibited, as is retaliation against an employee for their having taken action either as a complainant, or for assisting a complainant in taking action, participating in an investigation, or for acting as a witness or advocate on behalf of an employee in a legal or other proceeding to obtain a remedy for a breach of this Policy. Any act of retaliation violates this Policy and will result in appropriate disciplinary action. Examples of actions that might be retaliation against a complainant, witness or other participant in the complaint process include: (1) singling a person out for harsher treatment; (2) lowering a performance evaluation; (3) failing to hire, failing to promote, withholding pay increases, assigning more onerous work, abolishing a position, demotion or discharge; or (4) real or implied threats of intimidation to prevent an individual from reporting harassment or discrimination.

Before a supervisor or manager attempts to insulate or protect a complainant by changing his or her work environment or schedule or duties or by transferring the complainant to another position or location, the supervisor or manager should contact the Human Resources/Risk Manager.

E. REPORTING HARASSMENT, DISCRIMINATION OR RETALIATION

An applicant, employee, officer, official, intern, volunteer or contractor who feels he or she has been harassed, discriminated against or retaliated against in violation of this Policy should report the conduct immediately as outlined below so that the complaint can be resolved quickly and fairly.

All employees involved in the complaint process may be represented by a person of their choosing and at their own expense.

1. Object to the Conduct

Sometimes an individual is unaware that their conduct violates this Policy. In these situations the offensive behavior may be eliminated by simply informing the offender that the conduct or language in question is unwelcome and offensive and request that it be discontinued immediately.

A person who believes he/she is being harassed is encouraged, but is not required to use this process. When the conduct in question continues after the offending person has been informed it is offensive, or if a person does not feel comfortable talking to the offending person directly, the employee should make a report in accordance with subsection 2 or 3 below.

2. Oral Report

If a person who believes that this Policy has been violated does not want to first speak with the offending person, he/she should report the conduct to a supervisor, any City management employee, or the Human Resources Manager. Any supervisory or management employee who receives such a report must in turn direct it to the Human Resources/Risk Manager. The Human Resources/Risk Manager will determine what level of investigation and response is necessary.

3. Written Process

An individual who believes this Policy has been violated and does not feel comfortable using the process outlined above may provide a written complaint to a supervisor, or any management employee who in turn must direct the complaint to the Human Resources/Risk Manager, or to the Human Resources/Risk Manager directly. Individuals are encouraged to use the Confidential Complaint Form for this purpose, a copy of which is attached to this Policy.

F. CITY'S RESPONSE TO COMPLAINT OF HARASSMENT, DISCRIMINATION OR RETALIATION

1. Investigation

Upon receipt of a complaint of alleged harassment, discrimination or retaliation, the Human Resources/Risk Manager will be responsible for coordinating a thorough investigation (unless he/she is named in the complaint). The Human Resources/Risk Manager may hire an outside investigator if the City deems appropriate. The type of investigation undertaken, and the party chosen to conduct the investigation will depend on the nature of the complaint made and will be determined by the Human Resources/Risk Manager. The Human Resources/Risk Manager will report the status of investigations to the City Manager as appropriate.

The Human Resources/Risk Manager, in concurrence with the City Manager, may take interim action to diffuse volatile circumstances, such as placing the alleged perpetrator on paid administrative leave or temporarily transferring the alleged perpetrator. Generally, no interim action should be taken to change the complaining individual's working conditions unless the complaining individual voluntarily consents to the temporary change or the Human Resources/Risk Manager determines that doing so is appropriate under the circumstances.

The City attempts to take a proactive approach to potential Policy violations and may conduct an investigation regarding possible harassment, discrimination or retaliation in appropriate circumstances, regardless of whether or not the recipient of the alleged action or a third party reports a potential violation.

At the conclusion of the investigation, if it is determined that the alleged conduct did not occur or that this Policy was not violated, the Human Resources/Risk Manager will notify the complainant and the alleged perpetrator, if appropriate, of the general conclusion(s) of the investigation and whether any further action is warranted.

2. Remedial and Disciplinary Action

If the investigation determines that the alleged conduct occurred or that the conduct otherwise violated this Policy, the City will notify the complainant and perpetrator of the general conclusion(s) of the investigation and take effective remedial action that is designed to discipline the perpetrator and deter future violations of this Policy. Any employee or officer determined to have violated this Policy will be subject to disciplinary action, up to and including termination. Disciplinary action may also be taken against any official, supervisor or manager who condones or fails to report potential violations of this Policy, or who otherwise fails to take appropriate action to enforce this Policy.

Any official contractor or other non-City employee found to have violated this Policy will be subject to appropriate sanctions.

3. Confidentiality

Every reasonable effort will be made to assure the confidentiality of complaints made under this Policy. Complete confidentiality cannot occur, however, due to the need to fully investigate potential Policy violations and take effective remedial action.

G. RESPONSIBILITIES OF EMPLOYEES, MANAGEMENT AND SUPERVISORY EMPLOYEES

1. Employees

In order to establish and maintain a professional working environment, while at the same time preventing harassment, discrimination, and retaliation, employees are expected to:

- Set an example of acceptable conduct by not participating in or provoking behavior that violates this Policy. Try not to be angry or insulted if an individual tells you that your behavior is offensive. People have different ethical values and standards and may be offended by behavior you think is proper. When appropriate, tell the individual you did not realize your behavior was offensive, and immediately cease the conduct.
- Let fellow employees know when you consider behavior offensive. The City hires people from a wide variety of cultural and ethnic backgrounds, and an individual may not realize behavior he or she thinks is proper could be seen by others as offensive.
- Report harassment, discrimination or retaliation as quickly as possible, whether the reporting employee is the target of the conduct or a witness.
- If an employee witness's harassment, he or she should report it to a supervisor, manager or the Human Resources Manager, and may tell the individual being harassed that the City has a policy prohibiting such behavior, and that he or she can demand that the harasser cease the behavior or report is under this Policy.
- Fully cooperate with the City's investigation of complaints made under this Policy.

2. Managers and Supervisors

In addition to the responsibilities listed above, managers and supervisors are responsible for the following:

- Implementing this Policy by taking all complaints seriously and modeling behavior that is consistent with this Policy. Direct all complaints to the Human Resources Administrator.
- Take positive steps to eliminate any form of harassment, discrimination or retaliation observed or brought to their attention.
- No department director, manager, supervisor or other employee may retaliate through any action of intimidation, restraint, coercion or discrimination.
- Monitoring the work environment and taking appropriate action to stop potential Policy violations.
- When appropriate, follow up with those who have complained to ensure the behavior complained of has ceased.

H. Option to Report to Outside Administrative Agencies

Sexual harassment and retaliation for opposing sexual harassment or participating in investigations of sexual harassment are illegal. In addition to notifying the Company about harassment or retaliation complaints, affected employees may also direct their complaints to the California

Department of Fair Employment and Housing (DFEH), which has the authority to conduct investigations of the facts. The deadline for filing complaints with the DFEH is one (1) year from the date of the alleged unlawful conduct. If the DFEH believes that a complaint is valid and settlement efforts fail, the DFEH may seek an administrative hearing before the California Fair Employment and Housing Council (FEHC) or file a lawsuit in court. Both the FEHC and the courts have the authority to award monetary and non-monetary relief in meritorious cases. You can contact the nearest DFEH office or the FEHC at the locations listed in the City's DFEH poster or by checking the state government listings in the local telephone directory.

APPENDIX D RETURN TO WORK POLICY

Purpose

The purpose of this policy is to establish guidelines that the City may follow, should an employee have an extended absence due to illness or injury.

The City strives to assist employees to return to work at the earliest possible date following an injury or illness. However, this policy is not intended to supersede or modify the procedures applicable to employees eligible for reasonable accommodation or covered under leave provisions under the terms of this COE or federal or state law.

The City cannot guarantee a transitional position and is under no obligation to offer, create or encumber any specific position for purposes of offering placement to such a position.

Inquiries about the reasonable accommodation for disabilities or employee leave rights should be directed to the Human Resources Department (HR).

Transitional Work

The City defines "transitional work" as temporary, light duty and/or modified work assignments within the employee's physical abilities, knowledge and skills.

When possible, in the discretion of the City, transitional positions will be made available to injured workers to minimize or eliminate time lost from work.

The policy only applies to regular full- and part-time employees who are on leave as a result of injury or illness.

In the event an employee refuses transitional work (outside the qualified employee's FMLA/CFRA benefits period) and the employee satisfies the restrictions and ability to perform the transitional position, the City is not obligated to provide an alternative position. In such cases, the City will notify the insurance carrier of the employee's refusal of the transitional work.

Procedures

To obtain a transitional assignment the employee must provide a statement from the employee's treating health care professional containing the following information:

a) That treating health care professional has reviewed the employee's job description;

b) That the employee cannot perform all of the essential functions of their job, identifying which essential functions cannot be performed;

c) When the employee will be able to resume performing all essential functions of their job, with or without accommodation, and if accommodation will be required, the nature of that accommodation;

d) If the treating health care practitioner cannot determine when the employee will be able to resume performing all essential functions of their job, when the

employee will next be evaluated for that purpose;

e) In addition, all other work limitations, such as restrictions on lifting, standing, sitting, walking, hours that can be worked and the like, so that the nature of possible transitional employment can be evaluated, and how long each of those limitations will be in place; and

f) Any other limitation of the employee's ability to perform work for the City in a transitional position

If the treating health care provider provides the above information to the satisfaction of the City, and releases the employee to return to work on modified duty the City will review the information to determine if a transitional position for the employee is appropriate and transitional work falls within City business needs. Transitional positions are developed based on the physical capability of the worker, the business needs of the City and the availability of transitional work. The City will determine appropriate work hours, shifts, duration and locations of all work assignments. The City reserves the right in its sole discretion to determine the availability, appropriateness and continuation of all transitional work assignments. The assignment to a transitional position cannot exceed 6 months.

If the employee is offered a transitional position, a transitional position job description, including physical requirements, will be prepared for review and approval by the treating health care provider. Once approved, the employee will be provided a letter noting the treating health care provider's approval and the start date, hours, wage, duration and location of the transitional work assignment. The employee will be asked to sign the letter indicating their acceptance or refusal of the transitional work job offer and to return the letter to HR.

Any employee returning to a transitional position must not exceed the duties of the position or go beyond the doctor's restrictions. If any medical restrictions change, the employee must immediately notify their supervisor and provide the supervisor a copy of the new medical release. If, in the judgment of the City, the employee is unable to satisfactorily perform the duties of the transitional position, the City may end the employee's transitional work assignment. The City will keep its insurance carriers apprised of relevant information related to the provisions of this section and its application to employees.

EMPLOYEE RESPONSIBILITY

- Employees will be required to acknowledge that they have read, understand and will abide by the agency's technology policy. Violation of the policy may result in discipline, up to and including dismissal.
- To the extent that, under some circumstance, an employee is allowed to use e-mail for personal purposes the employee does so at their own risk. Employees should be aware that deletion of a message or file may not fully eliminate the message from the system.
- Employees learning of any misuse of the voice-mail, e-mail or other computer system or violations of this policy shall immediately notify the City Manager or their designee.

MANAGEMENT RESPONSIBILITIES AND GUIDELINES

Management and supervisors are responsible for reasonable enforcement of this policy. Any e-mail information or messages revealed or disclosed under this policy are considered to be of a confidential nature.

ATTACHMENT B

Redline COE for Miscellaneous and Management Personnel

CITY OF CARPINTERIA

CONDITIONS OF EMPLOYMENT

EFFECTIVE JULY 1, 20254

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SECTION 1: CLASSIFICATION

Miscellaneous ~~Unrepresented~~ Personnel: For the purpose of the Conditions of Employment (COE), this category includes non-exempt full-time positions that are not classified as Management Personnel and are not represented by SEIU Local 620.

Management Personnel: For purposes of the COE, this category includes exempt, full-time positions designated as Executive Management, Mid-Management or Management.

Position titles, exempt status, management designation, and salary bands are set forth by salary resolution approved by the City Council.

1.1 EMPLOYER/EMPLOYEE RELATIONSHIP:

A. Employees in the Miscellaneous ~~Unrepresented~~ Personnel category are full-time employees. None of the positions are exempt from overtime requirements of the Federal Fair Labor Standards Act and, as with other non-exempt employees, all overtime must be authorized in advance (unless in emergency) by the affected employee's department head.

B. Employees in the Management Personnel category are classified as a salaried, at-will employee and not hired for any specified term. Accordingly, the employee is free to resign from their position at any time, with or without cause, upon oral or written notice to the City Manager and, similarly, the City may end its employment relationship with the employee or change their status (i.e., modify the position, implement a demotion, adjust wages, etc.) at any time, with or without cause, upon oral or written notice to the employee. None of the provisions of the COE for Management Personnel are intended to modify this employment relationship.

1.2 PERSONNEL RULES:

A. Miscellaneous ~~Unrepresented~~ employees are defined in the Personnel Rules, and those definitions are adopted for use in these COE as well. The City intends to continue to review and develop revised personnel rules, regulations, and grievance procedures, employee handbook, job classifications and job descriptions.

B. Management employees serving in Executive Management, Mid-management, and Management positions are exempt from the City's Personnel Rules. They are "at-will" employees, serving at the pleasure of the City Manager. By the executive, administrative and/or technical nature of their positions, they have been determined to be exempt from the overtime requirements of the Federal Fair Labor Standards Act.

SECTION 2: WORK SCHEDULE

2.1 OVERALL POLICY FOR WORK SCHEDULES:

This policy provides a uniform set of guidelines relating to work hour schedules as set by the City. Alternate work schedules may be permitted or required of employees in those departments where

it will not result in a reduction in the quality of level of service as authorized by the appropriate Department Head and approved by the City Manager.

The City agrees that the normal regular work schedules for full time employees in the competitive service shall be eighty (80) work hours in a two-week period, i.e., every other week, employees may have a Regular Day Off. A Department Head has the discretion to assign the Regular Day Off within the two-week period. The Regular Day Off shall normally be part of three consecutive days, including a weekend.

A Department Head shall only require an employee to involuntarily transfer to a work schedule for good and sufficient business reasons.

Time sheets shall reflect 80 hours worked in the pay period unless a full day absence has been taken, or a partial day absence has been taken pursuant to Section 3.5, either of which should be reported using appropriate accruals.

Time sheets shall be electronically submitted in the City's electronic timekeeping system by each individual employee.

The work period shall be consistent with the provisions of the Fair Labor Standards Act (FLSA).

2.2 WORK SCHEDULES DEFINED:

9/80 Work Schedule:

Employees permitted or required to work on a 9/80 schedule shall have their work week defined as forty (40) hours each week to comply with the provisions of the Fair Labor Standards Act (FLSA). For all employees working the 9/80 schedule, the workweek shall begin exactly four (4) hours after the start of their eight (8) hour shift on the day of the week which constitutes their alternating regular day off.

4/40 Work Schedule:

Employees who work a 4/40 work schedule typically work 10 hours/day for four (4) days. Regular work hours for the 4/40 schedule will be 10 hours/day.

5/40 Work Schedule:

Employees who work a 5/40 work schedule typically work eight (8) hours/day for five (5) consecutive days. Regular work hours for the 5/40 schedule will be eight (8) hours/day.

Flexible Work Schedules:

Consistent with the needs of the City (e.g., City Council Meetings, Boards, Commissions, and Committees, and other City special events), employees are not necessarily required to work a fixed schedule. Arrival and departure times, meal and break times, and the length of the workday may vary from time to time as determined by the Department Head. Flexible work schedule (Flextime) permits options for starting and quitting time. Example: Monday – Thursday, 7:00 a.m. – 6:00 p.m.; 1-hour lunch break. Over the course of an employee's normal work schedule, the employee shall utilize a combination of work time, annual leave time, holiday time, and/or other City authorized leave time equal to 80 hours.

Individuals may request flexible work schedules which meet their personal needs, however, the flex day selected is subject to the operational needs and requirements of the department as determined by the City Manager.

The program will be evaluated on an on-going basis regarding personal performance standards, as well as monitoring staffing needs to ensure that the public is being appropriately served. Continuation of such schedules shall be subject to review and approval of the City Manager.

SECTION 3: COMPENSATION AND BENEFITS

3.1 PAY STATUS:

An employee is considered to be in pay status and eligible for benefits under any of the following circumstances:

- While working regular hours
- While on authorized Leave Bank hours
- While on authorized PTO Injured on Duty (IOD) status
- While on authorized jury duty
- Management Leave (Management employees)
- Compensatory time off (Miscellaneous employees)

The City Manager may authorize coverage of benefits on an individual basis for employees on authorized leave without pay for a period of up to four (4) months when it is deemed appropriate or is otherwise required by law.

3.2 METHOD OF PAYMENT:

Employees shall be paid on a bi-weekly basis and pay checks will be available on the Thursday afternoon following the close of the regular pay period unless holidays or circumstances beyond the control of the City occur in which case all necessary action will be taken to ensure that individual pay checks are available with a minimum of delay.

Employees are encouraged to take advantage of direct deposit of payroll checks. Upon request, payroll checks may be directly deposited to an employee's checking or savings account.

3.3 BASE WAGE ADJUSTMENT:

Employees may be eligible to have their base wages adjusted pursuant to the results of an annual performance-based employee evaluation and within their position's salary range of the classification. The evaluation format shall be determined by the City Manager or their designee.

Employees hired or promoted on or before June 30, 2022, will have an annual evaluation on July 1 and effective the first full pay period after July 1, may be eligible to have their base wages adjusted pursuant to the results of an annual merit-based performance evaluation.

Employees hired or promoted on or after July 1, 2022, will receive a 12-month evaluation on the one-year anniversary date of hire or promotion and may be able to have their base wages adjusted

pursuant to the results of the evaluation and within the position salary range of the classification. Each year thereafter, the employee will have an annual evaluation on their anniversary date of hire or promotion.

A. The result of the Performance Rating shall be used by the City Manager to determine the appropriate increase to the base wage as illustrated in the Merit Increase Matrix.

B. For Fiscal Year 2025-26, ~~A~~ performance-based merit increases will be a maximum of five percent (5%) and within the salary range of the employee's classification. ~~The exact increase within the range provided for in the Matrix shall be determined by the City Manager.~~

~~A.~~C. The City Manager may approve an additional merit increase up to 10%.

~~B.~~ D. For Fiscal Year 2025~~4~~-2~~65~~ (effective July 1, 2024~~5~~):

~~A performance-based merit increases will be a maximum of five percent (5%) and within the salary range of the employee's classification.~~

a. 3.1~~9~~% cost of living adjustment (COLA) will be applied to the salaries of Management and Miscellaneous staff, based on the California Consumer Price Index (CPI) for March 2024~~4~~5, specific to the Los Angeles-Long Beach-Anaheim area effective the first full paid period of July. ~~For new hires, this COLA will be prorated according to their date of hire.~~

b. All wage increases are subject to availability of funds as authorized by City Council.

MERIT INCREASE MATRIX*~~*~~

	Salary Relative to Position Control Point		
Rating	84.2105% to 94.7368%	94.7369% to 105.2632%	105.2633% to 115.7895%
4.6 and Above	8.0000%	7.0000%	6.0000%
4.4	7.5000%	6.5000%	5.5000%
4.2	7.0000%	6.0000%	5.0000%
4.0	6.5000%	5.5000%	4.5000%
3.8	6.0000%	5.0000%	4.0000%
3.6	5.5000%	4.5000%	3.5000%
3.4	5.0000%	4.0000%	3.0000%
3.2	4.5000%	3.5000%	2.5000%
3.0	4.0000%	3.0000%	2.0000%

Less than 3.0	0.0000%	0.0000%	0.0000%

~~*Note: For Fiscal Year 24-25, the maximum merit increase will be capped at 5%.~~

~~C. All wage increases are subject to availability of funds as authorized by City Council.~~

3.4 OUTSTANDING OBLIGATIONS UPON TERMINATION:

If an employee has any outstanding obligations due to the City, such as advance use of any benefits or lost or damaged equipment, at the time of termination, the employee will be so notified and requested to reimburse the City for any such outstanding obligations due to the City.

3.5 REPORTING HOURS WORKED:

The individual employee is responsible for accurately reporting all hours worked. Hours worked shall be reported in not less than quarter (1/4 or .25) hour increments of time actually worked. Time worked 7 1/2 minutes or less will not be reported and time worked in excess of 7 1/2 minutes will be reported as a quarter (.25) hour. Such time shall be verified by the employees' supervisor.

3.6 BREAKS:

Each affected employee shall be entitled a thirty (30) up to a sixty (60) minute unpaid lunch period and two paid breaks per eight-hour working day. The morning break and the afternoon break are fifteen (15) minutes. Breaks shall not be taken earlier than one hour after starting work in the morning or lunch, or later than one hour before lunch or the end of the working day.

Breaks do not accumulate and will be coordinated with the employee's supervisor.

3.7 OVERTIME RECORDS (Miscellaneous Employees):

Employees shall accurately report all overtime in hours actually worked on their biweekly timesheet. The Finance Office shall convert all reported overtime hours worked to time and one-half, identify reported overtime hours worked as regular overtime hours and/or premium overtime hours and record such converted hours to the credit of the affected employee. All overtime must be authorized in advance (unless in emergency) by the affected employee's department head.

3.8 OVERTIME COMPENSATION (Miscellaneous Employees):

The affected employee shall be compensated for overtime hours as follows:

A. Timesheets determine actual hours worked by calculating the elapsed time between clock in times and clock out times in quarter hour increments. See Section 3.5 (Reporting Hours Worked).

B. PTO, holiday, compensatory time off and other time not actually worked are not counted as hours worked for overtime purposes.

C. Hours worked in excess of the employee's regularly scheduled hours in any one work day (12 midnight to 12 midnight) or in excess of the employees total regularly scheduled hours in any work week (Saturday through Friday) are recorded as overtime hours worked. Hours worked that are in excess of both the employee's regularly

scheduled hours in the work day and the work week are not considered as separate incidents of overtime worked.

D. Hours worked on a day that has no scheduled hours (usually weekend days or holidays) are recorded as overtime hours worked with a two-hour minimum.

E. At the end of each two week pay period, total overtime hours worked are accumulated. Hours worked in excess of the employee's total regularly scheduled hours in any work week are categorized as overtime hours.

F. Overtime hours are multiplied by 1.5 the regular rate of pay and the resulting hours are added to the employee's overtime bank.

G. Hours in an overtime bank in excess of 100 at the end of a payroll cycle will be paid in the subsequent payroll at the employee's regular base pay hourly rate then in effect and the paid hours deducted from the overtime bank.

H. At the employee's choice, overtime hours recorded on an employee's timesheet may be either (a) paid or (b) accrued to the employee's overtime bank to be used as compensatory time off or paid at a later time as provided in this section. Employees must specify ~~in writing~~ on their timesheet which one of these two options is chosen. If the employee does not specify how the overtime hours should be treated, the default option is to be paid for the hours.

I. If an employee elects and is approved to use some or all of the employee's accrued overtime bank as compensatory time off, the amount taken as compensatory time off shall be deducted from the employee's overtime bank on an hour-for-hour basis.

J. No overtime shall be worked without department head approval in advance in writing. However, such approval shall be given in any case in which the affected employee worked such overtime at the direction of a supervisor. No overtime shall be authorized or worked for the convenience of the employee (i.e. voluntary shift trading, etc.).

K. Management shall assign overtime work as equitably as possible among all qualified employees in the same classification in the same organizational unit and work location.

L. During the month of December, an employee may elect to convert accumulated overtime hours accrued in their overtime bank and receive either a cash buy-out of a portion or all of such accumulated accrued time in their overtime bank or contribute the value of the cash buy-out to their existing 457 plan up to the legally allowed maximum and with proper notice. An employee must make an irrevocable election (i.e., pre-designation) in December, specifying the total number of hours to be cashed-out. During the calendar year following the pre-designation, an employee may choose increments of pre-designated overtime hours to cash-out in April, July and December. If no cash-out occurs during the year and/or any balance of the pre- designated amount remains, said amount will be cashed out in December. If the employee does not have the accumulated overtime hours available to satisfy the amount pre-designated for cash-out, the employee will be precluded from making an irrevocable election and cashing out for the following calendar year. Such payments will be paid at the employee's regular rate of pay. No more than 80 hours per fiscal year.

M. When employment with the City terminates the City shall make a cash payment for the employee's accumulated unused overtime bank time on the books at the employee's regular base pay hourly rate then in effect.

3.9 CALLBACK PAY (Miscellaneous Employees):

Any affected employee called out to work after his/her normal working hours shall receive a minimum of two (2) hours cash compensation at the rate paid for overtime work. In such cases all work in excess of the two (2) hour minimum shall be compensated at the applicable overtime rate. The overtime rate shall be based on the employee's base hourly rate. Call-back shall be defined as being called out to work outside one's normal working hours by the Sheriff's Department, City Manager, or Department Head on an unscheduled basis. An employee should not respond to a call-back if any alcoholic beverage has been consumed or a medication taken that might impair their ~~his/her~~ ability to perform the duties required.

All affected employees who are required and/or authorized to attend an authorized meeting which starts after the established work day shall be credited for a minimum of two (2) hours overtime. For all time in excess of two (2) hours, normal overtime policies shall be in effect.

In the event a call-out exceeds two (2) hours in actual time for an employee, the time reported for payroll purposes only shall begin with ten (10) minutes prior to the employee reporting for work and end ten (10) minutes after the time the employee leaves work to return home.

Employees in off-duty status will not be required to respond to call-back. The exception being when a state of emergency has been declared by the City Manager.

3.10 WITNESS AND JURY DUTY PAY:

Required court time for off-duty regular full-time City employees shall be treated as overtime, with the minimum time being two (2) hours for any one day. This section shall not apply to any on-duty employees. This section shall apply only in court cases dealing with the scope of employment and shall not apply in cases of a personal or non-job related court action.

Every classified employee of the City who is called or required to serve as a trial juror shall be entitled to absent themselves ~~himself or herself~~ from their ~~his/her~~ duties with the City during the period of such service or while necessarily being present in court as a result of such summon~~ed~~. The~~Said~~ employee shall continue to receive ~~his/her~~ full compensation from the City while serving on such jury duty, but shall reimburse the City the amount of daily per diem fees (exclusive of travel expenses) paid to the~~such~~ employee while acting as a juror.

3.11 STANDBY PAY (Miscellaneous Employees):

Only the City Manager or Acting City Manager may order standby status. When on standby status, an employee shall be required to be on call during normal time off, accessible by telephone or other agreed upon electronic device and available to report to work immediately.

The City agrees to pay two hours of straight time pay, or the employee may elect to take two hours compensatory time, per twenty-four (24) hour period or portion thereof in excess of four (4) hours when any M~~m~~iscellaneous ~~unrepresented~~ employee is required to-be on call on a standby basis at home during normal time off. This does not include informal alerts or requests to keep the City Manager or Acting City Manager advised of whereabouts during possible emergencies.

An employee on standby status must be in physical condition to adequately to perform their ~~his/her~~ duties and must not have consumed any alcoholic beverage or taken medication or other substance that might, in any way, hinder performance of their~~his/her~~ duties.

SECTION 4: LEAVE REGULATIONS

4.1 MANAGEMENT LEAVE (Management Employees):

Management employees designated as Executive Management, Mid-management, or Management are exempt from overtime and are entitled to Management Leave in accordance to the Management Leave Schedule. New hires in management positions and employees promoted into management position shall receive prorated Management Leave hours based on date of hire or promotion.

~~Effective July 1, 2024, Flextime hours will be removed from an employee's bank. Flextime hours for Calendar year 2024 will be prorated in accordance to the Management Leave Schedule.~~

Management Leave hours will be applied annually to an employee's Management Leave bank beginning with the first full pay period of the Calendar Year. All such Management Leave must be taken by the end of the last pay period of the calendar year. There shall be no carryover unless authorized by the City Manager. Management Leave shall not be paid out at ~~e of~~ or converted to compensation in any form.

The City Manager may grant up to 20 hours of additional Management Leave. The request for additional Management Leave hours must be submitted by the employee's Department Director with the justification detailing the request for extra hours.

Management Leave Schedule (Calendar Year)

Executive Management	Mid-Management	Management
80	60	40

4.2 ANNUAL PERSONAL TIME OFF (PTO) LEAVE:

Annual PTO for regular full-time employees is inclusive of all leave benefits (vacation and sick and can be used for vacations, personal time off, sick leave purposes and other time away from work consistent with the terms of this section. The use of Annual PTO leave for "Sick Leave Purposes" means 1) time off to diagnose, care or treat an existing health condition, or for preventive care for the employee or for the employee's child, spouse, domestic partner, parent, parent of employee's spouse or domestic partner, grandparent, grandchild, or sibling; and 2) time off for employees who are victims of domestic violence, sexual assault, or stalking may also use annual leave to seek medical attention, obtain services from a shelter or crisis center, obtain counseling, or go to court.

Employees covered in this Conditions of Employment, who have served less than thirty (30) days within a year of the commencement of employment in the service of the City are not eligible for Annual PTO, unless authorized by the City Manager. However, leave credits for the time will accrue for each such regular full-time employee.

4.3 ANNUAL PTO BANK:

In place of separate leave accrual for vacation and sick leave employees will accrue leave in accordance with the Annual PTO schedule. Employees are encouraged to maintain Annual PTO balance as a protection against the adverse effects of short- or long-term absences due to a major illness or injury.

4.4 LEAVE ACCRUAL:

Full-time employees shall accrue and receive Annual PTO in accordance with the Annual PTO Schedule (Section 4.5) and the following provisions:

A. Annual PTO time will accrue on a bi-weekly basis for twenty-six (26) pay periods a year.

B. Each permanent and probationary full-time employee shall have Annual PTO time accrue for each pay period starting from the first day of appointment.

C. Accrual rates are based on years of service in accordance with the annual PTO schedule.

4.5 ANNUAL PTO ACCRUAL SCHEDULE:

~~Effective the first full pay period of Fiscal Year 2024-25, e~~Employees will accrue bi-weekly Annual PTO hours in accordance to the Annual PTO schedule.

The maximum amount of Annual PTO accrual shall not exceed one and a half (1.5) times the annual amount accrued by an employee according to their years of service. For example: An employee is at five (5) years of service and accrues 192 hours of Annual PTO. The maximum accrual for the employee is 288 hours (192 hours x 1.5 = 288 hours).~~Employees whose current Annual PTO accrual exceeds their placement on the Annual PTO schedule will remain at their current accrual amount until reaching the threshold of additional years of service, which places them accordingly (see table below). For example: An employee is currently at 14 years of service and is accruing 248 annual leave hours. The employee will continue to accrue 248 annual hours until reaching the next tier of accrual at 16 years of service, at which time they will accrue 264 hours per year.~~

Annual PTO Schedule

Years of Service	Annual Accrual (Hrs./Yr.)	Bi-Weekly Accrual (Per Pay Period)	Days/Yr.	Max Accrual (1.5 times Accrual)
0 to 2	168	6.4616	21	252
3 to 5	192	7.3846	24	288
6-10	216	8.3077	27	324
11-15	240	9.2308	30	360
16-20	264	10.1538	33	396
21+	288	11.0769	36	432

4.6 NOTIFICATION FOR USE OF LEAVE BANK:

Except for annual leave used for Sick Leave Purposes, in cases of emergency or when the need to use leave time is not otherwise reasonably foreseeable, notification for use of leave bank hours will be as follows:

Employees are required to make written requests through the appropriate supervisory channels for the use of accrued leave time. The written request shall be submitted at least two (2) full working days in advance for leave requests of up to four (4) working days; for leave requests of five (5) working days or more, the written request shall be submitted at least ten (10) working days, but not earlier than ninety (90) calendar days, prior to the beginning date of the requested leave. No use of accrued leave time or related absence is authorized until the employee's written request is approved in writing.

Leave periods shall be scheduled by management to provide adequate staffing. Such scheduling shall be subject to the needs of the City but shall take into account employee seniority and personal

preference. The City will make every effort to give maximum possible advance notice to the affected employee in the event scheduled leave must be cancelled or modified due to the needs of the service.

Where use of accrued leave time is requested for Sick Leave Purposes, in cases of emergency or when the need to use leave time is not otherwise reasonably foreseeable, notification for use of leave bank hours will be as follows:

Where the need to use annual leave for Sick Leave Purposes is foreseeable, employees must provide reasonable advance notice, orally or in writing, to their supervisor or Human Resources. If the request for the use of five (5) or more days of leave time is related to plan medical treatment, when possible, the employee should make the request for use of leave time at least ten (10) working days in advance. When the need to use annual leave for Sick Leave Purposes is not foreseeable, is being used in cases of emergency or when the need to use leave time is not otherwise reasonably foreseeable, employees are required to notify their supervisor or Human Resources, orally or in writing, as soon as practicable.

4.7 UNAUTHORIZED LEAVE:

An employee's absence shall be unauthorized if the employee does not report their absence to their supervisor or Human Resources as required under section 4.67.

4.8 ~~ANNUAL PTO BANK ACCUMULATION~~~~The maximum amount of Annual PTO accrual shall not exceed one and a half (1.5) times the annual amount accrued by an employee according to their years of service. For example: An employee is at five (5) years of service and accrues 192 hours of Annual PTO. The maximum accrual for the employee is 288 hours (192 hours x 1.5 = 288 hours).~~ANNUAL PTO BANK CASH-OUT/OPTIONS:

A. During the month of December, an employee may elect to convert up to eighty (80) hours of any unused Annual PTO hours accrued or contribute the value of the cash payment to their existing 457 plan up to the legally allowed maximum and with proper notice, provided the employee retains an accrued leave balance of at least eighty (80) Annual PTO hours in their Annual PTO bank and has used at least forty (40) ~~PTO~~ hours of any leave time (PTO, Floating Holiday, Management Leave, etc.) within the calendar year. Compensation for such cash-out of unused accrued leave hours will be based on the employee's existing salary at the time the request is made. In order to cash-out unused leave hours, an employee must make an irrevocable election (i.e., pre- designation) during the month of December, specifying the total number of hours to be cashed-out from next year's leave accrual. During the calendar year following the pre- designation, an employee may choose an increment to cash out in April and/or July. If no cash-out occurs in April and/or July and/or any balance of the pre-designated amount remains, said amount will be cashed out in December. If the employee does not have the vacation hours available to satisfy the amount pre-designated for the cash-out, the employee will be precluded from making an irrevocable election and cashing-out the following calendar year. No more than 80 hours per fiscal year.

B. Further, each employee may direct that all or any portion of the allowed cash-out amount be used to buy benefits offered under the Flexible Benefit Program.

4.9 ANNUAL PTO ACCRUED LEAVE UPON TERMINATION:

At the time of termination of employment, employees shall be paid the cash value of all unused

accrued leave hours based on the employee's then existing salary rate; or, in the alternative, the employee may exercise the option to invest the cash value of such unused accrued leave hours in the City's deferred compensation 457 plan.

If a retiring employee terminates employment during the year and is legally entitled to a distribution of unused Annual PTO, the employee may submit, in writing, their request for the City to "hold" payment of their accumulated leave until the following year. Such request must be submitted in writing in advance of the date of retirement and requires written approval by the City Manager before any disbursement can be made.

4.10 ANNUAL PTO CATASROPHIC ADVANCE

In the event an employee in this group suffers a catastrophic event, e.g. serious illness, and there is not a sufficient leave balance to cover the employee's absence from the workplace, upon written request to the City Manager, an advancement of up to thirty (30) days of leave may be granted, with the understanding that it will be reimbursed to the City on a day-for-day basis from future allocated leave or reimbursed to the City as outlined under Section 3.46 Outstanding Obligations Upon Termination.

4.104.11 UNPAID LEAVE:

Leave of Absence Without Pay

The City Manager may grant a regular or probationary employee leave of absence without pay or accrual of employment benefits, such as paid time off or seniority, for reasons other than pregnancy, disability or family care leave, for a period not to exceed ninety (90) days. No employee shall be authorized leave without pay if said employee has accrued leave or compensatory time-off accrued on the books of the City. After ninety (90) days, the leave of absence may be extended if authorized by the City Council.

No such leave shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. Upon return to duty following expiration of a regularly approved leave, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of the employee on leave to report promptly at its expiration shall be cause for discharge. The depositing in the United States mail of a first-class letter postage paid, addressed to the employee's last known place of address shall be reasonable notice.

Department heads may grant a regular, or probationary employee leave of absence without pay for not to exceed one (1) calendar week. If the leave of absence request without pay is in relation to an employee's disability accommodation, then the leave shall be determined through the interactive process on a case-by-case basis. Such leaves shall be reported to the Human Resources/Risk Manager.

No leave shall accrue to any employee during any full biweekly pay period in which the employee is on an authorized leave without pay in excess of five (5) days. Employee on leave without pay may also be responsible for full payment (employer and employee portion) of insurance premiums for insurance coverage during such leave. Benefits shall be continued at City expense during the first thirty (30) days of such leave.

Statutory Family and Medical Leave

Eligibility

The City provides eligible employees the opportunity to take unpaid leaves of absence for specific

reasons in accordance with California's Family Rights Act (CFRA) and the federal Family and Medical Leave Act (FMLA). To be eligible for FMLA/CFRA Leave, an employee must (1) have worked for the City for at least twelve months prior to the date on which the leave is to commence; and (2) have worked at least 1,250 hours in the twelve months preceding the leave.

FMLA Leave

A. Permissible Uses

a. "Family care leave" may be requested under the FMLA for (1) the birth or adoption of an employee's child, (2) the placement of a foster child with the employee; or (3) the serious health condition of an employee's child, spouse, or parent. "Medical leave" may be requested under the FMLA for an employee's own serious health condition. A "serious health condition" is one that requires either in-patient care in a medical facility or continuing treatment or supervision by a health care provider.

b. "Qualifying exigency leave" may be requested under the FMLA (and CFRA) for qualifying exigencies arising out of the fact that an employee's spouse, son, daughter, or parent is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces in support of a contingency operation. "Qualifying exigencies" include certain absences related to short-notice deployment, military events and related activities, childcare and school activities, financial and legal arrangements, counseling, rest and recuperation, post-deployment activities, and additional activities. Employees may contact the Human Resources/Risk Manager or their ~~her or his~~ designee for more information about what qualifies as a "qualifying exigency." "Military caregiver leave" may be requested under the FMLA to care for a "covered service member" if the employee is a spouse, child, parent, or next of kin of the "covered service member." A "covered service member" is:

c. A member of the Armed Forces, including the National Guard and Reserves, who, because of a serious injury or illness incurred in the line of duty while on active duty that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating, is: (1) undergoing medical treatment, recuperation, or therapy; (2) in outpatient status; or (3) on the temporary disability retired list; or

d. A veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of five (5) years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.

B. Amount of FMLA Leave Available

a. Provided all the conditions of this policy are met, an employee may take a maximum of twelve (12) weeks total of family care leave, medical leave, and qualifying exigency leave under the FMLA in a 12-month period. This 12-month period is measured backwards from the date the employee's family care leave, medical leave, or qualifying exigency leave under the FMLA commences. Spouses who are both employed by the City may take a maximum combined total of twelve weeks of family care leave under the FMLA in a 12-month period for the birth, adoption, or foster care of their child.

b. Provided all of the conditions of this policy are met, an employee may take up to 26 weeks total of a combination of all leaves under the FMLA during a 12-month period (up to 12 weeks of which may be for FMLA leave other than military caregiver leave). The 12-month period used to measure this entitlement will commence upon the first use of military caregiver leave under the FMLA for a covered service member's particular injury.

CFRA Leave

"Family care leave" may be requested under the CFRA for (1) the birth or adoption of an employee's child, (2) the placement of a foster child with the employee; or (3) the serious health condition of an employee's child, spouse, domestic partner as defined in California Family Code Section 297, or parent. Under the CFRA, "child" means a child, including a child who is 18 years of age or older who is capable of self-care. An employee's child means a biological, adopted, foster, step-child, legal ward, a child of a domestic partner, or a person to whom the employee stands in loco parentis. Under the CFRA only, leave is permitted to care for a domestic partner, grandparent, grandchild, or sibling who has a serious health condition. Leave for this purpose does not apply to FMLA leave and will not run concurrently with leave under the FMLA. "Medical leave" may be requested for an employee's own serious health condition. A "serious health condition" is one that requires either in-patient care in a medical facility or continuing treatment or supervision by a health care provider.

Under the CFRA only, leave for "qualifying exigencies" arising out of the fact that an employee's domestic partner is on active duty or call to active-duty status in the National Guard or Reserves in support of a contingency operation. Leave for this purpose does not apply to FMLA leave and will not run concurrently with leave under the FMLA.

Provided all of the conditions of this policy are met, an employee may take up to twelve (12) weeks of leave under the CFRA during a 12-month period. This 12-month period is measured backwards from the date the employee's family care leave or medical leave under the CFRA commences.

If both parents of a child, adoptee, or foster child are employed by the City and are entitled to bonding leave:

A. The aggregate number of workweeks of FMLA leave to which both may be entitled may be limited to 12 workweeks during any 12-month period; and

B. Each parent is entitled to take 12 workweeks of CFRA leave during any 12-month period.

If both parents of a covered service member are employed by the City and are entitled to leave to care for a covered service member, the aggregate number of workweeks of leave to which both may be entitled is limited to 26 work weeks during the 12-month period. This limitation does not apply to any other type of leave under this policy.

Family care leave and medical leave under the CFRA typically run concurrently with family care leave and/or medical leave under the FMLA, except as otherwise set forth herein.

Intermittent Leave

FMLA/CFRA Leave taken for the birth, adoption, or foster care placement of a child generally must be taken in blocks of at least two (2) weeks' duration; however, the City will provide employees with family care leave for birth, adoption, or foster care placement for periods of less than two (2) weeks duration on any two (2) occasions. FMLA/CFRA Leave taken for the birth, adoption, or foster care placement of a child must be concluded within one (1) year of the birth, adoption, or placement.

Qualifying exigency leave under the FMLA may be taken on an intermittent or reduced schedule as required by the qualifying exigency.

FMLA/CFRA Leave for any other reason may be taken intermittently or on a reduced schedule where medically necessary. If FMLA/CFRA Leave is authorized to be taken intermittently or on a reduced schedule, the City retains the discretion to transfer the employee temporarily to an alternative position with equivalent pay and benefits which better accommodates the employee's leave schedule.

Substitution of Paid Leave

Employees are required to substitute accrued paid time off, including accrued compensatory time off, for all FMLA/CFRA Leaves, except that employees can retain a five (5) day balance of accrued paid time off.

If the employee is receiving payments from State Disability Insurance ("SDI") while on FMLA/CFRA leave, the accrued paid leave time will only be used in an amount which supplements the SDI payment such that the employee receives the full amount of their~~his or her~~ regular compensation as an active employee.

The substitution of paid leave time for FMLA/CFRA Leave does not extend the total duration of FMLA/CFRA Leave to which an employee is entitled. For example, if an employee has accrued two (2) weeks of unused paid vacation time at the time of the request for medical leave under the FMLA/CFRA, that paid vacation time will be substituted for the first two (2) weeks of FMLA/CFRA Leave, leaving up to ten (10) additional weeks of unpaid FMLA/CFRA Leave.

Leave's Effect on Pay

Except to the extent that other paid leave time 1s substituted for FMLA/CFRA Leave, FMLA/CFRA Leave is unpaid.

Leave's Effect on Benefits

During an employee's FMLA/CFRA Leave, the City shall continue to pay for the employee's participation in the City's group health insurance to the same extent and under the same terms and conditions as would apply had the employee not taken leave. Employees are required to continue to make any payments they normally make towards healthcare coverage premiums while on leave. In the event an employee on leave fails to make timely payment for their portion of healthcare coverage premiums, the City will notify the employee of such failure and, if payment is not made, terminate the coverage.

If the employee fails to return from the leave for a reason other than the recurrence or continuation of the health condition that brought about the leave or other circumstances beyond the employee's control, the City is entitled to recover any health premiums paid by the City on the employee's behalf during any unpaid period of the leave.

Employees on FMLA/CFRA Leave accrue employment benefits, such as paid time off or seniority, only when paid time off is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid time off to supplement SDI payments as discussed above, he or she will accrue employment benefits on a pro rata basis.

Procedure for Requesting Family Care and Medical Leave

Notice Requirements

Employees should notify the Human Resources/Risk Manager of their request for FMLA/CFRA

Leave as soon as they are aware of the need for such leave. For foreseeable events, if possible, the employee shall provide thirty (30) calendar days' advance written notice to the Human Resources/Risk Manager of the need for FMLA/CFRA Leave. For events that are unforeseeable thirty (30) days in advance, but are not emergencies, the employee must notify the Human Resources/Risk Manager, in writing, as soon as he/she learns of the need for the leave, ordinarily no later than one (1) to two (2) working days after the employee learns of the need for the leave. If the leave is requested in connection with a planned, non-emergency medical treatment, the employee may be requested to reschedule the treatment so as to minimize disruption of the City's business.

If an employee fails to provide the requisite 30-day advance notice for foreseeable events without any reasonable excuse for the delay, the City reserves the right to deny the taking of the leave. All requests for FMLA/CFRA Leave should include anticipated date(s) and duration of the leave. Any requests for extensions of an FMLA/CFRA Leave must be received at least five (5) working days before the date on which the employee was originally scheduled to return to work and must include the revised anticipated date(s) and duration of the family care or medical leave.

Certification

Any request for FMLA/CFRA Leave must be supported by proper certification of the need for leave. For foreseeable leaves, employees must provide the required certification before the leave begins. When this is not possible, employees must provide the required certification within fifteen (15) calendar days after the City's request for certification, unless it is not practicable under the circumstances to do so, despite the employee's good faith efforts. Failure to provide the required certification may result in the denial of foreseeable leaves until such certification is provided. In the case of unforeseeable leaves, failure to provide the required certification within fifteen days of being requested to do so may result in a denial of the employee's continued leave. Any request for an extension of the leave also must be supported by an updated certification.

Certification of family care leave under the FMLA/CFRA shall include (1) the date on which the serious health condition commenced; (2) the probable duration of the condition; (3) the health care provider's estimate of the amount of time needed for family care; and (4) the health care provider's assurance that the health care condition requires family care leave.

Certification of medical leave under the FMLA/CFRA shall include (1) the date on which the serious health condition commenced; (2) the probable duration of the condition; (3) a statement that, due to the serious health condition, the employee is unable to perform the functions of theirhis or her position; and (4) in the case of intermittent leave or revised schedule leave where medically necessary, the probably duration of such a schedule. In addition, the certificate may, at the employee's option, identify the nature of the serious health condition involved. If the City has reason to doubt the validity of the certification provided by the employee, the City may require the employee to obtain a second opinion from a doctor of the City's choosing at the City's expense. If the employee's health care provider and the doctor providing the second opinion do not agree, the City may require a third opinion, also at the City's expense, performed by a mutually agreeable doctor who will make a final determination. Before permitting the employee to return to work, the City may also require the employee to provide medical certification that he or she is able to return to work.

Certification of a military caregiver leave under the FMLA shall be either (1) an appropriate medical certification from an authorized health care provider or (2) a copy of an Invitation Travel Order or Authorization issued by the Department of Defense.

The nature and format of the certification of a qualifying exigency leave under the FMLA will

vary depending on the nature of the qualifying exigency, and will typically include a copy of the active-duty orders for the employee's spouse, son, daughter, or parent.

Leave's Effect on Reinstatement

Employees returning from FMLA/CFRA leave are entitled to reinstatement to the same or comparable position consistent with applicable law, provided that the total period of the FMLA/CFRA Leave does not exceed the employee's maximum leave entitlement as described above.

Employees who take medical leave under the FMLA/CFRA for their own serious health condition must provide medical certifications verifying that they are able to return to work in the same manner as employees who return to work from other types of medical leave.

Pregnancy Disability Leave (POL)

Under the California Fair Employment and Housing Act (FEHA), if an employee is disabled by pregnancy, childbirth or related medical conditions, she is eligible to take a pregnancy disability leave (PDL). If an employee is affected by pregnancy or a related medical condition, she is also eligible to transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties, if this transfer is medically advisable.

A. The PDL is for any period(s) of actual disability caused by pregnancy, childbirth or related medical conditions up to four (4) months (or eighty-eight (88) work days for a full-time employee) per pregnancy. For a full-time employee who works 40 hours per week, "four months" means 693 hours of leave entitlement, based on 40 hour per week times 17 1/3 weeks. An employee who works less than 40 hours per week will receive a pro rata or proportional amount of leave.

B. The PDL does not need to be taken in one continuous period of time but can be taken on an as-needed basis.

C. Time off needed for prenatal care, severe morning sickness, doctor ordered bed rest, childbirth, and recovery from childbirth would all be covered by the PDL.

D. Except as other specifically provided in this section, generally, the City is required to treat pregnancy disability the same as the City treats other disabilities of similarly situated employees. The leave will be unpaid.

Employees on PDL will be required to obtain a written certification from their health care provider of the pregnancy disability or the medical advisability for a transfer. The certification should include:

A. The date on which the employee becomes disabled due to pregnancy or the date of the medical advisability for the transfer;

B. The probable duration of the period(s) of disability or the period (s) for the advisability of the transfer, and

C. A statement that, due to the disability, the employee is unable to work at all or to perform any one or more of the essential functions of the position without undue risk to themself ~~herself~~, the successful completion of the pregnancy or to other persons or a statement that, due to your pregnancy, the transfer is medically advisable.

At the employee's option, any accrued paid time off may be used as part of the pregnancy disability leave before taking the remainder of the leave as an unpaid leave. However, taking paid time off during the period of the pregnancy disability leave does not extend the maximum time allowed for such leave.

Employees may also be eligible for state disability insurance for the unpaid portion of the leave. Employees on PDL accrue employment benefits, such as paid time off or seniority, only when paid time off is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid time off to supplement SDI payments, she will accrue employment benefits on a pro rata basis.

An employee who is on a leave of absence for a period in excess of two (2) months must notify the Human Resources/Risk Manager by the end of each month thereafter both of the status of the disability and the employee's continued intent to work once the employee recovers from the disability. An employee returning from an absence shall be required to provide a physician's certification that indicates that she is fit to return to work.

An employee who returns to work at the end of a leave of absence due to pregnancy, childbirth or related medical condition will be returned to their ~~her~~ former position, if possible, or will be offered the first available opening in a comparable position for which she is qualified.

An employee who returns from a leave of absence due to pregnancy will be credited with all service prior to the commencement of their ~~her~~ disability.

An employee who fails to report for work at the end of an approved leave will be deemed to have voluntarily resigned.

During an employee's approved PDL, the City shall continue to pay for the employee's participation in the City's group health insurance to the same extent and under the same terms and conditions as would apply had the employee not taken leave, for up to four months. Employees are required to continue to make any payments they normally make towards healthcare coverage premiums while on leave. In the event an employee on leave fails to make timely payment for their portion of healthcare coverage premiums, the City will notify the employee of such failure and, if payment is not made, terminate the coverage. The City is entitled to recover any health premiums paid by the City on the employee's behalf during any unpaid period of the leave if the employee fails to return from the PDL for a reason other than one of the following: (1) the employee takes FMLA/CFRA Leave; (2) the continuation, recurrence or onset of a serious health condition or serious injury or illness within the meaning of FMLA/CFRA; or (3) other circumstances beyond the employee's control as provided by law.

Employees on PDL accrue employment benefits, such as paid time off or seniority, only when paid leave is being substituted for unpaid leave and only if the employee would otherwise be entitled to such accrual. If the employee is using accrued paid time off to supplement SDI payments as discussed above, he or she will accrue employment benefits on a pro rata basis.

Paid Family Leave

Employees who are covered by the state's SDI program will be eligible for reimbursement for up to six (6) weeks during a twelve (12) month period of qualifying unpaid leave, for the purposes of bonding with a newborn child (up to one (1) year from birth or adoption), or to care for a family member or domestic partner.

An employee who is eligible for SDI benefits may only become eligible for PFL benefits after SDI benefits are no longer being paid. SDI benefits are payable when an employee is disabled for a

non-work-related reason, which may include pregnancy; PFL benefits are for baby bonding and for providing care to a family member. Once an employee is no longer disabled, and (in the case of pregnancy) has given birth, theirher SDI benefits may cease and she may apply for baby bonding benefits under PFL.

Once an employee applies for PFL, there is a seven (7) day unpaid waiting period before the employee may start receiving benefits. However, an employee who previously served a waiting period before receiving SDI benefits will not have to serve another waiting period before receiving PFL benefits. Employees may use their accrued paid time off during the seven (7) day waiting period.

Paid Family Leave is administered by the State of California and may be modified by the State from time to time.

4.114.12 DEATH OR CRITICAL ILLNESS IN IMMEDIATE FAMILY BEREAVEMENT LEAVE:

An employee eligible for benefits, is eligible for bereavement leave upon the death of a qualifying family member.upon the necessity of his absence being shown to and with the consent of the City Manager, may be allowed to be absent from the duties of his/her position and to receive full compensation during such absence for bereavement leave. Eligible City employees may take up to five (5) days of shall be entitled to bereavement leave per occurrence. The first, in addition to any other leave, to provide up to three (3) working days of bereavement leave shall be paid at the employee's regular ate of per year with pay. The remaining two (2) days may be taken using the employee's accrued leave (such as annual PTO. Floating holiday, etc), at the employee's discretion. in the case of death or of critical illness where death appears eminent. This time shall be in addition to accrued leave time or compensatory time. The City shall cooperate with the employee in providing time off, using accrued leave time, or compensatory time, for any additional bereavement needs if the three (3) days bereavement leave has been used.

Bereavement leave must be taken within three (3) months of the date of death and may be used consecutively or intermittently. Employees shall provide reasonable notice to the City Manager or designee to allow for operational planning.

Qualifying Such benefit shall apply to all immediate family members, to include the employee's spouse, domestic partner, child, brother, sister, parent (including step family and in-laws), grandparents and grandchildren when the relationship of the person to the employee warrants such use of bereavement leave. Where such death or critical illness has occurred, the employee shall furnish satisfactory evidence of such death or critical illness to theirhis/her department head.

The City may require reasonable documentation of the death, such as a death certificate, obituary, or funeral program, to be provided within thirty (30) days of the first day of leave.Bereavement leave is in addition to any other accrued leave or compensatory time and does not carry over Such leave of absence shall not be allowed in any case where, in the preceding six (6) calendar months, a leave of absence for the critical illness of that same relative has been granted. Such bereavement leave is not cumulative from year to year.

Leave to attend the funeral of a co-worker will be acceptable to the City upon Department Head approval consistent with maintenance of operations. Such leave is considered leave with pay and not charged to any other leave.

4.124.13 CONFLICT OF LAWS:

In the event of any conflict between the provisions of this Conditions of Employment and Federal or State laws, such Federal or State laws shall prevail.

SECTION 5: LEGAL HOLIDAYS

5.1 DESIGNATED LEGAL HOLIDAYS:

The City has established the following schedule of days that shall be observed as legal holidays by all affected regular full-time employees, at which time the City's administrative offices will be closed. The City observes twelve holidays and provides three (3) eight (8)-hour Floating Holidays.

New Year's Day	January 1st
Martin Luther King Day	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19th
Independence Day	July 4th
Labor Day	1st Monday in September
Veteran's Day	November 11th
Thanksgiving Day	4th Thursday in November
Friday following Thanksgiving	4th Friday in November
Christmas Eve	The day before or after*
Christmas Day	December 25
New Year’s Eve	The day before or after*
Floating Holiday	Three Eight-Hour Days (24 Hours)

*As determined by the City Council

When a holiday falls on a Saturday or Sunday, the preceding Friday or the following Monday respectively shall be observed as the legal holiday. If the holiday falls on an employee's flex day, the flex day may be rescheduled within the same work week. Rescheduled flex days off that are rescheduled because a holiday falls on that day are subject to prior approval by the Department Head and appropriate notification to the Administrative Services Department.

Observance of a legal holiday on a Friday or Monday, at which time the City's Administrative offices will be closed, will not create overtime or the loss of time from an employee's leave bank if the holiday falls on a regularly scheduled flex day. The hours for

any given holiday will relate to the number of hours of the employee's regular scheduled work day for that particular day.

Nothing in this Conditions of Employment shall preclude the City from declaring a holiday when a legal holiday has been declared by the President of the United States or the Governor of the State of California or the City Council.

5.2 FLOATING HOLIDAY:

~~Floating Holiday:~~ In the first pay period each January, full-time employees shall be granted three (3) eight-hour Floating Holidays (24 hours), to be scheduled and taken in accordance with the best interest of the City and the department or division in which the employee is employed.

~~Effective the first full pay period of July 2024, employees will receive prorated 12 Floating Holiday hours for the 2024 calendar year.~~ Employees hired during the calendar year will receive prorated Floating Holiday hours based on date of hire. Floating Holiday hours shall be used in the calendar year in which they are earned, have no cash value, and shall not be paid out or carried forward; and therefore, agreement to this section constitutes a waiver of Labor Code section 227.3.

5.3 HOLIDAY PAY:

A. Unless otherwise provided herein, a regular full-time employee not working on a holiday will receive eight (8) hours holiday pay at their normal straight time rate, exclusive of shift or temporary or relief supervisory differentials. Said holiday pay shall not be paid if the employee is not in a pay status the last normal working day before a holiday or the first normal working day after such holiday. See Section 3.1 for definition of pay status. If a holiday occurs on an employee's regular nine (9) or ten (10) hour day, the employee must use one (1) or two (2) hour(s) of leave accrual, such as Annual PTO, floating holiday, or compensatory time to fulfill the nine (9) or ten (10) hour day.

B. Holiday hours shall be used in the calendar year in which they are earned.

C. Holiday-In-Lieu Bank: In the event an employee may be required to work on a paid holiday, the employee may bank the holiday hours up to a maximum of 40 hours per calendar year. Any unused holiday bank hours can be rolled over into the next calendar year.

   a. In the event a Management employee is required to work on a paid holiday, the employee will receive eight (8) Holiday-In-Lieu hours in their Holiday In-Lieu bank.

   b. In the event a Miscellaneous ~~Unrepresented~~ employee is required to work on a paid holiday, the employee shall receive regular pay and will have the option of receiving overtime pay at time and one-half or bank the eight (8) hours in their Holiday-In-Lieu bank.

D. If a holiday falls on a normal workday which is during an approved leave, at the employee's option the employee will not be charged for a leave day the day of the holiday, or may be given an additional day at the beginning or end of their~~his/her~~ leave. Holidays which fall on normal working days within an unpaid leave of absence, will not be counted as workdays and will not be recognized for pay

purposes.Forpurposes. For a Miscellaneous employee who is scheduled to work on a holiday but fails to report for work and fails to notify the City or provide evidence of an emergency is unexcused and will not receive payment for the holiday.

SECTION 6: WORKERS' COMPENSATION INSURANCE

When an employee is injured on duty arising out of and in the course of employment (which shall not be construed as an employee's normal commute to and from work), such employee shall receive benefits and incur obligations as follows:

For a period not to exceed six months, commencing with the first day following such injury, while a full-time City employee is totally disabled from industrial injury and on accepted workers' compensation status, employee shall be compensated in an amount equal to such employee's base wages at the time of such disability, less the aggregate of (a) any workers' compensation benefits, and (b) any other disability payments made to such employee. Such payment shall be limited to said six-month period or until such employee is retired on permanent disability or terminated from the City's employment, whichever comes first.

An employee shall be entitled to benefits at the normal rate if the employee is on accepted workers' compensation status and in a pay status for up to six months as defined above.

The workers' compensation carrier of the City reserves the right to subrogate if a claim is filed by an employee against a third party.

SECTION 7: RETIREMENT PROGRAM

A. The City shall continue to participate in the California Public Employees Retirement System (CalPERS). Under CalPERS, the City provides the 2%@55 Miscellaneous Plan formula for employees who are "Classic Members" as defined by the Public Employees' Pension Reform Act of 2013 (PEPRA). Under CalPERS, the City provides, 2%@63 Miscellaneous Plan formula for employees who are “PEPRA Members” as defined by PEPRA. Employees who are classified as PEPRA are subject to the other CalPERS terms and conditions set forth in PEPRA.

B. City employees who are considered as "Classic Members" shall share in the cost of CalPERS coverage through payroll deduction as follows:

   Employees will continue to contribute a portion of the required employer contribution equal to 4.5% of “compensation earnable.” This 4.5% contribution by employees to the employer contribution will be considered to be a contribution towards the normal cost as defined under PEPRA.

   In addition, the City’s contribution toward Employer Paid Member Contribution (EPMC) shall be reduced as follows:

   Three and one-half percent (3.5%) of normal contribution of the Employer Paid Member Contribution (EPMC) and Four and one-half percent (4.5%) "compensation earnable" by employees to the employer contribution will be considered to be a contribution towards the normal cost as defined under PEPRA.

C. City employees who are considered “PEPRA Members” shall pay the full member

contribution amount. However, PEPRA Members will not contribute toward any portion of the required employer contribution.

D. The City shall continue to report the value of the EPMC on all reportable compensation subject to CalPERS for all employees as approved and adopted by Resolution.

SECTION 8: HEALTH BENEFITS PROGRAMS

8.1 LIFE INSURANCE:

A. The City will pay the full premium of employee only life insurance policy for the following:

a. Miscellaneous ~~Unrepresented~~: $50,000.00 term life insurance policy.

b. Management: $100,000.00 term life insurance policy. Coverage above $50,000 is subject to taxation to the employee under IRS regulations.

c. Retirees: Employees retiring with 20 years or more of continuous service with the City and enrolled in the City's group life insurance program at the time of retirement, may continue to be covered in the City's group life insurance program at City expense for a life benefit of $10,000. Extended coverage will not include AD&D benefits.

8.2 HEALTH INSURANCE:

The City will maintain the current health insurance program with the Public Employees Retirement System (PERS) Medical and Hospital Care Act (PEMCHA) pursuant to Government Code Section 22850. The health insurance program shall be available to all regular full-time employees and retirees The City will contribute the PEMHCA statutory minimum on behalf of each participant in the program. The PEMHCA statutory minimum for 2023 is $151 per month, and changes each year in accordance with Government Code section 22892(b). In addition, the City shall make contributions to a flexible spending cafeteria plan in accordance with Internal Revenue Code Section 125 for all active employees, and to a health savings account for all retirees as follows:

a. Each eligible employee or retiree may select a health insurance carrier providing coverage in the Carpinteria geographic area, as defined and provided by PERS and currently in effect and on file in the City Human Resources Office.

~~b.~~ The City will contribute the full premium cost of the most affordable and comprehensive network HMO plan available in Ventura and Santa Barbara Counties that employees are eligible to enroll in ("base plan"), i.e., employee only, employee plus one, or family; less the PEMHCA statutory minimum and less the employee's contribution. The City Manager will designate the base plan during the open enrollment period. ~~Employee contributions are calculated on a cumulative basis as follows: employees will pay by payroll deduction, a monthly contribution towards the cost of their health insurance premium (employee and dependents) in an amount~~

~~equal to .029% of their annual base salary times the percentage of insurance carrier increase or decrease with a minimum of five percent (5%) or maximum ten percent (10%) each year. (For example, if an employee's annual base salary is $50,000, and the insurance carrier increase is 5%, the calculation would be: $50,000 x .00029 x 1.05, the monthly contribution for that employee would be $15.22.) The most affordable HMO plan will be used for purposes of calculating the percentage of insurance carrier increase or decrease.~~

~~e.~~b. Employees shall be responsible ~~for payment (either through a cafeteria contribution or as a payroll deduction)~~ for the difference of any health insurance premium which exceeds the City's contribution amount~~, including the PEMHCA statutory minimum, for the plan selected for coverage under the PERS Health Benefit Program. (Effective January I, 2024. Until the effective date, the City will operate under previous COE language; only employees who elect a Preferred Provider Organization (PPO) plan are responsible for payment of (~~the difference between the premium~~s~~ of their elected ~~PPO~~ plan and the designated ~~HMO~~ base plan) deducted the first pay period of the month.~~plan - Blue Shield Access+ HMO.)n~~

~~d.~~c. Health insurance coverage for newly hired employees will commence on the first day of the month following one full month of employment. If hired prior to the 15th day of the month, the month of hire will count as a full month of employment and coverage will be effective the first day of the following month. If hired after the 15th day of the month the month of hire will not count as a full month and the following month will be the first full month of employment.

~~e.~~d. For covered employees who terminate during the Fiscal Year, such health insurance coverage shall end on the last day of the month following when said termination becomes effective, except that the provisions of COBRA may be applied at the employee's option. Covered employees who retire from the City under PERS may, at their option, continue such coverage without interruption pursuant to the provisions of the PERS Health Program.

8.3 DENTAL INSURANCE:

The City will provide 100% of the premium charged to maintain a Dental Insurance Plan for eligible employees and, where appropriate, dependent coverage. The City will retain control over the administration of the dental insurance program subject to maintenance of equivalent benefits to the extent it is within the control of the City. COBRA benefits may be applied at the employee's option. Dental coverage will commence on the first day of the month following one full month of employment.

8.4 DEFERRED COMPENSATION PROGRAM:

A deferred compensation plan will be available to employees with participation on a voluntary basis.

8.5 STATE DISABILITY INSURANCE:

The City participates in the State Disability Insurance Program, at employee expense, to provide coverage for non-industrial injuries.

Management Personnel: The City reimburses Management Employees in this classification for

payroll deductions made on base salary for State Disability Insurance.

8.6 SHORT-TERM/LONG TERM DISABILITY PROGRAM:

In addition to coverage under the State Disability Insurance Program, the City provides eligible full-time employees with additional short-term disability coverage to integrate with SDI for a weekly benefit of 60% of covered earnings and a long-term disability program to provide a monthly benefit of 66 2/3% of covered earnings, such coverage to be at City expense. This program will be at the expense of the City.

8.7 FICA MEDICARE TAX:

All employees hired after April 1986 are subject to FICA Medicare taxes in accordance with Federal regulations. Miscellaneous ~~Unrepresented~~ employees shall have the employee share of said Medicare Tax deducted from their paycheck. The City will reimburse the Management Employees for payroll deductions made on base salary for FICA Medicare Tax.

8.8 SPECIAL PAY:

For Management employees, pursuant to Section 8.54 and 8.6, reimbursement equal to the payroll deduction for the employee's annual cost for SDI and/or FICA Medicare tax will be pro-rated over the twenty-six (26) payroll periods and paid to the employee on the regular bi-weekly payroll check as "Special Pay".

8.9 FLEXIBLE BENEFIT PROGRAM ~~(WELLNESS)~~ ALLOWANCE:

A. Active regular employees shall be credited with a Flexible Benefit Program Allowance. for each calendar year. The City will increase the allowance by 2% annually. Effective January 1, 20254, the allowance is $1,362.58. Effective January 1, 2026, the allowance is $1,389.83. This benefit is based on a calendar year and the allowance will be pro-rated for new employees.~~to the first day of the month following eligibility of regular full-time status.~~

B. The purpose of the Flexible Benefit Program Allowance is to provide reimbursement to the covered employee for eligible medical and health-related costs not otherwise covered by health insurance or subject to reimbursement from any other source or to participate in other benefits provided by the Flexible Benefit Program. Payment of medical costs, not covered by insurance, must be prescribed by a physician or determined by the Internal Revenue Service (IRS) to be an eligible health-related expense.

C. In addition to reimbursement for eligible medical and health related costs and dependent care, the employee will have the option to purchase benefits offered through the Flexible Benefit Program Allowance. The level of participation in benefits provided by the Flexible Benefit Program Allowance will be at the option of each employee. Employees may cash out a portion of any unused allowance up to $810 of the Flexible Benefit allowance, subject to applicable payroll taxes or contribute such amount to their 457 plan up to the legally allowed maximum and with proper notice. The balance must be used for health- related expenses.

D. Reimbursement for bona fide health-related expenses, which may be eligible expenses

under the Flexible Benefit Program Allowance may be subject to payroll taxes unless related to a particular medical condition and so prescribed by a medical doctor.

E. The City will revisit the annual Flexible Benefit Program ~~Wellness~~ Allowance taking inflation into consideration.

8.10 OUTSIDE COVERAGE OPTION:

A. The employee is not required to select or participate in any health/dental insurance program provided by the City, but such employee must provide satisfactory documentation that he/she is covered by an alternative health/dental insurance program.

B. Those employees with proof of health and~~/or dental~~ insurance coverage who choose not to participate in the City's group health insurance and/or dental insurance program due to the availability of other coverage through a spouse's employer, the military, or other source, will receive, in addition to the Flexible Benefit Program allowance, a benefit allowance equal to fifty percent (50%) of the monthly premium charged for the annual single coverage in the PERS basic HMO Plan available to this group of employees. An employee shall receive this monthly benefit allowance calculated and paid bi-monthly as a ~~one-time~~ cash payment, with such payment subject to payroll taxes.

C. Those eligible employees who participate in the City's group health insurance program and have an eligible spouse or family dependents, but select single coverage and choose to cover any dependents under insurance offered through a spouse's employer, the military, or other source will receive, in addition to the Flexible Benefit Program Allowance~~employer contribution, the fully paid premium contribution balance for single health insurance coverage and the wellness benefit allowance as provided for in Section 8.3, plus~~ a~~n additional~~ benefit equal to 25~~0~~% of the monthly premium changed for the single coverage in the PERS basic HMO Plan available to this group of employees. An employee shall receive this monthly benefit allowance calculated and paid bi-monthly as a cash payment, with such payment subject to payroll taxes~~allowance specified in the above section, 8.4(B).~~

8.11 FITNESS PROGRAM:

A. The City agrees to reimburse regular full-time employees at the rate of up to $600.00 per Fiscal Year for the employee's personal fitness costs. approved by the City Manager. Eligible covered fitness reimbursement: Fitness Programs (such as yoga, Pilates, cycling, dance, etc.)

a. Fitness Subscriptions (such as Peloton)

b. Gym Membership

c. Weight Management Programs (such as Weight Watchers)

B. To qualify for reimbursement, employees must submit proof of payment and documentation of membership under the employees' name from the fitness provider. For family memberships, the City will reimburse an amount equivalent to the cost of an individual membership.

C. Reimbursement for fitness expenses not listed above, will be subject to the City Manager's discretion and approval. To avoid declination of reimbursement, items not listed should be pre-approved by the City Manager, or designee. Declination of reimbursement for items not listed are not grievable.

D. Reimbursement requests will be processed and paid quarterly in the months of September, December, March, and June.

E. This benefit will be made available to each benefited employee subject to budgetary constraints and fiscal allocation.

SECTION 9: SERVICE AWARDS

The City of Carpinteria has established appropriate service awards to recognize continuous service with the City at milestone years of continuous service in five-year increments.

SECTION 10: EDUCATION/TRAINING AND PROFESSIONAL DEVELOPMENT

10.1 TRAINING PROGRAMS:

The City recognizes the importance of training programs and advancement of employees to higher skills and encourages employees to participate in programs to improve theirhis/her performance on the job. All direct costs for all training or instruction required by the City shall be paid for by the City, provided however that no overtime shall accrue to employees for travel time to or from any training program conducted on a non-City site. The City agrees that all direct costs of all training or instruction required by the City shall be paid for by the City.

A. To the extent funding is available, the City shall provide for tuition and textbook reimbursement for regular full-time employees to a maximum of $200 per Fiscal Year.

B. Only educational course work recommended by the city and directly related to the affected employee's position with the City will be considered for reimbursement. Only costs for the books required for approved courses shall be deemed reimbursable. All application for reimbursement shall be approved by the City Manager or theirhis/her designee prior to enrollment in the coursework. Reimbursement will be made upon written proof that the employee received a final grade of B or better or, in the case of a non-grade course received a Pass or Satisfactory final grade.

C. Meeting, travel and/or training expenses will be paid and/or reimbursed with prior authorization by the City Manager or theirhis/her designee as described above and in conformance with the City's Travel and Expense Reimbursement Policy.

D. Management Employees: Charges for tuition, books and supplies for educational courses, not required by the City but directly related to the Management Employee's position with the City, and having prior written approval of the Department Director and City Manager will be reimbursed upon presentation of satisfactory completion of such training. It is the policy of the City to provide paid membership in approved professional associations for Management Employees as budgeted and subject to approval by the City Manager. This policy also includes publications associated with membership and other educational

materials. The City encourages Management Employees to attend professional conferences subject to budgetary restraints and fiscal allocation.

SECTION 11: MISCELLANEOUS POLICIES

11.1 PHYSICAL EXAMINATION:

The City encourages all employees to have an annual physical examination as provided for under our health insurance benefits.

11.2 DRESS AND DECORUM:

A. All employees shall observe professional standards of dress, and decorum considered suitable for general public contact based on current social standards as interpreted by the City Manager.

B. While on duty, Code Compliance officers shall wear official City-issued uniforms. Field uniforms are not to be worn off duty. If a uniform is worn going to or from work, in order to not give the appearance of an employee being on duty when he/she is officially off duty, the City's uniform insignia must not be visible on public service uniforms.

C. Employees will comply with standards of dress consistent with the positive representation of the City government through its employees. Employees are also to comply with any uniform requirements and wear all safety apparel and equipment required for their position. No dress codes other than the above standard are to be established in the various departments.

11.3 EMPLOYEE RESPONSIBILITIES:

Each employee shall comply with all safety laws, rules and regulations and adopted polices of the City in performing the duties required of their~~his/her~~ position; and shall not willfully violate any of the provisions of the ordinances and resolutions which have been adopted and/or prescribed by the Carpinteria City Council or City Manager.

11.4 DEATH BENEFIT:

For Miscellaneous Employees, The City shall pay a death benefit in the amount of One Thousand Dollars ($1,000) directly to the spouse or legal heirs of any affected employee within seventy-two hours of the death of any affected employee as the result of any industrial injury or illness as defined by Cal OSHA Publication #120-A, sustained by such employee while on duty within the course and scope of their~~his/her~~ employment with the City of Carpinteria.

For Management Employees, the City shall pay a death benefit in the amount of Two Thousand Five Hundred Dollars ($2,500) directly to the spouse or legal heirs of any Management Employee within seventy-two hours of the death of any Management Employee as the result of any industrial injury or illness as defined by Cal OSHA Publication #120-A, sustained by such employee while on duty within the course and scope of their~~his/her~~ employment with the City of Carpinteria.

11.5 TRANSLATION PAY:

~~A. Management Employees are encouraged to voluntarily develop bilingual skills in instances where the public contact nature of their jobs would make such skills valuable.~~

~~B. Any Management Employee hired prior to August 15, 1998 who, on a regular basis, is required to translate/interpret from Spanish to English or English to Spanish and is proficient in Spanish as determined by the City Manager shall be paid Translation Pay.~~

A. A. Any employee who the City Manager determines is required on a regular and frequent basis to translate/interpret shall be paid for translating/interpreting skills in the amount of $50.00 biweekly (Level I). Any employee, who is required, on a daily basis, to translate/interpret shall be paid $95.00 biweekly (Level II).

B. Translating responsibilities shall not be required as terms of employment.

C. Before receiving bilingual pay, an employee shall be certified by the City as possessing the skills necessary to communicate effectively with the public in English and a second language for the purpose of conducting City business.

1. Level I — Written and/or Conversational Bilingual. Employees proficient in a second language at an advanced level must meet the following criteria:

   a. The employee must pass the bilingual competency test administered by the City, and

   b. The employee shall provide basic oral translations as part of their regular job duties.

2. Level II — Bilingual Translators. Employees who pass a skills-based test administered by the City to demonstrate advanced plus competency in written translation and oral interpretation.

   The employee shall provide oral communication and translation, as well as written translations, as part of their regular job duties.

11.6 MOVE-UP PAY OR TEMPORARY ASSIGNMENT:

When in the best interests of the City, the City Manager may approve a Move Up or Temporary Assignment of a probationary or regular employee to a higher-level classification than that for which he/she is currently assigned and being compensated, in accordance with the following:

A. Eligibility Requirements

   a. The City Manager has the sole discretion to determine if a Move Up or Temporary Assignment is needed and has the sole authority to deny or approve assignment, without any right to grievance or appeal.

   b. The employee appointed to work in a Move Up or Temporary Assessment must be capable of handling the major duties of the ~~higher level~~higher-level classification without any more supervision than an employee who regularly works in the higher classification.

   c. To be eligible for Move Up or Temporary Assignment, the employee must be required to work more than five (5) working days in succession in the higher classification.

   d. Should an employee be hired to fill a higher classification position during a period of

Move Up or Temporary Assignment, the employee's time worked in a higher classification shall not count toward the completion of probationary requirements for the higher classification, unless expressly established as a condition of hiring.

B. Amount of Move Up or Temporary Assignment Pay

a. An employee shall receive compensation equal to ten percent (10%) above the employee's regular base salary, for work performed within the scope and responsibilities of the higher classification and will continue to receive the additional pay for the duration of assignment. Base salary is defined as the base salary paid to the employee without additions for overtime, medical insurance, longevity, expense or other benefits.

b. In no event shall the employee receive an amount greater than the base salary for the maximum step for the higher classification.

c. An employee shall not receive any other benefit assigned to the higher classification that they are not already receiving.

d. While working in an out-of-class assignment, an employee shall continue to accrue, and have recorded, normal step increases in the employee's regular position.

C. Move Up or Temporary Assignment Pay Does Not Apply to the Following:

a) The mere performance of certain portions of the higher position or assisting with certain duties of the position is filled.

~~b) The employee appointed to work in a Move-Up Assignment must be capable of handling the major duties of the higher-level classification without any more supervision than an employee who regularly works in the higher classification.~~

~~c)~~b) Where the temporary assignment is a replacement of an employee on vacation.

~~d)~~c) When the City has activated the Emergency Operations Center (EOC). When the EOC is activated, all public employees are declared to be disaster service workers subject to such disaster service activities as may be assigned to them by their superiors or by law. During a time of emergency, employees may work modified job duties and/or may be asked to take on tasks outside of their normal responsibilities to work in support of emergency operations and such activities and/or duties are not eligible for Move Up or Temporary Assignment Pay.

11.7 PARTICIPATION IN CITY-SPONSORED RECREATION PROGRAMS:

The City agrees to provide special employee rates to currently employed, regular full-time employees and their immediate family members who wish to participate in City-sponsored Parks and Recreation Department Programs. All fees are payable in advance of participation in the program. Requests for employee rates for City-sponsored programs should be in writing and approved by the Parks and Recreation Director and scheduled with the appropriate recreation program supervisor.

A. Eligible employees will receive a fifty percent (50%) discount on tuition and registration only for City-sponsored recreation programs. Individual enrollees will be responsible for any ala carte activities scheduled in the programs, e.g. field and/or camping trips, movies, special meals, etc. A discount on recreation rental equipment is dependent upon availability.

B. The annual fee for Community Pool Family Membership will be discounted Seventy-five percent (75%). The fee will include participation in the Masters' Program, Lap Swimming, Recreational Swimming and Water Aerobics.

11.8 EQUAL EMPLOYMENT OPPORTUNITIES:

A. The City apply equally to all employees covered herein without favor or discrimination because of race, creed, color, sex, pregnancy (including childbirth, breastfeeding and/or related medical conditions), sexual orientation, age, national origin, religion, political or religious affiliations, organization membership, marital status, ancestry, military or veteran status, medical condition (genetic characteristics, cancer or a record or history of cancer), gender, gender identity, or gender expression, genetic information, or any other classification protected by state, federal or local law. The City will not discriminate against a qualified individual with physical or mental disability with regard to employment.

B. The City commits themselves to the goal of equal employment opportunity in all City services encourages its employees to assist in the implementation of the City's Equal Employment Opportunity commitment.

11.9 GRIEVANCE PROCESSING (Miscellaneous ~~Unrepresented~~ Employees):

A. Purpose

a) To promote employee morale and productivity by establishing a forum for resolving problems in the workplace by communication between employer and employee.

b) To provide a just and equitable method for resolution of grievances.

c) To afford employees, a systematic means of obtaining further consideration of problems after every reasonable effort through discussions has failed to resolve them.

d) To provide that grievances shall be settled as nearly as possible to the point of origin and shall be as informal as possible.

B. Grievance Defined

a) Grievance shall be defined as a claim by an employee or group of employees adversely affected by an alleged violation, misinterpretation or misapplication of department-wide policy or City rules, regulations, resolutions, ordinances, or memoranda of understanding applicable to the employee, except as follows: Appeals of disciplinary actions of demotion, suspension, dismissal or probationary terminations.

b) Management has the right to establish policies governing the operation of City departments. However, allegations also subject to the grievance procedure are those in which the complaint concerns an inconsistent application of policy where the inconsistency results in a denial of the employee's rights under those policies defined in "A" above.

C. Initiation of Grievance

a) No act or activity which may be grievable may be considered for resolution unless a grievance is filed in accordance with the procedure contained herein within twenty

(20) working days of the date the alleged activity/violation occurred or the date the employee became aware such activity/violation occurred.

b) In no event shall any grievance be accepted for consideration more than 6 months from the action or incident claimed as its basis regardless of the date of discovery. If the grievance is not presented within the time limitation herein provided, it shall be deemed not to exist.

D. Grievance Processing

a) The City may designate an officer for the purpose of investigating and/or processing grievances. Upon the request of the employee, the officer shall conduct and/or assist in the investigation, preparation and processing of grievances.

b) Prior to engaging in grievance handling, the officer shall notify theirhis or her immediate supervisor of a request for assistance no later than five days prior to the requested time. The supervisor shall approve time for grievance processing during the scheduled work day hours prior to the steward or officer beginning the investigation, preparation and processing of grievances.

c) Both the officer and management will cooperate in expediting the grievance handling process. The employee and the officer shall be afforded reasonable grievance handling time to jointly handle the grievance. It is agreed that every effort will be made to resolve grievances in an informal and timely manner as the first step in this process.

E. Procedure

Step One

Any employee who has a grievance shall first try to settle it through discussion with their immediate supervisor without undue delay.

Every effort shall be made to find an acceptable solution at the lowest possible level of supervision. The supervisor has seven (7) working days to respond to the grievant. Any grievance settled at this step shall be subject to the review and confirmation of the respective department head before the settlement may become effective. Such review will occur within seven (7) working days or the grievance shall automatically be moved to Step 2. In the event the department head does not confirm the settlement, the grievant may initiate Step 2 of this procedure.

Step Two

If a grievance is not settled in Step 1 or no response was forwarded to the grievant, he/she may file a formal grievance in writing to their Department Head within ten (10) working days after receiving the informal decision from their immediate supervisor or when decision was due. The grievant must submit theirhis/her grievance in writing and must also explicitly specify the policy or the particular section of the Conditions of Employment, rule, resolution, or ordinance the violation of which is being alleged as the basis for the grievance. The remedy requested must also be specified. No modifications in the violation being alleged shall be made subsequent to filing unless mutually agreed to by both the City and the grievant.

The Department Head, after receiving the formal grievance, has ten (10) working days to render a decision in writing.

Step Three

If the grievance is not settled or an answer not forthcoming in Step 2, the grievant may appeal, in writing, within seven (7) working days from the expiration of the time limit for such decision under Step 2 or within seven (7) working days from the receipt of the decision of the department head to the City Manager.

Within ten (10) working days from receipt of appeal, the City Manager, shall deliver a written decision to the grievant.

Step Four

If the grievance is not settled or disposed of at Step 3, the grievant may request the services of a mediator from the State Mediation and Conciliation Service.

The grievance will be settled through mediation and both parties will agree to abide by the decisions made in the mediation process.

Under no circumstances will grievances of any kind for any reason proceed beyond the mediation process.

11.10 DISCIPLINARY PROCEDURES:

A regular, non-probationary employee may be terminated involuntarily or otherwise disciplined for cause, including, without limitation, for violating the provisions of this agreement, poor performance, misconduct, excessive absences, tardiness, insubordination, dishonesty and submitting false or misleading time records or expense reimbursement forms. Without limitation, disciplinary action may include oral or written warnings, suspension without pay, reduction in pay, being placed in a probationary status or termination. When appropriate, progressive discipline will be used, with the disciplinary action being taken dependent on factors including, the severity of the incident on which the disciplinary action is based, the disciplinary history of the employee, and the effect of the incident, act or omission on City services, reputation and other employees. However, the nature of the disciplinary action will depend on the particular circumstances involved, and is at the discretion of the City.

11.11 CITY PROPERTY:

Desks, file cabinets, lockers, computers, tools and other equipment are property of the City and must be maintained in good condition in accordance with the City's policies, rules and regulations. They must be kept clean and are to be used only for work-related purposes. If the City property is lost, or damaged, report it to your supervisor at once. No property may be removed from the premises without the prior authorization of your supervisor.

In order to ensure compliance with this provision and with the City's policies, rules and regulations, the City reserves the right to inspect all City property, without notice to the employee and/or in the employee's absence.

For security reasons, personal belongings of value should not be left in the workplace. The City is not responsible for lost or stolen personal belongings.

Employees should take reasonable steps to protect City property from theft. Employees should immediately inform management if theft of City property is suspected. However, employees should not attempt to stop the theft of City property if doing so poses any risk whatsoever of endangering the safety of the employee or others.

Immediately upon termination of employment, all property of the City (keys, tools, manuals, etc.) must be returned to the City. All personal items should be removed at the time terminated employees leave the premises of the City. Unless otherwise agreed to in writing, if a terminated employee leaves personal items at the workplace, these items are subject to disposal if not removed within five (5) days of the date of the employee's termination.

11.12 CELL USE PHONE POLICY:

The City may provide certain employees with cellular phones that are to be used only for official City business. The City recognizes that employees may need to use their personal cell phone during working hours due to particular family or personal situations. Employees should limit the use of personal cell phones during working hours, to reasonably necessary communications, and use of a personal cell phone should not interfere with City operations or the performance of job duties. If an employee abuses the use of personal cell phone during working hours, at the City Manager, at his discretion, may require that the employee not use personal cell phones during working hours.

In compliance with California Motor Vehicle Code 23123, employees are not to dial any cell phone while driving, except to call a public safety agency. Employees may not receive incoming calls while driving unless the cell phone can be safely operated in a hands-free mode. For employees with hands free cell phone operation, in the event an employee receives an incoming call while driving, the employee should either safely pull off the road to converse, inform the caller that he or she will return the call, or ask the caller to call again to allow the employee to reach a place where it is safe to use the phone. While driving, employees are prohibited from using any cell phone to text message, read or send e-mail, or any similar operations. While driving, employees are also prohibited from engaging in any activity or conduct that would constitute distracted driving or otherwise constitute an unsafe driving practice.

11.13 FITNESS FOR DUTY EXAMINATION:

Whenever the City Manager, or the Human Resources/Risk Manager, believes that an employee is unable to perform the essential functions of their job safely due to illness or injury, or is unable to perform the essential functions of their job safely or without posing a danger to themselves or others, the City may require the employee to submit to an independent medical examination at the City's expense. Such medical examination will be limited to the issues or areas of concern regarding the employee's ability to perform the essential functions of their job. If, after the independent medical examination, the City determines that the employee cannot perform the essential functions of their job, or cannot perform such essential functions safely or without posing a danger to himself/herself or others, the employee will be given the opportunity to provide the results of a separate medical evaluation by a qualified health care provider selected by the employee, within fifteen (15) days of the employee's receipt of a medical evaluation from the City. In the event of a difference of opinion between the City's and the employee's health care providers, the City may require a third opinion, at the City's expense, performed by a mutually agreeable health care provider who will make a final determination.

11.14 REASONABLE ACCOMODATION:

The City of Carpinteria is committed to ensuring equal employment opportunities for disabled applicants and employees. It is the policy of the City of Carpinteria to comply with the Federal Americans with Disabilities Act ("ADA") and the California Fair Employment and Housing Act ("FEHA"). Every reasonable effort will be made to provide an accessible work environment for

such employees and applicants. The City of Carpinteria will not discriminate against disabled employees. The City of Carpinteria provides reasonable employment-related reasonable accommodation(s) to permit an applicant or employee to perform the essential functions of the job, as defined by law, to qualified individuals with disabilities, and will engage in the interactive process within the meaning of the ADA and FEHA.

APPENDIX A

City of Carpinteria

Policy on Public Employee Personal Use of Telecommunication Equipment, Electronic Mail, Voice-Mail and other computer systems

PURPOSE

City-owned telecommunication equipment, computer hardware and software is intended to be used for business purposes. Electronic mail, known commonly as e-mail, is now a primary vehicle for communication in the workplace. As the use of e-mail increases, the need for a clear and comprehensive City's policy on personal use of City equipment becomes important to clarify the rights and obligations of employees and as a protection from potential liability for employers.

POLICY

The City maintains and utilizes as part of its operations a computer system, including e-mail, and a voice-mail system. These systems are provided to assist employees in the conduct of the City' s business. All computers to the data stored on them, including e-mail, messages composed as well as all voice-mail are and remain at all times the property of the City. All remain the property of the City. Employees are prohibited from installing or downloading software onto the City's computer system except with the prior authorization of the Administrative Services Director.

Employees should attempt to limit voice-mail and e-mail messages to the conduct of the City's business. Use of the voice-mail and e-mail systems for the conduct of personal business is discouraged. The City reserves the right to prohibit the use of voice-mail and e-mail for the conduct of personal business when deemed appropriate. Other use of computer systems, including use of the Internet and other telecommunicating capabilities, should be limited to the conduct of the City's business unless prior written approval is received from the employee's supervisor.

Except for the right of the City to access data stored on the computer system, including e-mail messages, and to access voice-mail messages as described in this policy, all data stored on the computer system and all messages sent by voice-mail and e-mail are considered to be confidential, and as such are to be accessed only by the employee storing the data, the addressed recipient or at the direction of the addressed recipient. Any exception to this policy must be approved by the Administrative Services Director.

The City reserves the right to retrieve and read any data stored on the computer system and any message composed, created, sent or received on the voice-mail and e-mail systems, as well as Internet usage data, at any time, with or without advance notice to the employee. Although the computer system, including e-mail, and the voice-mail system may accommodate the use of passwords for security, the reliability of passwords for maintaining confidentiality cannot be guaranteed. All passwords must be made known to the City, and passwords not known to the City may not be used. This is due to the need to access employees' computer systems, including e-mail, and voice-mail systems in the event that an employee is absent or when otherwise deemed appropriate by the City. Employees must therefore assume that any and all voice-mail and e-mail

messages and all data stored on the computer system may be read by someone other than the employee storing the data or the intended or designated recipient, and understand the ultimate privacy of data stored on the computer system, including e-mail, and voice-mail messages, cannot be guaranteed to anyone.

The City's policy against unlawful harassment, including sexual harassment, and the City's anti-discrimination policy apply to employees' use of voice-mail, e-mail messages and screen savers as well as any other information transmitted over the City's computer system. Employees should not use any means of electronic communications in a manner that would violate those policies. For example, employees may not communicate messages by computer, voice-mail or other electronic means that would constitute sexual harassment, may not use sexually suggestive screen savers, and may not receive or transmit pornographic, obscene or sexually offensive material or information. As a further example, employees may not use electronic communications to transmit comments or images which are reasonably likely to offend someone on account of theirhis/her age, sex, sexual orientation, race, religious beliefs, national origin, disability, or any of the other factors included in the Equal Employment Opportunity section of this Handbook. Any employee who uses any electronic communications device in a manner which violates this policy will be subject to disciplinary action, up to and including termination of employment.

DIGITAL DEVICES

Employees may not use any personal e-mail account or any digital or electronic device not owned by the City, including but not limited to any laptop computer, desktop computer, tablet computer, cellular telephone, personal digital assistant, or any other device capable of storing electronic information ("Digital Device") for City business without the City's prior written approval. Digital devices used by employees for City business may be subject to inspection to obtain City-related communications if requested under the Public Records Act.

APPLICATION

This policy applies to all employees with the City of Carpinteria.

The City reserves the right to prohibit the use of voice-mail and e-mail for the conduct of personal business when deemed appropriate.

EMPLOYEE RESPONSIBILITY

- Employees will be required to acknowledge that they have read, understand and will abide by the agency's technology policy. Violation of the policy may result in discipline, up to and including dismissal.
- To the extent that, under some circumstance, an employee is allowed to use e-mail for personal purposes the employee does so at theirhis or her own risk. Employees should be aware that deletion of a message or file may not fully eliminate the message from the system.
- Employees learning of any misuse of the voice-mail, e-mail or other computer system or violations of this policy shall immediately notify the City Manager or theirhis/her designee.

MANAGEMENT RESPONSIBILITIES AND GUIDELINES

Management and supervisors are responsible for reasonable enforcement of this policy. Any e-mail information or messages revealed or disclosed under this policy are considered to be of a confidential nature.

APPENDIX B

SUBSTANCE ABUSE POLICY

This policy sets forth the rights and obligations of City employees. Employees should familiarize themselves with the provisions of this policy *because compliance with this policy is a condition of employment.*

I. PURPOSE

The City of Carpinteria, in its efforts to provide a drug and alcohol free environment, has adopted this Drug and Alcohol Free Workplace Policy. It is the purpose of this policy to eliminate alcohol and drug abuse by City Employees and its effects in the workplace. The presence of drugs and alcohol on the job and the influence of these substances on employees during working hours jeopardizes the safety of employees, the public, and the efficiency of City operations. It is the intent of the City, in adopting this policy, to meet the requirement of the Drug Free Workplace Act of 1988 (41 U.S.C. Section 701-707).

II. POLICY

In recognitions of the duties entrusted to the employees of the City of Carpinteria and with knowledge that drugs and alcohol hinder a person's ability to perform job related duties safely and effectively, the City of Carpinteria adopts the following policy:

1. The use, possession, manufacture, dispensation or distribution of drugs and alcohol is prohibited:
    a. in the workplace;
    b. while on City time;
    c. in City vehicles or facilities except as defined in City's facilities use policies;
    d. prior to coming to work, so that the employee's performance is impaired.
2. The City is committed to providing reasonable accommodation to those employees whose drug or alcohol problem classifies them as disabled, under federal law.
3. The City has established a voluntary Employee Assistance Program (EAP) to assist those employees who voluntarily seek help for alcohol or drug problems (as well as for a variety of other personal problems). Employees may seek confidential assistance from the EAP counselor.

III. APPLICATION

1. This policy applies to all full time, part time and temporary employees, and to all applicants for positions with the City. This policy applies to alcohol and all substances, drugs or medications, legal or illegal, which impairs an employee's ability to effectively and safely perform their~~his/her~~ job duties.
2. A copy of this policy will be provided to all City employees.
3. A drug-free awareness program will be established to inform employees of the

dangers and penalties of drug use in the workplace and of available counseling, rehabilitation and employee assistance programs.

4. Violations of the policy may result in disciplinary action being taken, up to and including termination.

IV. DEFINITIONS

For the purposes of this policy:

A. "Illegal drugs" means any drug or controlled substance that is not legally obtainable or is legally obtainable but has not been legally obtained. Consistent with federal law, marijuana is considered an illegal drug, and consistent with the Federal Drug-Free Workplace Act of 1988 and the California Drug-Free Workplace Act, the restrictions related to illegal drugs under this Policy also apply to marijuana.

A. EMPLOYEE QUESTIONS

Employees shall refer any questions regarding rights and obligations under this policy to Human Resources.

B. PROHIBITIONS

The following conduct is prohibited and may result in discipline, up to and including termination:

1. The use, possession, manufacture, dispensation or distribution of drugs and alcohol is prohibited:

   a. in the workplace;

   b. while on City time;

   c. in City vehicles or facilities except as defined in City's facilities use policies;

   d. prior to coming to work, so that the employee's performance is impaired.

2. Reporting for duty or remaining on duty while having an alcohol blood concentration level of 0.08 or greater.

3. Being on duty or operating a vehicle on duty while possessing alcohol.

4. Using alcohol while on duty.

5. Reporting for duty or remaining on duty when the employee used any controlled substances, except of the use is pursuant to the written instructions of a physician who has advised the employee that the substance does not adversely affect the employee's ability to perform their job.

6. Reporting for duty or remaining on duty if the employee tests positive for controlled substances.

7. Refusing to submit to any alcohol or controlled substances test required by this Policy. A covered employee who refuses to submit to a required drug/alcohol test will be treated in the same manner as an employee who tested 0.08 or greater on an alcohol test or tested positively on a controlled substances test. A refusal to submit to an alcohol or controlled substances test required by this Policy includes, but is

not limited to:

a. A refusal to provide a urine sample for a drug test;

b. An inability to provide a urine sample without a valid medical explanation;

c. A refusal to complete and sign the breath alcohol testing form, or otherwise to cooperate with the testing process in a way that prevents the completion of the test;

d. An inability to provide breath or to provide an adequate amount of breath without a valid medical explanation;

e. Tampering with or attempting to adulterate the urine specimen or collection procedure;

f. Not reporting to the collection site in the time allotted by the supervisor or manager who directs the employee to be tested (the time allotted shall be reasonable. In most cases the City will provide transportation to and from the collection site.);

g. Leaving the scene of an accident without a valid reason as to why authorization from a supervisor or manager who shall determine whether to send the employee for post-accident controlled substances and/or alcohol test was not obtained.

C. USE OF LEGAL DRUGS

The City recognizes that it may be necessary for employees to use legal drugs from time-to-time. The City also recognizes that an employee who is using legal drugs might become impaired by the drug such that the employee's ability to perform or to perform safely would be compromised. Employee who knows or should know that their use of legal drugs might endanger their own safety or the safety of some other person, or pose a risk of significant damage to City property or the property of others, are obligated to report such use of legal drugs to Human Resources or the City Manager and obtain Human Resources' or the City Manager's consent to continue working. The City reserves the right to have a designated physician determine whether it is advisable for the employee to continue working while taking such drugs. The City further reserves the right to have the employee's physician certify that when returning from a leave of absence, the employee will not be using any legal drugs which might impair the employee's ability to perform the employee's job duties for the City.

If appropriate, the City may restrict the work activities of an employee who is using legal drugs or require that the employee take a leave of absence while taking such drugs. If the City permits an employee to work while using legal drugs, the employee still cannot report to work in any case if impaired by the use of the drugs if the impairment might endanger the employee's own safety or the safety of anyone else, pose a risk of significant damage to City property or substantially interfere with the employee's job performance or the efficient operation of the City's business. The City may require a medical certificate not medical diagnosis as a precondition to return to work.

D. CIRCUMSTANCE UNDER WHICH DRUG AND ALCOHOL TESTING WILL BE IMPOSED ON COVERED EMPLOYEES.

1. Drug and Alcohol Testing

Applicants receiving a conditional offer of employment for certain designated positions, e.g. lifeguards, swim instructors, swim coaches, shall be subject to a urine and/or blood test for the presence of illegal drugs or alcohol. The City may refuse to employ an applicant whose test results show the presence of illegal drugs or alcohol. Applicants who are under a physician's care and/or are required to take legal drugs must notify Human Resources or its designee of that fact in writing before the date of the pre-employment examination. This applies to initial appointment as a classified employee only, and not to promotion within the service.

2. Reasonable Suspicion Testing

The City may require a blood test, urinalysis, or other drug and/or alcohol screening of those employees who are reasonably suspected of using or being under the influence of a drug or alcohol at work, under the following circumstances.

a. "Reasonable suspicion" to test exists if, based on objective factors, a reasonable person would believe that the employee is under the influence of drugs or alcohol at work. Examples of objective factors, include, but are not limited to a combination of: unusual behavior, slurred or altered speech, body odor, red or watery eyes, unkempt appearance, unsteady gait, lack of coordination, sleeping on the job, a pattern of abnormal or erratic behavior, a verbal or physical altercation, puncture marks or sores on skin, runny nose, dry mouth, dilated or constricted pupils, agitation, hostility, confused or incoherent behavior, paranoia, euphoria, disorientation, inappropriate wearing of sunglasses, tremors, or other evidence of recent drug or alcohol use. If the City suspects drugs or alcohol may have played a role in an accident involving City property or equipment that will also constitute reasonable suspicion.

b. Document and Analysis: In order to receive authority to test, the supervisor must record the factors that support reasonable suspicion in writing and analyze the matter with Human Resources or the City Manager, and if they are unavailable, the Department Head. Any reasonable suspicion testing must be pre-approved by Human Resources or the City Manager, and if they are unavailable, the Department Head.

c. Testing Protocol: If the documentation and analysis show that there is a reasonable suspicion of drug or alcohol abuse at work, and Human Resources or the City Manager, and if they are unavailable, the Department Head, has approved, the employee will be relieved from duty, transported to the testing facility and to their home after the test. The employee will be placed on sick or other paid leave until the test results are received.

d. Interview of Employee: An employee shall not be asked any questions without first being offered the right to have a representative present.

1. Post-Accident Testing

Post-accident drug and alcohol testing will be conducted on employees following an accident where reasonable suspicion indicators also exist to support the testing.

Alcohol: Post-accident alcohol test shall be administered within two hours following an accident and no test may be administered after eight hours.

Drug: A post-accident drug test shall be conducted within eight (8) hours following the accident.

An accident occurs when as a result of an incident involving a vehicle operated by a covered employee:

(1) Any individual(s) receives an injury(s) requiring immediate hospital treatment, or

(2) There is a recommendation by an on scene paramedic or medical professional that individual(s) involved in the accident should see a physician for injury(s) arising out of the accident.

(3) A DMV Traffic Accident Report is required, i.e. the estimate of damage exceeds $1,000 or the current DMV threshold and either law enforcement or, in the absence of law enforcement, Supervisor makes an on scene determination that the employee is at fault..

4. Return To Duty/Follow-up Testing:

A covered employee who has violated any of the prohibitions of this policy (See Section C) may be required to submit to a return to duty test before he/she may be returned to their~~his/her~~ position. The test result must indicate an alcohol concentration of less than 0.08 or a verified negative result on a controlled substances test.

E. EMPLOYEE RESPONSIBILITIES:

An employee:

1. Must not report to work, or be subjected to scheduled duty while their~~his/her~~ ability to perform job duties is impaired due to on or off duty alcohol or drug use.
2. Must not use, possess, sell, purchase, manufacture, dispense or distribute, transport drugs or alcohol;
   a. in the workplace, or while conducting or performing City business, regardless of location, or while operating or responsible for the operation, custody, or care of City equipment or other property;
   b. on City time;
   c. in City vehicles or facilities except as defined in City's facilities use policies;
   d. prior to coming to work, so that the employee's performance is impaired
3. Must notify their~~his/her~~ supervisor, before beginning work, when drugs (prescription or non-prescription) may interfere with the safe and effective performance of duties or operation of City equipment. In the event there is a question regarding an employee's ability to safely and effective perform assigned duties while using prescribed drug, authorization form a qualified physician may be required.
4. Must notify their~~his/her~~ department head of any criminal drug or alcohol statue conviction, for a violation occurring in the workplace, no later than five (5) days after such conviction.

6. Who thinks he/she may have an alcohol or drug use problem is urged to voluntarily seek free confidential assistance from the City's Employee Assistance Program (EAP) counselor. It is the responsibility of each employee to seek assistance before alcohol or drug problems lead to job related performance problems.

7. Must notify their~~his/her~~ department head of all alcohol or criminal drug statute convictions no later than 5 days after such conviction. Off duty arrests or charges do not need to be reported and will not be used for disciplinary or employment purposes.

8. Must notify their~~his/her~~ supervisor, before beginning work, when drugs (prescription or non-prescription) may interfered with the safe and effective performance of duties or operation of City equipment (See Attachment A, Article III, Section 3).

9. Who thinks he/she may an alcohol or drug use problem is urged to voluntarily seek free confidential assistance from the City's Employee Assistance Program (EAP) counselor. It is the responsibility of each employee to seek assistance before alcohol or drug problems lead to job related performance problems.

F. MANAGERS' AND SUPERVISORS' RESPONSIBILITIES

1. Managers and supervisors are responsible for enforcement of this policy and will inform the Department Head and the Human Resources Manager of any violations.

2. Employees who may have a suspected alcohol or drug use problem should be encouraged to voluntarily seek confidential assistance from the City's Employee Assistance Program (EAP).

3. When an employee is involved in an accident, or there is reasonable suspicion, managers and supervisor shall prevent the employee from engaging in further work, remove the employee from the workplace, and then take the employee for a drug and/or alcohol test within the timelines outlined in Section D.2 above.

   Managers and supervisors will participate in appropriate training on alcohol and drug abuse evaluation. When based on their direct observation, it is suspected that an employee may have illegal drugs, that manager would perform a written evaluation or request a trained evaluator to complete a written evaluation.

5. Managers and supervisors are responsible for complying with federal grant money including notification sanction associated with drug convictions or use of drugs in the workplace (41. U.S.C. Section 707-717).

G. PROCEDURES TO BE USED FOR DETECTION OF DRUGS AND ALCOHOL

1. Alcohol Testing:

Alcohol testing will be conducted by using an evidential breath device (EBT) approved by the National Highway Traffic Safety Administration. (Non-EBT devices may be used for initial screening tests.)

A screening test will be conducted first. If the result is an alcohol concentration level of less than 0.02, the test is considered a negative test. If the alcohol concentration level is 0.02 or more, a second confirmation test will be conducted. A positive test for alcohol means a confirmed alcohol concentration of 0.08 or more.

The procedures that will be utilized by the collection and testing of the specimen shall

be the same as those required under the City of Carpinteria Drug and Alcohol Testing Policy Pursuant To Department of Transportation Regulations (49 CFR 40).

2. Drug Testing:

Drug testing will be considered pursuant to the same requirements as those required by the City of Carpinteria Drug And Alcohol Testing Policy Pursuant To Department Of Transportation Regulations (49 CFR Part 40).

a. The urine specimen will be split into two (2) bottles labeled as primary" and "split" specimen. Both bottles will be sent to the lab;

b. A positive test means a test that is positive for controlled substances under the Federal D.O.T. Urine Specimen Testing Levels. If the urinalysis of the primary specimen test positive for the presence of controlled substances, the employee has seventy-two (72) hours to request that the split specimen be analyzed by a different certified lab at the employee's cost.

c. The urine sample will be tested for the following: marijuana, cocaine, opiates, amphetamines, and phencyclidine;

d. If the test is positive for one or more of the drugs, a confirmation test will be performed using gas chromatography/mass spectrometry analysis;

e. All drug results will be reviewed and interpreted by a physician before they are reported to the employee and then to the City;

f. With all positive drug tests, the physician (a.k.a. Medical Review Officer) will first contact the employee to determine if there is an alternative medical explanation f or the positive test result. If documentation is provided and the MRO determines that there was legitimate medical use for the prohibited drug, the test result may be reported to the City as "negative."

3. Confidentiality:

The confidentiality of records shall be maintained in the same manner as set forth in the City of Carpinteria Drug and Alcohol Testing Policy Pursuant to Department Of Transportation Regulations.

H. CONSEQUENCES OF FAILING/REFUSING AN ALCOHOL AND/OR DRUG TEST:

FAILING A PRE-EMPLOYMENT DRUG TEST WILL BE GROUNDS FOR REJECTION FROM EMPLOYMENT.

UPON FAILING A REASONABLE SUSPICION AND/OR POST-ACCIDENT ALCOHOL AND/OR DRUG TEST THE EMPLOYEE:

1. Will be removed from driving or operating any heavy or dangerous equipment;

2. May be disciplined up to termination. Failing/refusal to take a controlled substances/alcohol test may result in disciplinary action, up to including termination.

3. May be allowed to sign a last chance agreement as an alternative to discipline which could require the employee to undergo treatment to cure theirhis/her alcohol or drug abuse and be tested periodically. Generally, an employee who tests positive and has not been found to be using alcohol or drugs on-duty will be offered a last chance

agreement. The City does not pay for this examination or any treatment. However, if the exam and/or treatment is covered by the employee's insurance policy, the employee may use the insurance policy to (help) pay for the covered expenses.

4. The employee may use leave bank hours compensatory time hours or leave without pay while undergoing treatment/rehabilitation.

5. May not be returned to their~~his/her~~ position until the employee submits to a return-to-duty controlled substances and/or alcohol test (depending on which test the employee failed) which indicates an alcohol concentration level of less than 0.08 or a negative result on a controlled substances test;

6. May be required to submit to unannounced follow-up testing after he/she has been returned to their~~his/her~~ safety-sensitive position for a period of one year.

J. EMPLOYEE ASSISTANCE PROGRAM (EAP)

The City has established an Employee Assistance Program to help employees who need assistance with alcohol and controlled substance abuse. Employees are encouraged to contact the Human Resources/Risk Manager for the number of the current EAP provider.

APPENDIX C

CITY OF CARPINTERIA
PROHIBITION OF

HARASSMENT, DISCRIMINATION AND RETALIATION
POLICY

A. PURPOSE

It is the City's intent and the purpose of this Policy to provide all employees, officers and officials, applicants, interns, volunteers and contractors with an environment that is free from any form of unlawful harassment, discrimination or retaliation as defined in this Policy and as provided under federal and state law. This Policy prohibits unlawful harassment or discrimination on the basis of any of the following protected classifications: an individual's race, religion, color, sex (which includes gender, pregnancy, childbirth or related medical conditions), gender identity or expression, sexual orientation, national origin, ancestry, citizenship status, military and veteran status, veteran status, marital status, age for individuals over forty years of age, medical condition, physical or mental disability (whether perceived or actual), genetic information, and any other factor made unlawful by federal, state, or local law.

It is also the policy of the City to provide a procedure for investigating and addressing complaints of alleged harassment, discrimination and retaliation in violation of this Policy. The protection from harassment and discrimination includes protection from retaliation against an employee for their~~his or her~~ having taken action either as a complainant, or for assisting a complainant in taking action, participating in an investigation, or for acting as a witness or advocate on behalf of an employee in a legal or other proceeding to obtain a remedy for a breach of this Policy.

B. POLICY

The City has zero tolerance for any conduct that violates this Policy. Conduct need not rise to the level of a violation of law in order to violate this Policy. Instead, a single act can violate this Policy and provide grounds for discipline or other appropriate sanctions. If you are in doubt as to whether or not any particular conduct may violate this Policy, contact a manager, department head, or the Human Resources/Risk Manager, and, if applicable, do not engage in the conduct and seek guidance from a manager, department head or the Human Resources/Risk Manager.

C. DEFINITIONS

a. Protected Classifications:

This Policy prohibits harassment or discrimination because of an individual's protected classification(s). "Protected Classification" includes race, religion, color, sex (which includes gender, pregnancy, childbirth or related medical conditions), gender identity or expression, sexual orientation (including heterosexuality, homosexuality and bisexuality), national origin, ancestry, citizenship status, military status, veteran status, marital status, age, medical condition and physical or mental disability (whether perceived or actual).

b. Policy Coverage:

This Policy prohibits City officials, officers, employees, interns and contractors from harassing or discriminating against applicants, officers, officials, employees, interns and contractors because:

(1) of an individual's Protected Classification, (2) of the perception that an individual has a Protected Classification, or (3) the individual associates with a person who has or is perceived to have a Protected Classification. Third parties such as visitors to City Hall are also prohibited from engaging such harassment or discrimination. Any such alleged harassment or discrimination should be reported immediately as provided in this Policy.

c. Discrimination:

This Policy prohibits treating individuals differently or otherwise discriminating against an individual because of the individual's Protected Classification as defined by this Policy.

d. Harassment:

By definition, harassment based on an individual's protected classification as defined by this policy, including sexual harassment, is not within the course and scope of an individual's employment with the City. Harassment includes verbal, physical, and visual conduct that creates an intimidating, offensive or hostile working environment or interferes with work performance. Such conduct constitutes harassment when (1) submission to the conduct is made either an explicit or implicit condition of employment; (2) submission to or rejection of the conduct is used as the basis for an employment decision; or (3) the harassment interferes with an employee's work performance or creates an intimidating, hostile or offensive work environment. Harassing conduct can take many forms and includes, but is not limited to, slurs, jokes, statements, gestures, pictures, or cartoons regarding an employee's Protected Classification. The following are some examples of behavior that can constitute harassment:

a. **Verbal harassment**, such as epithets (nicknames and slang terms), derogatory or suggestive comments, jokes or slurs, including graphic verbal commentaries about an individual's body, or that identify a person on the basis of theirhis or her Protected Classification. Verbal harassment may include comments on appearance and stories that tend to disparage those of a Protected Classification.

b. **Visual forms of harassment**, such as derogatory posters, notices, bulletins, cartoons, drawings, sexually suggestive objects, or e-mails on the basis of a Protected Classification.

c. **Physical harassment**, such as assault, touching, impeding or blocking movement, grabbing, patting, propositioning, leering, making express or implied job related threats in return for submission to physical acts, mimicking, taunting, or any physical interference with normal work or movement.

d. **Sexually harassing conduct** in particular includes all of these prohibited actions as well as other unwelcome conduct such as requests for sexual favors, unwelcome sexual advances, or verbal or physical conduct of a sexual nature (like name calling, suggestive comments, or lewd talk).

e. **Romantic or sexual relationships** between supervisors and subordinate employees are discouraged. There can be an inherent imbalance of power and potential for exploitation in such relationships. The relationship may create an appearance of impropriety and lead to charges of favoritism by other employees. A welcome sexual relationship may change, with the result that sexual conduct that was once welcome

becomes unwelcome and harassing. To avoid possible claims of sexual harassment, if a supervisor or manager intends to enter into a romantic or sexual relationship with a subordinate employee, the supervisor or manager must inform the Human Resources/Risk Manager so that appropriate steps can be taken to minimize the risk of possible claims of sexual harassment.

D. RETALIATION

Retaliation against an employee who reports or provides information in good faith about harassment or discrimination is strictly prohibited, as is retaliation against an employee for their~~his or her~~ having taken action either as a complainant, or for assisting a complainant in taking action, participating in an investigation, or for acting as a witness or advocate on behalf of an employee in a legal or other proceeding to obtain a remedy for a breach of this Policy. Any act of retaliation violates this Policy and will result in appropriate disciplinary action. Examples of actions that might be retaliation against a complainant, witness or other participant in the complaint process include: (1) singling a person out for harsher treatment; (2) lowering a performance evaluation; (3) failing to hire, failing to promote, withholding pay increases, assigning more onerous work, abolishing a position, demotion or discharge; or (4) real or implied threats of intimidation to prevent an individual from reporting harassment or discrimination.

Before a supervisor or manager attempts to insulate or protect a complainant by changing his or her work environment or schedule or duties or by transferring the complainant to another position or location, the supervisor or manager should contact the Human Resources/Risk Manager.

E. REPORTING HARASSMENT, DISCRIMINATION OR RETALIATION

An applicant, employee, officer, official, intern, volunteer or contractor who feels he or she has been harassed, discriminated against or retaliated against in violation of this Policy should report the conduct immediately as outlined below so that the complaint can be resolved quickly and fairly.

All employees involved in the complaint process may be represented by a person of their choosing and at their own expense.

1. Object to the Conduct

Sometimes an individual is unaware that their~~his/her~~ conduct violates this Policy. In these situations the offensive behavior may be eliminated by simply informing the offender that the conduct or language in question is unwelcome and offensive and request that it be discontinued immediately.

A person who believes he/she is being harassed is encouraged, but is not required to use this process. When the conduct in question continues after the offending person has been informed it is offensive, or if a person does not feel comfortable talking to the offending person directly, the employee should make a report in accordance with subsection 2 or 3 below.

2. Oral Report

If a person who believes that this Policy has been violated does not want to first speak with the offending person, he/she should report the conduct to a supervisor, any City management employee, or the Human Resources Manager. Any supervisory or management employee who receives such a report must in turn direct it to the Human Resources/Risk Manager. The Human Resources/Risk Manager will determine what level of investigation and response is necessary.

3. Written Process

An individual who believes this Policy has been violated and does not feel comfortable using the process outlined above may provide a written complaint to a supervisor, or any management employee who in turn must direct the complaint to the Human Resources/Risk Manager, or to the Human Resources/Risk Manager directly. Individuals are encouraged to use the Confidential Complaint Form for this purpose, a copy of which is attached to this Policy.

F. CITY'S RESPONSE TO COMPLAINT OF HARASSMENT, DISCRIMINATION OR RETALIATION

1. Investigation

Upon receipt of a complaint of alleged harassment, discrimination or retaliation, the Human Resources/Risk Manager will be responsible for coordinating a thorough investigation (unless he/she is named in the complaint). The Human Resources/Risk Manager may hire an outside investigator if the City deems appropriate. The type of investigation undertaken, and the party chosen to conduct the investigation will depend on the nature of the complaint made and will be determined by the Human Resources/Risk Manager. The Human Resources/Risk Manager will report the status of investigations to the City Manager as appropriate.

The Human Resources/Risk Manager, in concurrence with the City Manager, may take interim action to diffuse volatile circumstances, such as placing the alleged perpetrator on paid administrative leave or temporarily transferring the alleged perpetrator. Generally, no interim action should be taken to change the complaining individual's working conditions unless the complaining individual voluntarily consents to the temporary change or the Human Resources/Risk Manager determines that doing so is appropriate under the circumstances.

The City attempts to take a proactive approach to potential Policy violations and may conduct an investigation regarding possible harassment, discrimination or retaliation in appropriate circumstances, regardless of whether or not the recipient of the alleged action or a third party reports a potential violation.

At the conclusion of the investigation, if it is determined that the alleged conduct did not occur or that this Policy was not violated, the Human Resources/Risk Manager will notify the complainant and the alleged perpetrator, if appropriate, of the general conclusion(s) of the investigation and whether any further action is warranted.

2. Remedial and Disciplinary Action

If the investigation determines that the alleged conduct occurred or that the conduct otherwise violated this Policy, the City will notify the complainant and perpetrator of the general conclusion(s) of the investigation and take effective remedial action that is designed to discipline the perpetrator and deter future violations of this Policy. Any employee or officer determined to have violated this Policy will be subject to disciplinary action, up to and including termination. Disciplinary action may also be taken against any official, supervisor or manager who condones or fails to report potential violations of this Policy, or who otherwise fails to take appropriate action to enforce this Policy.

Any official contractor or other non-City employee found to have violated this Policy will be subject to appropriate sanctions.

3. Confidentiality

Every reasonable effort will be made to assure the confidentiality of complaints made under this Policy. Complete confidentiality cannot occur, however, due to the need to fully investigate potential Policy violations and take effective remedial action.

G. RESPONSIBILITIES OF EMPLOYEES, MANAGEMENT AND SUPERVISORY EMPLOYEES

1. Employees

In order to establish and maintain a professional working environment, while at the same time preventing harassment, discrimination, and retaliation, employees are expected to:

- Set an example of acceptable conduct by not participating in or provoking behavior that violates this Policy. Try not to be angry or insulted if an individual tells you that your behavior is offensive. People have different ethical values and standards and may be offended by behavior you think is proper. When appropriate, tell the individual you did not realize your behavior was offensive, and immediately cease the conduct.
- Let fellow employees know when you consider behavior offensive. The City hires people from a wide variety of cultural and ethnic backgrounds, and an individual may not realize behavior he or she thinks is proper could be seen by others as offensive.
- Report harassment, discrimination or retaliation as quickly as possible, whether the reporting employee is the target of the conduct or a witness.
- If an employee witness's harassment, he or she should report it to a supervisor, manager or the Human Resources Manager, and may tell the individual being harassed that the City has a policy prohibiting such behavior, and that he or she can demand that the harasser cease the behavior or report is under this Policy.
- Fully cooperate with the City's investigation of complaints made under this Policy.

2. Managers and Supervisors

In addition to the responsibilities listed above, managers and supervisors are responsible for the following:

- Implementing this Policy by taking all complaints seriously and modeling behavior that is consistent with this Policy. Direct all complaints to the Human Resources Administrator.
- Take positive steps to eliminate any form of harassment, discrimination or retaliation observed or brought to theirhis/her attention.
- No department director, manager, supervisor or other employee may retaliate through any action of intimidation, restraint, coercion or discrimination.
- Monitoring the work environment and taking appropriate action to stop potential Policy violations.
- When appropriate, follow up with those who have complained to ensure the behavior complained of has ceased.

H. Option to Report to Outside Administrative Agencies

Sexual harassment and retaliation for opposing sexual harassment or participating in investigations of sexual harassment are illegal. In addition to notifying the Company about harassment or retaliation complaints, affected employees may also direct their complaints to the California

Department of Fair Employment and Housing (DFEH), which has the authority to conduct investigations of the facts. The deadline for filing complaints with the DFEH is one (1) year from the date of the alleged unlawful conduct. If the DFEH believes that a complaint is valid and settlement efforts fail, the DFEH may seek an administrative hearing before the California Fair Employment and Housing Council (FEHC) or file a lawsuit in court. Both the FEHC and the courts have the authority to award monetary and non-monetary relief in meritorious cases. You can contact the nearest DFEH office or the FEHC at the locations listed in the City's DFEH poster or by checking the state government listings in the local telephone directory.

APPENDIX D RETURN TO WORK POLICY

Purpose

The purpose of this policy is to establish guidelines that the City may follow, should an employee have an extended absence due to illness or injury.

The City strives to assist employees to return to work at the earliest possible date following an injury or illness. However, this policy is not intended to supersede or modify the procedures applicable to employees eligible for reasonable accommodation or covered under leave provisions under the terms of this COE~~MOU~~ or federal or state law.

The City cannot guarantee a transitional position and is under no obligation to offer, create or encumber any specific position for purposes of offering placement to such a position.

Inquiries about the reasonable accommodation for disabilities or employee leave rights should be directed to the Human Resources Department (HR).

Transitional Work

The City defines "transitional work" as temporary, light duty and/or modified work assignments within the employee's physical abilities, knowledge and skills.

When possible, in the discretion of the City, transitional positions will be made available to injured workers to minimize or eliminate time lost from work.

The policy only applies to regular full- and part-time employees who are on leave as a result of injury or illness.

In the event an employee refuses transitional work (outside the qualified employee's FMLA/CFRA benefits period) and the employee satisfies the restrictions and ability to perform the transitional position, the City is not obligated to provide an alternative position. In such cases, the City will notify the insurance carrier of the employee's refusal of the transitional work.

Procedures

To obtain a transitional assignment the employee must provide a statement from the employee's treating health care professional containing the following information:

a) That treating health care professional has reviewed the employee's job description;

b) That the employee cannot perform all of the essential functions of their~~her/his~~ job, identifying which essential functions cannot be performed;

c) When the employee will be able to resume performing all essential functions of their~~her/his~~ job, with or without accommodation, and if accommodation will be required, the nature of that accommodation;

d) If the treating health care practitioner cannot determine when the employee will be able to resume performing all essential functions of their~~her/his~~ job, when the

employee will next be evaluated for that purpose;

e) In addition, all other work limitations, such as restrictions on lifting, standing, sitting, walking, hours that can be worked and the like, so that the nature of possible transitional employment can be evaluated, and how long each of those limitations will be in place; and

f) Any other limitation of the employee's ability to perform work for the City in a transitional position

If the treating health care provider provides the above information to the satisfaction of the City, and releases the employee to return to work on modified duty the City will review the information to determine if a transitional position for the employee is appropriate and transitional work falls within City business needs. Transitional positions are developed based on the physical capability of the worker, the business needs of the City and the availability of transitional work. The City will determine appropriate work hours, shifts, duration and locations of all work assignments. The City reserves the right in its sole discretion to determine the availability, appropriateness and continuation of all transitional work assignments. The assignment to a transitional position cannot exceed 6 months.

If the employee is offered a transitional position, a transitional position job description, including physical requirements, will be prepared for review and approval by the treating health care provider. Once approved, the employee will be provided a letter noting the treating health care provider's approval and the start date, hours, wage, duration and location of the transitional work assignment. The employee will be asked to sign the letter indicating theirhis or her acceptance or refusal of the transitional work job offer and to return the letter to HR.

Any employee returning to a transitional position must not exceed the duties of the position or go beyond the doctor's restrictions. If any medical restrictions change, the employee must immediately notify theirhis or her supervisor and provide the supervisor a copy of the new medical release. If, in the judgment of the City, the employee is unable to satisfactorily perform the duties of the transitional position, the City may end the employee's transitional work assignment. The City will keep its insurance carriers apprised of relevant information related to the provisions of this section and its application to employees.

EMPLOYEE RESPONSIBILITY

- Employees will be required to acknowledge that they have read, understand and will abide by the agency's technology policy. Violation of the policy may result in discipline, up to and including dismissal.
- To the extent that, under some circumstance, an employee is allowed to use e-mail for personal purposes the employee does so at theirhis or her own risk. Employees should be aware that deletion of a message or file may not fully eliminate the message from the system.
- Employees learning of any misuse of the voice-mail, e-mail or other computer system or violations of this policy shall immediately notify the City Manager or theirhis/her designee.

MANAGEMENT RESPONSIBILITIES AND GUIDELINES

Management and supervisors are responsible for reasonable enforcement of this policy. Any e-mail information or messages revealed or disclosed under this policy are considered to be of a confidential nature.