



AGENDA
SELMA CITY COUNCIL
MEETING TUESDAY
October 06, 2026
5:00 p.m. Special Meeting
6:00 p.m. Regular Meeting

Selma City Council Chambers
1710 Tucker Street
Selma, CA 93662

Teleconference Phone Number: +1 301 715 8592
Webinar ID: 891 6864 5005 <https://zoom.us/j/89168645005>

*WHEN ON THE PHONE, IF YOU WISH TO ADDRESS COUNCIL DURING THE PUBLIC COMMENT PORTION OF THE AGENDA, PRESS *9 TO "RAISE HAND" AND WE WILL SELECT YOU FROM THE MEETING CUE. PRESS *6 TO UNMUTE AND MUTE YOURSELF.*

Notice to Meeting Attendees: Members of the audience shall not engage in disorderly or boisterous conduct including the utterance of threatening or abusive language or other acts which disturb, disrupt or impede or otherwise render the orderly conduct of a City Council meeting infeasible.

5:00 P.M. SPECIAL MEETING

CALL TO ORDER

ROLL CALL: Council Members Avalos, Ocegüera, Trujillo, Mayor Pro Tem Guerra and Mayor Robertson

POTENTIAL CONFLICTS OF INTEREST: Any council member who has a potential conflict of interest may now identify the item and recuse themselves from discussing and voting on the matter.

AGENDA CHANGES OR DELETIONS: To better accommodate members of the public or inconvenience in the order of presentation, items on the agenda may not be presented or acted upon in the order listed. Additions to Agenda may be added only pursuant to California Government Code Section 54954.2 (b).

ORAL COMMUNICATIONS

NOTICE(S) TO THE PUBLIC: At this time, any member of the public may address the City Council regarding any item on the regular meeting agenda over which the Council has jurisdiction. No action or discussion will be taken on any item not on the agenda. Issues raised will be referred to the City Manager for review. Members of the public should limit their remarks to three (3) minutes.

CONVENE TO CLOSED SESSION

This item has been set aside for the City Council to meet in a closed session to discuss matters pursuant to Government Code Section 54956.9(d)(4). The City Attorney will provide an oral report regarding the Closed Session.

1. Pending Litigation Pursuant to Government Code Section 54956.9
 - a. City of Selma v Santillan (FCSC Case No. 25CECG05076)
 - b. Santillan v City of Selma (FCSC Case No.: 25CECG04748)
 - c. Venegas v City of Selma (FCSC Case No.: 26CU01955)
2. Public Employee Performance Evaluation
 - a. Pursuant to Government Code Section 54957 (b)(1)
 - b. Title: City Manager

ADJOURNMENT OUT OF CLOSED SESSION

RECONVENE TO OPEN SESSION

CITY ATTORNEY REPORT

After any closed session, the legislative body shall reconvene into open session prior to adjournment and shall make any disclosures required by Section 54957.1 of action taken in the closed session.

6:00 P.M. REGULAR MEETING

CALL TO ORDER

INVOCATION: Pastor Jose Alvarez

PLEDGE OF ALLEGIANCE: Mayor Pro Tem Guerra

ROLL CALL: Council Members Avalos, Ocegüera, Trujillo, Mayor Pro Tem Guerra and Mayor Robertson

POTENTIAL CONFLICTS OF INTEREST: Any council member who has a potential conflict of interest may now identify the item and recuse themselves from discussing and voting on the matter.

AGENDA CHANGES OR DELETIONS: To better accommodate members of the public or inconvenience in the order of presentation, items on the agenda may not be presented or acted upon in the order listed. Additions to Agenda may be added only pursuant to California Government Code Section 54954.2 (b).

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1 - SPECIAL PRESENTATIONS

1-1 Special Presentation Recognizing Contributions of the SIKH Community Rogers

2 - CONSENT CALENDAR

All items listed under the consent calendar category are considered routine. The complete consent calendar will be enacted by one motion by ROLL CALL VOTE. For purposes of discussion, any Council member may have an item removed from the consent calendar and made part of the regular agenda. The council can then approve the remainder of the consent calendar.

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|-----|--|---------|
| 2-1 | Approval - Meeting Minutes - Regular Meeting dated September 15, 2026 and Special Meeting September 15, 2026 | Fallert |
| 2-2 | Approval - Check Register Dated 09/02/26 Check Numbers 90504 to 90615 | Moreno |
| 2-3 | Informational - Quarterly Report on City Hiring | Fallert |
| 2-4 | Approval - Consideration of Resolution 2026-108 adding the classification of Senior Center Coordinator, authorizing changes to the Division Chief of EMS (Non-Safety) Classification and delete the Senior Center Activities Coordinator and Senior Nutrition Coordinator classifications. | Fallert |
| 2-5 | Approval - Adopt Resolution 2026-109 approving a four-year Memorandum of Understanding between the City of Selma and the International Association of Firefighters Local 3716 for the period of July 1, 2026 through June 30. | Fallert |
| 2-6 | Approval - Adopt Resolution 2026-110 approving a four-year Memorandum of Understanding between the City of Selma and the Fire Middle Management Employees for the period of July 1, 2026 through June 30, 2030. | Fallert |
| 2-7 | Approval - Adopt Resolution 2026-111 amending the Master Salary Chart for Fire Department Classifications, Police Cadet Part-Time Wages and add the Senior Center Coordinator to the Chart effective October 17, 2026. | Fallert |

3 - DEPARTMENTAL REPORTS

City staff and contract employees present will be recorded in the minutes.

4 - PUBLIC HEARING

No Scheduled Public Hearing

5 - REGULAR BUSINESS

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| 5-1 | Discussion Item - City's Policy on Naming Parks and Facilities. | Fletcher |
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6 - FUTURE AGENDA ITEMS

Council requests for future agenda items. Not subject to public comment. Items require a consensus.

7 - COUNCIL REPORTS / COUNCIL COMMITTEE REPORTS

Brief report by Council members on City related functions as authorized by the Brown Act.

ORAL COMMUNICATIONS

NOTICE(S) TO THE PUBLIC: At this time, any member of the public may address the City Council regarding any item on the regular meeting agenda over which the Council has jurisdiction. No action or discussion will be taken on any item not on the agenda. Issues raised will be referred to the City Manager for review. Members of the public should limit their remarks to three (3) minutes.

ADJOURNMENT

Upcoming Council Meetings:

- City Council Regular Meeting, Tuesday, October 20, 2026
- City Council Regular Meeting, Tuesday, November 03, 2026

- City Council Regular Meeting, Tuesday, November 17, 2026

Agendas for all City Council meetings are posted at least 72 hours prior to the meeting at the Council Chambers, 1710 Tucker Street. The City of Selma complies with the Americans with Disabilities Act (ADA of 1990) and Government Code Section 54953(g), and the City Council has adopted a reasonable accommodation policy to swiftly resolve accommodation requests. The policy can also be found on the City's website here. Please contact the City Clerk's Office, (559) 891-2200, to make an accommodation request, or to obtain an electronic or printed copy of the policy.

PUBLIC NOTIFICATION

I, Arturo Aguilar, Analyst/Deputy City Clerk for the City of Selma, declare under penalty of perjury that I posted the above Regular City Council Agenda for the meeting of October 06, 2026, near the front entrance of City Hall located at 1710 Tucker Street, Selma, CA and on the City's website www.cityofselma.com on October 01, 2026.

//s//

Arturo Aguilar
Analyst/Deputy City Clerk

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1-1

Proclamation Recognizing the
Sikh Community and
Condemning the 1984 Sikh
Genocide

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2-1

Approval Meeting Minutes

Meeting Minutes
Special Meeting of the Selma City Council
September 15, 2026

Selma City Council Chambers 1710
Tucker Street
Selma, CA 93662

CALL TO ORDER: The Special Meeting of the Selma City Council was called to order by Mayor Robertson at 5:30 p.m.

ROLL CALL: Council Members Avalos, Ocegüera, Mayor Pro Tem Guerra, and Mayor Robertson
Absent: Trujillo

POTENTIAL CONFLICTS OF INTEREST: None

AGENDA CHANGES OR DELETIONS: None

ORAL COMMUNICATIONS: None

CONVENE TO CLOSED SESSION: 5:33 p.m.

1. Pending Litigation Pursuant to Government Code Section 54957
- Highland Rose LP v. City of Selma, FCSCT No. 25CECG00503

RECONVENE TO OPEN SESSION: 5:55p.m.

CITY ATTORNEY REPORT: Nathan Hodges, Attorney reported that council has given direction to negotiate and finalize a settlement agreement and bring it back to council at the October 6, 2026 meeting.

ADJORNMENT: 5:56 p.m.

Approved the 6th day of October 2026.

APPROVED:

Scott Robertson,
Mayor

ATTEST:

Miriam Cruz
Interim City Clerk

Meeting Minutes
Regular Meeting of the Selma City Council
September 15, 2026

CALL TO ORDER: Mayor Robertson called the meeting to order at 6:02 p.m.

INVOCATION: Mayor Robertson

PLEDGE OF ALLEGIANCE: Mayor Robertson

ROLL CALL: Council Members Avalos, Ocegüera, Mayor Pro Tem Guerra, and Mayor Robertson, Absent: Trujillo

STAFF PRESENT: City Manager, Rogers, City Attorney, Constanzo, Deputy City Manager, Fallert, Finance Director, Moreno, Interim City Clerk, Cruz, Deputy City Clerk, Aguilar Police Chief Alcaraz, Public Works Director, Honn, Community Development Director, Mtunga, Public Information Director, Moreno, Engineering Staff Mohammad Alimi and Community Services Director, Fletcher.

POTENTIAL CONFLICTS OF INTEREST: None

AGENDA CHANGES OR DELETIONS: None

ORAL COMMUNICATIONS: None

1 - SPECIAL PRESENTATIONS

No Special Presentations

2 - CONSENT CALENDAR

All items listed under the consent calendar category are considered routine. The complete consent calendar will be enacted by one motion by ROLL CALL VOTE. For purposes of discussion, any Council member may have an item removed from the consent calendar and made part of the regular agenda. The council can then approve the remainder of the consent calendar.

- 2-1 Approval – Meeting Minutes – Regular Meeting dated September 1, 2026 and Special Meeting September 8, 2026
- 2-2 Approval - Check Register Dated 08/19/26 Check Numbers 90403 to 90503
- 2-3 Action item – Adopt Resolution 2026-96 awarding a construction contract to R.J. Berry Jr., Inc. for the Selma FY 24-25 Street Rehabilitation, and Consideration of Resolution 2026-97 Amending the FY 26-27 Budget for the Specific Capital Improvement Projects
- 2-4 Action item – Adopt Resolution 2026-98 authorizing and filing the City of Selma Transportation Development Act (TDA) Funding Claim for Fiscal Year 2026-2027, in accordance with the Fresno Council of Governments (Fresno COG)

- 2-5 Policy Board's approval of TDA funds apportionment and claims process
Receive and file the City of Selma Cash and Investment Report-Q4 Fiscal Year
- 2-6 2025-26
Action item – Adopt Resolution 2026-99 approving the California Arts Council
- 2-7 Arts and Youth Grant (AAY-26-30588)
Action item – Adopt Resolution 2026-100 Approving the California Arts Councils
- 2-8 General Operating Support Grant (GEN-26-30573)
Action Item – Adopt Resolution 2026-101 Authorizing the Special Event Fee
- 2-9 Waiver- Soup & Bread Festival
Action Item – Adopt Resolution 2026-102 Approving a Nonemergent
Transportation Services Agreement between the City of Selma and Hanford
Community Hospital dba Adventist Health Hanford, Hanford Community
Hospital dba Adventist Health Selma, and Authorization for the City Manager or
- 2-10 Designee to Execute All Necessary Associated Documents
Action Item – Adopt Resolution 2026-103 Approving the Purchase and
Installation of an Automated External Defibrillator (AED) at the Selma Senior
Center, Authorization for CPR/AED Training for SPARKS Staff and
Authorizing the City Manager or Designee to Execute All Necessary Associated
- 2-11 Documents
Action Item – Adopt Resolution 2026-104 Approving Amendment VII to the
Agreement for Contracted Services Between the Fresno County Rural
- 2-12 Transit Agency and the City of Selma
Action Item – Adopt Resolution 2026-105 authorizing the appointment of the City
Manager and Deputy City Manager as Plan Sponsor for Mission Square
- 2-13 Retirement 457 Employee Defined Contribution Retirement Plan
Action Item – Adopt Resolution 2026-106 Authorizing the City Manager, or His
Designee, to Execute a Shared Use Agreement with Walmart for the Placement of
a Solar Canopy Structure Over a City Storm Drain Line

Moved by: Avalos **Second by:** Guerra **Motion Carried** 4-0
Moved to approve items 2-1, 2-3 thru 2-10, and 2-13

Moved by: Avalos **Second by:** Ocegüera **Motion Carried** 4-0
Moved to approve item 2-2

Moved by: Avalos **Second by:** Guerra **Motion Carried** 4-0
Moved to approve item 2-11

Moved by: Robertson **Second by:** Ocegüera **Motion Carried** 4-0
Moved to approve item 2-12

3 - DEPARTMENTAL REPORTS

City staff and contract employees present will be recorded in the minutes.

4 – PUBLIC HEARING

- 4-1 Consideration and Necessary Action on Resolution of Necessity 2026-95, Declaring the Public Interest and Necessity Require Identified Real Property to be Taken or Acquired by the City of Selma for a Public Use and Purpose.

Neither Mr. Singh nor a representative of TMMT Farms were present to speak.

Moved by: Guerra **Second by:** Avalos **Motion Carried** 4-0
All consent calendar items approved on one motion

5 – REGULAR BUSINESS

- 5-1 Adopt Resolution 2026-107 Approving a Professional Services Agreement between Vitalvoice.ai Inc. and the City of Selma for Real-Time Language Interpretation, Transcription, and AI-Assisted Communication Services for the Selma Fire Department EMS Operations Division, and Authorization for the City Manager or Designee to Execute All Necessary Associated Documents

Moved by: Avalos **Second by:** Guerra **Motion Carried** 4-0

6 - FUTURE AGENDA ITEMS

Council requests for future agenda items. Not subject to public comment. Items require a consensus.

1. Avalos – No items
2. Ocegüera – Would like a monthly report on Animal Services
3. Guerra – Would like to know timeline for old Save Mart building opening
4. Robertson – Would like to have a report on having a vendor for after-hours pick-up for Animals

7 - COUNCIL REPORTS / COUNCIL COMMITTEE REPORTS

Brief report by Council members on City related functions as authorized by the Brown Act.

ORAL COMMUNICATIONS:

Bryan Ramirez expressed need of after-hours Animal Services 7:00pm

ADJOURNMENT: 7:03 p.m.

Approved the 6th day of October 2026.

APPROVED:

Scott Robertson
Mayor

ATTEST:

Mirium Cruz
Interim City Clerk

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2-2

Approval Check Register

City of Selma
US Bank Invoice for Cal-Card Transactions
Period: 07/23/2026 - 08/24/2026

EMPLOYEE NAME	TRANSACTION DATE	VENDOR NAME	DESCRIPTION OF PURCHASE	ACCOUNT #	AMOUNT
ALEJANDRO ALVAREZ	07/30/2026	CECILIA SANCHEZ NOTARY SERVICES	POLICE OFFICER CANDIDATES AUTHORIZATION WAIVER (2)	1000-3120-610000	60.00
ALEJANDRO ALVAREZ	08/01/2026	HILTON GARDEN INN	FTO TRAINING (08/17-08/21) - CARLOS ROMERO	1000-3120-660000	204.61
ALEJANDRO ALVAREZ	08/01/2026	HILTON GARDEN INN	FTO TRAINING (08/17-08/21) - CARLOS ROMERO	1000-3120-660000	144.27
ALEJANDRO ALVAREZ	08/01/2026	HILTON GARDEN INN	FTO TRAINING (08/17-08/21) - CARLOS ROMERO	1000-3120-660000	220.90
ALEJANDRO ALVAREZ	08/01/2026	HILTON GARDEN INN	FTO TRAINING (08/17-08/21) - CARLOS ROMERO	1000-3120-660000	189.15
ALEJANDRO ALVAREZ	08/01/2026	HILTON GARDEN INN	FTO TRAINING (08/17-08/21) - CARLOS ROMERO	1000-3120-660000	162.29
ALEJANDRO ALVAREZ	08/13/2026	THE HOME DEPOT	CODE ENFORCEMENT STAKES	1000-3131-610000	20.59
ANDREW GUZMAN	07/25/2026	HAMPTON INN AND SUITES	SLI TRAINING	1000-3120-660000	505.59
ANDREW GUZMAN	08/03/2026	WINE & ROSES HOTEL	K9 LIABILITY TRAINING	1000-3120-660000	29.89
ANDREW GUZMAN	08/21/2026	ARCO GAS STATION	FUEL DURING TRAINING	6002-8030-610006	50.03
ANDREW GUZMAN	08/21/2026	HAMPTON INN AND SUITES	SLI TRAINING	1000-3120-660000	505.59
ANIMAL SERVICES	07/21/2026	THE HOME DEPOT	LIGHT BULBS	1000-6400-610011	32.50
ANIMAL SERVICES	07/22/2026	AMAZON	DISINFECTANT CLEANER	1000-6400-610011	472.92
ANIMAL SERVICES	07/25/2026	ELM AVE FEED	CAT FOOD	1000-6400-610011	110.58
ANIMAL SERVICES	07/25/2026	ELM AVE FEED	CAT LITTER	1000-6400-610011	56.95
ANIMAL SERVICES	07/28/2026	THE HOME DEPOT	CLEANING BRUSHES	1000-6400-610011	157.13
ANIMAL SERVICES	08/01/2026	THE HOME DEPOT	MOP BUCKET & WATER	1000-6400-610011	245.69
ANIMAL SERVICES	08/04/2026	ELM AVE FEED	DOG FOOD	1000-6400-610011	424.58
ANIMAL SERVICES	08/05/2026	ACE HARDWARE	RUBBER Mallet	1000-6400-610011	13.43
ANIMAL SERVICES	08/06/2026	AMAZON	BITE GLOVES	1000-6400-610011	72.66
ANIMAL SERVICES	08/06/2026	AMAZON	BITE GLOVES	1000-6400-610011	41.21
ANIMAL SERVICES	08/06/2026	WALMART	OFFICE SUPPLIES	1000-6400-610001	81.58
ANIMAL SERVICES	08/06/2026	WALMART	KENNEL TECH WORK CLOTHING	1000-6400-604007	87.75
ANIMAL SERVICES	08/14/2026	WALMART	GLOVES	1000-6400-610011	23.71
ANIMAL SERVICES	08/14/2026	AUTOZONE	LATEX GLOVES	1000-6400-610011	95.42
ANIMAL SERVICES	08/17/2026	AMAZON	FILE FOLDERS	1000-6400-610001	113.88
ANIMAL SERVICES	08/17/2026	AMAZON	LATEX GLOVES	1000-6400-610011	153.62
ANIMAL SERVICES	08/17/2026	AMAZON	LATEX GLOVES	1000-6400-610011	155.40
ANIMAL SERVICES	08/18/2026	WALMART	CAT FOOD	1000-6400-610011	122.85
ANIMAL SERVICES	08/19/2026	AMAZON	ANIMAL HANDLING TOOL	1000-6400-610011	29.28
ANIMAL SERVICES	08/22/2026	ELM AVE FEED	CAT LITTER	1000-6400-610011	141.83
ANIMAL SERVICES	08/22/2026	AMAZON	DISINFECTANT CLEANER	1000-6400-610011	236.46
ANTHONY RIVAS	07/25/2026	AMAZON	WIRELESS MOBILE PRINTER AND INK	1000-3230-610000	428.08
ANTHONY RIVAS	08/11/2026	AMAZON	PRINTER RETURN	1000-3230-610000	(384.50)
ANTHONY RIVAS	08/11/2026	AMAZON	WIRELESS MOBILE PRINTER	1000-3230-610000	379.65
CALEB GARCIA	08/01/2026	MCDONALD'S	SUPPLIES (MEAL FOR VICTIM)	1000-3130-610000	11.47
CALEB GARCIA	08/14/2026	USPS	POSTAGE	1000-3130-610003	8.15
CALEB GARCIA	08/17/2026	GULF OIL GAS STATION	FUEL	6002-8030-610006	38.79
CITY OF SELMA STATION 1	07/26/2026	THE HOME DEPOT	DEGREASER	1000-3220-610000	14.08
CITY OF SELMA STATION 1	07/30/2026	NAPA AUTO PARTS	INTERN HELMET SCREWS	1000-3220-604020	7.04
CITY OF SELMA STATION 1	08/13/2026	WALMART	ST 1, 2, & 3 CLEANING SUPPLIES	1000-3220-610000	177.50
CITY OF SELMA STATION 1	08/13/2026	WALMART	ST 1, 2, & 3 CLEANING SUPPLIES	5000-3300-610000	88.75
CITY OF SELMA STATION 1	08/18/2026	NAPA AUTO PARTS	RADIATOR FLUID	1000-3220-604008	29.28
CITY OF SELMA STATION 2	07/24/2026	TAYLOR'S TINS	INTERN PPE	1000-3220-604020	216.00
CITY OF SELMA STATION 2	07/27/2026	ACE HARDWARE	PPE STORAGE AT STATION	1000-3220-610000	16.26
CITY OF SELMA STATION 2	07/29/2026	ACE HARDWARE	TOILET REPAIR PARTS	1000-3220-610000	24.97
CITY OF SELMA STATION 2	08/11/2026	THE HOME DEPOT	STATION FAN	1000-3220-610000	164.99

City of Selma
US Bank Invoice for Cal-Card Transactions
Period: 07/23/2026 - 08/24/2026

EMPLOYEE NAME	TRANSACTION DATE	VENDOR NAME	DESCRIPTION OF PURCHASE	ACCOUNT #	AMOUNT
CITY OF SELMA STATION 2	08/22/2026	EL TORO LOCO MARKET	STATION CLEANING SUPPLIES	1000-3220-610000	16.56
CYNTHIA GOMEZ	08/15/2026	FOOD 4 LESS	OIS/HOMICIDE INVESTIGATION DRINKS	1000-3130-610000	38.45
CYNTHIA GOMEZ	08/15/2026	DELI DELICIOUS	OIS/HOMICIDE INVESTIGATION FOOD	1000-3130-610000	129.00
CYNTHIA GOMEZ	08/17/2026	CITY OF SACRAMENTO	CTO TRAINING - DISPATCHER TRISTAN	1000-3132-660000	224.00
CYNTHIA GOMEZ	08/23/2026	AMAZON	SUPPLIES	1000-3131-610000	35.23
DANIEL DIAZ	07/23/2026	AMAZON	AMBULANCE CONTAINERS	5000-3300-610000	34.76
DANIEL DIAZ	07/26/2026	AMAZON	IPAD CASES	5000-3300-610000	90.24
DANIEL DIAZ	07/27/2026	CENTRAL VALLEY MEDICAL EDUCATION	ACLS TRAINING	5000-3300-660000	120.00
DANIEL DIAZ	07/27/2026	DPH EMERGENCY MEDICAL SERVICES	PARAMEDIC RECERTIFICATION	5000-3300-661001	78.00
DANIEL DIAZ	08/13/2026	UNITED AIRLINES	FLIGHT	1000-3210-662000	468.41
DANIEL DIAZ	08/13/2026	EMERGENCY MEDICAL SERVICE	PARAMEDIC RECERTIFICATION	5000-3300-661001	250.00
DANIEL DIAZ	08/13/2026	UNITED AIRLINES	SEAT PURCHASE ON FLIGHT	1000-3210-662000	10.95
DANIEL DIAZ	08/17/2026	DPH EMERGENCY MEDICAL SERVICES	PARAMEDIC RECERTIFICATION	5000-3300-661001	78.00
DANIEL DIAZ	08/18/2026	CE SOLUTIONS	TRAINING	5000-3300-660000	414.92
DONAVON FULLNER	07/26/2026	NORTHERN FOOD MART	BISCAR INCIDENT - FUEL (WILL BE REIMBURSED)	1000-3220-604016	126.16
DONAVON FULLNER	07/27/2026	ENTERPRISE RENT-A-CAR	BISCAR INCIDENT RENTAL VEHICLE (WILL BE REIMBURSED)	1000-3220-604016	388.55
DONAVON FULLNER	07/28/2026	SURESTAY PLUS BY BEST WESTERN	BISCAR INCIDENT- LODGING (WILL BE REIMBURSED)	1000-3220-604016	188.74
DONAVON FULLNER	07/28/2026	CHEVRON GAS STATION	CASTLE INCIDENT - FUEL (WILL BE REIMBURSED)	1000-3220-604016	94.05
DONAVON FULLNER	07/30/2026	CREEKSIDE HOTEL & SUITES	CASTLE INCIDENT - LODGING (WILL BE REIMBURSED)	1000-3220-604016	304.64
DONAVON FULLNER	08/07/2026	CHEVRON GAS STATION	CASTLE INCIDENT - FUEL	1000-3220-604016	175.00
DONAVON FULLNER	08/07/2026	ROLLING HILLS RESORT	CASTLE INCIDENT - LODGING (WILL BE REIMBURSED)	1000-3220-604016	121.00
DWAYNE MCPHERSON	07/23/2026	CHEVRON GAS STATION	FUEL	2045-3130-610006	80.23
DWAYNE MCPHERSON	07/28/2026	CHEVRON GAS STATION	FUEL	2045-3130-610006	75.17
DWAYNE MCPHERSON	07/30/2026	CHEVRON GAS STATION	FUEL	2045-3130-610006	84.60
DWAYNE MCPHERSON	08/02/2026	AUTOZONE	AC REFRIGERANT (TOYOTA CAMRY)	2045-3130-610000	92.21
DWAYNE MCPHERSON	08/04/2026	ARCO GAS STATION	FUEL	2045-3130-610006	73.07
DWAYNE MCPHERSON	08/07/2026	CIRCLE K GAS STATION	FUEL	2045-3130-610006	70.26
DWAYNE MCPHERSON	08/11/2026	ARCO GAS STATION	FUEL	2045-3130-610006	74.33
DWAYNE MCPHERSON	08/13/2026	ARCO GAS STATION	FUEL	2045-3130-610006	63.35
DWAYNE MCPHERSON	08/17/2026	CHEVRON GAS STATION	FUEL	2045-3130-610006	79.26
DWAYNE MCPHERSON	08/20/2026	SHELL GAS STATION	FUEL	2045-3130-610006	69.44
EMS DIVISION 552	07/29/2026	ACE HARDWARE	SUPPLIES	5000-3300-610000	73.72
EMS DIVISION 552	08/17/2026	CIRCLE K GAS STATION	FUEL	6002-8030-610006	83.46
EMS DIVISION 552	08/18/2026	MIRROR FINISH POLISHES	CAR WASH SUPPLIES	5000-3300-610000	23.43
EMS DIVISION 553	07/23/2026	CHEVRON GAS STATION	FUEL	6002-8030-610006	150.14
EMS DIVISION 553	08/05/2026	SHELL GAS STATION	FUEL - GANN FIRE (WILL BE REIMBURSED)	1000-3220-604016	104.85
EMS DIVISION 553	08/09/2026	SHELL GAS STATION	FUEL - GANN FIRE (WILL BE REIMBURSED)	1000-3220-604016	108.53
EMS DIVISION 553	08/09/2026	WALMART	HEADLIGHT	5000-3300-604008	36.68
EMS DIVISION 553	08/11/2026	SHELL GAS STATION	FUEL - GANN FIRE (WILL BE REIMBURSED)	1000-3220-604016	84.70
EMS DIVISION 553	08/12/2026	SHELL GAS STATION	FUEL - GANN FIRE (WILL BE REIMBURSED)	1000-3220-604016	66.99
EMS DIVISION 556	07/23/2026	ACE HARDWARE	SUPPLIES	5000-3300-610000	203.82
EMS DIVISION 556	08/02/2026	CHEVRON GAS STATION	FUEL	6002-8030-610006	122.43
EMS DIVISION 557	08/05/2026	ACE HARDWARE	SUPPLIES	5000-3300-610000	17.35
EMS DIVISION 557	08/09/2026	WALGREENS	MEDICAL SUPPLIES	5000-3300-610009	21.68
FINANCE DEPARTMENT	07/28/2026	CANVA	SUBSCRIPTION	1000-1500-604012	128.99
FINANCE DEPARTMENT	08/01/2026	SPECTRUMVOIP, INC.	FCC MANDATED E911	6004-8050-640000	34.77
FINANCE DEPARTMENT	08/20/2026	AT&T U-VERSE	INTERNET FOR WEED & SEED	1000-3120-642000	170.49

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Period: 07/23/2026 - 08/24/2026

EMPLOYEE NAME	TRANSACTION DATE	VENDOR NAME	DESCRIPTION OF PURCHASE	ACCOUNT #	AMOUNT
HUMAN RESOURCES	08/20/2026	CALPELRA	CALPELRA CONFERENCE 2026	1000-1400-662000	975.00
HUMAN RESOURCES	08/20/2026	CALPELRA	CALPELRA MEMBERSHIP	1000-1400-663000	390.00
JASON ROGERS	07/23/2026	LEGENDS TAP HOUSE & GRILL	MAYOR/CITY MANAGER LUNCH MEETING	1000-1300-662000	48.59
JASON ROGERS	08/12/2026	FRESNO COUNTY CLERK	CEQA NOE FILING	1000-5200-600000	50.00
JASON ROGERS	08/12/2026	FRESNO COUNTY CLERK	CEQA NOE FILING SERVICE FEE	1000-5200-600000	1.15
JASON ROGERS	08/20/2026	RODOLFO'S MEXICAN RESTAURANT	MAYOR/CITY MANAGER LUNCH MEETING	1000-1300-662000	35.26
JASON ROGERS	08/20/2026	CECILIA SANCHEZ NOTARY SERVICES	NOTARY SERVICES RINGO PARK PROJECT	1000-5400-600000	30.00
JONATHON KUTKA	08/06/2026	THE HOME DEPOT	SURGE PROTECTOR - CITY HALL	1000-1400-610000	32.30
JONATHON KUTKA	08/12/2026	PATCH SUPPLY, INC.	CHRIS NELSON PATCHES - PPE	1000-3220-604019	324.97
JONATHON KUTKA	08/22/2026	BEST BUY	REFRIGERATOR STATION 2	1000-3220-610000	1,029.42
JONATHON KUTKA	08/22/2026	BEST BUY	REFRIGERATOR STATION 2	5000-3300-610000	1,029.41
JORDAN WEBSTER	08/03/2026	CALIFORNIA FIRE CHIEFS ASSOCIATION	ANNUAL MEMBERSHIP	1000-3210-663000	1,083.00
JORDAN WEBSTER	08/03/2026	CALIFORNIA FIRE CHIEFS ASSOCIATION	ANNUAL MEMBERSHIP	5000-3300-660000	250.00
JORDAN WEBSTER	08/06/2026	CALIFORNIA FIRE CHIEFS ASSOCIATION	ANNUAL CONFERENCE REGISTRATION	1000-3210-662000	600.00
JORDAN WEBSTER	08/09/2026	WALMART	TIRES	1000-3220-604008	502.90
JOSELYNN RIZO	07/23/2026	AMAZON	EVIDENCE TRUCK WEATHER MATS	1000-3120-610000	141.00
JOSELYNN RIZO	08/05/2026	AMAZON	OFFICE SUPPLIES-ENVELOPES	1000-3131-610000	20.56
JOSELYNN RIZO	08/05/2026	AMAZON	BREAK ROOM ICE MACHINE FILTER	1000-3131-610000	136.44
JOSELYNN RIZO	08/14/2026	AMAZON	OFFICE SUPPLIES-VACUUM	1000-3131-610000	37.96
JOSELYNN RIZO	08/16/2026	AMAZON	OFFICE SUPPLIES-KLEENEX, PENS, DRAIN STICKS, PERMANENT MARKERS	1000-3131-610000	91.24
JOSELYNN RIZO	08/17/2026	PANADERIA VANESSA	COMMANDER INTERVIEW PANEL	1000-3110-610000	12.50
JOSELYNN RIZO	08/18/2026	DASH MEDICAL GLOVES	EVIDENCE GLOVES	1000-3120-610000	246.94
JOSELYNN RIZO	08/20/2026	AMAZON	SUPPLIES-BINDERS, EXTERIOR PD FLAG	1000-3131-610000	98.25
KIZITO OKOROANYANWU	07/21/2026	NAPA AUTO PARTS	A/C FILTER DRYER	5002-4200-610004	103.15
KIZITO OKOROANYANWU	07/21/2026	TRUCK PRO	DOT FITTINGS	5002-4200-610004	216.09
KIZITO OKOROANYANWU	07/22/2026	NAPA AUTO PARTS	BRAKE PAD	5002-4200-610004	129.40
KIZITO OKOROANYANWU	07/22/2026	NAPA AUTO PARTS	BRAKE PAD PAYMENT	5002-4200-610004	71.91
KIZITO OKOROANYANWU	07/22/2026	NAPA AUTO PARTS	REFUND BRAKE PAD	5002-4200-610004	(71.91)
KIZITO OKOROANYANWU	07/23/2026	FLEETPRIDE	AIR RIDE BAG REAR ARBOC	5002-4200-610004	2,077.44
KIZITO OKOROANYANWU	07/23/2026	TRUCK PRO	RT 195 RELAY	5002-4200-610004	205.32
KIZITO OKOROANYANWU	07/24/2026	O'REILLY AUTO PARTS	ABS SENSOR ARBOC	5002-4200-610004	42.70
KIZITO OKOROANYANWU	07/27/2026	NAPA AUTO PARTS	COOLANT ARBOC	5002-4200-610004	66.97
KIZITO OKOROANYANWU	07/28/2026	NAPA AUTO PARTS	A/C COMPRESSOR REAR ABC	5002-4200-610004	531.78
KIZITO OKOROANYANWU	07/28/2026	NAPA AUTO PARTS	ARB A/C DRIER FILTER	5002-4200-610004	593.21
KIZITO OKOROANYANWU	07/28/2026	NAPA AUTO PARTS	AC COMPRESSOR	5002-4200-610004	532.40
KIZITO OKOROANYANWU	07/28/2026	NAPA AUTO PARTS	ELD BELT V	5002-4200-610004	67.38
KIZITO OKOROANYANWU	07/28/2026	NAPA AUTO PARTS	ARBOC RELAY	5002-4200-610004	32.41
KIZITO OKOROANYANWU	07/29/2026	NAPA AUTO PARTS	AC COMPRESSOR	5002-4200-610004	252.36
KIZITO OKOROANYANWU	07/29/2026	NAPA AUTO PARTS	ARBOC AIR FILTER	5002-4200-610004	61.67
KIZITO OKOROANYANWU	07/29/2026	NAPA AUTO PARTS	RELAY	5002-4200-610004	146.05
KIZITO OKOROANYANWU	07/30/2026	AMAZON	EL D BENDIX DRYER	5002-4200-610004	644.70
KIZITO OKOROANYANWU	07/30/2026	J&F DIESEL REPAIR	RT 150 REPAIR	5002-4200-600000	1,098.90
KIZITO OKOROANYANWU	07/30/2026	J&F DIESEL REPAIR	RT 155 REPAIR	5002-4200-600000	976.80
KIZITO OKOROANYANWU	07/30/2026	J&F DIESEL REPAIR	RT 192 REPAIR	5002-4200-600000	1,287.51
KIZITO OKOROANYANWU	07/31/2026	NAPA AUTO PARTS	MOTOR DRIVE OIL BYD	5002-4200-610004	613.30
KIZITO OKOROANYANWU	07/31/2026	NAPA AUTO PARTS	RADIATOR CAP	5002-4200-610004	101.42
KIZITO OKOROANYANWU	07/31/2026	FUTURE FORD OF CLOVIS	RT 171 REPAIR	5002-4200-600000	1,030.88

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EMPLOYEE NAME	TRANSACTION DATE	VENDOR NAME	DESCRIPTION OF PURCHASE	ACCOUNT #	AMOUNT
KIZITO OKOROANYANWU	08/03/2026	O'REILLY AUTO PARTS	BATTERY RT VOYAGER	5002-4200-610004	803.30
KIZITO OKOROANYANWU	08/04/2026	FRONTIER FASTENER	SUPPLIES	5002-4200-610000	74.38
KIZITO OKOROANYANWU	08/05/2026	TRUCK PRO	AIR DRYER	5002-4200-610004	892.78
KIZITO OKOROANYANWU	08/05/2026	WWW.APPS4RENT.COM	FLEETMATE CLOUD SUB	5002-4200-600000	145.95
KIZITO OKOROANYANWU	08/08/2026	AMAZON	SUPPLIES	5002-4200-610000	111.71
KIZITO OKOROANYANWU	08/10/2026	SOUTHERN TIRE MART	RT 219 NEW TIRES X4	5002-4200-610004	3,236.37
KIZITO OKOROANYANWU	08/10/2026	NAPA AUTO PARTS	BRAKE PAD	5002-4200-610004	573.40
KIZITO OKOROANYANWU	08/10/2026	THE HOME DEPOT	DETAILER SUPPLIES	5002-4200-610000	632.03
KIZITO OKOROANYANWU	08/10/2026	NAPA AUTO PARTS	RADIATOR	5002-4200-610004	260.75
KIZITO OKOROANYANWU	08/10/2026	NAPA AUTO PARTS	ARBC REAR MAIN SEAL	5002-4200-610004	34.16
KIZITO OKOROANYANWU	08/10/2026	FRESNO CHRYSLER JEEP	RT 235 REPAIR	5002-4200-600000	242.05
KIZITO OKOROANYANWU	08/11/2026	O'REILLY AUTO PARTS	FAN CLUTCH	5002-4200-610004	327.87
KIZITO OKOROANYANWU	08/11/2026	THE HOME DEPOT	PEST CONTROL	5002-4200-610004	154.83
KIZITO OKOROANYANWU	08/12/2026	O'REILLY AUTO PARTS	REFUND FAN CLUTCH	5002-4200-610004	(158.62)
KIZITO OKOROANYANWU	08/12/2026	O'REILLY AUTO PARTS	RT 168 SENSOR TEMP	5002-4200-610004	361.00
KIZITO OKOROANYANWU	08/12/2026	O'REILLY AUTO PARTS	RT 168 WATER PUMP	5002-4200-610004	164.51
KIZITO OKOROANYANWU	08/13/2026	O'REILLY AUTO PARTS	ANTIFREEZE DEX5050	5002-4200-610004	16.26
KIZITO OKOROANYANWU	08/13/2026	O'REILLY AUTO PARTS	RT 185 BATTERY	5002-4200-610004	255.82
KIZITO OKOROANYANWU	08/13/2026	O'REILLY AUTO PARTS	RT 168 ORDEX5050	5002-4200-610004	81.30
KIZITO OKOROANYANWU	08/13/2026	O'REILLY AUTO PARTS	TRUCK COVER LIFT	5002-4200-610004	97.62
KIZITO OKOROANYANWU	08/14/2026	SELMA CHRYSLER DODGE JEEP	RT 232 REPAIR	5002-4200-600000	484.10
KIZITO OKOROANYANWU	08/14/2026	AMAZON	SHOP SUPPLIES	5002-4200-610000	177.86
KIZITO OKOROANYANWU	08/15/2026	AMAZON	SHOP SUPPLIES	5002-4200-610000	41.21
KIZITO OKOROANYANWU	08/17/2026	FLEETPRIDE	AIR BAG AIR LIFT ELD X2	5002-4200-610004	367.09
KIZITO OKOROANYANWU	08/17/2026	FAHRNEY FORD	RT 256 REPAIR	5002-4200-600000	2,380.12
KIZITO OKOROANYANWU	08/18/2026	O'REILLY AUTO PARTS	RELAY	5002-4200-610004	9.74
KIZITO OKOROANYANWU	08/18/2026	NAPA AUTO PARTS	RELAY	5002-4200-610004	16.21
KIZITO OKOROANYANWU	08/18/2026	NAPA AUTO PARTS	RELAY	5002-4200-610004	64.84
KIZITO OKOROANYANWU	08/18/2026	O'REILLY AUTO PARTS	ROTOR BRAKE PAD	5002-4200-610004	218.69
KIZITO OKOROANYANWU	08/18/2026	CENTRAL SUPPLY CO	SUPPLIES	5002-4200-610000	28.38
KIZITO OKOROANYANWU	08/19/2026	SAFETY KLEEN SYSTEMS	OIL SERVICE	5002-4200-600000	1,287.71
KIZITO OKOROANYANWU	08/19/2026	VALLEY TRANSPORT REFRIGERATION	RT 171 REPAIR	5002-4200-600000	1,516.92
KIZITO OKOROANYANWU	08/19/2026	O'REILLY AUTO PARTS	SHOP TRAINING REG	5002-4200-600000	299.00
KIZITO OKOROANYANWU	08/20/2026	AMAZON	BYD CABINET KEYS	5002-4200-610000	56.40
KIZITO OKOROANYANWU	08/20/2026	O'REILLY AUTO PARTS	GREASE	5002-4200-610004	9.84
KIZITO OKOROANYANWU	08/20/2026	O'REILLY AUTO PARTS	RADIATOR	5002-4200-610004	259.93
KIZITO OKOROANYANWU	08/20/2026	NAPA AUTO PARTS	RADIATOR HOSE RT ARBC	5002-4200-610004	196.33
KIZITO OKOROANYANWU	08/20/2026	NAPA AUTO PARTS	SUPPLIES	5002-4200-610000	119.50
KIZITO OKOROANYANWU	08/20/2026	O'REILLY AUTO PARTS	THERMOSTAT	5002-4200-610004	16.91
KIZITO OKOROANYANWU	08/20/2026	O'REILLY AUTO PARTS	THERMOSTAT	5002-4200-610004	218.60
KIZITO OKOROANYANWU	08/20/2026	O'REILLY AUTO PARTS	WIPER FLD	5002-4200-610004	46.73
KIZITO OKOROANYANWU	08/21/2026	RWC GROUP	AMBER LIGHT	5002-4200-610004	65.24
KIZITO OKOROANYANWU	08/21/2026	NAPA AUTO PARTS	RT ARBC ST BRAKE PAD	5002-4200-610004	250.78
KIZITO OKOROANYANWU	08/21/2026	O'REILLY AUTO PARTS	RT 167 RADIATOR	5002-4200-610004	(45.26)
KIZITO OKOROANYANWU	08/21/2026	NAPA AUTO PARTS	RADIATOR RT ARBC RT 167	5002-4200-610004	460.91
KIZITO OKOROANYANWU	08/21/2026	NAPA AUTO PARTS	RADIATOR REFUND	5002-4200-610004	(230.46)
LISBETH FLETCHER	08/17/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	732.54

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EMPLOYEE NAME	TRANSACTION DATE	VENDOR NAME	DESCRIPTION OF PURCHASE	ACCOUNT #	AMOUNT
LISBETH FLETCHER	08/19/2026	AMAZON	ANIMAL HANDLING TOOL	1000-6400-610011	29.28
LISBETH FLETCHER	08/20/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	90.12
LISBETH FLETCHER	08/21/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	20.59
LISBETH FLETCHER	08/21/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	200.13
LISBETH FLETCHER	08/21/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	81.30
LISBETH FLETCHER	08/21/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	21.68
LISBETH FLETCHER	08/22/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	33.61
LISBETH FLETCHER	08/23/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	26.00
MAGGIE MORENO	07/22/2026	CSMFO	CSMFO-MEETING/TRAINING	1000-2100-660000	30.00
MARGEE FALLERT	07/29/2026	RODOLFO'S MEXICAN RESTAURANT	PANEL INTERVIEW LUNCH - DEPUTY CITYU CLERK	1000-1400-660000	36.33
MARGEE FALLERT	08/12/2026	AMAZON	ZOOM MEETINGS LOGI WEBCAM EQUIPMENT	1000-1400-610001	151.84
MARGEE FALLERT	08/12/2026	AMAZON	COUNCIL SNACK ORGANIZER	1000-1400-610000	30.36
MARGEE FALLERT	08/13/2026	AMAZON	CHAMBERS TABLE CLOTH	1000-1400-610000	18.43
MARGEE FALLERT	08/20/2026	AMAZON	FRAUD CHARGE- WILL BE REIMBURSED	8000-0000-220000	10.92
MATTHEW TIGER	07/22/2026	WALMART	BREAKFAST ITEMS	1000-6210-651100	192.60
MATTHEW TIGER	07/24/2026	JODIE'S MEXICAN RESTAURANT	ANIMAL SERVICES INTERVIEW PANEL LUNCH	1000-6100-662000	85.60
MATTHEW TIGER	07/24/2026	WALMART	SNACK ITEMS	1000-6210-651100	7.56
MATTHEW TIGER	07/26/2026	EL MERCADO DISCOUNT CENTER	COMMUNITY SWIM BOTTLED WATER	1000-6100-650000	5.89
MATTHEW TIGER	07/27/2026	WALMART	BREAKFAST ITEMS & SODAS	1000-6210-651100	67.77
MATTHEW TIGER	07/27/2026	CENTRAL CALIFORNIA ENTERPRISES, INC.	SELMA LIVE 9/4/2026 SECURITY	1000-6100-654001	370.00
MATTHEW TIGER	07/28/2026	AMAZON	SPARCS IPAD CASE	1000-6100-610001	13.01
MATTHEW TIGER	07/29/2026	AMAZON	SPARCS IPAD SCREEN PROTECTOR	1000-6100-610001	8.66
MATTHEW TIGER	07/30/2026	CALIFORNIA DRY CLEANING	SPARCS TABLECLOTHS DRYCLEANING	1000-6100-654000	69.00
MATTHEW TIGER	07/30/2026	AMAZON	SPARCS IPAD STYLUS PEN	1000-6100-610001	16.25
MATTHEW TIGER	08/03/2026	WALMART	BREAKFAST ITEMS	1000-6210-651100	66.65
MATTHEW TIGER	08/05/2026	ACE HARDWARE	BALL FIELDS CHALK	1000-6110-650110	34.69
MATTHEW TIGER	08/06/2026	AMAZON	STRING LIGHT POLES	1000-6100-654001	152.64
MATTHEW TIGER	08/06/2026	AMAZON	WHEELCHAIR RAMP	1000-6100-654001	67.24
MATTHEW TIGER	08/07/2026	CALIFORNIA JUMPING OF FRESNO	PUMPKIN PALOOZA BOUNCE HOUSE DEPOSIT	1000-6100-654000	802.90
MATTHEW TIGER	08/08/2026	SMART & FINAL	SNACK ITEMS & SODAS	1000-6210-651100	250.79
MATTHEW TIGER	08/11/2026	AMAZON	LUAU DANCE PARTY FAVORS & DECORATIONS	1000-6200-651000	57.45
MATTHEW TIGER	08/12/2026	AMAZON	LUAU DANCE DECORATIONS & SLUSHY SYRUP MIX	1000-6200-651000	74.87
MATTHEW TIGER	08/12/2026	AMAZON	LUAU DANCE DECORATIONS & SLUSHY SYRUP MIX	1000-6200-651000	72.51
MATTHEW TIGER	08/17/2026	EL MERCADO DISCOUNT CENTER	BREAD	1000-6210-651100	10.00
MATTHEW TIGER	08/17/2026	DOLLAR TREE	LUAU DANCE DECORATIONS	1000-6200-651000	12.30
MATTHEW TIGER	08/18/2026	TEAM ATHLETIC GOODS	BASEBALL PLATES FOR BALL FIELDS	1000-6110-610000	538.85
MATTHEW TIGER	08/18/2026	AMAZON	SENIOR CRAFTS KNITTING MACHINE	1000-6200-651000	169.48
MATTHEW TIGER	08/19/2026	WALMART	BREAKFAST ITEMS & SODAS	1000-6210-651100	283.84
MATTHEW TIGER	08/21/2026	THE BEARS DEN	SENIOR CITIZEN'S DAY DONUTS	1000-6200-651000	18.20
MATTHEW TIGER	08/21/2026	WALMART	SNACK ITEMS	1000-6210-651100	11.76
MATTHEW TIGER	08/22/2026	ME-N-ED'S PIZZERIA	ANIMAL SERVICES MICROCHIP EVENT STAFF LUNCH	1000-6100-654000	78.34
MICHAEL HONN	07/28/2026	APWA CENTRAL CALIFORNIA CHAPTER	AUGUST 2026 MONTHLY MEMBERSHIP LUNCHEON	1000-4120-662000	15.00
MICHAEL HONN	07/28/2026	APWA CENTRAL CALIFORNIA CHAPTER	AUGUST 2026 MONTHLY MEMBERSHIP LUNCHEON	2004-4110-662000	15.00
MICHAEL HONN	08/18/2026	WALMART	CAULKING GUN	6003-8040-610000	6.99
NESTOR GALVAN	07/22/2026	SASE COMPANY, LLC	DRUM-UNIT #4633	6002-8030-610004	776.69
NESTOR GALVAN	07/27/2026	TIFCO INDUSTRIES, INC.	ALUM DRIVE RIVETS, NUT ALUM-STOCK	6002-8030-610000	498.55
NESTOR GALVAN	07/27/2026	TIFCO INDUSTRIES, INC.	DRILL BITS, CABLE TIES, HEX NUTS - STOCK	6002-8030-610000	273.04

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EMPLOYEE NAME	TRANSACTION DATE	VENDOR NAME	DESCRIPTION OF PURCHASE	ACCOUNT #	AMOUNT
NESTOR GALVAN	08/04/2026	FRESNO CHRYSLER JEEP	AB FAN -UNIT #1008	6002-8030-610004	889.46
NESTOR GALVAN	08/05/2026	AUTOAUTH SERVICE	AUTOAUTH SUBSCRIPTION-SCANNER	6002-8030-600000	270.00
NESTOR GALVAN	08/05/2026	AUTOZONE	FUSES - STOCK	6002-8030-610000	17.34
NESTOR GALVAN	08/05/2026	AUTOAUTH SERVICE	TECH CERTIFICATION-SCANNER	6002-8030-600000	5.97
NESTOR GALVAN	08/05/2026	AUTOAUTH SERVICE	USER/TOOLS-SCANNER	6002-8030-600000	34.90
NESTOR GALVAN	08/10/2026	VEVOR.COM	TRUCK TOOL BOX - UNIT #915	6002-8030-610000	1,952.33
NESTOR GALVAN	08/10/2026	PARTSTREE.COM	VACUUM GASKETS -STOCK	6002-8030-610004	100.81
NESTOR GALVAN	08/11/2026	TIFCO INDUSTRIES, INC.	TAPE, WRAP,SAFETY GLASSES-STOCK	6002-8030-610000	158.64
NESTOR GALVAN	08/13/2026	ARMANDO'S SMOG	SMOG UNITS: 563,232,316,193,193,191,195,1005	6002-8030-600000	515.00
NESTOR GALVAN	08/17/2026	TIFCO INDUSTRIES, INC.	UTILITY CART	6002-8030-610000	325.60
NESTOR GALVAN	08/18/2026	BARNES WELDING SUPPLY	ACETYLENE	6002-8030-610000	294.93
NESTOR GALVAN	08/18/2026	BARNES WELDING SUPPLY	ACETYLENE	6002-8030-610000	35.48
NESTOR GALVAN	08/19/2026	ARMANDO'S SMOG	SMOG UNITS: 717,503,720,915,719,1003,1002	6002-8030-600000	432.60
NESTOR GALVAN	08/19/2026	ISAAC'S AUTOMOTIVE REPAIR	SMOG UNITS: 806, 804	6002-8030-600000	147.81
NESTOR GALVAN	08/20/2026	ISAAC'S AUTOMOTIVE REPAIR	SMOG UNITS: 502,718,805	6002-8030-600000	221.71
NICOLETTE ANDERSEN	07/21/2026	THE HOME DEPOT	THE PROM SET SUPPLIES	5004-6300-650000	155.14
NICOLETTE ANDERSEN	07/22/2026	WALGREENS	THE PROM BANNERS	5004-6300-650000	169.19
NICOLETTE ANDERSEN	07/23/2026	WALMART	SNACK BAR SUPPLIES & TRAYS	5004-6300-650000	60.22
NICOLETTE ANDERSEN	07/23/2026	FOX DRUG STORE	THE PROM MIC SUPPLIES	5004-6300-650000	12.97
NICOLETTE ANDERSEN	07/23/2026	AMAZON	THE PROM SET SUPPLIES	5004-6300-650000	10.84
NICOLETTE ANDERSEN	07/23/2026	ROSS STORES	THE PROM SET SUPPLIES & DRESSING	5004-6300-650000	40.12
NICOLETTE ANDERSEN	07/23/2026	AMAZON	THE PROM/DAGON PROPS & COSTUMES	5004-6300-650000	31.42
NICOLETTE ANDERSEN	07/24/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	52.04
NICOLETTE ANDERSEN	07/24/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	29.26
NICOLETTE ANDERSEN	07/24/2026	THE HOME DEPOT	THE PROM SET SUPPLIES	5004-6300-650000	59.51
NICOLETTE ANDERSEN	07/24/2026	WALMART	THE PROM SNACK BAR SUPPLIES	5004-6300-650000	155.90
NICOLETTE ANDERSEN	07/25/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	58.52
NICOLETTE ANDERSEN	07/26/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	7.54
NICOLETTE ANDERSEN	07/27/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	27.32
NICOLETTE ANDERSEN	07/27/2026	AMAZON	CKP DRAGON MIC ELEMENTS	1000-6300-610000	123.66
NICOLETTE ANDERSEN	07/28/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	40.12
NICOLETTE ANDERSEN	07/29/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	38.91
NICOLETTE ANDERSEN	07/30/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	64.93
NICOLETTE ANDERSEN	07/30/2026	WALMART	THE PROM SNACK BAR SUPPLIES	5004-6300-650000	254.97
NICOLETTE ANDERSEN	07/31/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	100.16
NICOLETTE ANDERSEN	07/31/2026	AMAZON	CKP DRAGON COSTUMES MAKEUP	1000-6300-610000	49.86
NICOLETTE ANDERSEN	07/31/2026	LINKTREE	LINKTREE SUBSCRIPTION	5004-6300-650000	16.34
NICOLETTE ANDERSEN	08/02/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	40.12
NICOLETTE ANDERSEN	08/03/2026	AMAZON	CKP DRAGON MIC ELEMENTS	1000-6300-610000	111.90
NICOLETTE ANDERSEN	08/04/2026	SIGNUPGENIUS	AUDITION SIGNUP PLATFORM SUBSCRIPTION	5004-6300-650000	29.99
NICOLETTE ANDERSEN	08/04/2026	PRINT SHACK	CKP DRAGON POSTERS & POSTCARDS	1000-6300-610000	455.33
NICOLETTE ANDERSEN	08/04/2026	AMAZON	CKP DRAGON PROPS & SET SUPPLIES	1000-6300-610000	94.14
NICOLETTE ANDERSEN	08/04/2026	AMAZON	THE PROM REFUND	5004-6300-650000	(35.79)
NICOLETTE ANDERSEN	08/04/2026	AMAZON	THE PROM REFUND	5004-6300-650000	(31.45)
NICOLETTE ANDERSEN	08/05/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	10.84
NICOLETTE ANDERSEN	08/05/2026	AMAZON	CKP DRAGON PROPS	1000-6300-610000	291.53
NICOLETTE ANDERSEN	08/06/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	263.40

City of Selma
US Bank Invoice for Cal-Card Transactions
Period: 07/23/2026 - 08/24/2026

EMPLOYEE NAME	TRANSACTION DATE	VENDOR NAME	DESCRIPTION OF PURCHASE	ACCOUNT #	AMOUNT
NICOLETTE ANDERSEN	08/06/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	10.84
NICOLETTE ANDERSEN	08/06/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	32.52
NICOLETTE ANDERSEN	08/06/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	114.62
NICOLETTE ANDERSEN	08/06/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	43.36
NICOLETTE ANDERSEN	08/06/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	10.84
NICOLETTE ANDERSEN	08/06/2026	WALMART	CKP DRAGON COSTUMES & PROPS CRAFT SUPPLIES	1000-6300-610000	6.51
NICOLETTE ANDERSEN	08/06/2026	AMAZON	CKP DRAGON PROPS	1000-6300-610000	21.56
NICOLETTE ANDERSEN	08/06/2026	AMAZON	CKP DRAGON PROPS	1000-6300-610000	113.11
NICOLETTE ANDERSEN	08/06/2026	THE HOME DEPOT	CKP DRAGON SET SUPPLIES	1000-6300-610000	92.21
NICOLETTE ANDERSEN	08/06/2026	WALGREENS	THE PROM SNACK BAR	5004-6300-650000	17.98
NICOLETTE ANDERSEN	08/07/2026	WALMART	THE PROM SNACK BAR	5004-6300-650000	60.10
NICOLETTE ANDERSEN	08/08/2026	ACE HARDWARE	CKP DRAGON SET SUPPLIES	1000-6300-610000	13.01
NICOLETTE ANDERSEN	08/09/2026	LITTLE CAESARS	THE PROM CAST PARTY PIZZA	5004-6300-650000	122.47
NICOLETTE ANDERSEN	08/10/2026	AMAZON PRIME	AMAZON PRIME MEMBERSHIP	1000-6100-663000	16.26
NICOLETTE ANDERSEN	08/10/2026	KENMARK, INC.	CKP DRAGON BACKDROPS	1000-6300-610000	1,659.00
NICOLETTE ANDERSEN	08/11/2026	AMAZON	IPAD SUPPLIES	5004-6300-610000	44.46
NICOLETTE ANDERSEN	08/11/2026	BULB AMERICA	STAGE LIGHTING	5004-6300-610000	124.69
NICOLETTE ANDERSEN	08/12/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	36.87
NICOLETTE ANDERSEN	08/12/2026	ACE HARDWARE	SAC CLEANING SUPPLIES	5004-6300-610000	21.68
NICOLETTE ANDERSEN	08/14/2026	THE HOME DEPOT	CKP DRAGON SET SUPPLIES	1000-6300-610000	633.10
NICOLETTE ANDERSEN	08/15/2026	DREAMHOST	WEBSITE HOSTING	5004-6300-650000	10.00
NICOLETTE ANDERSEN	08/16/2026	AMAZON	CKP DRAGON COSTUMES	1000-6300-610000	112.58
NICOLETTE ANDERSEN	08/18/2026	WALMART	CKP DRAGON COSTUMES	1000-6300-610000	100.35
NICOLETTE ANDERSEN	08/18/2026	THE HOME DEPOT	SAC SUPPLIES	5004-6300-610000	75.86
NICOLETTE ANDERSEN	08/18/2026	THE HOME DEPOT	SAC TOOLS & SUPPLIES	5004-6300-610000	28.15
NICOLETTE ANDERSEN	08/20/2026	AMAZON	CKP DRAGON PROPS & SET SUPPLIES	1000-6300-610000	110.63
NICOLETTE ANDERSEN	08/20/2026	AMAZON	CKP DRAGON PROPS & SET SUPPLIES	1000-6300-610000	124.71
NICOLETTE ANDERSEN	08/21/2026	THE HOME DEPOT	CKP DRAGON SET SUPPLIES	1000-6300-610000	388.61
NICOLETTE ANDERSEN	08/23/2026	WALMART	CKP DRAGON CRAFT & SET SUPPLIES	1000-6300-610000	78.56
NICOLETTE ANDERSEN	08/23/2026	AMAZON	CKP DRAGON PROPS	1000-6300-610000	130.05
POLICE DEPT NO 2	08/13/2026	GALLS	EQUIPMENT -CODE ENFORCEMENT	1000-3131-610000	269.23
POLICE DEPT NO 2	08/17/2026	HILTON GARDEN INN	TRAINING/ HOTEL MONTEBELLO, CA	1000-3120-660000	200.00
POLICE DEPT NO 2	08/18/2026	SHELL GAS STATION	TRAINING/ FUEL	6002-8030-610006	50.00
RENE GARZA	06/30/2026	LN CURTIS	TACTICAL LAUNCHER	2045-3130-610000	1,401.84
RICHARD FIGUEROA	08/17/2026	CHEVRON GAS STATION	FUEL (UNIT #1008-N163)	6002-8030-610006	40.00
RICHARD FIGUEROA	08/17/2026	CHEVRON GAS STATION	FUEL (UNIT #1014-N096)	6002-8030-610006	40.00
RICHARD FIGUEROA	08/17/2026	CHEVRON GAS STATION	FUEL (UNIT #1018-N164)	6002-8030-610006	50.00
RICHARD FIGUEROA	08/17/2026	CHEVRON GAS STATION	FUEL (UNIT #189-N167)	6002-8030-610006	38.34
RUDOLFO ALCARAZ	07/23/2026	CHEVRON GAS STATION	FUEL	1000-3110-600000	80.00
RUDOLFO ALCARAZ	08/13/2026	SURF THRU EXPRESS CAR WASH	CAR WASH	1000-3110-600000	20.99
RUDOLFO ALCARAZ	08/14/2026	CALIFORNIA POLICE CHIEFS	TRAINING-EXECUTIVE ASSISTANTS 02/01/27-02/03/27	1000-3110-660000	750.00
RUDOLFO ALCARAZ	08/15/2026	ANN'S DONUTS	OIS INCIDENT 8/15/26	1000-3130-610000	37.50
RUDOLFO ALCARAZ	08/17/2026	LA ESTRELLA MEXICAN RESTAURANT	COMMANDER INTERVIEW PANEL LUNCH	1000-3130-610000	259.28
RUDOLFO ALCARAZ	08/17/2026	ACE HARDWARE	OLD PD EQUIPMENT REMOVAL TOOLS	1000-3130-610000	109.31
RUDOLFO ALCARAZ	08/18/2026	ACE TROPHY SHOP	SPECIAL PRESENTATION 8/18/26	1000-3130-610000	190.71
RUDOLFO ALCARAZ	08/21/2026	LAZY DOG RESTAURANT	SHERMAN BLOCK GRADUATION	1000-3130-610000	43.67
SAMANTHA SAUCEDA	07/28/2026	WALGREENS	TEST PHOTO HEADSHOT	1000-3230-610000	4.87

City of Selma
US Bank Invoice for Cal-Card Transactions
Period: 07/23/2026 - 08/24/2026

EMPLOYEE NAME	TRANSACTION DATE	VENDOR NAME	DESCRIPTION OF PURCHASE	ACCOUNT #	AMOUNT
SAMANTHA SAUCEDA	07/29/2026	COLIN'S UPHOLSTERY, LLC	ENG 110 UPHOLSTERY	1000-3220-604008	992.44
SAMANTHA SAUCEDA	07/31/2026	AMAZON	OFFICE SUPPLIES	1000-3210-610000	22.76
SAMANTHA SAUCEDA	07/31/2026	AMAZON	OFFICE SUPPLIES	1000-3210-610000	29.28
SAMANTHA SAUCEDA	08/11/2026	AMAZON	STATION CAPTAIN PHONE SCREEN PROTECTORS	1000-3220-610000	20.60
TIM CANNON	08/14/2026	HARRAH'S	HOTEL DEPOSIT/ EXECTUTIVE TRAINING SUMMIT	1000-3120-660000	192.83
TIM CANNON	08/14/2026	HARRAH'S	HOTEL DEPOSIT/ EXECTUTIVE TRAINING SUMMIT	1000-3120-660000	192.83
TIM CANNON	08/20/2026	HARRAH'S	HOTEL DEPOSIT/ EXECTUTIVE TRAINING SUMMIT	1000-3120-660000	(192.83)
TIM CANNON	08/20/2026	HARRAH'S	HOTEL DEPOSIT/ EXECTUTIVE TRAINING SUMMIT	1000-3120-660000	(192.83)
TIM CANNON	08/21/2026	76 GAS STATION	FUEL	6002-8030-610006	82.85
ULYSSES MARAVILLA	07/24/2026	VULCAN CALMAT	BASE ROCK-STREETS	2004-4110-620000	214.03
ULYSSES MARAVILLA	07/28/2026	ME-N-ED'S PIZZERIA	PW TRAINING -PARKS	1000-4120-662000	126.84
ULYSSES MARAVILLA	07/28/2026	ME-N-ED'S PIZZERIA	PW TRAINING -STREETS	2004-4110-662000	126.84
ULYSSES MARAVILLA	08/06/2026	KIMBALL MIDWEST	ENZYME CLEANER-BLGS	6003-8040-610000	189.66
ULYSSES MARAVILLA	08/09/2026	AMAZON	VOLLEYBALL NETS -SHAFAER PARK	1000-4120-610000	108.46
ULYSSES MARAVILLA	08/11/2026	AMAZON	VALVE REPAIR KIT-BERRY PARK DRINKING FOUNTAIN	1000-4120-620000	120.19
ULYSSES MARAVILLA	08/22/2026	AMAZON	GOAT HEAD BURR REMOVER-DOG PARK	1000-4120-610005	358.59
Total					71,528.73

Check Register Report					
Check Number	Check Date	Vendor Name	Check Description	Category	Amount
90505	09/02/2026	24-7 PetVets	AS-Veterinary Services		257.40
90606	09/02/2026	South County Veterinary Hospital	AS-Veterinary Services		1,034.02
90530	09/02/2026	California Building Standards Commission	BD-Building Standards Fee 04/01/26-06/30/26	R	406.20
90560	09/02/2026	Jason Rogers	CM-2026 League Cities Conference Per Diem/Mileage		421.50
90563	09/02/2026	Jim Avalos	CM-2026 League Cities Conference Per Diem/Mileage		508.50
90564	09/02/2026	John Trujillo	CM-2026 League Cities Conference Per Diem/Mileage		508.50
90551	09/02/2026	Five Cities EDA	CM-CenterPoint District 2 Oct 25 - Dec 25		1,387.71
90509	09/02/2026	Agee Global Solutions	CM-Strategic Advisory & Legislative Services		10,000.00
90566	09/02/2026	Koefran Industries, Inc.	CS-Disposal Services July 2026		250.00
90554	09/02/2026	Fresno Roofing Co., Inc.	CS-Dolomark White Marker Bags		759.33
90575	09/02/2026	Michael Nagy	CS-Live Music Performance		110.00
90537	09/02/2026	City of Selma Community Services	CS-Petty Cash Reimbursement		52.65
90609	09/02/2026	Susana Losoya Delgado	CS-The Prom Assistant Stage Manager		400.00
90510	09/02/2026	Aimee Delano	CS-The Prom Lightboard Operator		50.00
90615	09/02/2026	Veronica Bounthapanya	CS-The Prom Sound Engineer		300.00
90614	09/02/2026	Vanessa Bounthapanya	CS-The Prom Soundboard Operator		50.00
90550	09/02/2026	Fahrney Ford	FD-Amb 556 A Service, FL-Regulator Unit #1007 & Compressor Unit #199		986.71
90603	09/02/2026	Sharp Ambulance Billing	FD-Ambulance Billing July 2026		13,004.18
90507	09/02/2026	Adella Martinez	FD-Ambulance Overpayment Refund		98.00
90573	09/02/2026	Mercedes Benz of Fresno	FD-Ambulance Parts, Coolant Leak Repair, Alternator Replacement, Oil Leak Repair		6,952.85
90556	09/02/2026	Healthwise Services, LLC	FD-Biohazard Disposal Service		263.67
90574	09/02/2026	Metro Uniform	FD-Chief Uniform		563.96
90553	09/02/2026	Fresno County Fire Protection District	FD-E111 Water Pump Leak/Replacement		1,581.96
90572	09/02/2026	Matteo Desantis	FD-EMS Post 1231 Rose Ave Rent Aug-Oct 2026		9,777.69
90558	09/02/2026	Imagetrend, Inc.	FD-EPCR Software 07/01/26-07/31/26		473.80
90528	09/02/2026	Bound Tree Medical, LLC	FD-Medical Supplies		2,574.18
90570	09/02/2026	Life-Assist, Inc.	FD-Medical Supplies		934.10
90546	09/02/2026	Daniel Anthony Rivas	FD-Mutual Aid Reimbursement (Biscar & Castle Incidents)	R	3,318.14
90547	09/02/2026	Donovan Fullner	FD-Mutual Aid Reimbursement (Castle Incident)	R	114.00
90544	09/02/2026	Crown Services Co.	FD-Port A Potty for Training Grounds		201.88
90608	09/02/2026	Stryker Sales, LLC	FD-Preventative Maintenance, Gurney Repair, Powerload Repair, Gurney Platform		6,411.07
90541	09/02/2026	Comcast	FD-Station 3 Internet Services		418.62
90533	09/02/2026	California PPE Recon, Inc.	FD-Turnout Cleaning, Inspection & Repairs		5,265.50
90568	09/02/2026	L.N. Curtis & Sons	FD-Turnouts, Equipment Adapters for Hose Tester		10,466.24
90605	09/02/2026	SJVAPCD	FI-26/27 Portable Equipment Registrations		304.00
90522	09/02/2026	Avel Elizondo & Serina Elizondo	FI-Administrative Citation Appeal/Refund		300.00
90552	09/02/2026	Frank Martinez	FI-Administrative Citation Appeal/Refund		100.00
90562	09/02/2026	JHS Family Limited Partnership	FI-Administrative Citation Appeal/Refund		200.00
90576	09/02/2026	Michelle Hoegh	FI-Administrative Citation Appeal/Refund		100.00
90582	09/02/2026	Patricia Orosco & Cecilio Orosco	FI-Administrative Citation Appeal/Refund		250.00
90594	09/02/2026	Printing Systems, Inc.	FI-AP Checks		296.85
90613	09/02/2026	US Bank Corporate Payment Systems	FI-Calcard Charges 07/23/26-08/24/26	Partial R	71,528.73
90516	09/02/2026	AT&T	FI-CVTC Internet Service 08/06/26-09/05/26	R	194.92
90526	09/02/2026	BlueTriton Brands Inc	FI-CVTC Water Service	R	93.06
90525	09/02/2026	BlueTriton Brands Inc	FI-CVTC Water Service 06/11/26-07/10/26	R	56.53
90527	09/02/2026	BlueTriton Brands Inc	FI-CVTC Water Service 06/11/26-07/10/26	R	56.53
90577	09/02/2026	Mid Valley Disposal, LLC	FI-Garbage July 2026 & CVTC Rental Charges	Partial R	152,421.88
90611	09/02/2026	Tyler Technologies, Inc.	FI-Incode Annual Fees 06/01/26-05/31/27, Fund Balance Migration to ERP Pro 10		3,645.00
90514	09/02/2026	AT&T	FI-Internet for Weed & Seed 08/11/26-09/10/26		171.99
90540	09/02/2026	Comcast	FI-Internet Service 08/01/26-08/31/26		1,336.71
90602	09/02/2026	Selma District Chamber of Commerce	FI-Quarterly 2026-2027 Contract Payment		8,750.00
90567	09/02/2026	Kulow Bros.	FI-Sidewalk Vendors Permit Stickers		467.45

Check Register Report					
Check Number	Check Date	Vendor Name	Check Description	Category	Amount
90539	09/02/2026	Comcast	FI-T1 Connection from PD to FCSO 07/01/26-07/31/26		754.55
90512	09/02/2026	AT&T	FI-Telephone 07/12/26-08/11/26		100.94
90513	09/02/2026	AT&T	FI-Telephone 07/12/26-08/11/26		55.80
90515	09/02/2026	AT&T	FI-Telephone August 2026		47.80
90517	09/02/2026	AT&T	FI-Telephone October 2025		40.01
90520	09/02/2026	AT&T Mobility	FI-Telephone/MDT's 07/01/26-07/31/26		393.57
90521	09/02/2026	AT&T Mobility-CC	FI-Telephone/MDT's 07/05/26-08/04/26		519.50
90519	09/02/2026	AT&T Mobility	FI-Telephone/MDT's 07/12/26-08/11/26		1,262.96
90584	09/02/2026	PG&E	FI-Utilities August 2026		12.93
90585-90586	09/02/2026	PG&E	FI-Utilities August 2026		52,992.04
90587	09/02/2026	PG&E	FI-Utilities August 2026		34.81
90588	09/02/2026	PG&E	FI-Utilities August 2026		78.69
90589	09/02/2026	PG&E	FI-Utilities August 2026		173.10
90590	09/02/2026	PG&E	FI-Utilities August 2026		9.86
90591	09/02/2026	PG&E	FI-Utilities August 2026		896.71
90534-90535	09/02/2026	California Water Service	FI-Water Service July 2026		27,007.06
90578	09/02/2026	Napa Auto Parts	FL-Auto Parts		2,776.91
90581	09/02/2026	O'Reilly Auto Parts	FL-Fuses Unit #1008		14.73
90604	09/02/2026	SiteOne Landscape Supply, LLC	FL-Landscape Supplies		345.34
90610	09/02/2026	The Mower's Edge, Inc.	FL-Mower Parts		2,235.09
90598	09/02/2026	Safety-Kleen Systems, Inc.	FL-Service Parts		383.73
90565	09/02/2026	Kimball Midwest	FL-Supplies for Shop		493.92
90555	09/02/2026	Grainger	FL-Truck Bed Rack Unit #915		238.96
90571	09/02/2026	Madison AI	HR-Annual Licensing 07/01/26-06/30/27		23,000.00
90538	09/02/2026	Colonial Life & Accident Insurance Company	HR-Employee Supplemental Insurance Premiums July & August 2026		2,439.14
90592	09/02/2026	Pipkin Detective Agency, Inc.	HR-Employment Background		297.00
90524	09/02/2026	BCS Consulting, Inc.	HR-IT Consulting Services		1,125.00
90569	09/02/2026	Liebert, Cassidy, Whitmore	HR-Legal Fees July 2026		17,266.65
90549	09/02/2026	Eric Stewart	HR-Mileage Reimb for City of Kerman HR Interviews		46.26
90580	09/02/2026	ODP Business Solutions, LLC	HR-Office Supplies		100.67
90559	09/02/2026	Insurance and Benefits Trust of PORAC	HR-Police Employees Life Insurance Premiums Oct 2026		570.00
90561	09/02/2026	Jeff Kestly	HR-Retiree Medical Premium August 2026		226.20
90596	09/02/2026	Retire First	HR-Retiree Post 65 Premiums Jan, Apr, Sept 2026		13,823.20
90548	09/02/2026	Employment Development Dept.	HR-Unemployment Insurance 04/01/26-06/30/26		17,277.00
90508	09/02/2026	Adventist Health Toxicology	PD-Blood Tox 06/18/26		75.00
90504	09/02/2026	1-800-BoardUp	PD-Board Up 2214 Cypress	R	1,799.51
90593	09/02/2026	Pitney Bowes Global Financial Services, LLC	PD-Copy Machine Lease 06/16/26-09/15/26, FI-CH Postage Machine Lease 09/16-09/15/26		799.99
90532	09/02/2026	California Peace Officers Association	PD-Membership		1,543.50
90557	09/02/2026	Humberto Salas	PD-Officer Involved Shootings Training Per Diem 06/01/26-06/02/26 and PSP Training Course Per Diem 08/18/26-08/21/26		90.00
90518	09/02/2026	AT&T	PD-Phone Ping		275.00
90511	09/02/2026	Andrew Guzman	PD-Post SLI Class Per Diem 08/18/26-08/21/26	R	175.00
90595	09/02/2026	Purchase Power	PD-Postage, FI-Postage Refill		189.63
90597	09/02/2026	Robbie Campbell	PD-PSP Training Course Per Diem 08/18/26-08/21/26		60.00
90536	09/02/2026	City of Fresno Police Training Center	PD-Registration Fees PSP Training		1,426.00
90607	09/02/2026	Stericycle, Inc.	PD-Steri Safe OSHA Compliance 08/01/26-08/31/26		247.56
90506	09/02/2026	Action Towing and Dive Team	PD-Vehicle/Evidence Storage July 2026		401.00
90583	09/02/2026	PBM Supply & MFG., Inc.	PW-Adapters		40.01
90579	09/02/2026	Nelson's Ace Hardware	PW-Buildings, Parks, Streets Supplies		200.15
90542	09/02/2026	Consolidated Electrical Distributors, Inc.	PW-Cobra Heads & LED Photo Control		1,937.72
90529	09/02/2026	Brady Industries	PW-Janitorial Supplies		1,665.03
90531	09/02/2026	California Park & Recreation Society	PW-Membership Renewal		555.00
90545	09/02/2026	D&G Fence Co.	PW-Pedestrian Crossing Rose & Locust		300.00

Check Register Report

Check Number	Check Date	Vendor Name	Check Description	Category	Amount
90523	09/02/2026	Barbosa Auto Glass	PW-Replace Windshield Unit #1009		480.00
90543	09/02/2026	Cool Air Specialty, Inc.	PW-Replaced Cooler Motor -CVTC	R	2,480.00
90612	09/02/2026	Uline	PW-Street Sign Supplies		260.35
				TOTAL	502,216.59

Wire Payments

08/28/26	Selma Business Park	FI-CVTC Rent September 2026	R	14,585.91
09/02/26	Selma Business Park	FI-CVTC Utilities August 2026	R	4,544.90
09/02/26	US Bank	FI-2017 General Obligation Bond	B	1,090.00
09/02/26	US Bank	FI-Taxable Pension Bond Series 2022	B	3,100.00
TOTAL				23,320.81

ACH

08/19/26	Blue Shield	HR-Medical	9,207.57
08/19/26	Delta Dental	HR-Dental	3,995.10
08/20/26	Enterprise	AD-Vehicle Lease Payments	42,150.17
08/26/26	BCI Holdings	HR-Healthnow Claims	53.60
08/26/26	Blue Shield	HR-Medical	97,050.27
08/26/26	Delta Dental	HR-Dental	1,911.30
09/01/26	BCI Holdings	HR-Healthnow Claims	149.64
09/02/26	Blue Shield	HR-Medical	11,317.25
09/02/26	Delta Dental	HR-Dental	3,098.40
TOTAL			168,933.30

Department Legend:

AD	Administration
AS	Animal Services
BD	Building
CC	City Clerk
CE	Code Enforcement
CM	City Manager
CS	Community Services
DS	Development Services
ED	Economic Development
EN	Engineering
FD	Fire Department
FI	Finance
FL	Fleet
HR	Human Resources
IT	Information Technology
PD	Police Department
PL	Planning
PR	Payroll
PW	Public Works
RM	Risk Management

Category Legend:

B	Bond
G	Grant
R	Reimbursement

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2-3

Quarterly Informational Report on
Personnel Activity

CITY COUNCIL STAFF REPORT

MEETING DATE: October 06, 2026

SUBJECT: Quarterly Informational Report on Personnel Activity

SUBMITTED: Margee Fallert Deputy City Manager

APPROVED: Jason Rogers, City Manager

RECOMMENDATION:

This report is submitted for informational purposes only and there is no action requested from the City Council.

DISCUSSION:

The purpose of this report is to provide the Council an informational update on employment matters, including new hires, transfers, terminations and vacancies. This report covers from July 15, 2026 to September 30, 2026 and will continue to be provided quarterly.

Table 1: New Hires and Re-hires

<i>Name</i>	<i>Position</i>	<i>Department</i>	<i>Emp Type</i>	<i>Effective Date</i>
Blake Collachi	EMT – Per Diem	Fire – EMS Division	PT	07/22/2026
Johnthan Hall	EMT – Per Diem	Fire – EMS Division	PT	07/22/2026
Jennifer Osuna	EMT – Per Diem	Fire – EMS Division	PT	07/22/2026
Anmoldeep Dhaliwal	HR Technician	Human Resources	FT	07/20/2026
Tawanda Mtunga	Community Development Director	Community Development	FT	08/10/2026
Litzy Banda	Safety Dispatcher	Dispatch	PT	08/19/2026
Arturo Aguilar	Admin Analyst / Deputy City Clerk	City Manager	FT	09/08/2026
Tiffani McAlister	Animal Services Tech	Animal Services	FT	09/21/2026
Evan Loftin	Police Officer	Police Department	FT	09/28/2026

*Emp Type: FT = Full Time, PT = Part Time, RA = Retired Annuitant

Table 2: Promotions, Transfers or Assignment Changes

<i>Name</i>	<i>Position</i>	<i>Department</i>	<i>Emp Type</i>	<i>Effective Date</i>
Joshua Garcia	Non-Safety Paramedic	Fire – EMS Division	FT	07/27/2026
Michael Caleb Garca	Police Commander	Police Department	FT	08/24/2026
Humberto Salas	Police Sergeant	Police Department	FT	09/05/2026
Ean Petersen	Non-Safety EMT	Fire – EMS Division	FT	09/19/2026

*Emp Type: FT = Full Time, PT = Part Time, RA = Retired Annuitant

Table 3: Employment Separations

<i>Name</i>	<i>Position</i>	<i>Department</i>	<i>Emp Type</i>	<i>Effective Date</i>
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Ashley Greco	Battalion Chief	Fire Department	FT	08/03/2026
Brevin Leibee	Police Officer	Police Department	FT	08/20/2026
Anmoldeep Dhaliwal	HR Technician	Human Resources	FT	08/21/2026
Maximus Perez	Police Officer	Police Department	FT	08/25/2026
Annabelle Mayorga	Lifeguard	Community Services	PT	08/28/2026
Emily Leanos	Lifeguard	Community Services	PT	08/28/2026
Kamarin Holm	Lifeguard	Community Services	PT	08/28/2026
Makaira Chavez	Lifeguard	Community Services	PT	08/28/2026
Malakai Chavez	Lifeguard	Community Services	PT	08/28/2026
Nina Valdez	Lifeguard	Community Services	PT	08/28/2026
Jackson Waer	Non-Safety EMT	Fire – EMS Division	FT	09/14/2026
Joseph Maldonado	Maintenance Worker I	Public Works – Streets	FT	09/18/2026
Rubbie Torres	Senior Nutrition Coordinator	Community Services	PT	09/30/2026

*Emp Type: FT = Full Time, PT = Part Time, RA = Retired Annuitant

Table 4: Vacant Budgeted Positions

<i>Position</i>	<i>Department</i>	<i>Emp Type</i>	<i>Status</i>
Human Resources Technician	Human Resources	FT	1 st interviews scheduled 10/01/2026
Battalion Chief	Fire Department	FT	Preparing recruitment
Police Officer – 4	Police Department	FT	Continuous Recruitment (one in the hiring process)
Police Sergeant	Police Department	FT	On hold
EMT – Per Diem	Fire	PT	Continuous Recruitment
Paramedic – Per Diem	Fire	PT	Continuous Recruitment
Maintenance Worker I	Public Works – Streets	FT	Recruitment Posted

FISCAL IMPACT:

No Fiscal Impact, all new employees were placed in budgeted positions.

Attachments:

- ☐ Resolution
- ☐ Ordinance
- ☐ Map
- ☐ Agreement
- ☐ Other

List:

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2-4

Consideration of Resolution 2026-108 adding the classification of Senior Center Coordinator, authorizing changes to the Division Chief of EMS (Non-Safety) Classification and delete the Senior Center Activities Coordinator and Senior Nutrition Coordinator classifications.

CITY COUNCIL STAFF REPORT

MEETING DATE: October 6, 2026

SUBJECT: Consideration of Resolution 2026-108 adding the classification of Senior Center Coordinator, authorizing changes to the Division Chief of EMS (Non-Safety) Classification and delete the Senior Center Activities Coordinator and Senior Nutrition Coordinator classifications.

SUBMITTED: Margee Fallert, Deputy City Manager

APPROVED: Jason Rogers, City Manager

RECOMMENDATION:

Adopt Resolution 2026-108 adding the classification of Senior Center Coordinator, authorizing changes to the Division Chief of EMS (Non-Safety) Classification and delete the Senior Center Activities Coordinator and Senior Nutrition Coordinator classifications.

DISCUSSION:

Due to a pending vacancy the Community Services Director has reviewed the existing job classifications for part-time staff and is recommending the consolidation of the Senior Center Activities Coordinator and Senior Nutrition Coordinator classifications into a new Senior Center Coordinator classification. This change provides a more complete list of the duties that are needed for this position.

With this change staff is recommending deleting the Senior Center Activities Coordinator and Senior Nutrition Coordinator classifications to keep only currently used classifications on the list.

In addition, staff is recommending minor changes to the Division Chief of EMS (Non-Safety) Classification due to discussions with the Fire Unit during negotiations.

FISCAL IMPACT:

All positions are budgeted and there is no fiscal impact

Attachments:

- ☒ Resolution 2026-108
- ☐ Ordinance
- ☐ Map
- ☐ Agreement
- ☒ Other

List: Senior Center Coordinator
Division Chief of EMS (Non-Safety)

RESOLUTION NO. 2026-108

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SELMA, CALIFORNIA,
AMENDING THE CITY'S CLASSIFICATION PLAN TO ADD THE CLASSIFICATION OF
SENIOR CENTER COORDINATOR, REVISE THE DIVISION CHIEF OF EMS (NON-
SAFETY) CLASSIFICATION, AND DELETE THE CLASSIFICATIONS OF SENIOR
CENTER ACTIVITIES COORDINATOR AND SENIOR NUTRITION COORDINATOR**

WHEREAS, the City of Selma maintains a classification plan to establish job classifications, duties, responsibilities, and organizational requirements for positions within the City; and

WHEREAS, the City has determined that revisions to certain classifications are necessary to better reflect the City's operational needs, organizational structure, and the duties and responsibilities assigned to affected positions; and

WHEREAS, the City Council desires to establish the classification of Senior Center Coordinator to provide an updated classification for the coordination and administration of senior center programs, activities, and related services; and

WHEREAS, the City Council further desires to amend the classification specification for Division Chief of EMS (Non-Safety) to reflect the revised duties, responsibilities, qualifications, and/or other classification requirements as set forth in the amended classification specification; and

WHEREAS, in conjunction with these changes, the City Council finds it appropriate to eliminate the classifications of Senior Center Activities Coordinator and Senior Nutrition Coordinator from the City's classification plan; and

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

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

Section 2. The City Council hereby approves the recommended job classification and position of Senior Center Coordinator to the City of Selma's classification plan, with the classification specification attached hereto as Exhibit A and incorporated herein by reference.

Section 3. The City Council hereby approves the amended classification specification for Division Chief of EMS (Non-Safety), attached hereto as Exhibit B and incorporated herein by reference. The amended classification specification shall supersede the previously approved specification for this classification.

Section 4. The City Council hereby authorizes the deletion of the following classifications from the City of Selma's classification plan:

1. Senior Center Activities Coordinator.
2. Senior Nutrition Coordinator.

Upon the effective date of this Resolution, these classifications shall be removed from the City's active classification plan and any applicable classification and salary schedules, as appropriate.

Section 5. Severability. The provisions of this Resolution are severable and if any provision, clause, sentence, word or part thereof is held illegal, invalid, unconstitutional, or inapplicable to any person or circumstances, such illegality, invalidity, unconstitutionality, or inapplicability shall not affect or impair any of the remaining provisions, clauses, sentences, sections, words or parts thereof of the Resolution or their applicability to other persons or circumstances.

Section 6. Effective Date. That the City Clerk shall certify to the adoption of this Resolution and that the same shall be in full force and effect.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Selma, California, at a regular meeting held on the 6th day of October 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

Scott Robertson
Mayor

Miriam Cruz
Interim City Clerk



Department: Community Services
FLSA: Non-Exempt
Approved: October 6, 2026
Resolution: 2026-108

SENIOR CENTER COORDINATOR

PURPOSE:

Under general direction, plans, develops, organizes and implements a wide variety of programs and activities for seniors, including nutrition services; assists with the operation, control and maintenance of the Senior Center; provides outreach and support services to senior participants; and performs related duties as required.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from Recreation Supervisor. Provides functional supervision of volunteers and Senior Center program participants.

CLASS CHARACTERISTICS

This is a single-position classification that has the responsibility for coordinating Senior Center programs and services, including nutrition, health awareness, physical activities, social activities, recreation, hobby and educational programs, field trips, and related services. The position also assists with maintenance and control of the Senior Center.

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

Essential Functions (Illustrative Only):

- Plans, develops, organizes and implements a wide variety of Senior Center programs, activities and services, including nutrition and nutrition grant programs.
- Evaluates existing programs to determine effectiveness, popularity, and ability to meet the needs and interests of senior participants.
- Modifies existing programs and develops new programs and services to meet senior needs and desires.
- Maintains liaison with social service agencies and negotiates services for senior participants.
- Searches for and applies for grants and gifts from governmental and private organizations.
- Prepares program budgets and recommendations, including the Senior Nutrition budget, for incorporation into the Community Services Department Budget.
- Visits other Senior Center programs and facilities to identify ideas, services and best practices that may benefit local seniors.
- Assists with recruiting, training, evaluating, and recommending discipline for volunteers
- Compiles monthly reports concerning Senior Center programs, activities and services.
- Collects money for Senior Center programs and maintains accounting records to determine program cost effectiveness.
- Develops and presents public relations and outreach efforts designed to attract seniors and increase

awareness of available programs and services.

- Represents the City at meetings concerning the Senior Center and senior citizens.
- Assists with the operation, control and maintenance of the Senior Center.
- Performs related duties as assigned.

QUALIFICATIONS / REQUIREMENTS:

Knowledge of:

- General knowledge of English spelling, writing, punctuation and syntax; some Spanish language ability.
- Knowledge of the principles, objectives and requirements of Senior Center programs and services.
- Knowledge of funding, budgeting and administrative practices applicable to senior programs.
- Knowledge of supervision, training and methods of persuasion.
- Knowledge of senior activities, the senior community and the interests and needs of older adults.
- Knowledge of methods for promoting community programs and services.

Ability to:

- Ability to formulate, organize, promote, supervise and participate in community senior programs.
- Ability to speak and write effectively and establish cooperative working relationships.
- Ability to supervise and train volunteers.
- Ability to prepare and administer program budgets and seek grant and other funding opportunities.
- Ability to maintain cooperative relationships with City personnel, commission members, public and private agencies, organizations and the general public.
- Determine whether programs are viable and recommends modification or cancellation when appropriate.
- Identify and addresses funding and resource needs.
- Recruit, coordinate, and address issues involving volunteers.

REQUIREMENTS:

Education and Experience:

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

Two (2) years of increasingly responsible experience in the development and implementation of senior citizen programs.

Licenses and Certifications:

Possession of a valid Class C Driver's License at the time of appointment

CPR / First Aid / AED Certification within one year of appointment

Food managers certification within one year of appointment

Bi-Lingual proficiency in Spanish is highly desirable

ADDITIONAL INFORMATION:

May be required to work any shift including weekends, evenings and holidays. May be subject to call outs after hours and weekends.

Physical Demands

Ability to sit, stand, walk, run, kneel, crouch, stoop, squat, crawl, twist, climb, and lift 25 pounds.; ability to travel to different sites and locations.

Environmental Elements:

Employees work primarily in the office but are occasionally exposed to extreme noise, noxious odors, cold and hot temperatures and inclement weather conditions. Employees may interact with upset staff and/or members of the public.

Special Requirements

Medical Examination / Drug Test:

If considered for appointment, candidates may be required to pass a medical examination and a drug test.

Background

If considered for appointment, candidates may be required to pass a background investigation, which may include a criminal history check for job-related convictions, fingerprinting, polygraph test, psychology exam and drug use history.

WORKING CONDITIONS WORK

The conditions described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Background

If considered for appointment, candidates may be required to pass a background investigation, which may include a criminal history check for job-related convictions, fingerprinting, polygraph test, psychology exam and drug use history.

Physical Demands

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; to operate a motor vehicle and to visit various City and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person, before groups, and over the telephone. This is primarily a sedentary office classification although standing in work areas and walking between work areas may be required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Positions in this classification frequently lift and carry reports and records that typically weigh less than 20 pounds.

Mental Demands

While performing the duties of this job, an employee uses written and oral communication skills; reads and interprets data, information and documents; analyzes and solves problems; uses math and mathematical reasoning; observes and interprets people and situations; learns and applies new

information and skills; performs highly detailed work; deals with changing deadlines, constant interruptions and multiple concurrent tasks; and interacts with others encountered in the course of work.

Environmental Elements:

Employees work in an office environment with moderate noise levels, controlled temperature conditions and no direct exposure to hazardous physical substances. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.



Department: Fire
FLSA: Non-Exempt
Approved: Date: October 6, 2026
Resolution: 2026-108

Division Chief of EMS (Non-Safety)

PURPOSE

Under limited direction, plans, organizes, and manages technical work involved in commanding and coordinating emergency medical services activities; performs professional administrative and managerial duties involved in the operations of the Fire Department; and performs related duties as assigned.

SUPERVISION RECEIVED AND EXERCISED

Incumbents work under limited direction and exercise considerable independent judgment subject to departmental regulations and general administrative review. Employees in this class typically report to the Fire Chief and have direct supervision of subordinate EMS personnel.

DISTINGUISHING CHARACTERISTICS

The classification of Division Chief of EMS is a management-level non-sworn classification populated with a single incumbent. The Division Chief of EMS serves as the highest-ranking officer of the EMS Division working an administrative schedule and is responsible for administering the day-to-day activities and operations of the Fire Department's EMS Division. Incumbents may have direct oversight over the EMS Division scheduling, safety and personnel, training, logistics, disaster preparedness, and serve as Incident Commander.

The classification of Division Chief of EMS is distinguished from the next higher-level class of Fire Chief in that the latter performs at an executive level and is responsible for the administration and management of all services and operations of the Fire Department. It is further distinguished from the lower-level class of EMS Supervisor in that the latter performs at a supervisory-level and typically has daily operations responsibilities.

ESSENTIAL FUNCTIONS

The duties listed below are intended only as illustrations of the various types of work that may be performed. Specific duties will depend upon work assignment. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class.

- Responds to emergency incidents, deploys personnel and equipment, and when applicable assumes command of an emergency.
- Prepares written and oral reports and technical documents relating to emergency calls, emergency management, fire department operations and new procedures.

- Assists the Fire Chief in planning and budgeting and proposes recommendations for improvements.
- Establishes safety activities to ensure all response activities are conducted in a manner consistent with prescribed policies and procedures.
- Plans, coordinates and implements training programs for Fire Department staff, covering all facets of modern emergency medical service operations.
- Administers overall EMS operations of all fire suppression and EMS personnel.
- Plans, schedules, organizes, assigns, reviews, and evaluates the work of staff; provides input into recruitment, discipline, and other personnel matters; may counsel employees as required.
- Ensures the implementation of goals, objectives, policies, procedures and work standards of EMS management programs and systems.
- Identifies training needs of EMS personnel; drills and instructs personnel in the use of a variety of apparatus, equipment, tools, and devices; ensures conformance of training and instructional work with department policies and procedures.
- Administers EMS Billing process.
- Establish and maintain CQI process
- Functions as designated infection control officer (DICO) for the City
- Functions as Prehospital Liaison Officer (PLO) for the City.
- Handles grievances from EMS Division Personnel, maintains departmental discipline and the conduct and general behavior of personnel.
- Represents the city at local and regional meetings, interacts with other agencies and coordinates interagency programs.
- Manage EMS Fleet and maintenance program.
- Performs related duties as assigned.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of:

- Management and administration of publicly provided ambulance services.
- Ambulance billing for public ambulance providers
- Principles and practices of employee supervision, including work planning, assignment, review, evaluation, and the training of staff in work procedures.
- Principles, practices, and techniques of EMS administration.
- Advanced methods and techniques of modern emergency medical services delivery.
- Laws, ordinances, rules, regulations, and codes affecting the work of the Fire Department and coordination with other firefighting and ambulance agencies.
- Operation and maintenance of modern emergency medical services equipment and fleet.
- Operational area, neighboring providers, area hospitals, area resources, local EMS policies protocols, laws and regulations of the City.

Ability to:

- Assist in planning, organizing, and directing managing the work of the Fire Department.
- Prepare clear and concise administrative and financial reports.
- Develop, plan, and instruct in-service training programs.
- Assist in the development and implementation of department policies and practices.
- Help establish and maintain department morale and discipline.
- Establish and maintain effective relationships with governmental officials, employees, and the general public.
- Operate modern apparatus and equipment used in emergency medical services delivery.
- Assist in ensuring the readiness of the Fire Department to meet the medical emergency needs of the City.

MINIMUM QUALIFICATIONS**Experience:**

Six (6) years of full-time progressively responsible EMS experience. **In addition, including at least two (2) years at a level of Paramedic is desirable.**

Education:

Graduation from an accredited college with an Associate degree program in Paramedicine, Fire Science, Fire Technology, Fire Administration, or related field.

Substitution:

Additional qualifying experience may substitute for the required education on a year-to-year basis.

Licenses and Certifications:

- Possession and maintenance of a valid Class C California Driver's License and a satisfactory driving record.
- Possession of a valid Healthcare Provider CPR certification.
- ~~• Possession of a current State of California Paramedic License and Fresno County Paramedic Certificate~~
- Possession of a valid Healthcare Provider CPR certification.
- Possession of a valid Advanced Care Life Support certification.
- Possession of a valid Pediatric Advanced Life Support certification.
- Possession of a valid Pre-Hospital Trauma Life Support or International Trauma Life Support certification.
- Within twelve (12) months of appointment, the incumbent will acquire Instructor Certifications for Healthcare Provider CPR, Advanced Care Life Support, Pediatric Advanced Life Support, and Designated Infection Control Officer.
- Within twenty-four (24) months of appointment, the incumbent will acquire Pre-Hospital Trauma Life Support or International Trauma Life Support,
- Certification from other associations may be deemed acceptable at the discretion of the Fire Chief.

Background

If considered for appointment, candidates will be required to pass a background investigation, which may include a criminal history check for job-related convictions, fingerprinting, polygraph test, psychology exam and drug use history. In addition, the candidate will be required to pass a medical examination and drug test.

WORKING CONDITIONS

The conditions described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands

While performing these job duties, incumbents require sufficient mobility to work in an office setting operating office equipment and respond to emergency situations requiring emergency apparatus and equipment. The incumbent is regularly required to sit, walk and stand; talk and hear; use hands to handle, feel or operate objects, tools, or controls; and perform repetitive movements of hands or wrists. Incumbents must have close visual acuity to perform activities such as preparing and analyzing data and figures while viewing a computer screen. This is partially a sedentary, partially a field classification that requires operating in emergency situations and identifying and assessing problems or hazards. While performing these job duties, incumbents require sufficient mobility to lift and carry up to 50 pounds on a regular basis; ability to maneuver a 200-pound individual in need of assistance.

Mental Demands

While performing the duties of this job, an employee uses written and oral communication skills; reads and interprets data, information, and documents; analyzes and solves problems; uses math and mathematical reasoning; observes and interprets people and situations; learns and applies new information and skills; performs highly detailed work; deals with changing deadlines, constant interruptions, and multiple concurrent tasks; and interacts with others encountered in the course of work.

Work Environment

The employee works primarily in an office environment and may be required to travel outside City boundaries to attend meetings.

Incumbents may be required to work extended hours including evenings, weekends, and holidays. Employees may be called for field work and may be exposed to extreme noise, cold and hot temperatures, inclement weather conditions, road hazards, substantial heights, confining workspace, chemicals, mechanical and electrical hazards, hazardous physical substances, and fumes. Employees may interact with upset staff and members of the public in interpreting and enforcing departmental policies and procedures.

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2-5

Adopt Resolution 2026-109 approving
a four-year Memorandum of
Understanding between the City of
Selma and the International
Association of Firefighters Local 3716
for the period of July 1, 2026 through
June 30, 2030

CITY COUNCIL STAFF REPORT

MEETING DATE: October 6, 2026

SUBJECT: Adopt Resolution 2026-109 approving a four-year Memorandum of Understanding between the City of Selma and the International Association of Firefighters Local 3716 for the period of July 1, 2026 through June 30, 2030

SUBMITTED: Margee Fallert, Deputy City Manager

APPROVED: Jason Rogers, City Manager

RECOMMENDATION:

Adopt Resolution 2026-109 approving a four-year Memorandum of Understanding between the City of Selma and the International Association of Firefighters Local 3716 for the period of July 1, 2026 through June 30, 2030

DISCUSSION:

The International Association of Firefighters Local 3716 represents employees in the Firefighter, Fire Engineer, Non-Safety Emergency Medical Technician (EMT), and Non-Safety Paramedic classifications. The City and IAFF Local 3716 have completed negotiations concerning wages, hours, and other terms and conditions of employment for the successor agreement.

The proposed MOU establishes the terms and conditions of employment for the bargaining unit for a four-year period from July 1, 2026 through June 30, 2030. The agreement supersedes prior agreements between the parties and establishes the negotiated wages, benefits, and working conditions applicable to employees represented by the Unit during the term of the agreement.

The proposed agreement also reflects the City's ongoing efforts to address CalPERS compliance, compensation, work schedules, Fire Department staffing and operational requirements, and compliance with applicable state and federal requirements.

The proposed four-year MOU contains several significant changes to the existing agreement. The principal negotiated changes are summarized below.

1. Four-Year Contract Term

The proposed MOU will be effective July 1, 2026 through June 30, 2030, except where individual provisions specify a different effective date. The agreement provides a process for reopening negotiations prior to expiration and requires written notice to commence bargaining.

2. Salary Adjustments – Sworn Fire Positions

The MOU provides base salary increases beginning October 17, 2026 in connection with negotiated changes to EMT premium pay, the FLSA work period, and holiday compensation. The base salary increases include:

- 4.5% effective October 17, 2026 in exchange for elimination of the prior EMT Premium Pay of up to 6%;
- 5% effective October 17, 2026 in connection with the transition to the FLSA-compliant 24-day work period reducing the hours paid from 12 per pay period to 6 - ½ time hours (3 full hours) per pay period;
- In exchange for the reduction of paid Holiday time each pay period the following increases go into effect: 2% effective October 17, 2026; 2% effective July 1, 2027; 1.5% effective July 1, 2028; 1.5% effective July 1, 2029
- In addition, the agreement provides a 2.5% cost-of-living adjustment (COLA) effective July 1 of each year beginning in 2027 through 2029.

3. Salary Adjustments – **Non-Safety EMT and Paramedic Positions**

The MOU also provides the same phased base salary increases associated with the restructuring of holiday compensation:

- 2% effective October 17, 2026; 2% effective July 1, 2027; 1.5% effective July 1, 2028; and 1.5% effective July 1, 2029.

Non-Safety classifications will also receive the 2.5% annual COLAs effective July 1, 2027, July 1, 2028, and July 1, 2029.

4. Paramedic Premium Pay

Beginning October 17, 2026, the MOU establishes **5% Paramedic Premium Pay** for employees in the Firefighter and Fire Engineer classifications who possess and maintain the required California State Paramedic License and other required certifications. This is a change from the sliding scale that was previously used.

The premium is included in the basis for calculating overtime and call-back compensation and is intended to qualify as reportable special compensation under applicable CalPERS laws and regulations.

Employees who fail to maintain the required paramedic certification will lose the premium pay, with the premium reinstated upon restoration of the certification.

5. FLSA-Compliant Fire Shift Work Period

The proposed agreement changes the standard FLSA work period for sworn Fire Department shift personnel to a **24-day work period based on the 48/96 work schedule**.

The agreement establishes a 182-hour FLSA cycle. For payroll purposes, the standard 14-day payroll period will reflect 112 regular hours, with six FLSA hours paid at half-time for the additional hours above the 53-hour work week. This is a change from the previous 14 day schedule and payment of 12 hours each pay period.

6. Longevity Pay

Effective October 17, 2026, the agreement establishes longevity pay based upon continuous full-time service with the City as follows:

Years of Continuous Service Longevity Pay

5 years	2.5%
10 years	5%
15 years	7.5%
20 years	10%

Longevity pay is not cumulative. Employees receive only the highest applicable percentage based upon completed years of continuous service.

The MOU provides that longevity pay will be included in regular compensation each pay period and is intended to qualify as reportable special compensation under applicable CalPERS laws and regulations.

7. Holiday Compensation

The proposed agreement restructures the manner in which holiday compensation is paid over the term of the MOU.

Currently members are paid 24 hours per holiday and during the contract period that will be reduced to 11.2 hours per holiday.

The new MOU also cleans up the movement to 26 pay periods for deferred compensation and health insurance benefits, cleans up miscalculations on various charts through out the agreement and gives examples of the conversion of sick leave to the 1.4 factor for CalPERS.

Attached for councils review is a strike-out - red line version of the document so changes can be easily reviewed and then a final clean copy of the document.

FISCAL IMPACT:

Approval of the MOU will result in increased base salaries. This will be offset with the reduction of FLSA, Holiday, Certification, and Premium Pay. There are no retractive increases as all classifications received previously approved increases on July 1, 2026 from the salary survey conducted and approved in 2024.

Attachments:

- ☒ Resolution 2026-109
- ☐ Ordinance
- ☐ Map
- ☐ Agreement
- ☒ Other

List: Strike Out MOU and a
Clean Copy of the MOU

RESOLUTION NO. 2026-109

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SELMA,
CALIFORNIA, APPROVING A FOUR-YEAR MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY OF SELMA AND THE INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS LOCAL 3716 FOR THE PERIOD OF
JULY 1, 2026, THROUGH JUNE 30, 2030**

WHEREAS, the International Association of Firefighters Local 3716 (“IAFF Local 3716”) represents City employees in the Firefighter, Fire Engineer, Non-Safety Emergency Medical Technician (EMT), and Non-Safety Paramedic classifications; and

WHEREAS, the City of Selma (“City”) and IAFF Local 3716 have completed negotiations concerning wages, hours, and other terms and conditions of employment for a successor Memorandum of Understanding (“MOU”); and

WHEREAS, the proposed MOU establishes the terms and conditions of employment for the represented bargaining unit for a four-year period commencing July 1, 2026, and ending June 30, 2030, except as otherwise provided in the MOU; and

WHEREAS, , the proposed MOU supersedes prior agreements between the parties and sets forth the negotiated wages, benefits, and working conditions applicable to employees represented by IAFF Local 3716 during the term of the agreement; and

WHEREAS, , the proposed MOU includes negotiated changes addressing salary adjustments, annual cost-of-living adjustments, paramedic premium pay, the Fair Labor Standards Act (FLSA) work period for sworn Fire Department shift personnel, longevity pay, holiday compensation, and related administrative and benefit provisions; and

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

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

Section 2. The City Council hereby approves the four-year Memorandum of Understanding between the City of Selma and the International Association of Firefighters Local 3716 for the period of July 1, 2026, through June 30, 2030, in the form presented to the City Council.

Section 3. The City Manager, or designee, is authorized to execute the MOU on behalf of the City and to take such administrative actions as are necessary to implement its terms, subject to the approved MOU and applicable law.

Section 4. Severability. The provisions of this Resolution are severable and if any provision, clause, sentence, word or part thereof is held illegal, invalid, unconstitutional, or inapplicable to any person or circumstances, such illegality, invalidity, unconstitutionality, or inapplicability shall not affect or impair any of the remaining provisions, clauses, sentences, sections, words or parts thereof of the Resolution or their applicability to other persons or circumstances.

Section 5. Effective Date. That the City Clerk shall certify to the adoption of this Resolution and that the same shall be in full force and effect.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Selma, California, at a regular meeting held on the 6th day of October 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

Scott Robertson
Mayor

Miriam Cruz
Interim City Clerk

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF SELMA

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 3716

FOR THE PERIOD

JULY 1, ~~2024~~ 2026 THROUGH JUNE 30, ~~2026~~ 2030

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**A MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SELMA AND
INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS LOCAL 3716**

This Memorandum of Understanding (MOU) is made and entered into between the City of Selma, herein "City" by its City Manager in his capacity as the Municipal Employees Relations Officer and the International Association of Firefighters Local 3716, herein "Unit" representing employees of the City who occupy positions in the Classifications listed herein, pursuant to the California Government Code, Section 3500, et seq and RESOLUTION NO. 92-56R, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SELMA AMENDING RESOLUTION NO. 1027, PROVIDING FOR EMPLOYER-EMPLOYEE RELATIONS, approved the 15th day of June 1992 as these documents are now or hereafter may be modified. **Updated on October 6, 2026 by Resolution 2026-XX** City and Unit agree as follows:

1- RECOGNITION

City hereby confirms its continuing recognition of Unit as the exclusive bargaining agent for the following Position Classifications except as otherwise provided by law (whether presently filled or unfilled):

Firefighter

Fire Engineer

Non-Safety Emergency Medical Technician (EMT)

Non-Safety Paramedic

The term SAFETY will represent the Firefighter and Fire Engineer classifications. The term NON-SAFETY will represent the EMT and Paramedic classifications.

City agrees to meet and confer and otherwise deal exclusively with representatives of Unit on all matters relating to the scope of representation pertaining to said employee Unit as provided under the above-referenced Resolution and Government Code Sections. In the event Resolution No. 92-56R is modified, the modified Resolution shall apply. The proposed modification shall be submitted to Unit prior to its adoption, for input.

2- SALARIES **SWORN POSITIONS**

Effective the pay period that includes ~~July 1, 2024~~ **July 1, 2026**, ~~full implementation over a three-year period of the 60th percentile salary increases as indicated in accepted Salary Study.~~ **the following increases went into effect to achieve the 60th percentile salary increases as indicated in Salary Study accepted by City Council on September 3, 2024.**

	Full implementation	July 1, 2024	July 1, 2025	July 1, 2026
Fire Engineer	7.69%	2.57%	2.56%	2.56%
Firefighter	3.22%	1.08%	1.07%	1.07%

A. ~~Effective the pay period that includes July 1, 2024, all employees represented by this MOU shall receive a 3% Cost of Living Adjustment.~~

B. ~~Effective the pay period that includes July 1, 2025, all employees represented by this MOU shall receive a 2% Cost of Living Adjustment.~~

C. ~~Effective the pay period that includes July 1, 2026, all employees represented by this MOU shall receive a 2% Cost of Living Adjustment.~~

Classification	Salary Increase from Study	Cost of Living Increase	Total
Fire Fighter	1.07%	2%	3.07%
Fire Engineer	2.56%	2%	4.56%

Effective the first full pay period (October 17, 2026) following the ratification of the contract and approval by the Selma City Council the following items will be put into place:

In exchange for no longer having the EMT Premium Pay in Article 3 of up to 6% the city will increase the base salary as follows

Classification	Base Salary Increase
Firefighter	4.5%
Fire Engineer	4.5%

In exchange for moving from a 14-day standard work period with an additional 12 hours paid at straight time to an FLSA compliant 24-day work period with 6 hours of FLSA hours paid out as half time (3 half time hours per week) for the additional hours above the 53-hour work week the city will increase the base salary by the following:

Classification	Base Salary Increase
Firefighter	5%
Fire Engineer	5%

In exchange for **reducing the per pay period pay out of holidays** over a 4-year period as outlined by Article 36 the city agrees to the following increase to base salary:

Year	Base Salary Increase
Ratification of Contract 2026	2%
July 1, 2027	2%
July 1, 2028	1.5%
July 1, 2029	1.5%

The city agrees to the following Cost of Living Increases over the term of the contract, increases shall go into effect in the payroll period that includes July 1st of each year.

Year	COLA Increase
July 1, 2027	2.5%
July 1, 2028	2.5%
July 1, 2029	2.5%

3 – SALARIES NON-SWORN

- A. Effective the pay period that includes July 1, 2026, the following increases went into effect to achieve the 60th percentile salary increases as indicated in Salary Study accepted by City Council on September 3, 2024.

Classification	Cost of Living Increase
EMT	2%
Paramedic	2%

- B. Effective the first full pay period (October 17, 2026) following the ratification of the contract and approval by the Selma City Council the following items will be put into place:

In exchange for reducing the per pay period pay out of holidays over a 4-year period as outlined by Article 31 the city agrees to the following increase to base salary:

Year	Base Salary Increase
Ratification of Contract 2026	2%
July 1, 2027	2%
July 1, 2028	1.5%
July 1, 2029	1.5%

The city agrees to the following Cost of Living Increase over the term of the contract:

Year	COLA Increase
July 1, 2027	2.5%
July 1, 2028	2.5%
July 1, 2029	2.5%

4- PREMIUM PAY SWORN POSITIONS

The following premium pay shall be paid to Safety employees certified by the Fresno County Health Director and included as part of the basis for calculating overtime and call back compensation.

A. ~~Emergency Medical Technician~~ — Two Percent (2%) to Six Percent (6%) of hourly base pay.

~~Years~~	~~1~~	~~2~~	~~3~~	~~4~~	~~5+~~
	~~2%~~	~~3%~~	~~4%~~	~~5%~~	~~6%~~

B. ~~Paramedic~~ — Six Percent (6%) to Twelve Percent (12%) of hourly base pay.

~~1. 1st Certification~~

~~(Covering the first two years as a paramedic with the City of Selma, either as a newly hired paramedic, or newly certified paramedic).~~

~~From Date of Employment through Year 2 — Six Percent (6%)~~

~~2. 2nd Certification~~

~~(Covering the second two year period of certification as a paramedic with the City of Selma.)~~

~~Years Three and Four — Eight Percent (8%)~~

~~3. 3rd Certification~~

~~(Covering the second two year period of certification as a paramedic with the City of Selma.)~~

~~Years Five and Six — Ten Percent (10%)~~

~~4. More than six years and thereafter service as Paramedic — Twelve Percent (12%)~~

A. Effective October 17, 2026 Paramedic Premium Pay of five percent (5%) will be paid to those employees in the classification of Firefighter and Fire Engineer Rank who possess and maintain a valid California State Paramedic License certified by the Fresno County Health Director and any other certifications required by the City to perform Paramedic duties. Premium pay will be included as part of the basis for calculating overtime and call back compensation.

B. This Premium Pay is intended to be considered special compensation and shall be reported to the California Public Employee's Retirement System (CalPERS) in accordance with

applicable CalPERS laws and regulations. The Premium Pay shall be paid to all employees in the classifications who meet the eligibility requirements.

- C. The loss of ~~either EMT or EMT/Paramedic~~ certification shall result in the immediate loss of premium pay compensation for any Employee who fails to maintain the certification on a continuous and ongoing basis. Premium pay shall be reinstated at the last pay rate at the reinstatement of the certification

5- CERTIFICATION PAY – SWORN POSITIONS

~~Certification Pay for Safety employees who have obtained and provided valid certificates from the California State Fire Marshal's Office for Fire Investigator I or Fire Investigator, Fire Officer or Company Officer, Training Instructor or Fire and Emergency Services Instructor I, Hazardous Materials Technician, Prevention Officer or Fire Inspector I, Rescue Systems I or Rope Rescue Awareness/Operations and Firefighter II shall be paid as follows:~~

Certification	
Fire Investigator I or Fire Investigator	(moved to new article 6)
Fire Officer, Company Officer or Fire Officer II	
Training Instructor or Fire and Emergency Services Instructor I	(moved to new article 6)
Hazardous Materials Technician	
Prevention Officer or Fire Inspector I	
Rescue Systems I or Rope Rescue Awareness/Operations	
Firefighter II	
Fire Marshall	

- A. Two percent (2.0%) of the hourly base salary shall be paid to those employees covered by this MOU who have attained the above-listed certificates **and it is not a requirement of their job classification.** ~~but are not assigned to perform the duties associated with their certificate.~~
- B. ~~An additional two percent (2%), for a maximum total of four percent (4%), of the hourly base salary shall be paid to those employees covered by this MOU who have attained an above-listed certificate and are assigned by the Fire Chief to perform the duties associated with their certificate.~~
1. ~~If an employee is no longer required to perform the duties of their assignment(s) listed above, then the employee's certification pay will return to two percent (2%). Any decision to alter or discontinue such assignments shall be made by the Fire Chief. Such decisions shall not be made for punitive reasons, but for the overall effective management of the Fire Department.~~
- C. A total of 2.5% of the hourly base salary shall be paid to those Non-Safety EMT's and Paramedics assigned by the Fire Chief or designee as Department Field Training Officers-

~~(FTO's). Final standards for minimum qualifications, position designation, and selection processes to be determined by the Fire Chief or designees in consultation with the affected employees. Moved to Non-Safety Article 7~~

- D. It is agreed by all parties that the max certification pay to be paid to employees covered by this MOU ~~hired on or after July 1, 2021 is 25%.~~ **Will be six percent**

6- ASSIGNMENT PAY – SWORN POSITIONS

Four percent (4.0%) of the hourly base salary shall be paid to those employees covered by this MOU who hold the applicable certification and are assigned to the following: All assignments of personnel shall be made at the sole discretion of the Fire Chief. Such assignments may be made, modified, or rescinded at any time based on the needs of the Department.

1. Fire Inspector: Compensation to “Fire Inspectors” who routinely review and inspect fire-related-permits, fire protection and fire alarm system, and infrastructure and development projects to ensure compliance with applicable fire codes, ordinances, and adopted standards, including related plan review, inspection, acceptance testing, and documentation. (Fire Inspector Pay will only be paid if it is not part of the employee’s minimum qualifications of their assigned job classification)
2. Fire Investigator - Compensation to “fire investigation” personnel who are routinely and consistently assigned to investigate causes of destructive burning.
3. Training Premium - Compensation to employees who are routinely and consistently assigned to train employees as part of the Departments designated training program.
4. It is agreed by all parties that the max assignment pay to be paid to employees covered by this MOU will be eight percent (8%)

7- ASSIGNMENT PAY – NON-SWORN POSITIONS

A total of 2.5% of the hourly base salary shall be paid to those Non-Safety EMT's and Paramedics assigned by the Fire Chief or designee as Department Field Training Officers (FTO's). Final standards for minimum qualifications, position designation, and selection processes to be determined by the Fire Chief or designees in consultation with the affected employees.

8 -BILINGUAL PAY

Positions represented by this MOU will be eligible to receive Bilingual Pay (Spanish and Punjabi only). To receive this benefit, the employee will be required to pass an oral competency test administered by an independent party outside the employment of the City of Selma. Once certified the employee will receive the bilingual stipend of ~~\$25.00~~ **\$23.08** per pay period (based on ~~24~~ **26** pay periods). Bilingual testing will be administered no less than once per quarter. Should

employee "no show" for the bilingual testing appointment, a waiting period of six (6) months is required before eligible to retest.

9- LONGEVITY PAY

Years of Continuous Full-Time Service with the City of Selma

5 Years	2.5%
10 Years	5%
15 Years	7.5%
20 Years	10%

Longevity Pay shall become effective on October 17, 2026 and employees will become eligible at the beginning of the pay period following the employee's completion of the applicable years of continuous service. For purposes of this Article, continuous service shall mean uninterrupted employment with the City of Selma, excluding any separation from City service.

The Longevity Pay percentages identified above are not cumulative. Employees shall receive only the single highest applicable Longevity Pay percentage based upon their completed years of continuous service.

Longevity Pay shall be paid uniformly to all employees in represented by this MOU who meet the eligibility requirements and shall be included in the employee's regular compensation each pay period

The City and the Association acknowledge that this Longevity Pay is intended to qualify as reportable special compensation under applicable California Public Employees' Retirement System (CalPERS) laws and regulations.

10- COMPENSATION FOR USE OF A PRIVATE VEHICLE

Whenever in the conduct of business of City, a member of Unit, at a supervisor's request, uses a private vehicle whether for convenience or because a City vehicle is unavailable, shall be reimbursed for mileage at the IRS standard mileage rate. A member may refuse to use his/her private vehicle without prejudice. City retains the right to request proof of insurance at any time.

11-PAYOFF OF COMPENSATORY TIME

Unit employees with compensatory time may elect to receive payment for their accumulated comp time hours. City and Unit agree that employee may opt for one of the following methods:

1. Twenty-four -hour payoff - Eligible employees may indicate their desire to receive payment for up to twenty-four hours of comp time per payroll period by submitting the appropriate paperwork with their regular payroll.
2. 457 Contribution - Eligible employees may choose to convert comp time hours to the employee's individual 457 Tax Deferred Compensation account ~~on a quarterly basis only~~ **twice per year.**

Employee choosing this method must indicate the number of hours they wish to convert ~~in a lump sum~~ (limited to ~~twenty-four~~ **up to 200 hours each time**) ~~hours per payroll period~~ on the appropriate form. All hours so designated will be converted and applied to their 457 plans.

Any comp time that exceeds the limit of 480 hours for employees of this Unit will be paid off in either manner defined above as indicated by the employee.

12 - DEFERRED COMPENSATION

City will match the employee's contribution of up to ~~fifty dollars (\$50)~~ **\$46.15** per pay period (~~maximum of two pay periods per month~~ **26 pay periods**) for a maximum of one hundred dollars (\$100) per month into a tax deferred retirement account voluntarily established by the employee in the employee's name with one of the City's 457 Tax Deferred Compensation Plan.

Conditions of said contributions shall be subject to IRS regulations governing such accounts.

13 - NON-DISCRIMINATION

City and Unit agree not to discriminate against any employees in accordance with applicable laws.

14 - CITY RIGHTS

- A. City retains the exclusive rights set forth in the Employer-Employee Relations Resolution.
- B. City specifically retains all the exclusive rights, subject only to the provisions of this MOU, to take whatever actions and set whatever policies it deems appropriate for the conduct of City business in accordance with applicable laws and council members determinations.

15 - UNIT RIGHTS

- A. Unit shall cooperate with City to assure maximum service of the highest quality and efficiency to the citizens of the City of Selma.
- B. Unit representatives shall have reasonable access to Employees, provided such access does not interfere with City business. Department Heads and first-line supervisors shall be notified by City of the provisions of this Article.
- C. Representatives of the Unit shall have access to any Employee or Employees presenting a grievance and Employees have the right to have the Representative represent him or her at all stages of the grievance procedure and/or disciplinary actions.

16 - BILL OF RIGHTS

The rights of Firefighter personnel covered by this MOU are stated in the Government Code of the State of California, Sections 3250-3262.

The intention of this Article is to confirm City's and Unit's understanding of these rights.

17-GRIEVANCE PROCEDURE AND UNIT REPRESENTATIVE

The grievance procedures are stated in Section 9 of the Personnel Rules and Regulations.

18 - UNIT REPRESENTATIVE

- A. City recognizes that Unit may appoint a representative of its choice to report grievances pertaining to this MOU. Upon designating such a representative, Unit shall provide City, in writing, with the name of the representative.
- B. The functions of the representative shall be to report alleged grievances, violations of this MOU or to report alleged safety violations. The Unit Representative may also participate in the meet and confer process.
- C. The representative, if an employee of the City, shall keep at a minimum the time spent in the performance of his or her duties as outlined in this Article, and at all other times continue to perform his or her assigned jobs.
- E. The Unit representative shall request permission from his/her supervisor to conduct, on City time, Unit business falling within the provisions of this Article. The supervisor may grant such activity time after considering the needs of the City and the representative's work assignments. The representative shall state the nature of the activity and the approximate amount of time requested. The Representative shall report to the supervisor upon completing such activity. Every effort shall be made to conduct Unit business at the end of representative's regularly assigned shift and to not interfere with the duties of other employees in the Unit.

19- COMPLIANCE WITH MOU

- A. In the event of any violation of the terms of this MOU, responsible and authorized representatives of the Unit or City, as the case may be, shall promptly take such action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized action(s) into compliance with the terms of this MOU. Employees acting or conducting themselves in violation of the terms of this MOU shall be subject to discipline, up to and including discharge. City shall enforce the terms of this MOU through its supervisory personnel. Unit shall enforce the terms of this MOU on the part of its members.
- C. A dispute or difference of opinion concerning the enforcement of this MOU by City or Unit

shall first be presented in writing to the other party and an attempt shall be made to settle the matter as provided in this agreement.

20 - OUT OF CLASS

Unit members may be assigned to temporarily work in other position classifications according to the following policy:

- A. The City shall provide "Acting" status pay differential of at least 5%, or Step A of the higher classification when the employee has been assigned to serve the majority of significant duties of a higher position. The employee shall receive the highest pay rate as provided by this section. The determination of who is qualified for, and formally assigned to the higher capacity shall remain at the discretion of the Department Head (or City Manager, in the absence of a Department Head).
 - 1. When a Unit Employee is assigned to a shift and assumes the duties of a higher position, he or she shall receive the differential pay for the full shift. If the Unit Employee is assigned and assumes the duties of the higher position in mid-shift, he or she shall receive the differential pay for the actual time served, but in no case less than three (3) hours.
 - a. No extra compensation for temporary work in other classifications shall apply to shift trades between employees.
 - b. **Acting pay will not be subject to reporting to CalPERS**

21 - POSITION CLASSIFICATIONS

- A. It is recognized that the establishment of new or revised position classifications within the Unit may be warranted and approved by City. In the event that revised position classifications are recommended, Unit shall be given an opportunity to consult with the Personnel Officer, or designee. The final decision concerning revised position classifications shall remain with City.
- B. Whenever the decision to hire or promote has been made, City agrees to provide for promotional opportunities based on the classification specifications for the vacant positions. A decision to open the position to accept new applications shall be made only after internal methods have been exhausted.
- C. The City Manager **or their designee** as Personnel Officer shall have the authority in determining the methods for filling vacancies, the timing for filling such vacancies, and the methods of examination, in accordance with the City's Personnel Rules and Regulations and state law.

22- SENIORITY

Seniority shall be measured by total length of service in years, months and days from date of last hire.

- A. Newly hired employees shall accrue seniority from date of hire but may not exercise rights of such accrual until the satisfactory completion of a one-year probation period. Promotions and accompanying one-year probationary periods do not affect the original hire date for purposes of calculating seniority.
- B. Promotions, demotions, and rehires shall be within the sole discretion of the City Manager or his/her designee. Demotions shall be subject to the appeals procedure. In making these determinations, the City Manager or his authorized representative shall consider 1) Seniority - Length of Service and 2) Ability, efficiency, and special skills;
 - 1. Where in the fair and impartial judgement of the City Manager or his authorized representative, factors under #2 are relatively equal, #1, Seniority, shall govern unless extenuating circumstances prevail.
- C. City policy dictates that layoffs shall be according to seniority (*last person hired will be first person to be laid off*), provided the remaining employee(s) has the ability to perform the work. Therefore, those employees of this Unit who have attained seniority within their job classification and/or department, and/or who have received promotions which have placed them (i.e. their job classifications) in this Unit, shall, before being considered for layoff, be given the opportunity of returning to a prior or lower job classification (*or assuming similar duties of a previous position if that job classification or job title has changed*) and replacing another employee with less seniority.
- D. Employees who have been laid off shall be recalled in the inverse order of layoff.
- E. Any person transferring from one department to another with the same job classification shall not suffer a reduction in compensation.
- F. Seniority shall be lost by:
 - 1. Termination from City employment.
 - 2. Failure to return from an authorized leave of absence.
 - 3. Failure to respond to notice of recall from layoff within the established time frame.

23- STANDARD WORK PERIOD – SWORN POSITIONS

The standard work period for city employees shall be as follows:

A. Fire Department Non-Shift Personnel

The standard work period for non-shift personnel shall be forty (40) hours per week.

B. Fire Department Shift Personnel

The standard FLSA section 7(k) work period for safety shift personnel in the Fire Department shall be a ~~14-day~~ 24 day work period based on a 48/96 work schedule which begins with the start of the A shift 48/96 schedule. This work schedule is 182 hours in a 24-day FLSA cycle. For payroll purposes, the standard 14-day payroll period shall be paid as follows: one hundred twelve (112) regular hours (56 regular hours per week) 6 hours of FLSA hours paid out as half time (3 half time hours per week) for the additional hours above the 53-hour work week. FLSA Overtime shall be computed and paid or accrued as required by law utilizing the employee's regular base wage hourly rate.

24 - STANDARD WORK PERIOD – NON-SWORN POSITIONS

A. Fire Department Non-Safety Shift Personnel

The standard FLSA work period for non-safety shift personnel in the Fire Department shall be a 14-day work period based on a 48/96 work schedule which begins with the start of the A shift 48/96 schedule.

- a. For payroll purposes, the 14-day standard work period shall be paid out as follows:
 - i. 56 scheduled hours per standard work week
 1. 40 regular hours
 2. 8 overtime hours

25 - OVERTIME

A. Overtime work for all eligible employees shall be defined as any time worked beyond forty (40) hours in a standard work week for non-shift personnel, and any time worked in excess of the standard work period as defined above for shift personnel. The use of vacation, sick and compensation time shall be included in the definition of time worked.

B. The maximum non-FLSA and FLSA comp time that employees of this Unit can accrue is 480 hours.

26 - CALL BACK COMPENSATION

Call-Back is defined as the time a Unit employee is required to return to work or report to the job for unscheduled or emergency work.

- A. City shall compensate Unit employee a minimum of three (3) hours at the established overtime rate, irrespective of the actual time worked.
- B. In the event the task exceeds three (3) hours duration, the total compensation shall be for hours actually worked at the established overtime rates. After the minimum call-back time of three (3) hours is actually worked, work time shall be recorded in increments of one quarter of an hour (15 minutes).

27- RETIREMENT – SAFETY POSITIONS

- A. For Safety employees of this Unit (Fire Engineer and Firefighter) that are considered "classic" Safety members of CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA), the City shall provide the CalPERS Safety 2% @ 50 Retirement Plan. The employees' share of the contributions shall be fully vested in each employee's name in accordance with CalPERS policies.
 - 1. Classic Safety employees shall continue to contribute the full 9% of compensation earnable member contribution, and 3% of compensation earnable of the required employer contribution as cost sharing in accordance to Government Code 20516(f), for a total employee CalPERS contribution of 12%.
 - 2. The City and Unit understand and agree that the additional 3% contribution by the employee of the employer's required contribution as cost sharing in accordance to Government Code 20516(f), for a total employee CalPERS contribution of 12%, shall continue beyond the expiration date of this MOU and shall become a part of the status quo.
- B. For Safety employees of this Unit (Fire Engineer and Firefighter) that are considered "new" Safety members of the California Public Employees Retirement System (CalPERS), pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, the City shall provide the PERS Safety 2.7% @ 57 Retirement Plan. Under the PEPRA all "new" Safety members of the California Public Employees Retirement System (CalPERS} will be required to contribute at least 50% percent of the total normal cost of the retirement plan, as determined by CalPERS.
- C. Other benefits provided through CalPERS for Safety members include:
 - 1. Section 20965 - Unused Sick Leave Credit
 - 2. Section 20037 - Three Year Final Compensation

28 - RETIREMENT – NON-SAFETY POSITIONS

- A. For Miscellaneous employees of this Unit (Non-Safety EMT and Non-Safety Paramedic) that are considered "classic" Miscellaneous members of CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA), the City shall provide the CalPERS Miscellaneous 2.7% @ 55 Retirement Plan. The employees' share of the contributions shall be fully vested in each employee's name in accordance with CalPERS policies.
 - 3. Classic Miscellaneous employees shall continue to contribute the full 8% of compensation earnable member contribution.
- B. For Miscellaneous employees of this Unit (Non-Safety EMT and Non-Safety Paramedic) that are considered "new" Miscellaneous members of the Public Employees Retirement System (PERS), pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, the City shall provide the PERS Miscellaneous 2% @ 62 Retirement Plan. Under the PEPRA all new Miscellaneous members of the Public Employees Retirement System (PERS) will be required to contribute at least 50% of the total normal cost of the retirement plan, as determined by CalPERS.

29 - INSURANCE BENEFITS

- A. The City shall offer health insurance, vision insurance and dental insurance and the City shall pay ninety percent(90%) of the average of the highest and lowest medical plan premiums for all regular and probationary employees and their eligible dependents.
- B. The City shall offer \$100,000 Group Life and Accidental Death Insurance. The City shall pay ninety percent (90%) of the premium.
- C. The City shall offer Long Term Disability Insurance. Participant is at the sole expense of the employee.
- D. The City shall offer Voluntary Benefits to include Flexible Spending Accounts for Health Care and Dependent Care.
- E. In Lieu of Health Insurance Benefit:
Employees choosing not to enroll in a health insurance plan may receive an "in lieu of benefit" of \$300 per month or \$138.46 per pay period. This

amount may be used to purchase other insurance options offered by the City at the time of implementation or hire, may be contributed to the employee's 457 Tax Deferred Compensation account, and/or received as non-PERSable taxable income. The In Lieu of Benefit shall apply only to the health insurance benefits. Employees choosing not to enroll in the dental, vision or basic life insurance plans will not receive the premium amounts in their flexible spending accounts, nor shall they receive an "in lieu of benefit" for declining these benefits.

F. Benefit for Employees with Ten or More Years of Service

1. The City agrees to provide 100% of the maximum premium allowances for health, dental, vision, and life insurance for individuals who have been employed by the City in a regular employment capacity for more than ten (10) years. The employee will become eligible for this provision the calendar year following the employee's tenth anniversary of their hire date or eligibility date.

Example: Employee eligible for health insurance benefits in calendar year 2014, eligible for 100% of maximum premium allowances effective calendar year 2025.

G. Retiree insurance

Employees who take PERS retirement ~~within 120 days~~ **must notify the Human Resources Department in writing prior to retirement** of retiring from the City of Selma **that they want to continue on health, dental or vision coverage with the City.** ~~may continue to be covered by the same health insurance program and provisions as active employees.~~ Premiums will be paid 100% by the retired employee.

H. Health Benefits Committee:

1. City and Unit acknowledge the necessity for timely review of benefit plans.
2. City and Unit agree to the establishment of a Health Benefits Committee for the review of benefit plans.
3. The City agrees that the Unit may designate two committee members to represent the interests of the Unit.
4. The Unit representatives will be responsible for notifying the City and Health Benefits Committee, in the even the Unit does not agree with a committee recommendation.
5. Unless the Unit representative notifies the City of a disagreement, per

section 4 above, the parties agree that the Committee process will fulfill all meet and confer obligations.

6. Should the health insurance administrator recommend future rates increases or program modifications be implements, he/she shall make a recommendation to the Health Benefits Committee stating the reasons why such increase or change is recommended. The Health Benefits Committee shall than make a recommendation to the City Manager within thirty (30) calendar days after receipt of said recommendation. The City Manager will make a decision based on the information provided and present it to the City Council for implementation. The City and employees agree to pay any increased costs in the same proportion as the current contribution.

30 - SAFETY

- A Except for occupational hazards associated with the duties performed by emergency personnel, Employees shall not knowingly be required to work in unsafe conditions or with unsafe equipment. All Employees shall comply with adopted City of Selma Safety Rules and Regulations and City shall comply with applicable State law and regulations.
- B. Should conditions or equipment be reported as being unsafe, the Unit Representative, Fire Chief and Personnel Officer shall meet upon request of any party to resolve the issue. If an unsafe condition or equipment is found to **exist** or a potentially unsafe condition is present, corrective action shall be taken at the earliest possible time.
- C. The City's Safety Committee may be called upon to assist in resolving alleged safety violations and unresolved allegations shall be referred to the City Manager for immediate and final resolution.

31 - UNIFORM ALLOWANCE SAFETY POSITIONS

- A City shall provide an annual uniform allowance to be paid to Unit Employees as follows:
 1. City agrees to pay each ~~covered~~ Safety Employee **covered under this bargaining agreement** ~~\$1,000.00~~ **\$1,100** each year for uniform purchase, replacement and maintenance.
 2. Employees shall maintain uniforms in a clean, neat and pressed

manner. Uniforms shall not be worn which have holes, stains, or other defects. Requirements for dress and work uniforms and the policy relative to the wear of each has been established by the Fire Chief and shall be mandatory for all affected employees.

B. City agrees to make uniform allowance payments on a twenty-six (26) payroll period **(\$42.31 per pay period)** ~~(effective the first pay date of 2025).~~

1. For PERS classic members, uniform allowance is subject to PERS withholding but not Social Security, Federal and State withholding.
2. For PERS PEPRA new members, uniform allowance is not subject to PERS, Social Security, Federal nor State withholding.
3. Uniform allowance payments shall not be included in the base salary rate of employees.

32 - UNIFORM ALLOWANCE NON-SAFETY POSITIONS

A. City shall provide an annual uniform allowance to be paid to Unit Employees as follows:

1. City agrees to pay each Non-Safety employee ~~\$500.00~~ **\$600.00** each year for uniform purchase, replacement and maintenance.
2. Employees shall maintain uniforms in a clean, neat and pressed manner. Uniforms shall not be worn which have holes, stains, or other defects. Requirements for dress and work uniforms and the policy relative to the wear of each has been established by the Fire Chief and shall be mandatory for all affected employees.

B. City agrees to make uniform allowance payments on a twenty-six (26) payroll period **(\$23.08 per pay period)** ~~(effective the first pay date of 2025).~~

1. For PERS classic members, uniform allowance is subject to PERS withholding but not Social Security, Federal and State withholding.
2. For PERS PEPRA new members, uniform allowance is not subject to PERS, Social Security, Federal nor State withholding.
3. Uniform allowance payments shall not be included in the base salary rate of employees.

~~C. After one (1) year of continuous employment, City agrees to reimburse Unit Employees up to \$200 every twenty four (24) months for boots.~~

~~D. City shall continue to provide a revolving fund to assist Unit Employees in the purchase of required uniforms, tack, and equipment to a maximum of \$500 per employee at any given time.~~

~~4. Unit Employees shall reimburse City on a monthly basis via payroll deductions based on the following:~~

<u>AMOUNT OWED</u>	<u>PAYMENT</u>
~~\$0-\$250~~	~~\$50 per month or \$25 per pay period~~
~~\$251-\$500~~	~~\$100 per month or \$50 per pay period~~

33 - PERSONAL PROPERTY LOSS

A. City agrees to reimburse employees for uniforms and equipment damaged in the line of duty. City's responsibility for reimbursement shall be limited to those articles required for the employee to perform his/her duties. City agrees to reimburse employees for personal property damaged in the line of duty only under the following conditions:

1. No Employee shall be reimbursed for any item lost or damaged in the performance of their duty in excess of \$50.00
2. Exception to the \$50.00 limit: prescription eye glasses or contacts lenses (contact lenses only if required by employee's doctor), or dentures.
3. No reimbursement shall be made if there is negligence or carelessness involved on the part of the employee.

B. City agrees to provide employees with safety equipment as required by State law.

C. City shall provide no other uniform allowance for employees in Unit.

34 - COLLECTION OF FEES, DUES AND ASSESSMENTS

A. The Unit is solely responsible for distributing to and collection from employees the dues deductions authorization forms. It is the employees' responsibility to submit requests to start or stop dues deductions directly to the Unit and not to the City. The Unit is responsible for maintaining the dues deductions forms from individual employees. Copies of an individual employee's dues deduction authorization need not be provided to the City unless a dispute arises about the existence or terms of the authorization.

B. The Unit will provide to the City an updated, certified dues deduction list of bargaining unit members on an annual basis, of those employees who have provided written authorization for regular dues deductions. The City will deduct dues for only

those employees who are in the bargaining unit in accordance with such certified list. The Unit will immediately notify the City of any change to an employee's dues deduction authorization, and will provide the City within five (5) business days of the Unit being advised, an updated, certified dues deduction list only noting any specific changes from the last list provided to the City. The City shall not be obligated to put into effect any new, changed or discontinued deduction until a certified list of employees who have provided the Unit with deduction authorization forms is submitted to the City in sufficient time to permit normal processing of the change or deduction. The City will transmit the balance of funds to the Unit without delay. The Unit will provide the City an updated, certified dues deduction list of bargaining unit members on an annual basis, of those employees who have provided written authorization for regular dues deductions.

- C. The Unit agrees to indemnify, defend and hold harmless the City against claims, demands, suits or any other action, including costs of such suits and reasonable attorney's fees and/or other forms of liability arising from the implementation of the provisions of this section, including claims for or related to employee authorizations, revocations, deductions made, cancelled, or changed in reliance on the Unit's representations and certifications regarding employee dues deduction authorizations.

35 - SICK LEAVE

- A. All shift employees shall accrue sick leave at a rate of ~~11.07~~ 8.307 hours on a biweekly basis, 26 times per year. This is equivalent to 24 18 hours per calendar month. Accrual shall begin at the date of hire.
- B. FMLA/CRA Sick Leave Bank - In addition to the sick leave above shift personnel shall accrue an additional 6 hours per calendar month 2.769 hours on a biweekly basis that can be used for any FMLA or CFRA qualifying event. This sick leave has no cash value but will be combined with regular sick leave when an employee retires and the leave is reported to CALPERS.
- C. Use of sick leave is governed by the City's Personnel Rules and Regulations.
- D. Sick Leave for Shift Employees is as follows:
 - 1. For record-keeping purposes, sick leave credits shall be earned and used on an hourly basis. ~~It shall be provided further that sick leave credits shall continue to be earned at the rate of 24 hours per month.~~
 - 2. Sick Leave Incentive: Each eligible employee shall be entitled to pay for a portion of earned sick leave credits on an annual basis, as follows:
 - a. In order to be eligible for this incentive, Employee must have a minimum of 1440 hours of sick leave credit by the deadline date of November 1st. During the following twelve-month period, employee will be able to continue accruing sick leave and will be

eligible to receive Sick Leave Incentive.

1. At the end of each year, City agrees to pay each eligible employee with at least 1440 hours of accrued sick leave credit up to 30% of sick leave earned during the previous 12-month period (November 1-October 31) henceforth referred to the "benefit period". Regular, full-time employees earn 288 hours of sick leave during the benefit period.

- a. If no sick leave is used during the benefit period, employee may be paid for 30% of the unused sick leave credit remaining over 1440 hours (86.4 hours).
- b. If sick leave credits are used by the employee during the benefit period, employee is eligible for pay for 30% of the unused sick leave credits remaining over and above 1440 hours. For example:

An employee who has 1440 hours of sick leave credit at the beginning of the benefit period earns 288 hours (/2 24-hour days) and uses 120 hours (5 days) of sick leave during the benefit period.

Employee is eligible to receive payment for 30% of the unused 168 hours (7 days) sick leave credit, which is 50.4 hours.

2. This benefit is not cumulative or retroactive and the employee must decide and declare annually whether to accept payment or receive sick leave credit towards the fire department employees' retirement benefit (refer to #4 below).
3. Payment to eligible employees shall be made by City annually in the month of December.
4. A Shift Employee who terminates employment with the City for any reason during the year specified for the benefit, will not be eligible to receive sick leave incentive.

E. Family Sick Leave

- a. Twelve (12) days (288 hours) may be used to attend to the illness of a qualifying family member. All conditions and restrictions pertaining to the use of sick leave by the employee as provided in the City of Selma Personnel Rules and Regulations shall also apply to the use of family sick leave.

F. Retirement Credit for Unused Sick Leave

- a. Unused accumulated sick leave, and FMLA/CFRA Leave, for each eligible employee, whose effective date of retirement is within four months of separation from the employer which will be granted the sick leave credit. Employees and who will receive no compensation or remuneration at all for such sick leave, shall be credited at retirement with 0.004 year of service credit for each unused day of sick leave certified to the board by employer. This benefit is provided pursuant to Government Code Section 20965, Public Employee's Retirement Law.
- b. When reporting unused sick leave to CALPERS shift personnel sick leave banks must be converted to an eight (8) hour day accrual to be reported correctly. The conversion will happen as follows:

Sick leave balances are converted from the 56-hour shift to the 40-hour time by dividing the employee's current shift sick leave balance by 1.4.

Examples of Conversion

Sick Leave	FMLA/CRFA	Total	Conversion Factor	Total Reportable Hours	Total Reportable Days
800+	300	=1,000	/1.4	714.28	89
1600+	500	=2,100	/1.4	1500	187.5

- c. Employees choosing NOT to elect city retiree health insurance can cash out up to thirty (30) days. Any balance not cashed out shall be reported to PERS in equivalent days toward service credit.

36 - VACATION

- A. All Shift Employees shall accrue vacation according to the following schedule:

Years of Service	Hours Per Pav Period	Bi-Weekly Accrual	Hours Per Year
0-4 years	12	5.53 hours	144 hours
5- 9 years	18	8.30 hours	216 hours
10 - 14 years	21	9.23 .69 hours	252 240 hours
15+ years	24	11.53 07 hours	288 300 hours

Unit employees shall be allowed to accrue up to a maximum of 528 hours of vacation leave.

- B. Accrual is based on 26 pay periods
- C. If Section 12.1 -Vacation Accrual of the Personnel Rules and Regulations is amended, the resulting rule shall apply.

37- HOLIDAYS

- A. Designated Holiday are as follows:

1. January 1 (New Year's Day)
2. The third Monday in January (Martin Luther King Jr. Birthday)
3. The third Monday in February (Presidents' Day)
4. The last Monday in May (Memorial Day)
5. June 19 (Juneteenth)
6. July 4 (Independence Day)
7. The first Monday in September (Labor Day)
8. November 11 (Veteran's Day)
9. The fourth Thursday in November (Thanksgiving Day)
10. The day after Thanksgiving Day
11. December 24 (Christmas Eve)
12. December 25 (Christmas Day)
13. December 31 (New Year's Eve)
14. The employee's date of birth
15. Two floating holidays

If Section 12.7 - Holidays of the Personnel Rules and Regulations is amended, the resulting rule shall apply.

- B. Unit employees shall receive "Holiday In-Lieu Pay" for the 16 holidays identified in Section A above at straight time, with no additional pay for the worked holiday **regardless if the holiday is worked or not.**

1. "Holiday In-Lieu Pay" will be paid per pay period ~~beginning the pay period that includes January 1, 2025.~~ **over 26 pay periods.**

~~a. "Holiday In-Lieu Pay" will be paid out in 26 pay periods.~~

2. Shift employees shall receive holiday pay at ~~the a-rate of 24~~ **shown in the cart below:** ~~hours per holiday.~~

Effective Dates	Number of Holidays Subject to PERS (holidays 1-13)	Number of Hours per Holiday	Per pay period
October 17, 2026	13	19.74	$19.74 * 13 / 26 = 9.87$
July 1, 2027	13	15.28	$15.28 * 13 / 26 = 7.64$
July 1, 2028	13	11.2	$11.2 * 13 / 26 = 5.6$

Effective Dates	Number of Holidays <u>NOT</u> Subject to PERS (holidays 14-15)	Number of Hours per Holiday	Per pay period
October 17, 2026	3	19.74	$19.74 * 3/26 = 2.28$
July 1, 2027	3	15.28	$15.28 * 3/26 = 1.76$
July 1, 2028	3	11.2	$11.2 * 3/26 = 1.29$

3. ~~CalPERS reporting for "Holiday In-Lieu Pay" for birthday and floating holidays are not subject to CalPERS reporting. may require separate reporting for birthday and floating holidays.~~

38- IN-SERVICE TRAINING

- A. City recognizes that continued training of Unit members is of benefit to both City and members in that it introduces employee to new methods and techniques of performing duties and sharpens and increases skills necessary to provide high levels of productivity. City shall, in so far as is fiscally possible, budget sums each year for continued training and education. City shall be responsible for the reasonable expenses of training programs, including travel and lodging, when such expenses and costs are authorized by the appropriate Department Head in advance.
- A. City shall, in so far as is practical, encourage technical/vocational training in specific occupations. An example of such training is computer training. Technical/vocational training for an employee shall have prior approval of the City Manager (and City Council if deemed appropriate) including arrangements for costs thereof.

39 - PHYSICAL FITNESS AND WELLNESS

- A. Physical fitness of each and every Unit Employee is a top priority in ensuring the most efficient and effective service possible to our citizens, and in accomplishing City's risk management goals and objectives.
8. Employees may participate in a voluntary physical fitness/agility test for unit employees as developed by City. The Unit shall be permitted input in the development of the program. The determination of the City Manager and Fire Chief shall be final and conclusive in the adoption of said program.
- C. City agrees to pay each Unit member one annual \$200.00 physical fitness bonus/reimbursement upon submission of current proof of payment of one annual gym membership fee of \$200.00 (or more). In the event the Unit member pays for gym membership in a series of installments, member may submit receipts totaling \$200.00 for reimbursement.
1. Unit members who qualify for the Physical Fitness Bonus must submit a Claim for Payment.

2. Receipt issued by the established physical fitness gymnasium for current individual Unit membership must also accompany above Claim for Payment. Reimbursement shall be paid for no more than \$200.00 per year.
- D. City agrees to reimburse Unit member's insurance co-pay amount for annual physicals and cancer screenings upon submission of appropriate documentation to the City's Finance Department.

40 - EDUCATION INCENTIVE

- A. City shall pay ~~non-probationary~~ Unit employees a bonus of 2.5% of employees' base salary per month for the successful completion of a Certificate of Achievement in Fire Science through an accredited college. The City shall pay a bonus of 5% of the employee's base salary per month to those employees receiving an Associate's Degree. The City shall pay a bonus of 7% of the employee's base salary per month to those employees receiving a Bachelor's Degree. Each employee is entitled to only one education incentive pay increase. For example, if an employee receives two associate's degrees, said employee will only be entitled to one 5% increase in pay.
- B. Employees shall receive Education Incentive for the highest level of education received only and shall not be paid for more than one degree as listed above. The maximum Education incentive per employee is 7%. If approved by the employee's Department Head and the Personnel Officer, this incentive pay shall become effective upon the date of presentation by the employee of the proper documentation of the completion of coursework. If copy of diploma/degree does not specify course of study, a certified transcript from the college or university must be included. No course shall be counted for which an employee receives less than a "C" or "Pass" grade.
- C. City shall pay ~~non-probationary~~ Unit employees an additional 2.5% of the employees' base salary per month for the successful completion of a Fire Marshal's Certificate. However, if employee terminates City employment voluntarily within one year following the commencement of this benefit, Employee shall be required to pay 50% of the benefit back to the City, through final payroll deduction.
- D. City shall grant incentive pay of one percent (1%) per month of an employee's salary to those ~~non-probationary~~ employees who successfully complete or have completed certification, training and/or education in a subject skill or a field of study related to the employee's duties and which will make the employee more productive in his/her work. This incentive shall be for training, education or courses that are desired by the unit employee for employee's own professional growth. Training, education or courses qualifying for this incentive shall have the prior recommendation of the employees' Department Head and approval of the City Manager. Incentive Pay shall not be paid for those courses or classes that are arranged and/or paid for by City as part of its commitment to employee training.
- E. A second incentive bonus of one percent (1%) per month of an employee's

salary shall be granted to ~~non-probationary~~ employees who successfully complete a second certification, training and/or educational course, using the same criteria as stated in Section D above.

41- DISABILITY INSURANCE

- A. ~~City agrees to allow participation, by Unit employees covered by this MOU, in the State Disability Insurance Program. Participation is at the sole expense of the employee.~~ This unit is registered as an exempt unit with the State of California and cannot participate in the State Disability Insurance Program. ~~Participation is at the sole expense of the employee.~~ If at any time the unit is able to produce documentation that they are no longer exempt than the city will enroll all employees in this unit at the employees' sole expense.

42- ADOPTION OF AGREEMENT AND AMENDING PROCEDURE

This MOU shall be deemed adopted and binding effectively terminating negotiations during its term upon approval and subscription of the Unit and City.

- A. If either Unit or City desires to modify or change this MOU during its term, said party shall serve written notice on the other party, setting forth the nature of the proposed modifications or changes. Failure of the other party to give written approval of the modifications or changes proposed within thirty (30) days of the required written notice shall be deemed a rejection of proposal.
- B. No presently existing benefit, whether monetary or otherwise, may be reduced below its present level, except as agreed to in this MOU.

43 - SAVINGS CLAUSE

- C. This MOU is the entire agreement of the parties, terminating all prior MOU's and concluding all negotiations during the term of this MOU, except as provided in Article 11.
- D. Should any provisions of this MOU be found to be in contravention of any Federal or State Law by a court of competent jurisdiction, such particular provision shall be null and void, but all other provisions of this MOU shall remain in force and effect. The parties hereto shall negotiate any provision found to be in contravention of State or Federal Law.

44- TERM AND REOPENING OF MEMORANDUM

This Memorandum of Understanding shall become effective July 1, 2024~~26~~, except where otherwise provided, and shall remain in effective through June 30, 2026~~30~~. No amendment or change to the provisions of this MOU shall be valid or binding unless reduced to writing and signed by duly authorized representative(s) of the parties.

This contract expires June 30, 2030. It is mutually agreed that the first meeting of the parties will be scheduled no later than fifteen (15) calendar days after the City or Unit receives notice from the other, which may be any date after January 1 of the year in which the current contract terminates. This notice must be made in writing, must specifically include a request to commence bargaining, and must include proposed dates for the meeting.

A. ECONOMIC REOPENER – CALPERS CHANGES

The City and the Association agree that, during the term of this Agreement, should there be any material changes to CalPERS laws, regulations, policies, or requirements that may affect compensation, benefits, or other economic provisions applicable to employees covered by this Agreement, the City agrees to meet and discuss with the Association regarding the potential impact of such changes.

The parties' obligation to meet and discuss under this provision shall not be construed as an agreement or commitment by the City to modify, amend, or otherwise change any provision of this Agreement. Any changes to this Agreement shall be subject to mutual agreement of the parties and the City's applicable approval process.

Nothing in this provision shall require the City to agree to any proposal or result in an automatic adjustment to wages, benefits, or other economic terms and conditions of employment.

45 - APPROVALS

DATE of COUNCIL APPROVAL: O c t o b e r 6 , 2026

"CITY"
City of Selma

A Municipal Corporation



MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF SELMA

AND

INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS LOCAL 3716

AGREEMENT TERM

JULY 1, 2026 • JUNE 30, 2030

Adopted October 6, 2026

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**A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF
SELMA AND INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS LOCAL 3716**

This Memorandum of Understanding (MOU) is made and entered into between the City of Selma, herein "City" by its City Manager in his capacity as the Municipal Employees Relations Officer and the International Association of Firefighters Local 3716, herein "Unit" representing employees of the City who occupy positions in the Classifications listed herein, pursuant to the California Government Code, Section 3500, et seq and RESOLUTION NO. 92-56R, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SELMA AMENDING RESOLUTION NO. 1027, PROVIDING FOR EMPLOYER-EMPLOYEE RELATIONS, approved the 15th day of June 1992 as these documents are now or hereafter may be modified. Updated on October 6, 2026 by Resolution 2026-XX City and Unit agree as follows:

1 - RECOGNITION

- A. City hereby confirms its continuing recognition of Unit as the exclusive bargaining agent for the following Position Classifications except as otherwise provided by law (whether presently filled or unfilled):
1. **Firefighter**
 2. **Fire Engineer**
 3. **Non-Safety Emergency Medical Technician (EMT)**
 4. **Non-Safety Paramedic**
- B. The term SAFETY will represent the Firefighter and Fire Engineer classifications. The term NON-SAFETY will represent the EMT and Paramedic classifications.
- C. City agrees to meet and confer and otherwise deal exclusively with representatives of Unit on all matters relating to the scope of representation pertaining to said employee Unit as provided under the above-referenced Resolution and Government Code Sections. In the event Resolution No. 92-56R is modified, the modified Resolution shall apply. The proposed modification shall be submitted to Unit prior to its adoption, for input.

2 - SALARIES SWORN POSITIONS

- A. Effective the pay period that includes July 1, 2026, the following increases went into effect to achieve the 60th percentile salary increases as indicated in Salary Study accepted by City Council on September 3, 2024.

Classification	Salary Increase from Study	Cost of Living Increase	Total
Fire Fighter	1.07%	2%	3.07%

Fire Engineer	2.56%	2%	4.56%
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B. Effective October 17, 2026 the following items will be put into place:

1. In exchange for no longer having the EMT Premium Pay of up to 6% the city will increase the base salary as follows

Classification	Base Salary Increase
Firefighter	4.5%
Fire Engineer	4.5%

2. In exchange for moving from a 14-day standard work period with an additional 12 hours paid at straight time to an FLSA compliant 24-day work period with 6 hours of FLSA hours paid out as half time (3 half time hours per week) for the additional hours above the 53-hour work week the city will increase the base salary by the following:

Classification	Base Salary Increase
Firefighter	5%
Fire Engineer	5%

3. In exchange for reducing the per pay-payment pay out of holidays over a 4-year period as outlined by Article 37 the city agrees to the following increase to base salary:

Year	Base Salary Increase
October 17, 2026	2%
July 1, 2027	2%
July 1, 2028	1.5%
July 1, 2029	1.5%

- C. The city agrees to the following Cost of Living Increases over the term of the contract; increases shall go into effect in the payroll period that includes July 1st of each year.

Year	COLA Increase
July 1, 2027	2.5%
July 1, 2028	2.5%
July 1, 2029	2.5%

3 - SALARIES NON-SWORN

- A. Effective the pay period that includes July 1, 2026, the following increases went into effect to achieve the 60th percentile salary increases as indicated in Salary Study accepted by City Council on September 3, 2024.

Classification	Cost of Living Increase
EMT	2%
Paramedic	2%

B. Effective October 17, 2026 the following items will be put into place:

1. In exchange for reducing the per pay period pay out of holidays over a 4-year period as outlined by Article 37 the city agrees to the following increase to base salary:

Year	Base Salary Increase
October 17, 2026	2%
July 1, 2027	2%
July 1, 2028	1.5%
July 1, 2029	1.5%

C. The city agrees to the following Cost of Living Increases over the term of the contract; increases shall go into effect in the payroll period that includes July 1st of each year.

Year	COLA Increase
July 1, 2027	2.5%
July 1, 2028	2.5%
July 1, 2029	2.5%

4 - PREMIUM PAY SWORN POSITIONS

- A. Effective October 17, 2026 Paramedic Premium Pay of five percent (5%) will be paid to those employees in the classification of Firefighter and Fire Engineer Rank who possess and maintain a valid California State Paramedic License certified by the Fresno County Health Director and any other certifications required by the City to perform Paramedic duties. Premium pay will be included as part of the basis for calculating overtime and call back compensation.
- B. This Premium Pay is intended to be considered special compensation and shall be reported to the California Public Employee's Retirement System (CalPERS) in accordance with applicable CalPERS laws and regulations. The Premium Pay shall be paid to all employees in the classifications who meet the eligibility requirements.
- C. The loss of Paramedic certification shall result in the immediate loss of premium pay compensation for any Employee who fails to maintain the certification on a continuous and ongoing basis. Premium pay shall be reinstated at the last pay rate at the reinstatement of the certification.

5 - CERTIFICATION PAY - SWORN POSITIONS

- A. Two percent (2.0%) of the hourly base salary shall be paid to those employees covered by this MOU who have attained the below-listed certificates and it is not a requirement of their job classification.

Certification
Fire Officer, Company Officer or Fire Officer II
Rescue Systems 1 or Rope Rescue Awareness/Operations
Firefighter II
Fire Marshall

- B. It is agreed by all parties that the max certification pay to be paid to employees covered by this MOU will be six percent (6%)

6 - ASSIGNMENT PAY - SWORN POSITIONS

- A. Four percent (4.0%) of the hourly base salary shall be paid to those employees covered by this MOU who hold the applicable certification and are assigned to the following: All assignments of personnel shall be made at the sole discretion of the Fire Chief. Such assignments may be made, modified, or rescinded at any time based on the needs of the Department.
1. Fire Inspector: Compensation to “Fire Inspectors” who routinely review and inspect fire-related-permits, fire protection and fire alarm system, and infrastructure and development projects to ensure compliance with applicable fire codes, ordinances, and adopted standards, including related plan review, inspection, acceptance testing, and documentation. (Fire Inspector Pay will only be paid if it is not part of the employee’s minimum qualifications of their assigned job classification)
 2. Fire Investigator - Compensation to “fire investigation” personnel who are routinely and consistently assigned to investigate causes of destructive burning.
 3. Training Premium - Compensation to employees who are routinely and consistently assigned to train employees as part of the Departments designated training program.
 4. It is agreed by all parties that the max assignment pay to be paid to employees covered by this MOU will be eight percent (8%)

7 - ASSIGNMENT PAY - NON-SWORN POSITIONS

- A. A total of 2.5% of the hourly base salary shall be paid to those Non-Safety EMT's and Paramedics assigned by the Fire Chief or designee as Department Field Training Officers (FTO's). Final standards for minimum qualifications, position designation, and selection processes to be determined by the Fire Chief or designees in consultation with the affected employees.

8 - BILINGUAL PAY

- A. Positions represented by this MOU will be eligible to receive Bilingual Pay (Spanish and Punjabi only). To receive this benefit, the employee will be required to pass an oral competency test administered by an independent party outside the employment of the City of Selma. Once certified the employee will receive the bilingual stipend of \$23.08 per pay period (based on 26 pay periods). Bilingual testing will be administered no less than once per quarter. Should employee "no show" for the bilingual testing appointment, a waiting period of six (6) months is required before eligible to retest.

9-LONGEVITY PAY

- A. Years of Continuous Full-Time Service with the City of Selma:

5 Years	2.5%
10 Years	5%
15 Years	7.5%
20 Years	10%

1. Longevity Pay shall become effective on October 17, 2026 and employees will become eligible at the beginning of the pay period following the employee's completion of the applicable years of continuous service. For purposes of this Article, continuous service shall mean uninterrupted employment with the City of Selma, excluding any separation from City service.
2. The Longevity Pay percentages identified above are not cumulative. Employees shall receive only the single highest applicable Longevity Pay percentage based upon their completed years of continuous service.
3. Longevity Pay shall be paid uniformly to all employees in represented by this MOU who meet the eligibility requirements and shall be included in the employee's regular compensation each pay period. The City and the Association acknowledge that this Longevity Pay is intended to qualify as reportable special compensation under applicable California Public Employees' Retirement System (CalPERS) laws and regulations.

10 - COMPENSATION FOR USE OF A PRIVATE VEHICLE

- A. Whenever in the conduct of business of City, a member of Unit, at a supervisor's request, uses a private vehicle whether for convenience or because a City vehicle is unavailable, shall be reimbursed for mileage at the IRS standard mileage rate. A member may refuse to use his/her private vehicle without prejudice. City retains the right to request proof of insurance at any time.

11 - PAYOFF OF COMPENSATORY TIME

- A. Unit employees with compensatory time may elect to receive payment for their accumulated comp time hours. City and Unit agree that employee may opt for one of the following methods:
 - 1. Twenty-four -hour payoff - Eligible employees may indicate their desire to receive payment for up to twenty-four hours of comp time per payroll period by submitting the appropriate paperwork with their regular payroll.
 - 2. 457 Contribution - Eligible employees may choose to convert comp time hours to the employee's individual 457 Tax Deferred Compensation account twice per year. Employee choosing this method must indicate the number of hours they wish to convert in a lump sum (limited to up to 200 hours each time) on the appropriate form. All hours so designated will be converted and applied to their 457 plans.

Any comp time that exceeds the limit of 480 hours for employees of this Unit will be paid off in either manner defined above as indicated by the employee.

12 - DEFERRED COMPENSATION

- A. City will match the employee's contribution of up to \$46.15 per pay period (26 pay periods) for a maximum of one hundred dollars (\$100) per month into a tax deferred retirement account voluntarily established by the employee in the employee's name with one of the City's 457 Tax Deferred Compensation Plan.
- B. Conditions of said contributions shall be subject to IRS regulations governing such accounts.

13 - NON-DISCRIMINATION

- A. City and Unit agree not to discriminate against any employees in accordance with applicable laws.

14 - CITY RIGHTS

- A. City retains the exclusive rights set forth in the Employer-Employee Relations Resolution.

- B. City specifically retains all the exclusive rights, subject only to the provisions of this MOU, to take whatever actions and set whatever policies it deems appropriate for the conduct of City business in accordance with applicable laws and council members determinations.

15 - UNIT RIGHTS

- A. Unit shall cooperate with City to assure maximum service of the highest quality and efficiency to the citizens of the City of Selma.
- B. Unit representatives shall have reasonable access to Employees, provided such access does not interfere with City business. Department Heads and first-line supervisors shall be notified by City of the provisions of this Article.
- C. Representatives of the Unit shall have access to any Employee or Employees presenting a grievance and Employees have the right to have the Representative represent him or her at all stages of the grievance procedure and/or disciplinary actions.

16 - BILL OF RIGHTS

- A. The rights of Firefighter personnel covered by this MOU are stated in the Government Code of the State of California, Sections 3250-3262.
- B. The intention of this Article is to confirm City's and Unit's understanding of these rights.

17 - GRIEVANCE PROCEDURE AND UNIT REPRESENTATIVE

- A. The grievance procedures are stated in Section 9 of the Personnel Rules and Regulations.

18 - UNIT REPRESENTATIVE

- A. City recognizes that Unit may appoint a representative of its choice to report grievances pertaining to this MOU. Upon designating such a representative, Unit shall provide City, in writing, with the name of the representative.
- B. The functions of the representative shall be to report alleged grievances, violations of this MOU or to report alleged safety violations. The Unit Representative may also participate in the meet and confer process.
- C. The representative, if an employee of the City, shall keep at a minimum the time spent in the performance of his or her duties as outlined in this Article, and at all other times continue to perform his or her assigned jobs.
- D. The Unit representative shall request permission from his/her supervisor to conduct, on City time, Unit business falling within the provisions of this Article. The supervisor may grant such activity time after considering the needs of the City and the representative's work assignments. The representative shall state the nature of the activity and the approximate amount of time requested. The Representative shall report to the supervisor

upon completing such activity. Every effort shall be made to conduct Unit business at the end of representative's regularly assigned shift and to not interfere with the duties of other employees in the Unit.

19 - COMPLIANCE WITH MOU

- A. In the event of any violation of the terms of this MOU, responsible and authorized representatives of the Unit or City, as the case may be, shall promptly take such action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized action(s) into compliance with the terms of this MOU. Employees acting or conducting themselves in violation of the terms of this MOU shall be subject to discipline, up to and including discharge. City shall enforce the terms of this MOU through its supervisory personnel. Unit shall enforce the terms of this MOU on the part of its members.
- B. A dispute or difference of opinion concerning the enforcement of this MOU by City or Unit shall first be presented in writing to the other party and an attempt shall be made to settle the matter as provided in this agreement.

20 - OUT OF CLASS

Unit members may be assigned to temporarily work in other positions according to the following policy:

- A. The City shall provide "Acting" status pay differential of at least 5%, or Step A of the higher classification when the employee has been assigned to serve the majority of significant duties of a higher position. The employee shall receive the highest pay rate as provided by this section. The determination of who is qualified for, and formally assigned to the higher capacity shall remain at the discretion of the Department Head (or City Manager, in the absence of a Department Head).
 - 1. When a Unit Employee is assigned to a shift and assumes the duties of a higher position, he or she shall receive the differential pay for the full shift. If the Unit Employee is assigned and assumes the duties of the higher position in mid-shift, he or she shall receive the differential pay for the actual time served, but in no case less than three (3) hours.
 - a. No extra compensation for temporary work in other classifications shall apply to shift trades between employees.
 - b. Acting pay will not be subject to reporting to CalPERS

21 - POSITION CLASSIFICATIONS

- A. It is recognized that the establishment of new or revised position classifications within the Unit may be warranted and approved by City. In the event that revised position classifications are recommended, Unit shall be given an opportunity to consult with the Personnel Officer, or designee. The final decision concerning revised position classifications shall remain with City.

- B. Whenever the decision to hire or promote has been made, City agrees to provide for promotional opportunities based on the classification specifications for the vacant positions. A decision to open the position to accept new applications shall be made only after internal methods have been exhausted.
- C. The City Manager or their designee as Personnel Officer shall have the authority in determining the methods for filling vacancies, the timing for filling such vacancies, and the methods of examination, in accordance with the City's Personnel Rules and Regulations and state law.

22 - SENIORITY

- A. Seniority shall be measured by total length of service in years, months and days from date of last hire.
- B. Newly hired employees shall accrue seniority from date of hire but may not exercise rights of such accrual until the satisfactory completion of a one-year probation period. Promotions and accompanying one-year probationary periods do not affect the original hire date for purposes of calculating seniority.
- C. Promotions, demotions, and rehires shall be within the sole discretion of the City Manager or his/her designee. Demotions shall be subject to the appeals procedure. In making these determinations, the City Manager or his authorized representative shall consider 1) Seniority - Length of Service and 2) Ability, efficiency, and special skills;
 - 1. Where in the fair and impartial judgement of the City Manager or his authorized representative, factors under #2 are relatively equal, #1, Seniority, shall govern unless extenuating circumstances prevail.
- D. City policy dictates that layoffs shall be according to seniority (*last person hired will be first person to be laid off*), provided the remaining employee(s) has the ability to perform the work. Therefore, those employees of this Unit who have attained seniority within their job classification and/or department, and/or who have received promotions which have placed them (i.e. their job classifications) in this Unit, shall, before being considered for layoff, be given the opportunity of returning to a prior or lower job classification (*or assuming similar duties of a previous position if that job classification or job title has changed*) and replacing another employee with less seniority.
- E. Employees who have been laid off shall be recalled in the inverse order of layoff.
- F. Any person transferring from one department to another with the same job classification shall not suffer a reduction in compensation.
- G. Seniority shall be lost by:
 - 1. Termination from City employment.

2. Failure to return from an authorized leave of absence.
3. Failure to respond to notice of recall from layoff within the established time frame.

23 - STANDARD WORK PERIOD-SWORN POSITIONS

The standard work period for city employees shall be as follows:

A. Fire Department Non-Shift Personnel

1. The standard work period for non-shift personnel shall be forty (40) hours per week.

B. Fire Department Shift Personnel

1. The standard FLSA section 7(k) work period for safety shift personnel in the Fire Department shall be a 24 day work period based on a 48/96 work schedule which begins with the start of the A shift 48/96 schedule. This work schedule is 182 hours in a 24-day FLSA cycle. For payroll purposes, the standard 14-day payroll period shall be paid as follows: one hundred twelve (112) regular hours (56 regular hours per week) 6 hours of FLSA hours paid out as half time (3 half time hours per week) for the additional hours above the 53-hour work week. FLSA Overtime shall be computed and paid or accrued as required by law utilizing the employee's regular base wage hourly rate.

24 - STANDARD WORK PERIOD - NON-SWORN POSITIONS

Fire Department Non-Safety Shift Personnel

- A. The standard FLSA work period for non-safety shift personnel in the Fire Department shall be a 14-day work period based on a 48/96 work schedule which begins with the start of the A shift 48/96 schedule.
1. For payroll purposes, the 14-day standard work period shall be paid out as follows:
 - a. 56 scheduled hours per standard work week
 - a) 40 regular hours
 - b) 8 overtime hours

25 - OVERTIME

- A. Overtime work for all eligible employees shall be defined as any time worked beyond forty (40) hours in a standard work week for non-shift personnel, and any time worked in excess of the standard work period as defined above for shift personnel. The use of vacation, sick and compensation time shall be included in the definition of time worked.
- B. The maximum non-FLSA and FLSA comp time that employees of this Unit can accrue is 480 hours.

26 - CALL BACK COMPENSATION

Call-Back is defined as the time a Unit employee is required to return to work or report to the job for unscheduled or emergency work.

- A. City shall compensate Unit employee a minimum of three (3) hours at the established overtime rate, irrespective of the actual time worked.
- B. In the event the task exceeds three (3) hours duration, the total compensation shall be for hours actually worked at the established overtime rates. After the minimum call-back time of three (3) hours is actually worked, work time shall be recorded in increments of one quarter of an hour (15 minutes).

27 - RETIREMENT - SAFETY POSITIONS

- A. For Safety employees of this Unit (Fire Engineer and Firefighter) that are considered "classic" Safety members of CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA), the City shall provide the CalPERS Safety 2% @ 50 Retirement Plan. The employees' share of the contributions shall be fully vested in each employee's name in accordance with CalPERS policies.
 - 1. Classic Safety employees shall continue to contribute the full 9% of compensation earnable member contribution, and 3% of compensation earnable of the required employer contribution as cost sharing in accordance to Government Code 20516(f), for a total employee CalPERS contribution of 12%.
 - 2. The City and Unit understand and agree that the additional 3% contribution by the employee of the employer's required contribution as cost sharing in accordance to Government Code 20516(f), for a total employee CalPERS contribution of 12%, shall continue beyond the expiration date of this MOU and shall become a part of the status quo.
- B. For Safety employees of this Unit (Fire Engineer and Firefighter) that are considered "new" Safety members of the California Public Employees Retirement System (CalPERS), pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, the City shall provide the PERS Safety 2.7% @ 57 Retirement Plan. Under the PEPRA all "new" Safety members of the California Public Employees Retirement System (CalPERS) will be required to contribute at least 50% percent of the total normal cost of the retirement plan, as determined by CalPERS.
- C. Other benefits provided through CalPERS for Safety members include:
 - 1. Section 20965 - Unused Sick Leave Credit
 - 2. Section 20037 - Three Year Final Compensation

28 - RETIREMENT - NON-SAFETY POSITIONS

- A. For Miscellaneous employees of this Unit (Non-Safety EMT and Non-Safety Paramedic) that are considered "classic" Miscellaneous members of CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA), the City shall provide the CalPERS Miscellaneous 2.7% @ 55 Retirement Plan. The employees' share of the contributions shall be fully vested in each employee's name in accordance with CalPERS policies.
 - 1. Classic Miscellaneous employees shall continue to contribute the full 8% of compensation earnable member contribution.
- B. For Miscellaneous employees of this Unit (Non-Safety EMT and Non-Safety Paramedic) that are considered "new" Miscellaneous members of the Public Employees Retirement System (PERS), pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, the City shall provide the PERS Miscellaneous 2% @ 62 Retirement Plan. Under the PEPRA all new Miscellaneous members of the Public Employees Retirement System (PERS) will be required to contribute at least 50% of the total normal cost of the retirement plan, as determined by CalPERS.

29 - INSURANCE BENEFITS

- A. The City shall offer health insurance, vision insurance and dental insurance and the City shall pay ninety percent (90%) of the average of the highest and lowest medical plan premiums for all regular and probationary employees and their eligible dependents.
- B. The City shall offer \$100,000 Group Life and Accidental Death Insurance. The City shall pay ninety percent (90%) of the premium.
- C. The City shall offer Long Term Disability Insurance. Participant is at the sole expense of the employee.
- D. The City shall offer Voluntary Benefits to include Flexible Spending Accounts for Health Care and Dependent Care.
- E. In Lieu of Health Insurance Benefit:
 - 1. Employees choosing not to enroll in a health insurance plan may receive an "in lieu of benefit" of \$300 per month or \$138.46 per pay period. This amount may be used to purchase other insurance options offered by the City at the time of implementation or hire, may be contributed to the employee's 457 Tax Deferred Compensation account, and/or received as non-PERSable taxable income. The In Lieu of Benefit shall apply only to the health insurance benefits. Employees choosing not to enroll in the dental, vision or basic life insurance plans will not receive the premium amounts in their flexible spending accounts, nor shall they receive an "in lieu of benefit" for declining these benefits.

F. Benefit for Employees with Ten or More Years of Service

1. The City agrees to provide 100% of the maximum premium allowances for health, dental, vision, and life insurance for individuals who have been employed by the City in a regular employment capacity for more than ten (10) years. The employee will become eligible for this provision the calendar year following the employee's tenth anniversary of their hire date or eligibility date.

Example: Employee eligible for health insurance benefits in calendar year 2014, eligible for 100% of maximum premium allowances effective calendar year 2025.

G. Retiree insurance

1. Employees who take PERS retirement must notify the Human Resources Department in writing prior to retirement from the City of Selma that they want to continue on health, dental or vision coverage with the City. Premiums will be paid 100% by the retired employee.

H. Health Benefits Committee:

1. City and Unit acknowledge the necessity for timely review of benefit plans.
2. City and Unit agree to the establishment of a Health Benefits Committee for the review of benefit plans.
3. The City agrees that the Unit may designate two committee members to represent the interests of the Unit.
4. The Unit representatives will be responsible for notifying the City and Health Benefits Committee, in the even the Unit does not agree with a committee recommendation.
5. Unless the Unit representative notifies the City of a disagreement, per section 4 above, the parties agree that the Committee process will fulfill all meet and confer obligations.
6. Should the health insurance administrator recommend future rates increases or program modifications be implements, he/she shall make a recommendation to the Health Benefits Committee stating the reasons why such increase or change is recommended. The Health Benefits Committee shall than make a recommendation to the City Manager within thirty (30) calendar days after receipt of said recommendation. The City Manager will make a decision based on the information provided and present it to the City Council for implementation. The City and employees agree to pay any increased costs in the same proportion as the current contribution.

30 - SAFETY

- A Except for occupational hazards associated with the duties performed by emergency personnel, Employees shall not knowingly be required to work in unsafe conditions or with unsafe equipment. All Employees shall comply with adopted City of Selma Safety Rules and Regulations and City shall comply with applicable State law and regulations.
- B. Should conditions or equipment be reported as being unsafe, the Unit Representative, Fire Chief and Personnel Officer shall meet upon request of any party to resolve the issue. If an unsafe condition or equipment is found to **exist** or a potentially unsafe condition is present, corrective action shall be taken at the earliest possible time.
- C. The City's Safety Committee may be called upon to assist in resolving alleged safety violations and unresolved allegations shall be referred to the City Manager for immediate and final resolution.

31 - UNIFORM ALLOWANCE SAFETY POSITIONS

- A City shall provide an annual uniform allowance to be paid to Unit Employees as follows:
 - 1. City agrees to pay each Safety Employee covered under this bargaining agreement \$1,100 each year for uniform purchase, replacement and maintenance.
 - 2. Employees shall maintain uniforms in a clean, neat and pressed manner. Uniforms shall not be worn which have holes, stains, or other defects. Requirements for dress and work uniforms and the policy relative to the wear of each has been established by the Fire Chief and shall be mandatory for all affected employees.
- B. City agrees to make uniform allowance payments on a twenty-six (26) payroll period (\$42.31 per pay period).
 - 1. For PERS classic members, uniform allowance is subject to PERS withholding but not Social Security, Federal and State withholding.
 - 2. For PERS PEPPRA new members, uniform allowance is not subject to PERS, Social Security, Federal nor State withholding.
 - 3. Uniform allowance payments shall not be included in the base salary rate of employees.

32 - UNIFORM ALLOWANCE NON-SAFETY POSITIONS

- A. City shall provide an annual uniform allowance to be paid to Unit Employees as follows:
 - 1. City agrees to pay each Non-Safety employee \$600.00 each year for uniform purchase, replacement and maintenance.

2. Employees shall maintain uniforms in a clean, neat and pressed manner. Uniforms shall not be worn which have holes, stains, or other defects. Requirements for dress and work uniforms and the policy relative to the wear of each has been established by the Fire Chief and shall be mandatory for all affected employees.
- B. City agrees to make uniform allowance payments on a twenty-six (26) payroll period (\$23.08 per pay period).
1. For PERS classic members, uniform allowance is subject to PERS withholding but not Social Security, Federal and State withholding.
 2. For PERS PEPRA new members, uniform allowance is not subject to PERS, Social Security, Federal nor State withholding.
 3. Uniform allowance payments shall not be included in the base salary rate of employees.

33 - PERSONAL PROPERTY LOSS

- A. City agrees to reimburse employees for uniforms and equipment damaged in the line of duty. City's responsibility for reimbursement shall be limited to those articles required for the employee to perform his/her duties. City agrees to reimburse employees for personal property damaged in the line of duty only under the following conditions:
1. No Employee shall be reimbursed for any item lost or damaged in the performance of their duty in excess of \$50.00
 2. Exception to the \$50.00 limit: prescription eye glasses or contacts lenses (contact lenses only if required by employee's doctor), or dentures.
 3. No reimbursement shall be made if there is negligence or carelessness involved on the part of the employee.
- B. City agrees to provide employees with safety equipment as required by State law.
- C. City shall provide no other uniform allowance for employees in Unit.

34 - COLLECTION OF FEES, DUES AND ASSESSMENTS

- A. The Unit is solely responsible for distributing to and collection from employees the dues deductions authorization forms. It is the employees' responsibility to submit requests to start or stop dues deductions directly to the Unit and not to the City. The Unit is responsible for maintaining the dues deductions forms from individual employees. Copies of an individual employee's dues deduction authorization need not be provided to the City unless a dispute arises about the existence or terms of the authorization.
- B. The Unit will provide to the City an updated, certified dues deduction list of bargaining unit members on an annual basis, of those employees who have provided written

authorization for regular dues deductions. The City will deduct dues for only those employees who are in the bargaining unit in accordance with such certified list. The Unit will immediately notify the City of any change to an employee's dues deduction authorization, and will provide the City within five (5) business days of the Unit being advised, an updated, certified dues deduction list only noting any specific changes from the last list provided to the City. The City shall not be obligated to put into effect any new, changed or discontinued deduction until a certified list of employees who have provided the Unit with deduction authorization forms is submitted to the City in sufficient time to permit normal processing of the change or deduction. The City will transmit the balance of funds to the Unit without delay. The Unit will provide the City an updated, certified dues deduction list of bargaining unit members on an annual basis, of those employees who have provided written authorization for regular dues deductions.

- C. The Unit agrees to indemnify, defend and hold harmless the City against claims, demands, suits or any other action, including costs of such suits and reasonable attorney's fees and/or other forms of liability arising from the implementation of the provisions of this section, including claims for or related to employee authorizations, revocations, deductions made, cancelled, or changed in reliance on the Unit's representations and certifications regarding employee dues deduction authorizations.

35 - SICK LEAVE

- A. All shift employees shall accrue sick leave at a rate of 8.307 hours on a biweekly basis, 26 times per year. This is equivalent to 18 hours per calendar month. Accrual shall begin at the date of hire.
- B. FMLA/CRA Sick Leave Bank - In addition to the sick leave above shift personnel shall accrue an additional 6 hours per calendar month 2.769 hours on a biweekly basis that can be used for any FMLA or CFRA qualifying event. This sick leave has no cash value but will be combined with regular sick leave when an employee retires and the leave is reported to CALPERS.
- C. Use of sick leave is governed by the City's Personnel Rules and Regulations.
- D. Sick Leave for Shift Employees is as follows:
 - 1. For record-keeping purposes, sick leave credits shall be earned and used on an hourly basis.
 - 2. Sick Leave Incentive: Each eligible employee shall be entitled to pay for a portion of earned sick leave credits on an annual basis, as follows:
 - a. In order to be eligible for this incentive, Employee must have a minimum of 1440 hours of sick leave credit by the deadline date of November 1st. During the following twelve-month period, employee will be able to continue accruing sick leave and will be eligible to receive Sick Leave Incentive.

3. At the end of each year, City agrees to pay each eligible employee with at least 1440 hours of accrued sick leave credit up to 30% of sick leave earned during the previous 12-month period (November 1-October 31) henceforth referred to the "benefit period". Regular, full-time employees earn 288 hours of sick leave during the benefit period.
 - a. If no sick leave is used during the benefit period, employee may be paid for 30% of the unused sick leave credit remaining over 1440 hours (86.4 hours).
 - b. If sick leave credits are used by the employee during the benefit period, employee is eligible for pay for 30% of the unused sick leave credits remaining over and above 1440 hours. For example:

An employee who has 1440 hours of sick leave credit at the beginning of the benefit period earns 288 hours (/2 24-hour days) and uses 120 hours (5 days) of sick leave during the benefit period.

Employee is eligible to receive payment for 30% of the unused 168 hours (7 days) sick leave credit, which is 50.4 hours.
4. This benefit is not cumulative or retroactive and the employee must decide and declare annually whether to accept payment or receive sick leave credit towards the fire department employees' retirement benefit (refer to #4 below).
5. Payment to eligible employees shall be made by City annually in the month of December.
6. A Shift Employee who terminates employment with the City for any reason during the year specified for the benefit, will not be eligible to receive sick leave incentive.

E. Family Sick Leave

1. Twelve (12) days (288 hours) may be used to attend to the illness of a qualifying family member. All conditions and restrictions pertaining to the use of sick leave by the employee as provided in the City of Selma Personnel Rules and Regulations shall also apply to the use of family sick leave.

F. Retirement Credit for Unused Sick Leave

1. Unused accumulated sick leave, and FMLA/CFRA Leave, for each eligible employee, whose effective date of retirement is within four months of separation from the employer will be granted the sick leave credit. Employees who will receive no compensation or remuneration at all for such sick leave, shall be credited at retirement with 0.004 year of service credit for each unused day of sick leave certified to the board by employer. This benefit is provided pursuant to Government Code Section 20965, Public Employee's Retirement Law.

2. When reporting unused sick leave to CALPERS shift personnel sick leave banks must be converted to an eight (8) hour day accrual to be reported correctly. The conversion will happen as follows:

a. Sick leave balances are converted from the 56-hour shift to the 40-hour time by dividing the employee's current shift sick leave balance by 1.4.

b. Examples of Conversion:

Sick Leave	FMLA/ CRFA	Total	Conversion Factor	Total Reportable Hours	Total Reportable Days
800+	300	=1,000	/1.4	714.28	89.2
1600+	500	=2,100	/1.4	1500	187.5

3. Employees choosing NOT to elect city retiree health insurance can cash out up to thirty (30) days. Any balance not cashed out shall be reported to PERS in equivalent days toward service credit.

36 - VACATION

A. All Shift Employees shall accrue vacation according to the following schedule:

Years of Service	Hours Per Pay Period	Bi-Weekly Accrual	Hours Per Year
0-4 years	12	5.53 hours	144 hours
5-9 years	18	8.30 hours	216 hours
10-14 years	21	9.69 hours	252 hours
15+ years	24	11.07 hours	288 hours

B. Unit employees shall be allowed to accrue up to a maximum of 528 hours of vacation leave.

C. Accrual is based on 26 pay periods.

D. If Section 12.1-Vacation Accrual of the Personnel Rules and Regulations is amended, the resulting rule shall apply.

37 - HOLIDAYS

A. Designated Holiday's are as follows:

1. January 1 (New Year's Day)
2. The third Monday in January (Martin Luther King Jr. Birthday)
3. The third Monday in February (Presidents' Day)
4. The last Monday in May (Memorial Day)
5. June 19 (Juneteenth)
6. July 4 (Independence Day)
7. The first Monday in September (Labor Day)
8. November 11 (Veteran's Day)
9. The fourth Thursday in November (Thanksgiving Day)
10. The day after Thanksgiving Day
11. December 24 (Christmas Eve)
12. December 25 (Christmas Day)
13. December 31 (New Year's Eve)
14. The employee's date of birth
15. Two floating holidays

- a. If Section 12.7 - Holidays of the Personnel Rules and Regulations is amended, the resulting rule shall apply.

B. Unit employees shall receive "Holiday In-Lieu Pay" for the 16 holidays identified in Section A above at straight time, with no additional pay for the worked holiday regardless if the holiday is worked or not.

1. "Holiday In-Lieu Pay" will be paid per pay period over 26 pay periods.
2. Shift employees shall receive holiday pay at the rate shown in the chart below:

Effective Dates	Number of Holidays Subject to CALPERS (holidays 1-13)	Number of Hours per Holiday	Per pay period
October 17, 2026	13	19.74	$19.74 * 13 / 26 = \mathbf{9.87}$
July 1, 2027	13	15.28	$15.28 * 13 / 26 = \mathbf{7.64}$
July 1, 2028	13	11.2	$11.2 * 13 / 26 = \mathbf{5.6}$
Effective Dates	Number of Holidays <u>NOT</u> Subject to CALPERS (holidays 14-15)	Number of Hours per Holiday	Per pay period
October 17, 2026	3	19.74	$19.74 * 3 / 26 = \mathbf{2.28}$
July 1, 2027	3	15.28	$15.28 * 3 / 26 = \mathbf{1.76}$
July 1, 2028	3	11.2	$11.2 * 3 / 26 = \mathbf{1.29}$

3. "Holiday In-Lieu Pay" for birthday and floating holidays are not subject to CalPERS reporting.

38-IN-SERVICE TRAINING

- A. City recognizes that continued training of Unit members is of benefit to both City and members in that it introduces employee to new methods and techniques of performing duties and sharpens and increases skills necessary to provide high levels of productivity. City shall, in so far as is fiscally possible, budget sums each year for continued training and education. City shall be responsible for the reasonable expenses of training programs, including travel and lodging, when such expenses and costs are authorized by the appropriate Department Head in advance.
- B. City shall, in so far as is practical, encourage technical/vocational training in specific occupations. An example of such training is computer training. Technical/vocational training for an employee shall have prior approval of the City Manager (and City Council if deemed appropriate) including arrangements for costs thereof.

39 -PHYSICAL FITNESS AND WELLNESS

- A. Physical fitness of each and every Unit Employee is a top priority in ensuring the most efficient and effective service possible to our citizens, and in accomplishing City's risk management goals and objectives.
- B. Employees may participate in a voluntary physical fitness/agility test for unit employees as developed by City. The Unit shall be permitted input in the development of the program. The determination of the City Manager and Fire Chief shall be final and conclusive in the adoption of said program.
- C. City agrees to pay each Unit member one annual \$200.00 physical fitness bonus/reimbursement upon submission of current proof of payment of one annual gym membership fee of \$200.00 (or more). In the event the Unit member pays for gym membership in a series of installments, member may submit receipts totaling \$200.00 for reimbursement.
 - 1. Unit members who qualify for the Physical Fitness Bonus must submit a Claim for Payment.
 - 2. Receipt issued by the established physical fitness gymnasium for current individual Unit membership must also accompany above Claim for Payment. Reimbursement shall be paid for no more than \$200.00 per year.
- D. City agrees to reimburse Unit member's insurance co-pay amount for annual
- E. Physicals and cancer screenings upon submission of appropriate documentation to the City's Finance Department.

40 - EDUCATION INCENTIVE

- A. City shall pay Unit employees a bonus of 2.5% of employees' base salary per month for the successful completion of a Certificate of Achievement in Fire Science through an accredited college. The City shall pay a bonus of 5% of the employee's base salary per month to those employees receiving an Associate's Degree. The City shall pay a bonus of 7% of the employee's base salary per month to those employees receiving a Bachelor's Degree. Each employee is entitled to only one education incentive pay increase. For example, if an employee receives two associates degrees, said employee will only be entitled to one 5% increase in pay.
- B. Employees shall receive Education Incentive for the highest level of education received only and shall not be paid for more than one degree as listed above. The maximum Education incentive per employee is 7%. If approved by the employee's Department Head and the Personnel Officer, this incentive pay shall become effective upon the date of presentation by the employee of the proper documentation of the completion of coursework. If copy of diploma/degree does not specify course of study, a certified transcript from the college or university must be included. No course shall be counted for which an employee receives less than a "C" or "Pass" grade.
- C. City shall pay Unit employees an additional 2.5% of the employees' base salary per month for the successful completion of a Fire Marshal's Certificate. However, if employee terminates City employment voluntarily within one year following the commencement of this benefit, Employee shall be required to pay 50% of the benefit back to the City, through final payroll deduction.
- D. City shall grant incentive pay of one percent (1%) per month of an employee's salary to those employees who successfully complete or have completed certification, training and/or education in a subject skill or a field of study related to the employee's duties and which will make the employee more productive in his/her work. This incentive shall be for training, education or courses that are desired by the unit employee for employee's own professional growth. Training, education or courses qualifying for this incentive shall have the prior recommendation of the employees' Department Head and approval of the City Manager. Incentive Pay shall not be paid for those courses or classes that are arranged and/or paid for by City as part of its commitment to employee training.
- E. A second incentive bonus of one percent (1%) per month of an employee's salary shall be granted to employees who successfully complete a second certification, training and/or educational course, using the same criteria as stated in Section D above

41 -DISABILITY INSURANCE

- A. This unit is registered as an exempt unit with the State of California and cannot participate in the State Disability Insurance Program. If at any time the unit is able to produce documentation that they are no longer exempt than the city will enroll all employees in this unit at the employees' sole expense.

42 -ADOPTION OF AGREEMENT AND AMENDING PROCEDURE

- A. This MOU shall be deemed adopted and binding effectively terminating negotiations during its term upon approval and subscription of the Unit and City.
 - 1. If either Unit or City desires to modify or change this MOU during its term, said party shall serve written notice on the other party, setting forth the nature of the proposed modifications or changes. Failure of the other party to give written approval of the modifications or changes proposed within thirty (30) days of the required written notice shall be deemed a rejection of proposal.
- B. No presently existing benefit, whether monetary or otherwise, may be reduced below its present level, except as agreed to in this MOU.

43 - SAVINGS CLAUSE

- A. This MOU is the entire agreement of the parties, terminating all prior MOU's and concluding all negotiations during the term of this MOU, except as provided in Article 11.
- B. Should any provisions of this MOU be found to be in contravention of any Federal or State Law by a court of competent jurisdiction, such particular provision shall be null and void, but all other provisions of this MOU shall remain in force and effect. The parties hereto shall negotiate any provision found to be in contravention of State or Federal Law.

44 -TERM AND REOPENING OF MEMORANDUM

- A. This Memorandum of Understanding shall become effective July 1, 2026, except where otherwise provided, and shall remain in effective through June 30, 2030. No amendment or change to the provisions of this MOU shall be valid or binding unless reduced to writing and signed by duly authorized representative(s) of the parties.
- B. This contract expires June 30, 2030. It is mutually agreed that the first meeting of the parties will be scheduled no later than fifteen (15) calendar days after the City or Unit receives notice from the other, which may be any date after January 1 of the year in which the current contract terminates. This notice must be made in writing, must specifically include a request to commence bargaining, and must include proposed dates for the meeting.

C. ECONOMIC REOPENER – CALPERS CHANGES

1. The City and the Association agree that, during the term of this Agreement, should there be any material changes to CalPERS laws, regulations, policies, or requirements that may affect compensation, benefits, or other economic provisions applicable to employees covered by this Agreement, the City agrees to meet and discuss with the Association regarding the potential impact of such changes.
2. The parties' obligation to meet and discuss under this provision shall not be construed as an agreement or commitment by the City to modify, amend, or otherwise change any provision of this Agreement. Any changes to this Agreement shall be subject to mutual agreement of the parties and the City's applicable approval process.
3. Nothing in this provision shall require the City to agree to any proposal or result in an automatic adjustment to wages, benefits, or other economic terms and conditions of employment.

45 - APPROVALS

Date of Council Approval: O c t o b e r 6 , 2026

"CITY"

City of Selma

A Municipal Corporation

"UNIT"

International Association of Firefighters
Local 3716

By: _____
Jason Rogers,
City Manager

By: _____
Zach Johnson,
1st Vice-President

By: _____
Margee Fallert,
Deputy City Manager

By: _____
Justin Arroyo,
2nd Vice President

By: _____
Che Johnson,
Liebert Cassidy Whitmore

By: _____
Ray Ramirez,
Labor Consultant

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2-6

Adopt Resolution 2026-110 approving
a four-year Memorandum of
Understanding between the City of
Selma and the Fire Middle
Management Employees for the period
of July 1, 2026 through June 30, 2030

CITY COUNCIL STAFF REPORT

MEETING DATE: October 6, 2026

SUBJECT: Adopt Resolution 2026-110 approving a four-year Memorandum of Understanding between the City of Selma and the Fire Middle Management Employees for the period of July 1, 2026 through June 30, 2030

SUBMITTED: Margee Fallert, Deputy City Manager

APPROVED: Jason Rogers, City Manager

RECOMMENDATION:

Adopt Resolution 2026-110 approving a four-year Memorandum of Understanding between the City of Selma and the Fire Middle Management Employees for the period of July 1, 2026 through June 30, 2030

DISCUSSION:

The Fire Middle Management Employees (Fire MME) represents employees in the Fire Captain, Fire Battalion Chief, Fire Marshal, EMS Supervisor and Division Chief of EMS (Non-Safety) classifications. The City and have completed negotiations concerning wages, hours, and other terms and conditions of employment for the successor agreement.

The proposed MOU establishes the terms and conditions of employment for the bargaining unit for a four-year period from July 1, 2026 through June 30, 2030. The agreement supersedes prior agreements between the parties and establishes the negotiated wages, benefits, and working conditions applicable to employees represented by the Unit during the term of the agreement.

The proposed agreement also reflects the City's ongoing efforts to address CalPERS compliance, compensation, work schedules, Fire Department staffing and operational requirements, and compliance with applicable state and federal requirements.

The proposed four-year MOU contains several significant changes to the existing agreement. The principal negotiated changes are summarized below.

1. Four-Year Contract Term

The proposed MOU will be effective July 1, 2026 through June 30, 2030, except where individual provisions specify a different effective date. The agreement provides a process for reopening negotiations prior to expiration and requires written notice to commence bargaining.

2. Salary Adjustments – Sworn Fire Positions

The MOU provides base salary increases beginning October 17, 2026 in connection with negotiated changes to EMT premium pay, the FLSA work period, and holiday compensation. The base salary increases include:

- 4.5% effective October 17, 2026 in exchange for elimination of the prior EMT Premium Pay of up to 6%;

- 2.5% in exchange for removing certification pay that is part of the minimum qualifications of the job or certifications that are not utilized by the city.
- 5% effective October 17, 2026 in connection with the transition to the FLSA-compliant 24-day work period reducing the hours paid from 12 per pay period to 6 - ½ time hours (3 full hours) per pay period;
- In exchange for the reduction of paid Holiday time each pay period the following increases go into effect: 2% effective October 17, 2026; 2% effective July 1, 2027; 1.5% effective July 1, 2028; 1.5% effective July 1, 2029
- In addition, the agreement provides a 2.5% cost-of-living adjustment (COLA) effective July 1 of each year beginning in 2027 through 2029.
- Salary Differentials for the Fire Marshal and Division Chief of EMS

3. Paramedic Premium Pay

Beginning October 17, 2026, the MOU establishes **5% Paramedic Premium Pay** for employees in the Battalion Chief, Captain and Division Chief of EMS classifications who possess and maintain the required California State Paramedic License and other required certifications. This is a change from the sliding scale that was previously used.

The premium is included in the basis for calculating overtime and call-back compensation and is intended to qualify as reportable special compensation under applicable CalPERS laws and regulations.

Employees who fail to maintain the required paramedic certification will lose the premium pay, with the premium reinstated upon restoration of the certification.

4. FLSA-Compliant Fire Shift Work Period

The proposed agreement changes the standard FLSA work period for sworn Fire Department shift personnel to a **24-day work period based on the 48/96 work schedule**.

The agreement establishes a 182-hour FLSA cycle. For payroll purposes, the standard 14-day payroll period will reflect 112 regular hours, with six FLSA hours paid at half-time for the additional hours above the 53-hour work week. This is a change from the previous 14 day schedule and payment of 12 hours each pay period.

5. Longevity Pay

Effective October 17, 2026, the agreement establishes longevity pay based upon continuous full-time service with the City as follows:

Years of Continuous Service Longevity Pay

5 years	2.5%
10 years	5%
15 years	7.5%
20 years	10%

Longevity pay is not cumulative. Employees receive only the highest applicable percentage based upon completed years of continuous service.

The MOU provides that longevity pay will be included in regular compensation each pay period and is intended to qualify as reportable special compensation under applicable CalPERS laws and regulations.

7. Holiday Compensation

The proposed agreement restructures the manner in which holiday compensation is paid over the term of the MOU.

Currently members are paid 24 hours per holiday and during the contract period that will be reduced to 11.2 hours per holiday.

The new MOU also cleans up the movement to 26 pay periods for deferred compensation and health insurance benefits, cleans up miscalculations on various charts through out the agreement and gives examples of the conversion of sick leave to the 1.4 factor for CalPERS.

Attached for councils review is a strike-out - red line version of the document so changes can be easily reviewed and then a final clean copy of the document.

FISCAL IMPACT:

Approval of the MOU will result in increased base salaries. This will be offset with the reduction of FLSA, Holiday, Certification, and Premium Pay. There are no retractive increases as all classifications received previously approved increases on July 1, 2026 from the salary survey conducted and approved in 2024.

Attachments:

- ☒ Resolution 2026-110
- ☐ Ordinance
- ☐ Map
- ☐ Agreement
- ☒ Other

List: Strike Out MOU and a
Clean Copy of the MOU

RESOLUTION NO. 2026-110

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SELMA,
CALIFORNIA, APPROVING A FOUR-YEAR MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY OF SELMA AND THE FIRE MIDDLE
MANAGEMENT EMPLOYEES FOR THE PERIOD OF
JULY 1, 2026, THROUGH JUNE 30, 2030**

WHEREAS, the Fire Middle Management Employees (Fire MME) represents City employees in the Fire Captain, Fire Marshal, Fire Battalion Chief, EMS Supervisor and Division Chief of EMS (Non-Safety) classifications; and

WHEREAS, the City of Selma (“City”) and Fire MME have completed negotiations concerning wages, hours, and other terms and conditions of employment for a successor Memorandum of Understanding (“MOU”); and

WHEREAS, the proposed MOU establishes the terms and conditions of employment for the represented bargaining unit for a four-year period commencing July 1, 2026, and ending June 30, 2030, except as otherwise provided in the MOU; and

WHEREAS, the proposed MOU supersedes prior agreements between the parties and sets forth the negotiated wages, benefits, and working conditions applicable to employees represented by Fire MME during the term of the agreement; and

WHEREAS, the proposed MOU includes negotiated changes addressing salary adjustments, annual cost-of-living adjustments, paramedic premium pay, the Fair Labor Standards Act (FLSA) work period for sworn Fire Department shift personnel, longevity pay, holiday compensation, and related administrative and benefit provisions; and

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

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

Section 2. The City Council hereby approves the four-year Memorandum of Understanding between the City of Selma and the Fire MME for the period of July 1, 2026, through June 30, 2030, in the form presented to the City Council.

Section 3. The City Manager, or designee, is authorized to execute the MOU on behalf of the City and to take such administrative actions as are necessary to implement its terms, subject to the approved MOU and applicable law.

Section 4. Severability. The provisions of this Resolution are severable and if any provision, clause, sentence, word or part thereof is held illegal, invalid, unconstitutional, or inapplicable to any person or circumstances, such illegality, invalidity, unconstitutionality, or inapplicability shall not affect or impair any of the remaining provisions, clauses, sentences, sections, words or parts thereof of the Resolution or their applicability to other persons or circumstances.

Section 5. Effective Date. That the City Clerk shall certify to the adoption of this Resolution and that the same shall be in full force and effect.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Selma, California, at a regular meeting held on the 6th day of October 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

Scott Robertson
Mayor

Miriam Cruz
Interim City Clerk

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF SELMA

AND

FIRE MIDDLE MANAGEMENT EMPLOYEES

FOR THE PERIOD

JULY 1, ~~2024~~ 2026 THROUGH JUNE 30, ~~2026~~ 2030

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**A MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SELMA AND
FIRE MIDDLE MANAGEMENT EMPLOYEES**

This Memorandum of Understanding (MOU) is made and entered into between the City of Selma, herein "City" by its City Manager in his capacity as the Municipal Employees Relations Officer and the Fire Middle Management Employees, herein "Unit" representing employees of the City who occupy positions in the Classifications listed herein, pursuant to the California Government Code, Section 3500, et seq and RESOLUTION NO. 92-56R, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SELMA AMENDING RESOLUTION NO. 1027, PROVIDING FOR EMPLOYER- EMPLOYEE RELATIONS, approved the 15th day of June 1992 as these documents are now or hereafter may be modified. **Updated on October 6, 2026 by Resolution 2026-XX** City and Unit agree as follows:

1- RECOGNITION

City hereby confirms its continuing recognition of Unit as the exclusive bargaining agent for the following Position Classifications except as otherwise provided by law (whether presently filled or unfilled):

MANAGERIAL

Fire Battalion Chief

Division Chief of EMS (Non-Safety)

Fire Marshal

SUPERVISORY

EMS Supervisor

Fire Captain

City agrees to meet and confer and otherwise deal exclusively with representatives of Unit on all matters relating to the scope of representation pertaining to said employee Unit as provided under the above-referenced Resolution and Government Code Sections. In the event Resolution No. 92-56R is modified, the modified Resolution shall apply. The proposed modification shall be submitted to Unit prior to its adoption, for input.

2- SALARIES

- A. Effective the pay period that includes ~~July 1, 2024, full implementation over a three-year period (see below) of the 60th percentile salary increases as indicated in Salary Study accepted by City Council on September 3, 2024.~~ **July 1, 2026 the following increases went into effect to achieve the 60th percentile salary increases as indicated in Salary Study accepted by City Council on September 3, 2024.**

	Full Implementation	July 1, 2024	July 1, 2025	July 1, 2026
Fire Battalion Chief	11.33%	3.78%	3.78%	3.77%
Fire Marshal	7.70%	2.57%	2.57%	2.56%
EMS Supervisor	7.90%	2.64	2.63%	2.63%
Fire Captain	7.70%	2.57%	2.57%	2.56%

- B. ~~Effective the pay period that includes July 1, 2024, all employees represented by this MOU shall receive a 3% Cost of Living Adjustment.~~
- C. ~~Effective the pay period that includes July 1, 2025, all employees represented by this MOU shall receive a 2% Cost of Living Adjustment.~~
- D. ~~Effective the pay period that includes July 1, 2026, all employees represented by this MOU shall receive a 2% Cost of Living Adjustment.~~
- E. ~~Effective the pay period that includes July 1, 2026, the unit pre bargained for and received effective June 26, 2026 the following:~~

Classification	Salary Increase from Study	Cost of Living Increase	Total
Fire Captain	2.56%	2%	4.56%
Division Chief of EMS	2.63%	2%	4.63%
Battalion Chief	3.77%	2%	5.77%
Fire Marshal	2.56%	2%	4.56%

Effective the first full pay period following the ratification of the contract and approval by the Selma City Council the following items will be put into place:

In exchange for no longer having the EMT Premium Pay in Article 3 of up to 6% the city will increase the base salary as follows

Classification	Base Salary Increase
Fire Captain	4.5%
Fire Battalion Chief	4.5%
Fire Marshal	4.5%
Division Chief of EMS	4.5%
EMS Supervisor	4.5%

In exchange for removing certification pay that is either part of the minimum qualifications of the job or a certification that currently the city does not have a need for the city will move the base salary by the following:

Classification	Base Salary Increase
Fire Captain	2.5%

Battalion Chief	2.5%
Fire Marshal	2.5%
Division Chief of EMS	2.5%
EMS Supervisor	2.5%

In exchange for moving from a 14-day standard work period with an additional 12 hours paid at straight time to an FLSA compliant 24-day work period with 6 hours of FLSA hours paid out as half time (3 half time hours per week) for the additional hours above the 53-hour work week the city will increase the base salary by the following:

Classification	Base Salary Increase
Fire Captain	5%
Fire Battalion Chief	5%

In exchange for reducing the per pay period pay out of holidays over a 4-year period as outlined by Article 31 the city agrees to the following increase to base salary for shift personnel:

Year	Base Salary Increase
Ratification of Contract 2026	2%
July 1, 2027	2%
July 1, 2028	1.5%
July 1, 2029	1.5 %

The city agrees to the following Cost of Living Increases over the term of the contract, increases shall go into effect in the payroll period that includes July 1st of each year.

Year	COLA Increase
July 1, 2027	2.5%
July 1, 2028	2.5%
July 1, 2029	2.5%

3 – SALARY DIFFERENTIALS

- A. The salary range for the **Fire Marshal** classification shall be established at **five percent (5%) above the salary range for the Fire Captain** classification on the Master Salary Chart effective October 17, 2026.
- B. The salary range for the **Division Chief of EMS** classification shall be established at **five percent (5%) above the salary range for the Battalion Chief** classification on the Master Salary Chart effective October 17, 2026.

- C. The salary differentials provided herein recognize that the Fire Marshal and EMS Division Chief classifications are assigned to a regular **Monday through Friday, forty (40) hour workweek** and are not assigned to shift work. Employees in these classifications shall not be eligible for **CalPERS-eligible Holiday Pay** or **FLSA Shift Pay** associated with shift assignments.
- D. These salary differentials are intended to compensate for the differences in work schedules and the compensation components applicable to shift-work classifications.

4- PREMIUM PAY

~~A. Premium Pay shall be paid to Unit employees serving in either an EMT or Paramedic capacity and represented by Unit as follows:~~

~~The following premium pay shall be paid to Safety employees certified by the Fresno County Health Director and included as part of the basis for calculating overtime and call back compensation:~~

- ~~1. **Emergency Medical Technician** — Two Percent (2%) to Six Percent (6%) of hourly base pay.~~

~~Years~~	~~1~~	~~2~~	~~3~~	~~4~~	~~5+~~
	~~2%~~	~~3%~~	~~4%~~	~~5%~~	~~6%~~

- ~~2. **Paramedic** — Four Percent (4%) to Twelve Percent (12%) of hourly base pay.~~

~~1st Certification~~

~~(Covering the first two years as a paramedic with the City of Selma, either as a newly hired paramedic, or newly certified paramedic).~~

~~Years~~	~~1~~	~~2~~
	~~4%~~	~~5%~~

~~2nd Certification~~

~~(Covering the second two year period of certification as a paramedic with the City of Selma~~
~~Years~~ ~~3~~ ~~4~~
~~6%~~ ~~7%~~

~~3rd Certification~~

~~(Covering the third two year period and thereafter of certification as a paramedic with the City of Selma.~~

~~Years~~	~~5~~	~~6~~	~~7~~	~~8~~	~~9+~~
	~~8%~~	~~9%~~	~~10%~~	~~11%~~	~~12%~~

~~The loss of either EMT or EMT/Paramedic certification shall result in the immediate loss of premium pay compensation for any Employee who fails to maintain the certification on a continuous and ongoing basis. Premium pay shall be reinstated at the last pay rate at the reinstatement of the certification.~~

Effective October 17, 2026 Paramedic Premium Pay of five percent (5%) will be paid to those employees in the classification of Battalion Chief, Captain and Division Chief of EMS Rank who possess and maintain a valid California State Paramedic License certified by the Fresno County Health Director and any other certifications required by the City to perform Paramedic duties. Premium pay will be included as part of the basis for calculating overtime and call back compensation.

This Premium Pay is intended to be considered special compensation and shall be reported to the California Public Employee's Retirement System (CalPERS) in accordance with applicable CalPERS laws and regulations. The Premium Pay shall be paid to all employees in the classifications who meet the eligibility requirements.

5 - CERTIFICATION PAY

Certification Pay for Safety employees who have obtained and provided valid certificates from the California State Fire Marshal's Office for ~~Fire Investigator 1 or Fire Investigator, Fire Officer or Company Officer, Training Instructor or Fire and Emergency Services Instructor I, Hazardous Materials Technician, Prevention Officer or Fire Inspector I, Rescue Systems 1 or Rope Rescue Awareness/Operations and Firefighter II~~ shall be paid as follows:

- A. Two percent (2.0%) of the hourly base salary shall be paid to those employees covered by this MOU who have attained the ~~above~~ **below**-listed certificates but are not assigned to perform the duties associated with their certificate **or if the certificate is not a requirement of their job classification. If the employee is assigned to perform the duties they will not be eligible for certification pay but will receive compensation under Article 4.1 Assignment Pay.**
- B. ~~An additional two percent (2%), for a maximum total of four percent (4%), of the hourly base salary shall be paid to those employees covered by this MOU who have attained an above-listed certificate and are assigned by the Fire Chief to perform the duties associated with their certificate.~~
 - 1. ~~If an employee is no longer required to perform the duties of their assignment(s) listed above, then the employee's certification pay will return to two percent (2%). Any decision to alter or discontinue such assignments shall be made by the Fire Chief. Such decisions shall not be made for punitive reasons, but for the overall effective management of the Fire Department.~~
- C. It is agreed by all parties that the max certification pay to be paid to employees covered

by this MOU hired on or after July 1, 2021 is 25%. Will be six percent (6%).

Certification	
~~Fire Investigator I or Fire Investigator~~	(moved to new article 6)
~~Fire Officer or Company Officer~~	
~~Training Instructor or Fire and Emergency Services Instructor I~~	(moved to new article 6)
~~Hazardous Materials Technician~~	(moved to new article 6)
~~Prevention Officer or Fire Inspector I~~	
Rescue Systems 1 or Rope Rescue Awareness/Operations	
~~Firefighter II~~	
Fire Marshall	
Fire Officer 3 or Chief Officer Equivalency	

6 - Assignment Pay:

Four percent (4.0%) of the hourly base salary shall be paid to those employees covered by this MOU who hold the applicable certification and are assigned to the following:

1. Hazardous Materials Team: Compensation to employees who hold the Hazardous Materials Technician Certification and are assigned to a local or regional Haz Mat Team
2. Fire Inspector: Compensation to “Fire Inspectors” who routinely review and inspect fire-related-permits, fire protection and fire alarm system, and infrastructure and development projects to ensure compliance with applicable fire codes, ordinances, and adopted standards, including related plan review, inspection, acceptance testing, and documentation. (Fire Inspector Pay will only be paid if it is not part of the employee’s minimum qualifications of their assigned job classification)
3. Fire Investigator: Compensation to employees that hold the “fire investigation” personnel who are routinely and consistently assigned to investigate causes of destructive burning
4. Training Premium - Compensation to employees who are routinely and consistently assigned to train employees as part of the Departments designated training program.
5. All assignments of personnel shall be made at the sole discretion of the Fire Chief. Such assignments may be made, modified, or rescinded at any time based on the needs of the Department.
6. It is agreed by all parties that the max assignment pay to be paid to employees covered by this MOU will be twelve percent (12%)

7- BILINGUAL PAY

Positions represented by this MOU will be eligible to receive Bilingual Pay (Spanish and Punjabi only). To receive this benefit, the employee will be required to pass an oral competency test administered by an independent party outside the employment of the City of Selma. Once certified the employee will receive the bilingual stipend of ~~\$25.00~~ **23.08** per pay period (based on ~~24~~ **26** pay periods). Bilingual testing will be administered no less than once per quarter. Should employee "no show" for the bilingual testing appointment, a waiting period of six (6) months is required before eligible to retest.

8- LONGEVITY PAY

Years of Continuous Full-Time Service with the City of Selma

5 Years	2.5%
10 Years	5%
15 Years	7.5%
20 Years	10%

Longevity Pay shall become effective on October 17, 2026 and employees will become eligible at the beginning of the pay period following the employee's completion of the applicable years of continuous service. For purposes of this Article, continuous service shall mean uninterrupted employment with the City of Selma, excluding any separation from City service.

The Longevity Pay percentages identified above are not cumulative. Employees shall receive only the single highest applicable Longevity Pay percentage based upon their completed years of continuous service.

Longevity Pay shall be paid uniformly to all Members of this MOU who meet the eligibility requirements and shall be included in the employee's regular compensation each pay period.

The City and the Association acknowledge that this Longevity Pay is intended to qualify as reportable special compensation under applicable California Public Employees' Retirement System (CalPERS) laws and regulations.

9- COMPENSATION FOR USE OF A PRIVATE VEHICLE

Whenever in the conduct of business of City, a member of Unit, at a supervisor's request, uses a private vehicle whether for convenience or because a City vehicle is unavailable, shall be reimbursed for mileage at the IRS standard mileage rate. A member may refuse to use his/her private vehicle without prejudice. City retains the right to request proof of insurance at any time.

10- PAYOFF OF COMPENSATORY TIME

- A. Unit employees with compensatory time may elect to receive payment for

their accumulated comp time hours. City and Unit agree that employee may opt for one of the following methods:

1. Twenty-four hour payoff - Eligible employees may indicate their desire to receive payment for up to twenty-four hours of comp time per payroll period by submitting the appropriate paperwork with their regular payroll.
2. 457 Contribution - Eligible employees may choose to convert comp time hours to the employee's individual 457 Tax Deferred Compensation account ~~on a quarterly basis only~~ **twice per year**. Employee choosing this method must indicate the number of hours they wish to convert **in a lump sum** (limited to **up to 200 hours each time**) ~~twenty-four hours per payroll period~~ on the appropriate form. All hours so designated will be converted and applied to their 457 plan.
 - a) Any comp time that exceeds the limit of 480 hours for employees of this Unit will be paid off in either manner defined above as indicated by the employee.

11 - DEFERRED COMPENSATION

City will match the employee's contribution of up to ~~eighty-seven dollars and fifty cents (\$87.50)~~ **eighty dollars and seventy seven cents (80.77)** per pay period ~~(maximum of two pay periods per month)~~ **26 pay periods** for a maximum of one hundred seventy-five dollars (\$175) per month into a tax deferred retirement account voluntarily established by the employee in the employee's name with one of the City's 457 Tax Deferred Compensation Plan.

Conditions of said contributions shall be subject to IRS regulations governing such accounts.

12 - NON-DISCRIMINATION

City and Unit agree not to discriminate against any employees in accordance with applicable laws.

13- CITY RIGHTS

- A. City retains the exclusive rights set forth in the Employer-Employee Relations Resolution.
- B. City specifically retains all the exclusive rights, subject only to the provisions of this MOU, to take whatever actions and set whatever policies it deems appropriate for the conduct of City business in accordance with applicable laws and councilmembers determinations.

14 - UNIT RIGHTS

- A. Unit shall cooperate with City to assure maximum service of the highest quality and efficiency to the citizens of the City of Selma.
- 8. Unit representatives shall have reasonable access to Employees, provided such access does not interfere with City business. Department Heads and first-line supervisors shall be notified by City of the provisions of this Article.
- C. Representatives of the Unit shall have access to any Employee or Employees presenting a grievance and Employees have the right to have the Representative represent him or her at all stages of the grievance procedure and/or disciplinary actions.

15 - BILL OF RIGHTS

The rights of Firefighter personnel covered by this MOU are stated in the Government Code of the State of California, Sections 3250-3262.

The intention of this Article is to confirm City's and Unit's understanding of these rights.

16 - GRIEVANCE PROCEDURE AND UNIT REPRESENTATIVE

The grievance procedures are stated in Section 9 of the Personnel Rules and Regulations.

17 - UNIT REPRESENTATIVE

- A. City recognizes that Unit may appoint a representative of its choice to report grievances pertaining to this MOU. Upon designating such a representative, Unit shall provide City, in writing, with the name of the representative.
- B. The functions of the representative shall be to report alleged grievances, violations of this MOU or to report alleged safety violations. The Unit Representative may also participate in the meet and confer process.
- C. The representative, if an employee of the City, shall keep at a minimum the time spent in the performance of his or her duties as outlined in this Article, and at all other times continue to perform his or her assigned jobs.
- D. The Unit representative shall request permission from his/her supervisor to conduct, on City time, Unit business falling within the provisions of this Article. The supervisor may grant such activity time after considering the needs of the City and the representative's work assignments. The representative shall state the

nature of the activity and the approximate amount of time requested. The Representative shall report to the supervisor upon completing such activity. Every effort shall be made to conduct Unit business at the end of representative's regularly assigned shift and to not interfere with the duties of other employees in the Unit.

18- COMPLIANCE WITH MOU

- A. In the event of any violation of the terms of this MOU, responsible and authorized representatives of the Unit or City, as the case may be, shall promptly take such action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized action(s) into compliance with the terms of this MOU. Employees acting or conducting themselves in violation of the terms of this MOU shall be subject to discipline, up to and including discharge. City shall enforce the terms of this MOU through its supervisory personnel. Unit shall enforce the terms of this MOU on the part of its members.
- B. A dispute or difference of opinion concerning the enforcement of this MOU by City or Unit shall first be presented in writing to the other party and an attempt shall be made to settle the matter as provided in this agreement.

19- OUT OF CLASS

Unit members may be assigned to temporarily work in other position classifications according to the following policy:

- A. The City shall provide "Acting" status pay differential of at least 5%, or Step A of the higher classification when the employee has been assigned to serve the majority of significant duties of a higher position. The employee shall receive the highest pay rate as provided by this section. The determination of who is qualified for, and formally assigned to the higher capacity shall remain at the discretion of the Department Head (or City Manager, in the absence of a Department Head).
- 1. When a Unit Employee is assigned to a shift and assumes the duties of a higher position, he or she shall receive the differential pay for the full shift. If the Unit Employee is assigned and assumes the duties of the higher position in mid-shift, he or she shall receive the differential pay for the actual time served, but in no case less than three (3) hours.
 - a. No extra compensation for temporary work in other classifications shall apply to shift trades between employees.
 - b. **Acting pay will not be subject to reporting to CalPERS**

20 - POSITION CLASSIFICATIONS

- A. It is recognized that the establishment of new or revised position classifications within the Unit may be warranted and approved by City. In the event that revised position classifications are recommended, Unit shall be given an opportunity to consult with the Personnel Officer, or designee. The final decision concerning revised position classifications shall remain with City.
- B. Whenever the decision to hire or promote has been made, City agrees to provide for promotional opportunities based on the classification specifications for the vacant positions. A decision to open the position to accept new applications shall be made only after internal methods have been exhausted.
- C. The City Manager **or their designee** as Personnel Officer shall have the authority in determining the methods for filling vacancies, the timing for filling such vacancies, and the methods of examination, in accordance with the City's Personnel Rules and Regulations and state law.

21 - SENIORITY

Seniority shall be measured by total length of service in years, months and days from date of last hire.

- A. Newly hired employees shall accrue seniority from date of hire but may not exercise rights of such accrual until the satisfactory completion of a one-year probation period. Promotions and accompanying one-year probationary periods do not affect the original hire date for purposes of calculating seniority.
- B. Promotions, demotions, and rehires shall be within the sole discretion of the City Manager or his/her designee. Demotions shall be subject to the appeals procedure. In making these determinations, the City Manager or his authorized representative shall consider 1) Seniority - Length of Service and 2) Ability, efficiency, and special skills;
 - 1. Where in the fair and impartial judgement of the City Manager or his authorized representative, factors under #2 are relatively equal, #1, Seniority, shall govern unless extenuating circumstances prevail.
- C. City policy dictates that layoffs shall be according to seniority (*last person hired will be first person to be laid off*), provided the remaining employee(s) has the ability to perform the work. Therefore, those employees of this Unit who have attained seniority within their job classification and/or department, and/or who have received promotions which have placed them (i.e. their job classifications) in this Unit, shall, before being considered for layoff, be given the opportunity of

returning to a prior or lower job classification *(or assuming similar duties of a previous position if that job classification or job title has changed)* and replacing another employee with less seniority.

- D. Employees who have been laid off shall be recalled in the inverse order of layoff.
- E. Any person transferring from one department to another with the same job classification shall not suffer a reduction in compensation.
- F. Seniority shall be lost by:
 - 1. Termination from City employment.
 - 2. Failure to return from an authorized leave of absence.
 - 3. Failure to respond to notice of recall from layoff within the established time frame.

22- STANDARD WORK PERIOD

The standard work period for city employees shall be as follows:

A Fire Department Non-Shift Personnel

The standard work period for non-shift personnel shall be forty (40) hours per week.

B. Fire Department Shift Personnel

The standard FLSA section 7(k) work period for safety shift personnel in the Fire Department shall be a ~~14-day~~ **24 day** work period based on a 48/96 work schedule which begins with the start of the A shift 48/96 schedule. **This work schedule is 182 hours in a 24-day FLSA cycle. For payroll purposes, the standard 14-day payroll period shall be paid as follows: one hundred twelve (112) regular hours (56 regular hours per week) 6 hours of FLSA hours paid out as half time (3 half time hours per week) for the additional hours above the 53-hour work week. FLSA Overtime shall be computed and paid or accrued as required by law utilizing the employee's regular base wage hourly rate.**

- ~~1. For payroll purposes, the 14-day standard work period shall be paid out as follows:~~
 - ~~a. 112 regular hours (56 regular hours per week)~~
 - ~~b. 12 FLSA hours paid out at straight time (6 FLSA hours per week)~~

23- OVERTIME

- A. Overtime work for all eligible employees shall be defined as any time worked beyond forty (40) hours in a standard work week for non-shift personnel, and any time worked in excess of the standard work period as defined above. The use of vacation, sick and compensation time shall be included in the definition of time worked.
- B. The maximum non-FLSA and FLSA comp time that employees of this Unit can accrue is 480 hours.

24 - CALL BACK COMPENSATION

Call-Back is defined as the time a Unit employee is required to return to work or report to the job for unscheduled or emergency work.

- A. City shall compensate Unit employee a minimum of three (3) hours at the established overtime rate, irrespective of the actual time worked.
- C. In the event the task exceeds three (3) hours duration, the total compensation shall be for hours actually worked at the established overtime rates. After the minimum call-back time of three (3) hours is actually worked, work time shall be recorded in increments of one quarter of an hour (15 minutes).

25 - RETIREMENT

- A. For Safety employees of this Unit (Fire Battalion Chief, Fire Marshal and Fire Captain) that are considered "classic" Safety members of CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA), the City shall provide the CalPERS Safety 2%@ 50 Retirement Plan. The employees' share of the contributions shall be fully vested in each employee's name in accordance with CalPERS policies.
 - 1. Classic Safety employees shall continue to contribute the full 9% of compensation earnable member contribution, and 3% of compensation earnable of the required employer contribution as cost sharing in accordance to Government Code 20516(f), for a total employee CalPERS contribution of 12%.
 - 2. The City and Unit understand and agree that the additional 3% contribution by the employee of the employer's required contribution as cost sharing in accordance to Government Code 20516(f), for a total employee CalPERS contribution of 12%, shall continue beyond the expiration date of this MOU and shall become a part of the status quo.
- B. For Safety employees of this Unit (Fire Battalion Chief, Fire Marshal and Fire Captain) that are considered "new" Safety members of the California Public Employees

Retirement System (CalPERS), pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, the City shall provide the PERS Safety 2.7% @ 57 Retirement Plan. Under the PEPRA all "new" Safety members of the California Public Employees Retirement System (CalPERS) will be required to contribute at least 50% percent of the total normal cost of the retirement plan, as determined by CalPERS.

C. Other benefits provided through CalPERS for Safety members include:

1. Section 20965 - Unused Sick Leave Credit
2. Section 20037 - Three Year Final Compensation

D. For Miscellaneous employees of this Unit (EMS Supervisor, **Division Chief of EMS**) that are considered "classic" Miscellaneous members of CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA), the City shall provide the CalPERS Miscellaneous 2.7% @ 55 Retirement Plan. The employees' share of the contributions shall be fully vested in each employee's name in accordance with CalPERS policies.

1. Classic Miscellaneous employees shall continue to contribute the full 8% of compensation earnable member contribution.

E. For Miscellaneous employees of this Unit (EMS Supervisor, **Division Chief of EMS**) that are considered "new" Miscellaneous members of the Public Employees Retirement System (PERS), pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, the City shall provide the PERS Miscellaneous 2% @ 62 Retirement Plan. Under the PEPRA all new Miscellaneous members of the Public Employees Retirement System (PERS) will be required to contribute at least 50% of the total normal cost of the retirement plan, as determined by CalPERS.

26 - INSURANCE BENEFITS

- A. The City shall offer health insurance, vision insurance and dental insurance and the City shall pay ninety percent (90%) of the average of the highest and lowest medical plan premiums for all regular and probationary employees and their eligible dependents.
- B. The City shall offer \$100,000 Group Life and Accidental Death Insurance. The City shall pay ninety percent (90%) of the premium.
- C. The City shall offer Long Term Disability Insurance. Participant is at the sole expense of the employee.
- D. The City shall offer Voluntary Benefits to include Flexible Spending Accounts for Health Care and Dependent Care.

E. In Lieu of Health Insurance Benefit:

Employees choosing not to enroll in a health insurance plan may receive an "in lieu of benefit" of \$300 per month or \$138.46 per pay period. This amount may be used to purchase other insurance options offered by the City at the time of implementation or hire, may be contributed to the employee's 457 Tax Deferred Compensation account, and/or received as non-PERSable taxable income. The In Lieu of Benefit shall apply only to the health insurance benefits. Employees choosing not to enroll in the dental, vision or basic life insurance plans will not receive the premium amounts in their flexible spending accounts, nor shall they receive an "in lieu of benefit" for declining these benefits.

F. Benefit for Employees with Ten or More Years of Service

1. The City agrees to provide 100% of the maximum premium allowances for health, dental, vision, and life insurance for individuals who have been employed by the City in a regular employment capacity for more than ten (10) years. The employee will become eligible for this provision the calendar year following the employee's tenth anniversary of their hire date or eligibility date.

Example: Employee eligible for health insurance benefits in calendar year 2014, eligible for 100% of maximum premium allowances effective calendar year 2025.

G. Retiree insurance

Employees who take PERS retirement ~~within 120 days~~ **must notify the Human Resources Department in writing prior to retirement** ~~of retiring from the City of Selma~~ **that they want to continue on health, dental or vision coverage with the City.** ~~may continue to be covered by the same health insurance program and provisions as active employees.~~ Premiums will be paid 100% by the retired employee.

H. Health Benefits Committee:

1. City and Unit acknowledge the necessity for timely review of benefit plans.
2. City and Unit agree to the establishment of a Health Benefits Committee for the review of benefit plans.
3. The City agrees that the Unit may designate two committee members to

represent the interests of the Unit.

4. The Unit representatives will be responsible for notifying the City and Health Benefits Committee, in the even the Unit does not agree with a committee recommendation.
5. Unless the Unit representative notifies the City of a disagreement, per section 4 above, the parties agree that the Committee process will fulfill all meet and confer obligations.
6. Should the health insurance administrator recommend future rates increases or program modifications be implements, he/she shall make a recommendation to the Health Benefits Committee stating the reasons why such increase or change is recommended. The Health Benefits Committee shall than make a recommendation to the City Manager within thirty (30) calendar days after receipt of said recommendation. The City Manager will make a decision based on the information provided and present it to the City Council for implementation. The City and employees agree to pay any increased costs in the same proportion as the current contribution.

27 - SAFETY

- A Except for occupational hazards associated with the duties performed by emergency personnel, Employees shall not knowingly be required to work in unsafe conditions or with unsafe equipment. All Employees shall comply with adopted City of Selma Safety Rules and Regulations and City shall comply with applicable State law and regulations.
- B. Should conditions or equipment be reported as being unsafe, the Unit Representative, Fire Chief and Personnel Officer shall meet upon request of any party to resolve the issue. If an unsafe condition or equipment is found to exist or a potentially unsafe condition is present, corrective action shall be taken at the earliest possible time.
- C. The City's Safety Committee may be called upon to assist in resolving alleged safety violations and unresolved allegations shall be referred to the City Manager for immediate and final resolution.

28 - UNIFORM ALLOWANCE

- A City shall provide an annual uniform allowance to be paid to Unit Employees as follows:
 1. City shall provide one complete full Class A Uniform to any new Fire Captain or Fire Battalion Chief whose position is included in this MOU. Captains shall

consult with Fire Chief in determining and ordering appropriate uniform and accoutrements.

2. City agrees to pay each ~~covered Safety~~ Employee **covered under this bargaining agreement** ~~\$1,000.00~~ **\$1,100** each year for uniform purchase, replacement and maintenance.
3. Employees shall maintain uniforms in a clean, neat and pressed manner. Uniforms shall not be worn which have holes, stains, or other defects. Requirements for dress and work uniforms and the policy relative to the wear of each has been established by the Fire Chief and shall be mandatory for all affected employees.

B. City agrees to make uniform allowance payments on a twenty-six (26) payroll period **(\$42.31 per pay period)** ~~effective the first pay date of 2025).~~

1. For PERS classic members, uniform allowance is subject to PERS withholding but not Social Security, Federal and State withholding.
2. For PERS PEPRA new members, uniform allowance is not subject to PERS, Social Security, Federal nor State withholding.
3. Uniform allowance payments shall not be included in the base salary rate of employees.

~~C. After one (1) year of continuous employment, City agrees to reimburse Unit Employees up to \$200 every twenty four (24) for boots.~~

~~D. City shall continue to provide a revolving fund to assist Unit Employees in the purchase of required uniforms, tack, and equipment to a maximum of \$500.00 per employee at any given time.~~

- ~~1. Unit Employees shall reimburse City on a monthly basis via payroll deductions based on the following:~~

<u>AMOUNT OWED</u>	<u>PAYMENT</u>
~~\$0-\$250~~	~~\$50 per month or \$25 per pay period~~
~~\$251-\$500~~	~~\$100 per month or \$50 per pay period~~

29 - PERSONAL PROPERTY LOSS:

- A. City agrees to reimburse employees for uniforms and equipment damaged in the line of duty. City's responsibility for reimbursement shall be limited to those articles required for the employee to perform his/her duties. City agrees to reimburse employees for

personal property damaged in the line of duty only under the following conditions:

1. No Employee shall be reimbursed for any item lost or damaged in the performance of their duty in excess of \$50.00
2. Exception to the \$50.00 limit: prescription eye glasses or contact lenses (contact lenses only if required by employee's doctor), or dentures.
3. No reimbursement shall be made if there is negligence or carelessness involved on the part of the employee.

B. City agrees to provide employees with safety equipment as required by State law.

C. City shall provide no other uniform allowance for employees in Unit.

30- COLLECTION OF FEES, DUES AND ASSESSMENTS

- A. The Unit is solely responsible for distributing to and collection from employees the dues deductions authorization forms. It is the employees' responsibility to submit requests to start or stop dues deductions directly to the Unit and not to the City. The Unit is responsible for maintaining the dues deductions forms from individual employees. Copies of an individual employee's dues deduction authorization need not be provided to the City unless a dispute arises about the existence or terms of the authorization.
- B. The Unit will provide to the City an updated, certified dues deduction list of bargaining unit members on an annual basis, of those employee's who have provided written authorization for regular dues deductions. The City will deduct dues for only those employees who are in the bargaining unit in accordance with such certified list. The Unit will immediately notify the City of any change to an employee's dues deduction authorization, and will provide the City within five (5) business days of the Unit being advised, an updated, certified dues deduction list only noting any specific changes from the last list provided to the City. The City shall not be obligated to put into effect any new, changed or discontinued deduction until a certified list of employees who have provided the Unit with deduction authorization forms is submitted to the City in sufficient time to permit normal processing of the change or deduction. The City will transmit the balance of funds to the Unit without delay. ill provide the City an updated, certified dues deduction list of bargaining unit members on an annual basis, of those employees who have provided written authorization for regular dues deductions.
- C. The Unit agrees to indemnify, defend and hold harmless the City against claims,

demands, suits or any other action, including costs of such suits and reasonable attorney's fees and/or other forms of liability arising from the implementation of the provisions of this section, including claims for or related to employee authorizations, revocations, deductions made, cancelled, or changed in reliance on the Unit's representations and certifications regarding employee dues deduction authorizations.

31 - SICK LEAVE

- A. All shift employees shall accrue sick leave at a rate of ~~44.07~~ **8.307** hours on a biweekly basis, 26 times per year. This is equivalent to ~~24~~ **18** hours per calendar month. Accrual shall begin at the date of hire.
- B. Non-Shift employees shall accrue sick leave at a rate of 3.69 hours on a biweekly basis, 26 times per year. This is equivalent to 8 hours per calendar month. Accrual shall begin at the date of hire.
- C. **FMLA/CRA Sick Leave Bank** - In addition to the sick leave above shift personnel shall accrue an additional 6 hours per calendar month ~~2.769~~ hours on a biweekly basis that can be used for any FMLA or CFRA qualifying event. This sick leave has no cash value but will be combined with regular sick leave when an employee retires and the leave is reported to CALPERS.
- D. Use of sick leave is governed by the City's Personnel Rules and Regulations.
- E. **Sick Leave Incentive**: Each eligible Unit employee (except Fire Captains) shall be entitled to pay for a portion of earned sick leave credits on an annual basis, as follows:
 - 1. **First Tier**: In order to be eligible for this incentive, Employee must have a minimum of 60 days (480 hours) of sick leave credit by the deadline date of November 1st. During the following twelve month period, employee will be able to continue accruing sick leave and will be eligible to receive Sick Leave Incentive.
 - a. At the end of each year, City agrees to pay each eligible employee with at least 480 hours of accrued sick leave credit up to 50% of sick leave earned during the previous 12-month period (November 1-October 31) henceforth referred to as the "benefit period". Regular, full-time employees earn twelve days of sick leave during the benefit period. If no sick leave is used during the benefit period, employee will receive payment for six days. If sick leave credits are used by the employee during the benefit period, employee is eligible for pay for 50% of the unused sick leave credits remaining over and above 480 hours. For example:

An employee who has 480 hours of sick leave credit at the beginning of the benefit period earns 96 hours (/2 days) and uses eight days of

sick leave during the benefit period. Employee is eligible to receive payment for 50% of the unused four days (two days of pay).

- b. This benefit is not cumulative or retroactive and the employee must decide and declare annually whether to accept payment or receive sick leave credit. Any sick leave not paid for will continue to be credited for the employee's benefit to a maximum of 120 days.
 - c. Payment to eligible employees shall be made by City annually in the month of December.
2. Second Tier: City agrees to pay each employee, who has accumulated 120 days (960 hours) of sick leave credit, 100% of sick leave credits earned but unused during the following twelve month period (which exceed the 960 hour sick leave accrual limit). When employee's sick leave has reached the maximum accrual of 960 hours, employee shall register the date with the Finance Department. Employee will then be allowed to register (but not accrue) the equivalent of eight additional hours per month, or 96 hours during the following twelve month period, for purposes of this benefit only. Employee would be eligible to receive payment for a maximum of 96 hours.
- a. If employee uses sick leave during the 12 month period in which sick leave is being registered, sick leave hours shall first be deducted from any registered hours above the 960 hour maximum. Employee shall then be eligible to receive sick leave incentive for any hours that are still registered, but unused.
 - b. If employee uses more sick leave than those that have been registered above the 960 maximum, those sick leave hours would then be deducted from the 960 hour balance. Employee shall no longer be eligible for this sick leave incentive until employee has once again reached the 960 hour maximum. Employee shall then register the new date and start again to register additional sick leave hours.
 - c. At the conclusion of the 12 month period, employee shall have the option of receiving sick leave incentive payment immediately, or waiting until December to receive payment with other employees.
3. Employees who terminate employment with the City, for any reason, during the year specified for the benefit, are not eligible for this benefit with the following exception: Any employee covered by this MOU who retires from City service shall receive any available Sick Leave Incentive, calculated on a pro-rated basis with his/her final paycheck.

F. Sick Leave for Fire Captains and Fire Battalion Chiefs is as follows:

1. For record-keeping purposes, sick leave credits shall be earned and used on an hourly basis. It shall be provided further that sick leave credits shall continue to be earned at the rate of ~~24~~ 18 hours per month.
2. Sick Leave Incentive: Each eligible employee shall be entitled to pay for a portion of earned sick leave credits on an annual basis, as follows:
 - a. In order to be eligible for this incentive, Employee must have a minimum of 1440 hours of sick leave credit by the deadline date of November 1st. During the following twelve-month period, employee will be able to continue accruing sick leave and will be eligible to receive Sick Leave Incentive.
 1. At the end of each year, City agrees to pay each eligible employee with at least 1440 hours of accrued sick leave credit up to 30% of sick leave earned during the previous 12-month period (November 1-October 31) henceforth referred to the "benefit period". Regular, full-time employees earn 288 hours of sick leave during the benefit period.
 - a. If no sick leave is used during the benefit period, employee may be paid for 30% of the unused sick leave credit remaining over 1440 hours (86.4 hours).
 - b. If sick leave credits are used by the employee during the benefit period, employee is eligible for pay for 30% of the unused sick leave credits remaining over and above 1440 hours. For example:

An employee who has 1440 hours of sick leave credit at the beginning of the benefit period earns 288 hours (/2 24-hour days) and uses 120 hours (5 days) of sick leave during the benefit period. Employee is eligible to receive payment for 30% of the unused 168 hours (7 days) sick leave credit, which is 50.4 hours.

2. This benefit is not cumulative or retroactive and the employee must decide and declare annually whether to accept payment or receive sick leave credit towards the fire department employees' retirement benefit (refer to #4 below).
3. Payment to eligible employees shall be made by City annually in the month of December.
4. A Fire Captain or Fire Division Chief who terminates employment with the City for any reason during the year specified for the benefit, will not be eligible to receive sick leave incentive pay unless the employee is retiring from service with the City of Selma and is eligible for one or both of the following options:
 - a. Any employee covered by this MOU who retires from City service shall receive any available Sick Leave Incentive, calculated on a pro-rated basis with his/her final paycheck.
 - b. ~~Sick Leave Buyout at Retirement: Any Sick Leave balance remaining at the retirement date of any eligible Fire Captain or Division Chief who was employed by the Selma Fire Department on the date this benefit was initially approved (December 17, 2001) shall be reimbursed to the retiree in the following manner:~~
 1. ~~If the retiree is enrolled in a City Health Insurance Plan, an amount equal to that which is being deducted from the retiree's retirement check to cover the cost of their health insurance premium shall be reimbursed to the retiree on a monthly basis.~~
 2. ~~If there is no health insurance deduction from the retiree's retirement check, but the retiree is purchasing other dental, vision or chiropractic plans from the City, the City will deduct those amounts from the sick leave balance. The retiree will not be responsible for any portion of those premiums until the sick leave balance has been depleted.~~
 3. ~~If the retiree is not participating in any health, dental, vision, chiropractic or other insurance plan for the City, the City shall reimburse the retiree for the sick leave balance at \$200 per month, until the sick leave balance has been depleted.~~

G. Family Sick Leave

- a. Twelve (12) days (288 hours for Shift or 96 hours for Non-Shift employees) may be used to attend to the illness of a qualifying family member. All conditions and restrictions pertaining to the use of sick leave by the employee as provided in the City of Selma Personnel Rules and Regulations shall also apply to the use of family sick leave.

H. Retirement Credit for Unused Sick Leave

- a. Unused accumulated sick leave **and FMLA/CFRA Leave**, for each eligible employee, whose effective date of retirement is within four months of separation from the employer ~~which~~ **will be** granted the sick leave credit. **Employees and** who will receive no compensation or remuneration at all for such sick leave, shall be credited at retirement with 0.004 year of service credit for each unused day of sick leave certified to the board by employer. This benefit is provided pursuant to Government Code Section 20965, Public Employee's Retirement Law.
- b. **When reporting unused sick leave to CALPERS shift personnel sick leave banks must be converted to an eight (8) hour day accrual to be reported correctly. The conversion will happen as follows:**

Sick leave balances are converted from the 56-hour shift to the 40-hour time by dividing the employee's current shift sick leave balance by 1.4.

Examples of Conversion

Sick Leave	FMLA/ CRFA	Total	Conversion Factor	Total Reportable Hours	Total Reportable Days
700+	300	=1,000	/1.4	714.28	89
1600+	500	=2,100	/1.4	1500	187.5

- c. Employees choosing NOT to elect city retiree health insurance can cash out up to thirty (30) days. Any balance not cashed out shall be reported to PERS in equivalent days toward service credit.

32 - VACATION

- A. All Shift Employees shall accrue vacation according to the following schedule:

Years of Service	Hours Per Pay Period	Bi-Weekly Accrual	Hours Per Year
0-4 years	12	5.53 hours	144 hours
5- 9 years	18	8.30 hours	216 hours
10 - 14 years	21	9.23 .69 hours	~~252~~ 240 hours
15+ years	24	11.53 .07 hours	~~288~~ 300 hours

Shift employees shall be allowed to accrue up to a maximum of 682.5 hour of

vacation leave.

- B. All Non-Shift Employee shall accrue vacation according to the following schedule:

Years of Service	Hours Per Pay Period	Bi-Weekly Accrual	Hours Per Year
0-4 years	8	~~5.53~~ 3.69 hours	~~96~~ 104 hours
5- 9 years	12	~~8.30~~ 5.53 hours	144 hours
10 - 14 years	14	~~9.23~~ 6.46 hours	168 hours
15+ years	16	~~11.53~~ 7.38 hours	192 hours

Non-Shift employees shall be allowed to accrue up to a maximum of 432 hour of vacation leave.

- C. Accrual is based on 26 pay periods
- D. If Section 12.1 - Vacation Accrual of the Personnel Rules and Regulations is amended, the resulting rule shall apply.

33 - VACATION BUY BACK

- A. S h i f t employees who have taken a minimum of 96 hours of Vacation Leave during the previous calendar year will be eligible for Vacation Buy-Back of up to ninety-six (96) hours per year.
- B. Non-Shift employees who have taken a minimum of 40 hours of Vacation Leave during the previous calendar year will be eligible for Vacation Buy-Back of up to forty (40) hours per year.
- C. Employee may utilize this benefit one (1) time per calendar year.
- D. Employee must submit a Vacation Buy Back form for this option.

34 - HOLIDAYS

- A. Designated Holiday are as follows:
1. January 1 (New Year's Day)
 2. The third Monday in January (Martin Luther King Jr. Birthday)
 3. The third Monday in February (Presidents' Day)
 4. The last Monday in May (Memorial Day)
 5. June 19 (Juneteenth)
 6. July 4 {Independence Day)
 7. The first Monday in September (Labor Day)
 8. November 11 (Veteran's Day)
 9. The fourth Thursday in November (Thanksgiving Day)

10. The day after Thanksgiving Day
11. December 24 (Christmas Eve)
12. December 25 (Christmas Day)
13. December 31 (New Year's Eve)
14. The employee's date of birth
15. Two floating holidays

If Section 12.7 - Holidays of the Personnel Rules and Regulations is amended, the resulting rule shall apply.

- B. Unit employees shall receive "Holiday In-Lieu Pay" for the 16 holidays identified in Section A above at straight time, with no additional pay for the worked holiday **regardless if the holiday is worked or not.**

4. "Holiday In-Lieu Pay" will be paid per pay period ~~beginning the pay period that includes January 1, 2025.~~ **Over 26 pay periods.**

~~"Holiday In-Lieu Pay" will be paid out in 26 pay periods.~~

1. Shift employees shall receive holiday pay at ~~a~~ **the rate shown in the chart below:** ~~of 24 hours per holiday.~~

Effective Dates	Number of Holidays Subject to PERS (holidays 1-13)	Number of Hours per Holiday	Per pay period
October 17, 2026	13	19.74	$19.74 \times 13 / 26 = 9.87$
July 1, 2027	13	15.28	$15.28 \times 13 / 26 = 7.64$
July 1, 2028	13	11.2	$11.2 \times 13 / 26 = 5.6$
Effective Dates	Number of Holidays <u>NOT</u> Subject to PERS (holidays 14-15)	Number of Hours per Holiday	Per pay period
October 17, 2026	3	19.74	$19.74 \times 3 / 26 = 2.28$
July 1, 2027	3	15.28	$15.28 \times 3 / 26 = 1.76$
July 1, 2028	3	11.2	$11.2 \times 3 / 26 = 1.29$

2. Non-shift employees shall receive the day off for holidays 1-13 and shall receive holiday pay at a rate of 8 hours per holiday for holidays 14-15 listed in Article 33-A above.
3. ~~CalPERS reporting for "Holiday In-Lieu Pay" for birthday and floating holidays are not subject to CalPERS reporting may require separate reporting for birthday and floating holidays.~~

35- IN-SERVICE TRAINING

- A. City recognizes that continued training of Unit members is of benefit to both City and members in that it introduces employee to new methods and techniques of performing duties and sharpens and increases skills necessary to provide high levels of productivity. City shall, in so far as is fiscally possible, budget sums each year for continued training and education. City shall be responsible for the reasonable expenses of training programs, including travel and lodging, when such expenses and costs are authorized by the appropriate Department Head in advance.
- B. City shall, in so far as is practical, encourage technical/vocational training in specific occupations. An example of such training is computer training. Technical/vocational training for an employee shall have prior approval of the City Manager (and City Council if deemed appropriate) including arrangements for costs thereof.

36- PHYSICAL FITNESS AND WELLNESS

- A. Physical fitness of each and every Unit Employee is a top priority in ensuring the most efficient and effective service possible to our citizens, and in accomplishing City's risk management goals and objectives.
- B. Employees may participate in a voluntary physical fitness/agility test for unit employees as developed by City. The Unit shall be permitted input in the development of the program. The determination of the City Manager and Fire Chief shall be final and conclusive in the adoption of said program.
- C. City agrees to pay each Unit member one annual \$200.00 physical fitness bonus/reimbursement upon submission of current proof of payment of one annual gym membership fee of \$200.00 (or more). In the event the Unit member pays for gym membership in a series of installments, member may submit receipts totaling \$200.00 for reimbursement.
 - 1. Unit members who qualify for the Physical Fitness Bonus must submit a Claim for Payment.
 - 2. Receipt issued by the established physical fitness gymnasium for current individual Unit membership must also accompany above Claim for Payment. Reimbursement shall be paid for no more than \$200.00 per year.
- D. City agrees to reimburse Unit member's insurance co-pay amount for annual physicals and cancer screenings upon submission of appropriate

documentation to the City's Finance Department.

37- EDUCATION INCENTIVE

- A. City shall pay ~~non-probationary~~ Unit employees a bonus of 2.5% of employees' base salary per month for the successful completion of a Certificate of Achievement in Fire Science through an accredited college. The City shall pay a bonus of 5% of the employee's base salary per month to those employees receiving an Associate's Degree. The City shall pay a bonus of 7% of the employee's base salary per month to those employees receiving a Bachelor's Degree. Each employee is entitled to only one education incentive pay increase. For example, if an employee receives two associate's degrees, said employee will only be entitled to one 5% increase in pay.
- B. Employees shall receive Education Incentive for the highest level of education received only and shall not be paid for more than one degree as listed above. The maximum Education incentive per employee is 7%. If approved by the employee's Department Head and the Personnel Officer, this incentive pay shall become effective upon the date of presentation by the employee of the proper documentation of the completion of coursework. If copy of diploma/degree does not specify course of study, a certified transcript from the college or university must be included. No course shall be counted for which an employee receives less than a "C" or "Pass" grade.
- C. City shall pay ~~non-probationary~~ Unit employees an additional 2.5% of the employees' base salary per month for the successful completion of a Fire Marshal's Certificate. However, if employee terminates City employment voluntarily within one year following the commencement of this benefit, Employee shall be required to pay 50% of the benefit back to the City, through final payroll deduction.
- D. City shall grant incentive pay of one percent (1%) per month of an employee's salary to those ~~non-probationary~~ employees who successfully complete or have completed certification, training and/or education in a subject skill or a field of study related to the employee's duties and which will make the employee more productive in his/her work. This incentive shall be for training, education or courses that are desired by the unit employee for employee's own professional growth. Training, education or courses qualifying for this incentive shall have the prior recommendation of the employees' Department Head and approval of the City Manager. Incentive Pay shall not be paid for those courses or classes that are arranged and/or paid for by City as part of its commitment to employee training.
- E. A second incentive bonus of one percent (1%) per month of an employee's salary shall be granted to ~~non-probationary~~ employees who successfully

complete a second certification, training and/or educational course, using the same criteria as stated in Section D above.

38 - DISABILITY INSURANCE

- A. ~~City agrees to allow participation, by Unit employees covered by this MOU, This unit is registered as an exempt unit with the State of California and cannot participate in the State Disability Insurance Program. Participation is at the sole expense of the employee. If at any time the unit is able to produce documentation that they are no longer exempt then the city will enroll all employees in this unit at the employees' sole expense.~~

39 - ADOPTION OF AGREEMENT AND AMENDING PROCEDURE

- A. This MOU shall be deemed adopted and binding effectively terminating negotiations during its term upon approval and subscription of the Unit and City.
- B. If either Unit or City desires to modify or change this MOU during its term, said party shall serve written notice on the other party, setting forth the nature of the proposed modifications or changes. Failure of the other party to give written approval of the modifications or changes proposed within thirty (30) days of the required written notice shall be deemed a rejection of proposal.
- C. No presently existing benefit, whether monetary or otherwise, may be reduced below its present level, except as agreed to in this MOU.

40 - SAVINGS CLAUSE

- A. This MOU is the entire agreement of the parties, terminating all prior MOU's and concluding all negotiations during the term of this MOU, except as provided in Article 11.
- B. Should any provisions of this MOU be found to be in contravention of any Federal or State Law by a court of competent jurisdiction, such particular provision shall be null and void, but all other provisions of this MOU shall remain in force and effect. The parties hereto shall negotiate any provision found to be in contravention of State or Federal Law.

41 - TERM AND REOPENING OF MEMORANDUM

This Memorandum of Understanding shall become effective July 1, ~~2024~~ 2026, except where otherwise provided, and shall remain in effective through June 30, ~~2026~~ 2030. No amendment or change to the provisions of this MOU shall be valid or binding unless reduced to writing and signed by duly authorized representative(s) of the parties.

This contract expires June 30, ~~2026~~ 2030. It is mutually agreed that the first meeting of the parties will be scheduled no later than fifteen (15) calendar days after the City or Union.

receives notice from the other, which may be any date after January 1 of the year in which the current contract terminates. This notice must be made in writing, must specifically include a request to commence bargaining, and must include proposed dates for the meeting.

A. ECONOMIC REOPENER – CALPERS CHANGES

The City and the Association agree that, during the term of this Agreement, should there be any material changes to CalPERS laws, regulations, policies, or requirements that may affect compensation, benefits, or other economic provisions applicable to employees covered by this Agreement, the City agrees to meet and discuss with the Association regarding the potential impact of such changes.

The parties' obligation to meet and discuss under this provision shall not be construed as an agreement or commitment by the City to modify, amend, or otherwise change any provision of this Agreement. Any changes to this Agreement shall be subject to mutual agreement of the parties and the City's applicable approval process.

Nothing in this provision shall require the City to agree to any proposal or result in an automatic adjustment to wages, benefits, or other economic terms and conditions of employment.

42 APPROVALS

DATE of COUNCIL APPROVAL: October 6, 2026

"CITY"
City of Selma
A Municipal Corporation

"UNIT"
Fire Middle Management
Employee Group



MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF SELMA

AND

FIRE MIDDLE MANAGEMENT EMPLOYEES

AGREEMENT TERM

JULY 1, 2026 • JUNE 30, 2030

Adopted October 6, 2026

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**A MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SELMA AND
FIRE MIDDLE MANAGEMENT EMPLOYEES**

This Memorandum of Understanding (MOU) is made and entered into between the City of Selma, herein "City" by its City Manager in his capacity as the Municipal Employees Relations Officer and the Fire Middle Management Employees, herein "Unit" representing employees of the City who occupy positions in the Classifications listed herein, pursuant to the California Government Code, Section 3500, et seq and RESOLUTION NO. 92-56R, A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SELMA AMENDING RESOLUTION NO. 1027, PROVIDING FOR EMPLOYER-EMPLOYEE RELATIONS, approved the 15th day of June 1992 as these documents are now or hereafter may be modified. Updated on October 6, 2026 by Resolution 2026-110 City and Unit agree as follows:

1 - RECOGNITION

- A. City hereby confirms its continuing recognition of Unit as the exclusive bargaining agent for the following Position Classifications except as otherwise provided by law (whether presently filled or unfilled):

1. **MANAGERIAL**

Fire Battalion Chief
Division Chief of EMS (Non-Safety)
Fire Marshal

2. **SUPERVISORY**

EMS Supervisor
Fire Captain

- B. City agrees to meet and confer and otherwise deal exclusively with representatives of Unit on all matters relating to the scope of representation pertaining to said employee Unit as provided under the above-referenced Resolution and Government Code Sections. In the event Resolution No. 92-56R is modified, the modified Resolution shall apply. The proposed modification shall be submitted to Unit prior to its adoption, for input.

2 - SALARIES

- A. Effective the pay period that includes July 1, 2026 the following increases went into effect to achieve the 60th percentile salary increases as indicated in Salary Study accepted by City Council on September 3, 2024.

Classification	Salary Increase from Study	Cost of Living Increase	Total
Fire Captain	2.56%	2%	4.56%
Division Chief of EMS	2.63%	2%	4.63%
Battalion Chief	3.77%	2%	5.77%
Fire Marshal	2.56%	2%	4.56%

B. Effective October 17, 2026 the following items will be put into place:

1. In exchange for no longer having the EMT Premium Pay in Article 3 of up to 6% the city will increase the base salary as follows:

Classification	Base Salary Increase
Fire Captain	4.5%
Fire Battalion Chief	4.5%
Fire Marshal	4.5%
Division Chief of EMS	4.5%
EMS Supervisor	4.5%

2. In exchange for removing certification pay that is either part of the minimum qualifications of the job or a certification that currently the city does not have a need for the city will move the base salary by the following:

Classification	Base Salary Increase
Fire Captain	2.5%
Battalion Chief	2.5%
Fire Marshal	2.5%
Division Chief of EMS	2.5%
EMS Supervisor	2.5%

3. In exchange for moving from a 14-day standard work period with an additional 12 hours paid at straight time to an FLSA compliant 24-day work period with 6 hours of FLSA hours paid out as half time (3 half time hours per week) for the additional hours above the 53-hour work week the city will increase the base salary by the following:

Classification	Base Salary Increase
Fire Captain	5%
Fire Battalion Chief	5%

4. In exchange for reducing the per pay period pay out of holidays over a 4-year period as outlined by Article 34 the city agrees to the following increase to base salary for shift personnel:

Year	Base Salary Increase
October 17, 2026	2%
July 1, 2027	2%
July 1, 2028	1.5%
July 1, 2029	1.5 %

5. The city agrees to the following Cost of Living Increases over the term of the contract; increases shall go into effect in the payroll period that includes July 1st of each year.

Year	COLA Increase
July 1, 2027	2.5%
July 1, 2028	2.5%
July 1, 2029	2.5%

3 - SALARY DIFFERENTIALS

- A. The salary range for the Fire Marshal classification shall be established at five percent (5%) above the salary range for the Fire Captain classification on the Master Salary Chart effective October 17, 2026.
- B. The salary range for the Division Chief of EMS (Non-Safety) classification shall be established at five percent (5%) above the salary range for the Battalion Chief classification on the Master Salary Chart effective October 17, 2026.
- C. The salary differentials provided herein recognize that the Fire Marshal and EMS Division Chief classifications are assigned to a regular Monday through Friday, forty (40) hour workweek and are not assigned to shift work. Employees in these classifications shall not be eligible for CalPERS-eligible Holiday Pay or FLSA Shift Pay associated with shift assignments.
- D. These salary differentials are intended to compensate for the differences in work schedules and the compensation components applicable to shift-work classifications.

4 - PREMIUM PAY

- A. Effective October 17, 2026 Paramedic Premium Pay of five percent (5%) will be paid to those employees in the classification of Battalion Chief, Captain and Division Chief of EMS Rank who possess and maintain a valid California State Paramedic License certified by the Fresno County Health Director and any other certifications required by the City to perform Paramedic duties. Premium pay will be included as part of the basis for calculating overtime and call back compensation.
- B. This Premium Pay is intended to be considered special compensation and shall be reported to the California Public Employee's Retirement System (CalPERS) in accordance with applicable CalPERS laws and regulations. The Premium Pay shall be paid to all employees in the classifications who meet the eligibility requirements.

5 - CERTIFICATION PAY

- A. Two percent (2.0%) of the hourly base salary shall be paid to those employees covered by this MOU who have attained the below listed certificates but are not assigned to perform the duties associated with their certificate or if the certificate is not a requirement of their job classification. If the employee is assigned to perform the duties, they will not be eligible for certification pay but will receive compensation under Article 6 Assignment Pay.

Certification
Rescue Systems 1 or Rope Rescue Awareness/Operations
Fire Marshall
Fire Officer 3 or Chief Officer Equivalency

1. It is agreed by all parties that the max certification pay to be paid to employees covered by this MOU will be six percent (6%).

6 - ASSIGNMENT PAY

- A. Four percent (4.0%) of the hourly base salary shall be paid to those employees covered by this MOU who hold the applicable certification and are assigned to the following:
 1. Hazardous Materials Team: Employees who hold the Hazardous Materials Technician Certification and are assigned to a local or regional Haz Mat Team
 2. Fire Inspector: Compensation to "Fire Inspectors" who routinely review and inspect fire-related-permits, fire protection and fire alarm system, and infrastructure and development projects to ensure compliance with applicable fire codes, ordinances, and adopted standards, including related plan review, inspection, acceptance testing, and documentation. (Fire Inspector Pay will only be paid if it is not part of the employee's minimum qualifications of their assigned job classification)
 3. Fire Investigator: Employees that hold the "fire investigation certification" and who are routinely and consistently assigned to investigate causes of destructive burning
 4. Training Premium - Compensation to employees who are routinely and consistently assigned to train employees as part of the Departments designated training program.
 5. All assignments of personnel shall be made at the sole discretion of the Fire Chief. Such assignments may be made, modified, or rescinded at any time based on the needs of the Department.
 6. It is agreed by all parties that the max assignment pay to be paid to employees covered by this MOU will be twelve percent (12%)

7 - BILINGUAL PAY

- A. Positions represented by this MOU will be eligible to receive Bilingual Pay (Spanish and Punjabi only). To receive this benefit, the employee will be required to pass an oral competency test administered by an independent party outside the employment of the City of Selma. Once certified the employee will receive the bilingual stipend of \$23.08 per pay period (based on 26 pay periods). Bilingual testing will be administered no less than once per quarter. Should employee "no show" for the bilingual testing appointment, a waiting period of six (6) months is required before eligible to retest.

8 - LONGEVITY PAY

A. Years of Continuous Full-Time Service with the City of Selma

5 Years	2.5%
10 Years	5%
15 Years	7.5%
20 Years	10%

- B. Longevity Pay shall become effective on October 17, 2026 and employees will become eligible at the beginning of the pay period following the employee's completion of the applicable years of continuous service. For purposes of this Article, continuous service shall mean uninterrupted employment with the City of Selma, excluding any separation from City service.
- C. The Longevity Pay percentages identified above are not cumulative. Employees shall receive only the single highest applicable Longevity Pay percentage based upon their completed years of continuous service.
- D. Longevity Pay shall be paid uniformly to all Members of this MOU who meet the eligibility requirements and shall be included in the employee's regular compensation each pay period.
- E. The City and the Association acknowledge that this Longevity Pay is intended to qualify as reportable special compensation under applicable California Public Employees' Retirement System (CalPERS) laws and regulations.

9 - COMPENSATION FOR USE OF A PRIVATE VEHICLE

- A. Whenever in the conduct of business of City, a member of Unit, at a supervisor's request, uses a private vehicle whether for convenience or because a City vehicle is unavailable, shall be reimbursed for mileage at the IRS standard mileage rate. A member may refuse to use his/her private vehicle without prejudice. City retains the right to request proof of insurance at any time.

10 - PAYOFF OF COMPENSATORY TIME

- A. Unit employees with compensatory time may elect to receive payment for their accumulated comp time hours. City and Unit agree that employee may opt for one of the following methods:
1. Twenty-four hour payoff - Eligible employees may indicate their desire to receive payment for up to twenty-four hours of comp time per payroll period by submitting the appropriate paperwork with their regular payroll.

2. 457 Contribution - Eligible employees may choose to convert comp time hours to the employee's individual 457 Tax Deferred Compensation account twice per year. Employee choosing this method must indicate the number of hours they wish to convert in a lump sum (limited to up to 200 hours each time) on the appropriate form. All hours so designated will be converted and applied to their 457 plan.
- B. Any comp time that exceeds the limit of 480 hours for employees of this Unit will be paid off in either manner defined above as indicated by the employee.

11 - DEFERRED COMPENSATION

- A. City will match the employee's contribution of up eighty dollars and seventy-seven cents (80.77) per pay period-26 pay periods) for a maximum of one hundred seventy-five dollars (\$175) per month into a tax deferred retirement account voluntarily established by the employee in the employee's name with one of the City's 457 Tax Deferred Compensation Plan.
- B. Conditions of said contributions shall be subject to IRS regulations governing such accounts.

12 - NON-DISCRIMINATION

- A. City and Unit agree not to discriminate against any employees in accordance with applicable laws.

13 - CITY RIGHTS

- A. City retains the exclusive rights set forth in the Employer-Employee Relations Resolution.
- B. City specifically retains all the exclusive rights, subject only to the provisions of this MOU, to take whatever actions and set whatever policies it deems appropriate for the conduct of City business in accordance with applicable laws and councilmembers' determinations.

14 - UNIT RIGHTS

- A. Unit shall cooperate with City to assure maximum service of the highest quality and efficiency to the citizens of the City of Selma.
- B. Unit representatives shall have reasonable access to Employees, provided such access does not interfere with City business. Department Heads and first-line supervisors shall be notified by City of the provisions of this Article.
- C. Representatives of the Unit shall have access to any Employee or Employees presenting a grievance and Employees have the right to have the Representative represent him or her at all stages of the grievance procedure and/or disciplinary actions.

15 - BILL OF RIGHTS

- A. The rights of Firefighter personnel covered by this MOU are stated in the Government Code of the State of California, Sections 3250-3262.
- B. The intention of this Article is to confirm City's and Unit's understanding of these rights.

16 - GRIEVANCE PROCEDURE AND UNIT REPRESENTATIVE

- A. The grievance procedures are stated in Section 9 of the Personnel Rules and Regulations.

17 - UNIT REPRESENTATIVE

- A. City recognizes that Unit may appoint a representative of its choice to report grievances pertaining to this MOU. Upon designating such a representative, Unit shall provide City, in writing, with the name of the representative.
- B. The functions of the representative shall be to report alleged grievances, violations of this MOU or to report alleged safety violations. The Unit Representative may also participate in the meet and confer process.
- C. The representative, if an employee of the City, shall keep at a minimum the time spent in the performance of his or her duties as outlined in this Article, and at all other times continue to perform his or her assigned jobs.
- D. The Unit representative shall request permission from his/her supervisor to conduct, on City time, Unit business falling within the provisions of this Article. The supervisor may grant such activity time after considering the needs of the City and the representative's work assignments. The representative shall state the nature of the activity and the approximate amount of time requested. The Representative shall report to the supervisor upon completing such activity. Every effort shall be made to conduct Unit business at the end of representative's regularly assigned shift and to not interfere with the duties of other employees in the Unit.

18-COMPLIANCE WITH MOU

- A. In the event of any violation of the terms of this MOU, responsible and authorized representatives of the Unit or City, as the case may be, shall promptly take such action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized action(s) into compliance with the terms of this MOU. Employees acting or conducting themselves in violation of the terms of this MOU shall be subject to discipline, up to and including discharge. City shall enforce the terms of this MOU through its supervisory personnel. Unit shall enforce the terms of this MOU on the part of its members.

- B. A dispute or difference of opinion concerning the enforcement of this MOU by City or Unit shall first be presented in writing to the other party and an attempt shall be made to settle the matter as provided in this agreement.

19 - OUT OF CLASS

- A. Unit members may be assigned to temporarily work in other position classifications according to the following policy:
 - 1. The City shall provide "Acting" status pay differential of at least 5%, or Step A of the higher classification when the employee has been assigned to serve the majority of significant duties of a higher position. The employee shall receive the highest pay rate as provided by this section. The determination of who is qualified for, and formally assigned to the higher capacity shall remain at the discretion of the Department Head (or City Manager, in the absence of a Department Head).
 - 2. When a Unit Employee is assigned to a shift and assumes the duties of a higher position, he or she shall receive the differential pay for the full shift. If the Unit Employee is assigned and assumes the duties of the higher position in mid-shift, he or she shall receive the differential pay for the actual time served, but in no case less than three (3) hours.
 - a. No extra compensation for temporary work in other classifications shall apply to shift trades between employees.
 - b. Acting pay will not be subject to reporting to CalPERS

20 - POSITION CLASSIFICATIONS

- A. It is recognized that the establishment of new or revised position classifications within the Unit may be warranted and approved by City. In the event that revised position classifications are recommended, Unit shall be given an opportunity to consult with the Personnel Officer, or designee. The final decision concerning revised position classifications shall remain with City.
- B. Whenever the decision to hire or promote has been made, City agrees to provide for promotional opportunities based on the classification specifications for the vacant positions. A decision to open the position to accept new applications shall be made only after internal methods have been exhausted.
- C. The City Manager or their designee as Personnel Officer shall have the authority in determining the methods for filling vacancies, the timing for filling such vacancies, and the methods of examination, in accordance with the City's Personnel Rules and Regulations and state law.

21- SENIORITY

- A. Seniority shall be measured by total length of service in years, months and days from date of last hire.
 - 1. Newly hired employees shall accrue seniority from date of hire but may not exercise rights of such accrual until the satisfactory completion of a one-year probation period. Promotions and accompanying one-year probationary periods do not affect the original hire date for purposes of calculating seniority.
 - 2. Promotions, demotions, and rehires shall be within the sole discretion of the City Manager or his/her designee. Demotions shall be subject to the appeals procedure. In making these determinations, the City Manager or his authorized representative shall consider
 - 1) Seniority - Length of Service and 2) Ability, efficiency, and special skills;
 - a. Where in the fair and impartial judgement of the City Manager or his authorized representative, factors under #2 are relatively equal, #1, Seniority, shall govern unless extenuating circumstances prevail.
 - 3. City policy dictates that layoffs shall be according to seniority (*last person hired will be first person to be laid off*), provided the remaining employee(s) has the ability to perform the work. Therefore, those employees of this Unit who have attained seniority within their job classification and/or department, and/or who have received promotions which have placed them (i.e. their job classifications) in this Unit, shall, before being considered for layoff, be given the opportunity of returning to a prior or lower job classification (*or assuming similar duties of a previous position if that job classification or job title has changed*) and replacing another employee with less seniority.
 - 4. Employees who have been laid off shall be recalled in the inverse order of layoff.
 - 5. Any person transferring from one department to another with the same job classification shall not suffer a reduction in compensation.
 - 6. Seniority shall be lost by:
 - a. Termination from City employment.
 - b. Failure to return from an authorized leave of absence.
 - c. Failure to respond to notice of recall from layoff within the established time frame.

22- STANDARD WORK PERIOD

- A. The standard work period for city employees shall be as follows:
 - 1. Fire Department Non-Shift Personnel
 - a. The standard work period for non-shift personnel shall be forty (40) hours per week.

2. Fire Department Shift Personnel

- a. The standard FLSA section 7(k) work period for safety shift personnel in the Fire Department shall be a 24 day work period based on a 48/96 work schedule which begins with the start of the A shift 48/96 schedule. This work schedule is 182 hours in a 24-day FLSA cycle. For payroll purposes, the standard 14-day payroll period shall be paid as follows: one hundred twelve (112) regular hours (56 regular hours per week) 6 hours of FLSA hours paid out as half time (3 half time hours per week) for the additional hours above the 53-hour work week. FLSA Overtime shall be computed and paid or accrued as required by law utilizing the employee's regular base wage hourly rate.

23 - OVERTIME

- A. Overtime work for all eligible employees shall be defined as any time worked beyond forty (40) hours in a standard work week for non-shift personnel, and any time worked in excess of the standard work period as defined above. The use of vacation, sick and compensation time shall be included in the definition of time worked.
- B. The maximum non-FLSA and FLSA comp time that employees of this Unit can accrue is 480 hours.

24 - CALL BACK COMPENSATION

- A. Call-Back is defined as the time a Unit employee is required to return to work or report to the job for unscheduled or emergency work.
 1. City shall compensate Unit employee a minimum of three (3) hours at the established overtime rate, irrespective of the actual time worked.
 2. In the event the task exceeds three (3) hours duration, the total compensation shall be for hours actually worked at the established overtime rates. After the minimum call-back time of three (3) hours is actually worked, work time shall be recorded in increments of one quarter of an hour (15 minutes).

25 - RETIREMENT

- A. For Safety employees of this Unit (Fire Battalion Chief, Fire Marshal and Fire Captain) that are considered "classic" Safety members of CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA), the City shall provide the CalPERS Safety 2% @ 50 Retirement Plan. The employees' share of the contributions shall be fully vested in each employee's name in accordance with CalPERS policies.
 1. Classic Safety employees shall continue to contribute the full 9% of compensation earnable member contribution, and 3% of compensation earnable of the required

employer contribution as cost sharing in accordance to Government Code 20516(f), for a total employee CalPERS contribution of 12%.

2. The City and Unit understand and agree that the additional 3% contribution by the employee of the employer's required contribution as cost sharing in accordance to Government Code 20516(f), for a total employee CalPERS contribution of 12%, shall continue beyond the expiration date of this MOU and shall become a part of the status quo.
- B. For Safety employees of this Unit (Fire Battalion Chief, Fire Marshal and Fire Captain) that are considered "new" Safety members of the California Public Employees Retirement System (CalPERS), pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, the City shall provide the PERS Safety 2.7% @ 57 Retirement Plan. Under the PEPRA all "new" Safety members of the California Public Employees Retirement System (CalPERS) will be required to contribute at least 50% percent of the total normal cost of the retirement plan, as determined by CalPERS.
- C. Other benefits provided through CalPERS for Safety members include:
1. Section 20965 - Unused Sick Leave Credit
 2. Section 20037 - Three-Year Final Compensation
- D. For Miscellaneous employees of this Unit (EMS Supervisor, Division Chief of EMS) that are considered "classic" Miscellaneous members of CalPERS pursuant to the Public Employees' Pension Reform Act (PEPRA), the City shall provide the CalPERS Miscellaneous 2.7% @ 55 Retirement Plan. The employees' share of the contributions shall be fully vested in each employee's name in accordance with CalPERS policies.
1. Classic Miscellaneous employees shall continue to contribute the full 8% of compensation earnable member contribution.
- E. For Miscellaneous employees of this Unit (EMS Supervisor, Division Chief of EMS) that are considered "new" Miscellaneous members of the Public Employees Retirement System (PERS), pursuant to the Public Employees' Pension Reform Act (PEPRA) of 2013, the City shall provide the PERS Miscellaneous 2% @ 62 Retirement Plan. Under the PEPRA all new Miscellaneous members of the Public Employees Retirement System (PERS) will be required to contribute at least 50% of the total normal cost of the retirement plan, as determined by CalPERS.

26 - INSURANCE BENEFITS

- A. The City shall offer health insurance, vision insurance and dental insurance and the City shall pay ninety percent (90%) of the average of the highest and lowest medical plan premiums for all regular and probationary employees and their eligible dependents.
- B. The City shall offer \$100,000 Group Life and Accidental Death Insurance. The City shall pay ninety percent (90%) of the premium.

C. The City shall offer Long Term Disability Insurance. Participant is at the sole expense of the employee.

D. The City shall offer Voluntary Benefits to include Flexible Spending Accounts for Health Care and Dependent Care.

E. In Lieu of Health Insurance Benefit

1. Employees choosing not to enroll in a health insurance plan may receive an "in lieu of benefit" of \$300 per month or \$138.46 per pay period. This amount may be used to purchase other insurance options offered by the City at the time of implementation or hire, may be contributed to the employee's 457 Tax Deferred Compensation account, and/or received as non-PERSable taxable income. The In Lieu of Benefit shall apply only to the health insurance benefits. Employees choosing not to enroll in the dental, vision or basic life insurance plans will not receive the premium amounts in their flexible spending accounts, nor shall they receive an "in lieu of benefit" for declining these benefits.

F. Benefit for Employees with Ten or More Years of Service

1. The City agrees to provide 100% of the maximum premium allowances for health, dental, vision, and life insurance for individuals who have been employed by the City in a regular employment capacity for more than ten (10) years. The employee will become eligible for this provision the calendar year following the employee's tenth anniversary of their hire date or eligibility date.

Example: Employee eligible for health insurance benefits in calendar year 2014, eligible for 100% of maximum premium allowances effective calendar year 2025.

G. Retiree insurance

1. Employees who take PERS retirement must notify the Human Resources Department in writing prior to retirement from the City of Selma that they want to continue on health, dental or vision coverage with the City. Premiums will be paid 100% by the retired employee.

H. Health Benefits Committee

1. City and Unit acknowledge the necessity for timely review of benefit plans.
2. City and Unit agree to the establishment of a Health Benefits Committee for the review of benefit plans.
3. The City agrees that the Unit may designate two committee members to represent the interests of the Unit.

4. The Unit representatives will be responsible for notifying the City and Health Benefits Committee, in the even the Unit does not agree with a committee recommendation.
5. Unless the Unit representative notifies the City of a disagreement, per section 4 above, the parties agree that the Committee process will fulfill all meet and confer obligations.
6. Should the health insurance administrator recommend future rates increases or program modifications be implements, he/she shall make a recommendation to the Health Benefits Committee stating the reasons why such increase or change is recommended. The Health Benefits Committee shall than make a recommendation to the City Manager within thirty (30) calendar days after receipt of said recommendation. The City Manager will make a decision based on the information provided and present it to the City Council for implementation. The City and employees agree to pay any increased costs in the same proportion as the current contribution.

27 - SAFETY

- A. Except for occupational hazards associated with the duties performed by emergency personnel, Employees shall not knowingly be required to work in unsafe conditions or with unsafe equipment. All Employees shall comply with adopted City of Selma Safety Rules and Regulations and City shall comply with applicable State law and regulations.
- B. Should conditions or equipment be reported as being unsafe, the Unit Representative, Fire Chief and Personnel Officer shall meet upon request of any party to resolve the issue. If an unsafe condition or equipment is found to exist or a potentially unsafe condition is present, corrective action shall be taken at the earliest possible time.
- C. The City's Safety Committee may be called upon to assist in resolving alleged safety violations and unresolved allegations shall be referred to the City Manager for immediate and final resolution.

28 - UNIFORM ALLOWANCE

- A. City shall provide an annual uniform allowance to be paid to Unit Employees as follows:
 1. City shall provide one complete full Class A Uniform to any new Fire Captain or Fire Battalion Chief whose position is included in this MOU. Captains shall consult with Fire Chief in determining and ordering appropriate uniform and accoutrements.
 2. City agrees to pay each Employee covered under this bargaining agreement \$1,100 each year for uniform purchase, replacement and maintenance.
 3. Employees shall maintain uniforms in a clean, neat and pressed manner. Uniforms shall not be worn which have holes, stains, or other defects.
- B. Requirements for dress and work uniforms and the policy relative to the wear of each has been established by the Fire Chief and shall be mandatory for all affected employees.

- C. City agrees to make uniform allowance payments on a twenty-six (26) payroll period (\$42.31 per pay period).
- D. For PERS classic members, uniform allowance is subject to PERS withholding but not Social Security, Federal and State withholding.
 - 1. For PERS PEPPRA new members, uniform allowance is not subject to PERS, Social Security, Federal nor State withholding.
 - 2. Uniform allowance payments shall not be included in the base salary rate of employees.

29 - PERSONAL PROPERTY LOSS

- A. City agrees to reimburse employees for uniforms and equipment damaged in the line of duty. City's responsibility for reimbursement shall be limited to those articles required for the employee to perform his/her duties. City agrees to reimburse employees for personal property damaged in the line of duty only under the following conditions:
 - 1. No Employee shall be reimbursed for any item lost or damaged in the performance of their duty in excess of \$50.00
 - 2. Exception to the \$50.00 limit: prescription eyeglasses or contact lenses (contact lenses only if required by employee's doctor), or dentures.
 - 3. No reimbursement shall be made if there is negligence or carelessness involved on the part of the employee.
- B. City agrees to provide employees with safety equipment as required by State law.
- C. City shall provide no other uniform allowance for employees in Unit.

30 - COLLECTION OF FEES, DUES AND ASSESSMENTS

- A. The Unit is solely responsible for distributing to and collection from employees the dues deductions authorization forms. It is the employees' responsibility to submit requests to start or stop dues deductions directly to the Unit and not to the City. The Unit is responsible for maintaining the dues deductions forms from individual employees. Copies of an individual employee's dues deduction authorization need not be provided to the City unless a dispute arises about the existence or terms of the authorization.
- B. The Unit will provide to the City an updated, certified dues deduction list of bargaining unit members on an annual basis, of those employees who have provided written authorization for regular dues deductions. The City will deduct dues for only those employees who are in the bargaining unit in accordance with such certified list. The Unit will immediately notify the City of any change to an employee's dues deduction authorization, and will provide the City within five (5) business days of the Unit being

advised, an updated, certified dues deduction list only noting any specific changes from the last list provided to the City. The City shall not be obligated to put into effect any new, changed or discontinued deduction until a certified list of employees who have provided the Unit with deduction authorization forms is submitted to the City in sufficient time to permit normal processing of the change or deduction. The City will transmit the balance of funds to the Unit without delay. I'll provide the City an updated, certified dues deduction list of bargaining unit members on an annual basis, of those employees who have provided written authorization for regular dues deductions.

- C. The Unit agrees to indemnify, defend and hold harmless the City against claims, demands, suits or any other action, including costs of such suits and reasonable attorney's fees and/or other forms of liability arising from the implementation of the provisions of this section, including claims for or related to employee authorizations, revocations, deductions made, cancelled, or changed in reliance on the Unit's representations and certifications regarding employee dues deduction authorizations.

31- SICK LEAVE

- A. All shift employees shall accrue sick leave at a rate of 8.307 hours on a biweekly basis, 26 times per year. This is equivalent to 18 hours per calendar month. Accrual shall begin at the date of hire.
- B. Non-Shift employees shall accrue sick leave at a rate of 3.69 hours on a biweekly basis, 26 times per year. This is equivalent to 8 hours per calendar month. Accrual shall begin at the date of hire.
- C. FMLA/CRA Sick Leave Bank - In addition to the sick leave above shift personnel shall accrue an additional 6 hours per calendar month 2.769 hours on a biweekly basis that can be used for any FMLA or CFRA qualifying event. This sick leave has no cash value but will be combined with regular sick leave when an employee retires and the leave is reported to CALPERS.
- D. Use of sick leave is governed by the City's Personnel Rules and Regulations.
- E. Sick Leave Incentive: Each eligible Unit employee (except Fire Captains) shall be entitled to pay for a portion of earned sick leave credits on an annual basis, as follows:
 - 1. First Tier: In order to be eligible for this incentive, Employee must have a minimum of 60 days (480 hours) of sick leave credit by the deadline date of November 1st. During the following twelve month period, employee will be able to continue accruing sick leave and will be eligible to receive Sick Leave Incentive.
 - a. At the end of each year, City agrees to pay each eligible employee with at least 480 hours of accrued sick leave credit up to 50% of sick leave earned during the previous 12-month period (November 1-October 31) henceforth referred to as the "benefit period". Regular, full-time employees earn twelve days of sick leave

during the benefit period. If no sick leave is used during the benefit period, employee will receive payment for six days. If sick leave credits are used by the employee during the benefit period, employee is eligible for pay for 50% of the unused sick leave credits remaining over and above 480 hours. For example:

An employee who has 480 hours of sick leave credit at the beginning of the benefit period earns 96 hours (/2 days) and uses eight days of sick leave during the benefit period. Employee is eligible to receive payment for 50% of the unused four days (two days of pay).

- b. This benefit is not cumulative or retroactive and the employee must decide and declare annually whether to accept payment or receive sick leave credit. Any sick leave not paid for will continue to be credited for the employee's benefit to a maximum of 120 days.
 - c. Payment to eligible employees shall be made by City annually in the month of December.
2. Second Tier: City agrees to pay each employee, who has accumulated 120 days (960 hours) of sick leave credit, 100% of sick leave credits earned but unused during the following twelve month period (which exceed the 960 hour sick leave accrual limit). When employee's sick leave has reached the maximum accrual of 960 hours, employee shall register the date with the Finance Department. Employee will then be allowed to register (but not accrue) the equivalent of eight additional hours per month, or 96 hours during the following twelve month period, for purposes of this benefit only. Employee would be eligible to receive payment for a maximum of 96 hours.
 - a. If employee uses sick leave during the 12 month period in which sick leave is being registered, sick leave hours shall first be deducted from any registered hours above the 960 hour maximum. Employee shall then be eligible to receive sick leave incentive for any hours that are still registered, but unused.
 - b. If employee uses more sick leave than those that have been registered above the 960 maximum, those sick leave hours would then be deducted from the 960 hour balance. Employee shall no longer be eligible for this sick leave incentive until employee has once again reached the 960 hour maximum. Employee shall then register the new date and start again to register additional sick leave hours.
 - c. At the conclusion of the 12 month period, employee shall have the option of receiving sick leave incentive payment immediately, or waiting until December to receive payment with other employees.
3. Employees who terminate employment with the City, for any reason, during the year specified for the benefit, are not eligible for this benefit with the following exception: Any employee covered by this MOU who retires from City service shall receive any

available Sick Leave Incentive, calculated on a pro-rated basis with his/her final paycheck.

F. Sick Leave for Fire Captains and Fire Battalion Chiefs is as follows:

1. For record-keeping purposes, sick leave credits shall be earned and used on an hourly basis. It shall be provided further that sick leave credits shall continue to be earned at the rate of 18 hours per month.
2. Sick Leave Incentive: Each eligible employee shall be entitled to pay for a portion of earned sick leave credits on an annual basis, as follows:
 - a. In order to be eligible for this incentive, Employee must have a minimum of 1440 hours of sick leave credit by the deadline date of November 1st. During the following twelve-month period, employee will be able to continue accruing sick leave and will be eligible to receive Sick Leave Incentive.
 - a) At the end of each year, City agrees to pay each eligible employee with at least 1440 hours of accrued sick leave credit up to 30% of sick leave earned during the previous 12-month period (November 1-October 31) henceforth referred to the "benefit period". Regular, full-time employees earn 288 hours of sick leave during the benefit period.
 - i. If no sick leave is used during the benefit period, employee may be paid for 30% of the unused sick leave credit remaining over 1440 hours (86.4 hours).
 - ii. If sick leave credits are used by the employee during the benefit period, employee is eligible for pay for 30% of the unused sick leave credits remaining over and above 1440 hours. For example:

An employee who has 1440 hours of sick leave credit at the beginning of the benefit period earns 288 hours (/2 24-hour days) and uses 120 hours (5 days) of sick leave during the benefit period. Employee is eligible to receive payment for 30% of the unused 168 hours (7 days) sick leave credit, which is 50.4 hours.

- iii. This benefit is not cumulative or retroactive and the employee must decide and declare annually whether to accept payment or receive sick leave credit towards the fire department employees' retirement benefit (refer to #4 below).
- iv. Payment to eligible employees shall be made by City annually in the month of December.
- v. A Fire Captain or Fire Division Chief who terminates employment with the City for any reason during the year specified for the benefit, will not be

eligible to receive sick leave incentive pay unless the employee is retiring from service with the City of Selma and is eligible for one or both of the following options:

G. Any employee covered by this MOU who retires from City service shall receive any available Sick Leave Incentive, calculated on a pro-rated basis with his/her final paycheck.

H. Family Sick Leave

1. Twelve (12) days (288 hours for Shift or 96 hours for Non-Shift employees) may be used to attend to the illness of a qualifying family member. All conditions and restrictions pertaining to the use of sick leave by the employee as provided in the City of Selma Personnel Rules and Regulations shall also apply to the use of family sick leave.

I. Retirement Credit for Unused Sick Leave

1. Unused accumulated sick leave and FMLA/CFRA Leave, for each eligible employee, whose effective date of retirement is within four months of separation from the employer will be granted the sick leave credit. Employees who will receive no compensation or remuneration at all for such sick leave, shall be credited at retirement with 0.004 year of service credit for each unused day of sick leave certified to the board by employer. This benefit is provided pursuant to Government Code Section 20965, Public Employee's Retirement Law.
2. When reporting unused sick leave to CALPERS shift personnel sick leave banks must be converted to an eight (8) hour day accrual to be reported correctly. The conversion will happen as follows:
 - a. Sick leave balances are converted from the 56-hour shift to the 40-hour time by dividing the employee's current shift sick leave balance by 1.4.

Examples of Conversion:

Sick Leave	FMLA/ CRFA	Total	Conversion Factor	Total Reportable Hours	Total Reportable Days
700+	300	=1,000	/1.4	714.28	89
1600+	500	=2,100	/1.4	1500	187.5

3. Employees choosing NOT to elect city retiree health insurance can cash out up to thirty (30) days. Any balance not cashed out shall be reported to PERS in equivalent days toward service credit.

32 - VACATION

A. All Shift Employees shall accrue vacation according to the following schedule:

Years of Service	Hours Per Pay Period	Bi-Weekly Accrual	Hours Per Year
0-4 Years	12	5.53 hours	144 hours
5-9 Years	18	8.30 hours	216 hours
10-14 Years	21	9.69 hours	252 hours
15+ Years	24	11 .07 hours	288hours

1. Shift employees shall be allowed to accrue up to a maximum of 682.5 hour of vacation leave.

B. All Non-Shift Employee shall accrue vacation according to the following schedule:

Years of Service	Hours Per Pay Period	Bi-Weekly Accrual	Hours Per Year
0-4 Years	8	3.69 hours	96 hours
5-9 Years	12	5.53 hours	144 hours
10-14 Years	14	6.46 hours	168 hours
15+ Years	16	7.38 hours	192hours

1. Non-Shift employees shall be allowed to accrue up to a maximum of 432 hour of vacation leave.

C. Accrual is based on 26 pay periods

D. If Section 12.1 - Vacation Accrual of the Personnel Rules and Regulations is amended, the resulting rule shall apply.

33 - VACATION BUY BACK

A. Shift employees who have taken a minimum of 96 hours of Vacation Leave during the previous calendar year will be eligible for Vacation Buy-Back of up to ninety-six (96) hours per year.

B. Non-Shift employees who have taken a minimum of 40 hours of Vacation Leave during the previous calendar year will be eligible for Vacation Buy-Back of up to forty (40) hours per year.

C. Employee may utilize this benefit one (1) time per calendar year.

D. Employee must submit a Vacation Buy Back form for this option.

34 - HOLIDAYS

A. Designated Holiday are as follows:

1. January 1 (New Year's Day)
2. The third Monday in January (Martin Luther King Jr. Birthday)
3. The third Monday in February (Presidents' Day)
4. The last Monday in May (Memorial Day)
5. June 19 (Juneteenth)
6. July 4 (Independence Day)
7. The first Monday in September (Labor Day)
8. November 11 (Veteran's Day)
9. The fourth Thursday in November (Thanksgiving Day)
10. The day after Thanksgiving Day
11. December 24 (Christmas Eve)
12. December 25 (Christmas Day)
13. December 31 (New Year's Eve)
14. The employee's date of birth
15. Two floating holidays

- a. If Section 12.7 - Holidays of the Personnel Rules and Regulations is amended, the resulting rule shall apply.

B. Unit employees shall receive "Holiday In-Lieu Pay" for the 16 holidays identified in Section A above at straight time, with no additional pay for the worked holiday regardless if the holiday is worked or not.

1. "Holiday In-Lieu Pay" will be paid per pay period over 26 pay periods.
2. Shift employees shall receive holiday pay at the rate shown in the chart below:

Effective Dates	Number of Holidays Subject to PERS (holidays 1-13)	Number of Hours per Holiday	Per pay period
October 17, 2026	13	19.74	$19.74 * 13 / 26 = 9.87$
July 1, 2027	13	15.28	$15.28 * 13 / 26 = 7.64$
July 1, 2028	13	11.2	$11.2 * 13 / 26 = 5.6$
Effective Dates	Number of Holidays <u>NOT</u> Subject to PERS (holidays 14-15)	Number of Hours per Holiday	Per pay period
October 17, 2026	3	19.74	$19.74 * 3 / 26 = 2.28$
July 1, 2027	3	15.28	$15.28 * 3 / 26 = 1.76$
July 1, 2028	3	11.2	$11.2 * 3 / 26 = 1.29$

3. Non-shift employees shall receive the day off for holidays 1-13 and shall receive holiday pay at a rate of 8 hours per holiday for holidays 14-15 listed in Article 33-A above.

4. "Holiday In-Lieu Pay" for birthday and floating holidays are not subject to CalPERS reporting.

35-IN-SERVICE TRAINING

- A. City recognizes that continued training of Unit members is of benefit to both City and members in that it introduces employee to new methods and techniques of performing duties and sharpens and increases skills necessary to provide high levels of productivity. City shall, in so far as is fiscally possible, budget sums each year for continued training and education. City shall be responsible for the reasonable expenses of training programs, including travel and lodging, when such expenses and costs are authorized by the appropriate Department Head in advance.
- B. City shall, in so far as is practical, encourage technical/vocational training in specific occupations. An example of such training is computer training. Technical/vocational training for an employee shall have prior approval of the City Manager (and City Council if deemed appropriate) including arrangements for costs thereof.

36- PHYSICAL FITNESS AND WELLNESS

- A. Physical fitness of each and every Unit Employee is a top priority in ensuring the most efficient and effective service possible to our citizens, and in accomplishing City's risk management goals and objectives.
- B. Employees may participate in a voluntary physical fitness/agility test for unit employees as developed by City. The Unit shall be permitted input in the development of the program. The determination of the City Manager and Fire Chief shall be final and conclusive in the adoption of said program.
- C. City agrees to pay each Unit member one annual \$200.00 physical fitness bonus/reimbursement upon submission of current proof of payment of one annual gym membership fee of \$200.00 (or more). In the event the Unit member pays for gym membership in a series of installments, member may submit receipts totaling \$200.00 for reimbursement.
 1. Unit members who qualify for the Physical Fitness Bonus must submit a Claim for Payment.
 2. Receipt issued by the established physical fitness gymnasium for current individual Unit membership must also accompany above Claim for Payment. Reimbursement shall be paid for no more than \$200.00 per year.
- D. City agrees to reimburse Unit member's insurance co-pay amount for annual physicals and cancer screenings upon submission of appropriate documentation to the City's Finance Department.

37 - EDUCATION INCENTIVE

- A. City shall pay Unit employees a bonus of 2.5% of employees' base salary per month for the successful completion of a Certificate of Achievement in Fire Science through an accredited college. The City shall pay a bonus of 5% of the employee's base salary per month to those employees receiving an Associate's Degree. The City shall pay a bonus of 7% of the employee's base salary per month to those employees receiving a Bachelor's Degree. Each employee is entitled to only one education incentive pay increase. For example, if an employee receives two associate's degrees, said employee will only be entitled to one 5% increase in pay.
- B. Employees shall receive Education Incentive for the highest level of education received only and shall not be paid for more than one degree as listed above. The maximum Education incentive per employee is 7%. If approved by the employee's Department Head and the Personnel Officer, this incentive pay shall become effective upon the date of presentation by the employee of the proper documentation of the completion of coursework. If copy of diploma/degree does not specify course of study, a certified transcript from the college or university must be included. No course shall be counted for which an employee receives less than a "C" or "Pass" grade.
- C. City shall pay Unit employees an additional 2.5% of the employees' base salary per month for the successful completion of a Fire Marshal's Certificate. However, if employee terminates City employment voluntarily within one year following the commencement of this benefit, Employee shall be required to pay 50% of the benefit back to the City, through final payroll deduction.
- D. City shall grant incentive pay of one percent (1%) per month of an employee's salary to those employees who successfully complete or have completed certification, training and/or education in a subject skill or a field of study related to the employee's duties and which will make the employee more productive in his/her work. This incentive shall be for training, education or courses that are desired by the unit employee for employee's own professional growth. Training, education or courses qualifying for this incentive shall have the prior recommendation of the employees' Department Head and approval of the City Manager. Incentive Pay shall not be paid for those courses or classes that are arranged and/or paid for by City as part of its commitment to employee training.
- E. A second incentive bonus of one percent (1%) per month of an employee's salary shall be granted to employees who successfully complete a second certification, training and/or educational course, using the same criteria as stated in Section D above.

38 - DISABILITY INSURANCE

- A. This unit is registered as an exempt unit with the State of California and cannot participate in the State Disability Insurance Program. If at any time the unit is able to produce documentation that they are no longer exempt then the city will enroll all employees in this unit at the employees' sole expense.

39 - ADOPTION OF AGREEMENT AND AMENDING PROCEDURE

- A. This MOU shall be deemed adopted and binding effectively terminating negotiations during its term upon approval and subscription of the Unit and City.
- B. If either Unit or City desires to modify or change this MOU during its term, said party shall serve written notice on the other party, setting forth the nature of the proposed modifications or changes. Failure of the other party to give written approval of the modifications or changes proposed within thirty (30) days of the required written notice shall be deemed a rejection of proposal.
- C. No presently existing benefit, whether monetary or otherwise, may be reduced below its present level, except as agreed to in this MOU.

40 - SAVINGS CLAUSE

- A. This MOU is the entire agreement of the parties, terminating all prior MOU's and concluding all negotiations during the term of this MOU, except as provided in Article 11.
- B. Should any provisions of this MOU be found to be in contravention of any Federal or State Law by a court of competent jurisdiction, such particular provision shall be null and void, but all other provisions of this MOU shall remain in force and effect. The parties hereto shall negotiate any provision found to be in contravention of State or Federal Law.

41 - TERM AND REOPENING OF MEMORANDUM

- A. This Memorandum of Understanding shall become effective July 1, 2026, except where otherwise provided, and shall remain in effective through June 30, 2030. No amendment or change to the provisions of this MOU shall be valid or binding unless reduced to writing and signed by duly authorized representative(s) of the parties.
- B. This contract expires June 30, 2030. It is mutually agreed that the first meeting of the parties will be scheduled no later than fifteen (15) calendar days after the City or Union receives notice from the other, which may be any date after January 1 of the year in which the current contract terminates. This notice must be made in writing, must specifically include a request to commence bargaining, and must include proposed dates for the meeting.

C. ECONOMIC REOPENER – CALPERS CHANGES

- 1. The City and the Association agree that, during the term of this Agreement, should there be any material changes to CalPERS laws, regulations, policies, or requirements that may affect compensation, benefits, or other economic provisions applicable to employees covered by this Agreement, the City agrees to meet and discuss with the Association regarding the potential impact of such changes.

2. The parties' obligation to meet and discuss under this provision shall not be construed as an agreement or commitment by the City to modify, amend, or otherwise change any provision of this Agreement. Any changes to this Agreement shall be subject to mutual agreement of the parties and the City's applicable approval process.
3. Nothing in this provision shall require the City to agree to any proposal or result in an automatic adjustment to wages, benefits, or other economic terms and conditions of employment.

42 APPROVALS

Date of Council Approval: O c t o b e r 6 , 2026

"CITY"
City of Selma
A Municipal Corporation

"UNIT"
Fire Middle Management
Employee Group

By: _____
Jason Rogers,
City Manager

By: _____
Joey Frankmore,
President

By: _____
Margee Fallert,
Deputy City Manager

By: _____
Ray Ramirez,
Labor Consultant

By: _____
Che Johnson,
Liebert Cassidy Whitmore

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2-7

Adopt Resolution 2026-111 amending the Master Salary Chart for Fire Department Classifications, Police Cadet Part-Time Wages and add the Senior Center Coordinator to the Chart effective October 17, 2026

CITY COUNCIL STAFF REPORT

MEETING DATE: October 6, 2026

SUBJECT: Adopt Resolution 2026-111 amending the Master Salary Chart for Fire Department Classifications, Police Cadet Part-Time Wages and add the Senior Center Coordinator to the Chart effective October 17, 2026

SUBMITTED: Margee Fallert, Deputy City Manager

APPROVED: Jason Rogers, City Manager

RECOMMENDATION:

Adopt resolution 2026-111 implementing negotiated increases with the International Association of Firefighters Local 3716; Fire Middle Management Employees; make changes to the Part-Time wage for the Police Cadet classification; and add the position of Senior Center Coordinator to the Master Salary Chart effective October 17, 2026.

DISCUSSION:

The City of Selma maintains a Master Salary Chart identifying the authorized salary ranges and wage rates for City classifications. Periodic amendments are necessary to ensure the chart accurately reflects negotiated labor agreements, approved classifications, established compensation relationships, and administrative corrections.

The proposed amendments address four separate matters affecting the City's compensation schedule.

1. Fire Department Classifications — Negotiated MOU Salary Adjustments

The City has negotiated salary adjustments for classifications represented by the Fire Department bargaining unit pursuant to the applicable MOUs. The Master Salary Chart must be updated to incorporate the negotiated salary changes and ensure the published salary ranges accurately reflect the terms of the agreement.

The proposed amendment will revise the salary ranges for all affected Fire Department classifications consistent with the negotiated MOU. The changes will ensure the Master Salary Chart aligns with the compensation provisions approved through the collective bargaining process.

2. Police Cadet — Part-Time Wage Adjustment

Staff proposes to revise the part-time hourly wage for the Police Cadet classification by benchmarking the position against the part-time Code Enforcement Officer classification. This change moves the wage from \$21.00 per hour to \$22.70.

This adjustment is intended to establish the Police Cadet hourly wage in accordance with the City's identified compensation relationship between these part-time positions. The Master Salary Chart will be amended to reflect the resulting hourly rate.

3. Addition of Part Time Senior Center Coordinator Classification to Master Salary Chart

The City proposes to add the Senior Center Coordinator classification to the Master Salary Chart to reflect the City's approved classification structure and corresponding salary range. The addition will ensure the classification and its authorized compensation are formally incorporated into the City's consolidated salary schedule. This part-time position is being placed at the California Mandated Minimum Wage.

Section 36506 of the California Government Code provides that the City Council shall fix the compensation of all appointive officers and employees by resolution or ordinance. Additionally, Section 570.5 of Title 2 of the California Code of Regulations requires that pay rates be approved and adopted by the City Council and included in a publicly available salary schedule. This schedule must list the position title, pay rate (whether a single amount or within a range), and the applicable time base (hourly, daily, bi-weekly, monthly, bi-monthly, or annually).

The California Public Employees' Retirement System (CalPERS), pursuant to its interpretation of Title 2 CCR § 570.5, recommends that all CalPERS employers maintain compensation levels in a single, publicly available document that is approved and adopted by the governing body and meets all regulatory requirements. While CalPERS has indicated that it may revisit its interpretation, no formal revisions have been issued to date.

To maintain compliance with CalPERS' current recommended interpretation and with Title 2 CCR § 570.5, the city continues to maintain and adopt a unified Master Salary Schedule.

FISCAL IMPACT:

Approval of the Master Salary Chart will result in increased base salaries for the Fire Department Classifications. This will be offset with the reduction of FLSA, Holiday, Certification, and Premium Pay. For the part-time positions, these are budgeted positions, and there is no impact.

Attachments:

☒ Resolution 2026-111

☐ Ordinance

☐ Map

☐ Agreement

☒ Other

 List: Master Salary Schedule

RESOLUTION NO. 2026-111

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SELMA, CALIFORNIA, AMENDING THE MASTER SALARY CHART TO INCORPORATE NEGOTIATED FIRE DEPARTMENT SALARY ADJUSTMENTS, REVISE THE PART-TIME POLICE CADET HOURLY WAGE AND ADD THE SENIOR CENTER COORDINATOR CLASSIFICATION

WHEREAS, the City of Selma maintains a Master Salary Chart establishing the authorized salary ranges and wage rates for classifications within the City's organizational structure; and

WHEREAS, the City Council finds that the Master Salary Chart should accurately reflect negotiated compensation provisions, approved classifications, established compensation relationships, and previously authorized salary rates; and

WHEREAS, the City has negotiated salary adjustments for classifications within the Fire Department pursuant to the applicable Memorandum of Understanding ("MOU"), and the Master Salary Chart must be amended to reflect the negotiated salary rates and applicable effective dates; and

WHEREAS, the City desires to revise the part-time hourly wage for the Police Cadet classification by benchmarking the position against the part-time Code Enforcement Officer classification and updating the Master Salary Chart accordingly; and

WHEREAS, the City desires to add the Senior Center Coordinator classification to the Master Salary Chart to reflect the City's approved classification structure and corresponding salary range; and

WHEREAS, the City Council finds that amending the Master Salary Chart to incorporate these changes will maintain accurate and consistent compensation records and ensure the City's official salary schedule reflects the applicable approved salary rates and classifications.

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

Section 1. Fire Department Salary Adjustments. The Master Salary Chart is hereby amended to incorporate the negotiated salary adjustments for all applicable Fire Department classifications in accordance with the applicable MOU and shall go into effect on October 17, 2026.

Section 2. Police Cadet Part-Time Wage. The Master Salary Chart is hereby amended to revise the part-time hourly wage for the Police Cadet classification based on the established compensation benchmark of the part-time Code Enforcement Officer classification.

Section 3. Addition of Senior Center Coordinator Classification. The Senior Center Coordinator classification is hereby added to the City's Master Salary Chart at the approved salary range as shown in the Master Salary Chart.

Section 4. Severability. The provisions of this Resolution are severable and if any provision, clause, sentence, word or part thereof is held illegal, invalid, unconstitutional, or inapplicable to any person or circumstances, such illegality, invalidity, unconstitutionality, or inapplicability shall not affect or

impair any of the remaining provisions, clauses, sentences, sections, words or parts thereof of the Resolution or their applicability to other persons or circumstances.

Section 5. Effective Date. That the City Clerk shall certify to the adoption of this Resolution and that the same shall be in full force and effect.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Selma, California, at a regular meeting held on the 6th day of October 2026, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST:

Scott Robertson
Mayor

Miriam Cruz
Interim City Clerk

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
1	Account Clerk I	200	Annual	\$ 39,798.35	\$ 41,788.27	\$ 43,877.68	\$ 46,071.56	\$ 48,375.14	\$ 50,793.90	CLOCEA
		ACC-1	Monthly	\$ 3,316.53	\$ 3,482.36	\$ 3,656.47	\$ 3,839.30	\$ 4,031.26	\$ 4,232.83	
			Biweekly	\$ 1,530.71	\$ 1,607.24	\$ 1,687.60	\$ 1,771.98	\$ 1,860.58	\$ 1,953.61	
			Hourly	\$ 19.13	\$ 20.09	\$ 21.10	\$ 22.15	\$ 23.26	\$ 24.42	
2	Account Clerk II	201	Annual	\$ 44,220.39	\$ 46,431.41	\$ 48,752.98	\$ 51,190.63	\$ 53,750.16	\$ 56,437.67	CLOCEA
		ACC-2	Monthly	\$ 3,685.03	\$ 3,869.28	\$ 4,062.75	\$ 4,265.89	\$ 4,479.18	\$ 4,703.14	
			Biweekly	\$ 1,700.78	\$ 1,785.82	\$ 1,875.11	\$ 1,968.87	\$ 2,067.31	\$ 2,170.68	
			Hourly	\$ 21.26	\$ 22.32	\$ 23.44	\$ 24.61	\$ 25.84	\$ 27.13	
3	Accountant	203	Annual	\$ 67,672.29	\$ 71,055.90	\$ 74,608.69	\$ 78,339.13	\$ 82,256.09	\$ 86,368.89	CLOCEA
		ACC-4	Monthly	\$ 5,639.36	\$ 5,921.32	\$ 6,217.39	\$ 6,528.26	\$ 6,854.67	\$ 7,197.41	
			Biweekly	\$ 2,602.78	\$ 2,732.92	\$ 2,869.57	\$ 3,013.04	\$ 3,163.70	\$ 3,321.88	
			Hourly	\$ 32.53	\$ 34.16	\$ 35.87	\$ 37.66	\$ 39.55	\$ 41.52	
4	Accounting Technician	202	Annual	\$ 55,717.68	\$ 58,503.57	\$ 61,428.74	\$ 64,500.18	\$ 67,725.19	\$ 71,111.45	CLOCEA
		ACC-3	Monthly	\$ 4,643.14	\$ 4,875.30	\$ 5,119.06	\$ 5,375.02	\$ 5,643.77	\$ 5,925.95	
			Biweekly	\$ 2,142.99	\$ 2,250.14	\$ 2,362.64	\$ 2,480.78	\$ 2,604.82	\$ 2,735.06	
			Hourly	\$ 26.79	\$ 28.13	\$ 29.53	\$ 31.01	\$ 32.56	\$ 34.19	
5	Administrative Assistant I	103	Annual	\$ 50,299.23	\$ 52,814.19	\$ 55,454.90	\$ 58,227.65	\$ 61,139.03	\$ 64,195.98	CLOCEA
		DMN1	Monthly	\$ 4,191.60	\$ 4,401.18	\$ 4,621.24	\$ 4,852.30	\$ 5,094.92	\$ 5,349.67	
			Biweekly	\$ 1,934.59	\$ 2,031.32	\$ 2,132.88	\$ 2,239.52	\$ 2,351.50	\$ 2,469.08	
			Hourly	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99	\$ 29.39	\$ 30.86	
6	Administrative Assistant II	104	Annual	\$ 55,329.50	\$ 58,095.97	\$ 61,000.77	\$ 64,050.81	\$ 67,253.35	\$ 70,616.02	CLOCEA
		DMN2	Monthly	\$ 4,610.79	\$ 4,841.33	\$ 5,083.40	\$ 5,337.57	\$ 5,604.45	\$ 5,884.67	
			Biweekly	\$ 2,128.06	\$ 2,234.46	\$ 2,346.18	\$ 2,463.49	\$ 2,586.67	\$ 2,716.00	
			Hourly	\$ 26.60	\$ 27.93	\$ 29.33	\$ 30.79	\$ 32.33	\$ 33.95	
7	Analyst/Deputy City Clerk	411	Annual	\$ 67,036.39	\$ 70,388.21	\$ 73,907.62	\$ 77,603.00	\$ 81,483.15	\$ 85,557.31	CLOCEA Mid-Mgmt
			Monthly	\$ 5,586.37	\$ 5,865.68	\$ 6,158.97	\$ 6,466.92	\$ 6,790.26	\$ 7,129.78	
			Biweekly	\$ 2,578.32	\$ 2,707.24	\$ 2,842.60	\$ 2,984.73	\$ 3,133.97	\$ 3,290.67	
			Hourly	\$ 32.23	\$ 33.84	\$ 35.53	\$ 37.31	\$ 39.17	\$ 41.13	

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
8	Animal Services Manager	816	Annual	\$ 87,335.99	\$ 91,702.79	\$ 96,287.93	\$ 101,102.33	\$ 106,157.45	\$ 111,465.32	CLOCEA
			Monthly	\$ 7,278.00	\$ 7,641.90	\$ 8,023.99	\$ 8,425.19	\$ 8,846.45	\$ 9,288.78	Mid-Mgmt
			Biweekly	\$ 3,359.08	\$ 3,527.03	\$ 3,703.38	\$ 3,888.55	\$ 4,082.98	\$ 4,287.13	
			Hourly	\$ 41.99	\$ 44.09	\$ 46.29	\$ 48.61	\$ 51.04	\$ 53.59	
9	Animal Services Officer	817	Annual	\$ 49,442.80	\$ 51,914.94	\$ 54,510.69	\$ 57,236.23	\$ 60,098.04	\$ 63,102.94	CLOCEA
			Monthly	\$ 4,120.23	\$ 4,326.25	\$ 4,542.56	\$ 4,769.69	\$ 5,008.17	\$ 5,258.58	
			Biweekly	\$ 1,901.65	\$ 1,996.73	\$ 2,096.57	\$ 2,201.39	\$ 2,311.46	\$ 2,427.04	
			Hourly	\$ 23.77	\$ 24.96	\$ 26.21	\$ 27.52	\$ 28.89	\$ 30.34	
10	Animal Services Technician	818	Annual	\$ 47,952.50	\$ 50,350.12	\$ 52,867.63	\$ 55,511.01	\$ 58,286.56	\$ 61,200.89	CLOCEA
			Monthly	\$ 3,996.04	\$ 4,195.84	\$ 4,405.64	\$ 4,625.92	\$ 4,857.21	\$ 5,100.07	
			Biweekly	\$ 1,844.33	\$ 1,936.54	\$ 2,033.37	\$ 2,135.04	\$ 2,241.79	\$ 2,353.88	
			Hourly	\$ 23.05	\$ 24.21	\$ 25.42	\$ 26.69	\$ 28.02	\$ 29.42	
11	Assistant Planner	303	Annual	\$ 67,892.97	\$ 71,287.62	\$ 74,852.00	\$ 78,594.60	\$ 82,524.33	\$ 86,650.55	CLOCEA
		PLAN2	Monthly	\$ 5,657.75	\$ 5,940.64	\$ 6,237.67	\$ 6,549.55	\$ 6,877.03	\$ 7,220.88	
			Biweekly	\$ 2,611.27	\$ 2,741.83	\$ 2,878.92	\$ 3,022.87	\$ 3,174.01	\$ 3,332.71	
			Hourly	\$ 32.64	\$ 34.27	\$ 35.99	\$ 37.79	\$ 39.68	\$ 41.66	
12	Associate Planner	304	Annual	\$ 75,436.26	\$ 79,208.07	\$ 83,168.48	\$ 87,326.90	\$ 91,693.25	\$ 96,277.91	CLOCEA
		PLAN3	Monthly	\$ 6,286.36	\$ 6,600.67	\$ 6,930.71	\$ 7,277.24	\$ 7,641.10	\$ 8,023.16	
			Biweekly	\$ 2,901.39	\$ 3,046.46	\$ 3,198.79	\$ 3,358.73	\$ 3,526.66	\$ 3,703.00	
			Hourly	\$ 36.27	\$ 38.08	\$ 39.98	\$ 41.98	\$ 44.08	\$ 46.29	
13	Building Inspector	300	Annual	\$ 69,612.54	\$ 73,093.17	\$ 76,747.82	\$ 80,585.22	\$ 84,614.48	\$ 88,845.20	CLOCEA
		BLD-3	Monthly	\$ 5,801.04	\$ 6,091.10	\$ 6,395.65	\$ 6,715.43	\$ 7,051.21	\$ 7,403.77	
			Biweekly	\$ 2,677.41	\$ 2,811.28	\$ 2,951.84	\$ 3,099.43	\$ 3,254.40	\$ 3,417.12	
			Hourly	\$ 33.47	\$ 35.14	\$ 36.90	\$ 38.74	\$ 40.68	\$ 42.71	
14	City Clerk	409	Annual	\$ 85,471.39	\$ 89,744.96	\$ 94,232.21	\$ 98,943.82	\$ 103,891.01	\$ 109,085.56	At-Will
			Monthly	\$ 7,122.62	\$ 7,478.75	\$ 7,852.68	\$ 8,245.32	\$ 8,657.58	\$ 9,090.46	Exempt
			Biweekly	\$ 3,287.36	\$ 3,451.73	\$ 3,624.32	\$ 3,805.53	\$ 3,995.81	\$ 4,195.60	
			Hourly	\$ 41.09	\$ 43.15	\$ 45.30	\$ 47.57	\$ 49.95	\$ 52.44	

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
15	City Planner	306	Annual	\$ 111,596.76	\$ 117,176.60	\$ 123,035.43	\$ 129,187.20	\$ 135,646.56	\$ 142,428.89	CLOCEA Mid-Mgmt
		PLAN5	Monthly	\$ 9,299.73	\$ 9,764.72	\$ 10,252.95	\$ 10,765.60	\$ 11,303.88	\$ 11,869.07	
			Biweekly	\$ 4,292.18	\$ 4,506.79	\$ 4,732.13	\$ 4,968.74	\$ 5,217.18	\$ 5,478.03	
			Hourly	\$ 53.65	\$ 56.33	\$ 59.15	\$ 62.11	\$ 65.21	\$ 68.48	
16	Code Enforcement Officer I	800	Annual	\$ 56,337.06	\$ 59,153.91	\$ 62,111.61	\$ 65,217.19	\$ 68,478.05	\$ 71,901.95	CLOCEA
		CODE	Monthly	\$ 4,694.75	\$ 4,929.49	\$ 5,175.97	\$ 5,434.77	\$ 5,706.50	\$ 5,991.83	
			Biweekly	\$ 2,166.81	\$ 2,275.15	\$ 2,388.91	\$ 2,508.35	\$ 2,633.77	\$ 2,765.46	
			Hourly	\$ 27.09	\$ 28.44	\$ 29.86	\$ 31.35	\$ 32.92	\$ 34.57	
17	Code Enforcement Officer II	801	Annual	\$ 62,596.55	\$ 65,726.38	\$ 69,012.69	\$ 72,463.33	\$ 76,086.50	\$ 79,890.82	CLOCEA
		CODE2	Monthly	\$ 5,216.38	\$ 5,477.20	\$ 5,751.06	\$ 6,038.61	\$ 6,340.54	\$ 6,657.57	
			Biweekly	\$ 2,407.56	\$ 2,527.94	\$ 2,654.33	\$ 2,787.05	\$ 2,926.40	\$ 3,072.72	
			Hourly	\$ 30.09	\$ 31.60	\$ 33.18	\$ 34.84	\$ 36.58	\$ 38.41	
18	Community Services Coordinator	501	Annual	\$ 55,460.48	\$ 58,233.51	\$ 61,145.18	\$ 64,202.44	\$ 67,412.56	\$ 70,783.19	CLOCEA
		REC-2	Monthly	\$ 4,621.71	\$ 4,852.79	\$ 5,095.43	\$ 5,350.20	\$ 5,617.71	\$ 5,898.60	
			Biweekly	\$ 2,133.10	\$ 2,239.75	\$ 2,351.74	\$ 2,469.32	\$ 2,592.79	\$ 2,722.43	
			Hourly	\$ 26.66	\$ 28.00	\$ 29.40	\$ 30.87	\$ 32.41	\$ 34.03	
19	Community Services Officer	802	Annual	\$ 47,220.32	\$ 49,581.34	\$ 52,060.41	\$ 54,663.43	\$ 57,396.60	\$ 60,266.43	Police SPOA
		PD-CS	Monthly	\$ 3,935.03	\$ 4,131.78	\$ 4,338.37	\$ 4,555.29	\$ 4,783.05	\$ 5,022.20	
			Biweekly	\$ 1,816.17	\$ 1,906.97	\$ 2,002.32	\$ 2,102.44	\$ 2,207.56	\$ 2,317.94	
			Hourly	\$ 22.70	\$ 23.84	\$ 25.03	\$ 26.28	\$ 27.59	\$ 28.97	
20	Crime Analyst	815	Annual	\$ 62,082.69	\$ 65,186.82	\$ 68,446.16	\$ 71,868.47	\$ 75,461.90	\$ 79,234.99	CLOCEA
			Monthly	\$ 5,173.56	\$ 5,432.24	\$ 5,703.85	\$ 5,989.04	\$ 6,288.49	\$ 6,602.92	
			Biweekly	\$ 2,387.80	\$ 2,507.19	\$ 2,632.54	\$ 2,764.17	\$ 2,902.38	\$ 3,047.50	
			Hourly	\$ 29.85	\$ 31.34	\$ 32.91	\$ 34.55	\$ 36.28	\$ 38.09	
21	Custodian	606	Annual	\$ 40,615.71	\$ 42,646.49	\$ 44,778.82	\$ 47,017.76	\$ 49,368.65	\$ 51,837.08	CLOCEA
		CUST	Monthly	\$ 3,384.64	\$ 3,553.87	\$ 3,731.57	\$ 3,918.15	\$ 4,114.05	\$ 4,319.76	
			Biweekly	\$ 1,562.14	\$ 1,640.25	\$ 1,722.26	\$ 1,808.38	\$ 1,898.79	\$ 1,993.73	
			Hourly	\$ 19.53	\$ 20.50	\$ 21.53	\$ 22.60	\$ 23.73	\$ 24.92	

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
22	Development Services Technician	301	Annual	\$ 53,547.79	\$ 56,225.18	\$ 59,036.44	\$ 61,988.26	\$ 65,087.68	\$ 68,342.06	CLOCEA
		BLD-1	Monthly	\$ 4,462.32	\$ 4,685.43	\$ 4,919.70	\$ 5,165.69	\$ 5,423.97	\$ 5,695.17	
			Biweekly	\$ 2,059.53	\$ 2,162.51	\$ 2,270.63	\$ 2,384.16	\$ 2,503.37	\$ 2,628.54	
			Hourly	\$ 25.74	\$ 27.03	\$ 28.38	\$ 29.80	\$ 31.29	\$ 32.86	
23	Division Chief of EMS	713	Annual	\$ 146,138.58	\$ 153,445.51	\$ 161,117.79	\$ 169,173.68	\$ 177,632.36	\$186,513.98	Fire Mid-Mgmt
	(Non-Safety)		Monthly	\$ 12,178.22	\$ 12,787.13	\$ 13,426.48	\$ 14,097.81	\$ 14,802.70	\$ 15,542.83	
			Biweekly	\$ 5,620.71	\$ 5,901.75	\$ 6,196.84	\$ 6,506.68	\$ 6,832.01	\$ 7,173.61	
			Hourly	\$ 70.26	\$ 73.77	\$ 77.46	\$ 81.33	\$ 85.40	\$ 89.67	
24	Emergency Medical Services	712	Annual	\$ 99,906.06	\$ 104,901.36	\$ 110,146.43	\$ 115,653.75	\$ 121,436.44	\$ 127,508.26	Fire Mid-Mgmt
	(EMS) Supervisor (Non-Safety)		Monthly	\$ 6,728.00	\$ 8,741.78	\$ 9,178.87	\$ 9,637.81	\$ 10,119.70	\$ 10,625.69	
			Biweekly	\$ 3,842.54	\$ 4,034.67	\$ 4,236.40	\$ 4,448.22	\$ 4,670.63	\$ 4,904.16	
			Hourly	\$ 48.03	\$ 50.43	\$ 52.96	\$ 55.60	\$ 58.38	\$ 61.30	
25	Equipment Mechanic I	610	Annual	\$ 59,882.00	\$ 62,876.10	\$ 66,019.90	\$ 69,320.90	\$ 72,786.94	\$ 76,426.29	CLOCEA
		EQU-1	Monthly	\$ 4,990.17	\$ 5,239.67	\$ 5,501.66	\$ 5,776.74	\$ 6,065.58	\$ 6,368.86	
			Biweekly	\$ 2,303.15	\$ 2,418.31	\$ 2,539.23	\$ 2,666.19	\$ 2,799.50	\$ 2,939.47	
			Hourly	\$ 28.79	\$ 30.23	\$ 31.74	\$ 33.33	\$ 34.99	\$ 36.74	
26	Equipment Mechanic II	611	Annual	\$ 65,870.28	\$ 69,163.80	\$ 72,621.99	\$ 76,253.09	\$ 80,065.74	\$ 84,069.03	CLOCEA
		EQU-2	Monthly	\$ 5,489.19	\$ 5,763.65	\$ 6,051.83	\$ 6,354.42	\$ 6,672.15	\$ 7,005.75	
			Biweekly	\$ 2,533.47	\$ 2,660.15	\$ 2,793.15	\$ 2,932.81	\$ 3,079.45	\$ 3,233.42	
			Hourly	\$ 31.67	\$ 33.25	\$ 34.91	\$ 36.66	\$ 38.49	\$ 40.42	
27	Equipment Mechanic III	612	Annual	\$ 72,457.23	\$ 76,080.09	\$ 79,884.10	\$ 83,878.30	\$ 88,072.22	\$ 92,475.83	CLOCEA
		EQU-3	Monthly	\$ 6,038.10	\$ 6,340.01	\$ 6,657.01	\$ 6,989.86	\$ 7,339.35	\$ 7,706.32	
			Biweekly	\$ 2,786.82	\$ 2,926.16	\$ 3,072.47	\$ 3,226.09	\$ 3,387.39	\$ 3,556.76	
			Hourly	\$ 34.84	\$ 36.58	\$ 38.41	\$ 40.33	\$ 42.34	\$ 44.46	
28	Field Services Manager	822	Annual	\$ 70,002.53	\$ 73,502.66	\$ 77,177.79	\$ 81,036.68	\$ 85,088.51	\$ 89,342.94	CLOCEA Mid-Mgmt
			Monthly	\$ 5,833.54	\$ 6,125.22	\$ 6,431.48	\$ 6,753.06	\$ 7,090.71	\$ 7,445.25	
			Biweekly	\$ 2,692.41	\$ 2,827.03	\$ 2,968.38	\$ 3,116.80	\$ 3,272.64	\$ 3,436.27	
			Hourly	\$ 33.66	\$ 35.34	\$ 37.10	\$ 38.96	\$ 40.91	\$ 42.95	

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
29	Finance Manager	205	Annual	\$ 99,077.25	\$ 104,031.11	\$ 109,232.67	\$ 114,694.30	\$ 102,429.02	\$ 126,450.47	CLOCEA
		ACC-5	Monthly	\$ 8,256.44	\$ 8,669.26	\$ 9,102.72	\$ 9,557.86	\$ 8,535.75	\$ 10,537.54	Mid-Mgmt
			Biweekly	\$ 3,810.66	\$ 4,001.20	\$ 4,201.26	\$ 4,411.32	\$ 3,939.58	\$ 4,863.48	
			Hourly	\$ 47.63	\$ 50.01	\$ 52.52	\$ 55.14	\$ 49.24	\$ 60.79	
30	Fire Battalion Chief *	709	Annual	\$ 139,179.60	\$ 146,138.58	\$ 153,445.51	\$ 161,117.79	\$ 169,173.68	\$177,632.36	Fire
		FIRE7	Monthly	\$ 11,598.30	\$ 12,178.22	\$ 12,787.13	\$ 13,426.48	\$ 14,097.81	\$ 14,802.70	Mid-Mgmt
			Biweekly	\$ 5,353.06	\$ 5,620.71	\$ 5,901.75	\$ 6,196.84	\$ 6,506.68	\$ 6,832.01	
	40 Hour Rate		Hourly	\$ 66.91	\$ 70.26	\$ 73.77	\$ 77.46	\$ 81.33	\$ 85.40	
	*112 biweekly hours		Hourly	\$ 47.80	\$ 50.18	\$ 52.69	\$ 55.33	\$ 58.10	\$ 61.00	
31	Fire Captain *	710	Annual	\$ 112,060.24	\$ 117,663.25	\$ 123,546.42	\$ 129,723.74	\$ 136,209.92	\$ 143,020.42	Fire
		FIRE4	Monthly	\$ 9,338.35	\$ 9,805.27	\$ 10,295.53	\$ 10,810.31	\$ 11,350.83	\$ 11,918.37	Mid-Mgmt
			Biweekly	\$ 4,310.01	\$ 4,525.51	\$ 4,751.79	\$ 4,989.37	\$ 5,238.84	\$ 5,500.79	
	40 Hour Rate		Hourly	\$ 53.88	\$ 56.57	\$ 59.40	\$ 62.37	\$ 65.49	\$ 68.76	
	*112 biweekly hours		Hourly	\$ 38.48	\$ 40.41	\$ 42.43	\$ 44.55	\$ 46.78	\$ 49.11	
32	Fire Engineer *	708	Annual	\$ 90,211.00	\$ 94,721.55	\$ 99,457.63	\$ 104,430.51	\$ 109,652.04	\$ 115,134.64	Fire
		FIRE2	Monthly	\$ 7,517.58	\$ 7,893.46	\$ 8,288.14	\$ 8,702.54	\$ 9,137.67	\$ 9,594.55	
			Biweekly	\$ 3,469.65	\$ 3,643.14	\$ 3,825.29	\$ 4,016.56	\$ 4,217.39	\$ 4,428.26	
	40 Hour Rate		Hourly	\$ 43.37	\$ 45.54	\$ 47.82	\$ 50.21	\$ 52.72	\$ 55.35	
	*112 biweekly hours		Hourly	\$ 30.98	\$ 32.53	\$ 34.15	\$ 35.86	\$ 37.66	\$ 39.54	
33	Firefighter *	707	Annual	\$ 78,564.62	\$ 82,492.85	\$ 86,617.50	\$ 90,948.37	\$ 95,495.79	\$ 100,270.58	Fire
		FIRE1	Monthly	\$ 6,547.05	\$ 6,874.40	\$ 7,218.12	\$ 7,579.03	\$ 7,957.98	\$ 8,355.88	
			Biweekly	\$ 3,021.72	\$ 3,172.80	\$ 3,331.44	\$ 3,498.01	\$ 3,672.92	\$ 3,856.56	
	40 Hour Rate		Hourly	\$ 37.77	\$ 39.66	\$ 41.64	\$ 43.73	\$ 45.91	\$ 48.21	
	*112 biweekly hours		Hourly	\$ 26.98	\$ 28.33	\$ 29.75	\$ 31.23	\$ 32.79	\$ 34.43	
34	Fire Marshal	706	Annual	\$ 117,663.25	\$ 123,546.42	\$ 129,723.74	\$ 136,209.92	\$ 143,020.42	\$ 150,171.44	Fire
		FIRE3	Monthly	\$ 9,805.27	\$ 10,295.53	\$ 10,810.31	\$ 11,350.83	\$ 11,918.37	\$ 12,514.29	Mid-Mgmt
			Biweekly	\$ 4,525.51	\$ 4,751.79	\$ 4,989.37	\$ 5,238.84	\$ 5,500.79	\$ 5,775.82	
			Hourly	\$ 56.57	\$ 59.40	\$ 62.37	\$ 65.49	\$ 68.76	\$ 72.20	
35	Fleet Maintenance Supervisor	613	Annual	\$ 85,633.33	\$ 89,915.00	\$ 94,410.75	\$ 99,131.28	\$ 104,087.85	\$ 109,292.24	CLOCEA
		FLSUP	Monthly	\$ 7,136.11	\$ 7,492.92	\$ 7,867.56	\$ 8,260.94	\$ 8,673.99	\$ 9,107.69	Mid-Mgmt
			Biweekly	\$ 3,293.59	\$ 3,458.27	\$ 3,631.18	\$ 3,812.74	\$ 4,003.38	\$ 4,203.55	
			Hourly	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.04	\$ 52.54	

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JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
36	Human Resources Technician	402	Annual	\$ 53,860.14	\$ 56,553.14	\$ 59,380.80	\$ 62,349.84	\$ 65,467.33	\$ 68,740.70	CLOCEA
		HR-2	Monthly	\$ 4,488.34	\$ 4,712.76	\$ 4,948.40	\$ 5,195.82	\$ 5,455.61	\$ 5,728.39	
			Biweekly	\$ 2,071.54	\$ 2,175.12	\$ 2,283.88	\$ 2,398.07	\$ 2,517.97	\$ 2,643.87	
			Hourly	\$ 25.89	\$ 27.19	\$ 28.55	\$ 29.98	\$ 31.47	\$ 33.05	
37	Lead Maintenance Worker	609	Annual	\$ 52,254.75	\$ 54,867.48	\$ 57,610.86	\$ 60,491.40	\$ 63,515.97	\$ 66,691.77	CLOCEA
		MNT-3	Monthly	\$ 4,354.56	\$ 4,572.29	\$ 4,800.90	\$ 5,040.95	\$ 5,293.00	\$ 5,557.65	
			Biweekly	\$ 2,009.80	\$ 2,110.29	\$ 2,215.80	\$ 2,326.59	\$ 2,442.92	\$ 2,565.07	
			Hourly	\$ 25.12	\$ 26.38	\$ 27.70	\$ 29.08	\$ 30.54	\$ 32.06	
38	Maintenance Worker I	607	Annual	\$ 42,753.43	\$ 44,891.10	\$ 47,135.65	\$ 49,492.44	\$ 51,967.06	\$ 54,565.41	CLOCEA
		MNT-1	Monthly	\$ 3,562.79	\$ 3,740.92	\$ 3,927.97	\$ 4,124.37	\$ 4,330.59	\$ 4,547.12	
			Biweekly	\$ 1,644.36	\$ 1,726.58	\$ 1,812.91	\$ 1,903.56	\$ 1,998.73	\$ 2,098.67	
			Hourly	\$ 20.55	\$ 21.58	\$ 22.66	\$ 23.79	\$ 24.98	\$ 26.23	
39	Maintenance Worker II	608	Annual	\$ 47,504.09	\$ 49,879.30	\$ 52,373.26	\$ 54,991.93	\$ 57,741.52	\$ 60,628.60	CLOCEA
		MNT-2	Monthly	\$ 3,958.67	\$ 4,156.61	\$ 4,364.44	\$ 4,582.66	\$ 4,811.79	\$ 5,052.38	
			Biweekly	\$ 1,827.08	\$ 1,918.43	\$ 2,014.36	\$ 2,115.07	\$ 2,220.83	\$ 2,331.87	
			Hourly	\$ 22.84	\$ 23.98	\$ 25.18	\$ 26.44	\$ 27.76	\$ 29.15	
40	Non-Safety EMT *	701	Annual	\$ 47,016.65	\$ 49,367.48	\$ 51,835.85	\$ 54,427.65	\$ 57,149.03	\$ 60,006.48	Fire
		EMT12	Monthly	\$ 3,918.05	\$ 4,113.96	\$ 4,319.65	\$ 4,535.64	\$ 4,762.42	\$ 5,000.54	
			Biweekly	\$ 1,808.33	\$ 1,898.75	\$ 1,993.69	\$ 2,093.37	\$ 2,198.04	\$ 2,307.94	
			Hourly	\$ 22.60	\$ 23.73	\$ 24.92	\$ 26.17	\$ 27.48	\$ 28.85	
41	Non-Safety Paramedic	702	Annual	\$ 55,703.16	\$ 58,488.32	\$ 61,412.74	\$ 64,483.37	\$ 67,707.54	\$ 71,092.92	Fire
		PAR24	Monthly	\$ 4,641.93	\$ 4,874.03	\$ 5,117.73	\$ 5,373.61	\$ 5,642.30	\$ 5,924.41	
			Biweekly	\$ 2,142.43	\$ 2,249.55	\$ 2,362.03	\$ 2,480.13	\$ 2,604.14	\$ 2,734.34	
	*112 biweekly hours		Hourly	\$ 26.78	\$ 28.12	\$ 29.53	\$ 31.00	\$ 32.55	\$ 34.18	
42	Office Assistant I	100	Annual	\$ 40,742.50	\$ 42,779.62	\$ 44,918.60	\$ 47,164.54	\$ 49,522.76	\$ 51,998.90	CLOCEA
		CLK-1	Monthly	\$ 3,395.21	\$ 3,564.97	\$ 3,743.22	\$ 3,930.38	\$ 4,126.90	\$ 4,333.24	
			Biweekly	\$ 1,567.02	\$ 1,645.37	\$ 1,727.64	\$ 1,814.02	\$ 1,904.72	\$ 1,999.96	
			Hourly	\$ 19.59	\$ 20.57	\$ 21.60	\$ 22.68	\$ 23.81	\$ 25.00	

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JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
43	Office Assistant II	101	Annual	\$ 45,268.98	\$ 47,532.43	\$ 49,909.05	\$ 52,404.50	\$ 55,024.72	\$ 57,775.96	CLOCEA
		CLK-2	Monthly	\$ 3,772.41	\$ 3,961.04	\$ 4,159.09	\$ 4,367.04	\$ 4,585.39	\$ 4,814.66	
			Biweekly	\$ 1,741.11	\$ 1,828.17	\$ 1,919.58	\$ 2,015.56	\$ 2,116.34	\$ 2,222.15	
			Hourly	\$ 21.76	\$ 22.85	\$ 23.99	\$ 25.19	\$ 26.45	\$ 27.78	
44	Payroll Technician	207	Annual	\$ 53,064.47	\$ 55,717.69	\$ 58,503.57	\$ 61,428.75	\$ 64,500.19	\$ 67,725.20	CLOCEA
		POL-6	Monthly	\$ 4,422.04	\$ 4,643.14	\$ 4,875.30	\$ 5,119.06	\$ 5,375.02	\$ 5,643.77	
			Biweekly	\$ 2,040.94	\$ 2,142.99	\$ 2,250.14	\$ 2,362.64	\$ 2,480.78	\$ 2,604.82	
			Hourly	\$ 25.51	\$ 26.79	\$ 28.13	\$ 29.53	\$ 31.01	\$ 32.56	
45	Police Administrative Supervisor	821	Annual	\$ 73,718.36	\$ 77,404.28	\$ 81,274.50	\$ 85,338.22	\$ 89,605.13	\$ 94,085.39	Police Mid-Mgmt
			Monthly	\$ 6,143.20	\$ 6,450.36	\$ 6,772.87	\$ 7,111.52	\$ 7,467.09	\$ 7,840.45	
			Biweekly	\$ 2,835.32	\$ 2,977.09	\$ 3,125.94	\$ 3,282.24	\$ 3,446.35	\$ 3,618.67	
			Hourly	\$ 35.44	\$ 37.21	\$ 39.07	\$ 41.03	\$ 43.08	\$ 45.23	
46	Police Clerk I	803	Annual	\$ 43,721.53	\$ 45,907.60	\$ 48,202.98	\$ 50,613.13	\$ 53,143.79	\$ 55,800.98	CLOCEA
		POL-C	Monthly	\$ 3,643.46	\$ 3,825.63	\$ 4,016.92	\$ 4,217.76	\$ 4,428.65	\$ 4,650.08	
			Biweekly	\$ 1,681.60	\$ 1,765.68	\$ 1,853.96	\$ 1,946.66	\$ 2,043.99	\$ 2,146.19	
			Hourly	\$ 21.02	\$ 22.07	\$ 23.17	\$ 24.33	\$ 25.55	\$ 26.83	
47	Police Clerk II	804	Annual	\$ 48,093.52	\$ 50,498.19	\$ 53,023.10	\$ 55,674.26	\$ 58,457.97	\$ 61,380.87	CLOCEA
		PD-C	Monthly	\$ 4,007.79	\$ 4,208.18	\$ 4,418.59	\$ 4,639.52	\$ 4,871.50	\$ 5,115.07	
			Biweekly	\$ 1,849.75	\$ 1,942.24	\$ 2,039.35	\$ 2,141.32	\$ 2,248.38	\$ 2,360.80	
			Hourly	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.77	\$ 28.10	\$ 29.51	
48	Police Commander	813	Annual	\$ 116,319.14	\$ 122,135.09	\$ 128,241.85	\$ 134,653.94	\$ 141,386.64	\$ 148,455.97	Police Mid-Mgmt
		POL-5	Monthly	\$ 9,693.26	\$ 10,177.92	\$ 10,686.82	\$ 11,221.16	\$ 11,782.22	\$ 12,371.33	
			Biweekly	\$ 4,473.81	\$ 4,697.50	\$ 4,932.38	\$ 5,179.00	\$ 5,437.95	\$ 5,709.85	
			Hourly	\$ 55.92	\$ 58.72	\$ 61.65	\$ 64.74	\$ 67.97	\$ 71.37	
49	Police Officer	811	Annual	\$ 74,534.71	\$ 78,261.44	\$ 82,174.51	\$ 86,283.24	\$ 90,597.40	\$ 95,127.27	Police SPOA
		POL-1	Monthly	\$ 6,211.23	\$ 6,521.79	\$ 6,847.88	\$ 7,190.27	\$ 7,549.78	\$ 7,927.27	
			Biweekly	\$ 2,866.72	\$ 3,010.06	\$ 3,160.56	\$ 3,318.59	\$ 3,484.52	\$ 3,658.74	
			Hourly	\$ 35.83	\$ 37.63	\$ 39.51	\$ 41.48	\$ 43.56	\$ 45.73	

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JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
50	Police Sergeant	812	Annual	\$ 96,191.53	\$ 101,001.10	\$ 106,051.16	\$ 111,353.71	\$ 116,921.40	\$ 122,767.47	Police Mid-Mgmt
		POL-3	Monthly	\$ 8,015.96	\$ 8,416.76	\$ 8,837.60	\$ 9,279.48	\$ 9,743.45	\$ 10,230.62	
			Biweekly	\$ 3,699.67	\$ 3,884.66	\$ 4,078.89	\$ 4,282.84	\$ 4,496.98	\$ 4,721.83	
			Hourly	\$ 46.25	\$ 48.56	\$ 50.99	\$ 53.54	\$ 56.21	\$ 59.02	
51	Principal Planner	305	Annual	\$ 88,617.63	\$ 93,281.71	\$ 98,191.28	\$ 103,359.24	\$ 108,799.20	\$ 114,239.16	CLOCEA Mid-Mgmt
		PLAN4	Monthly	\$ 7,384.80	\$ 7,773.48	\$ 8,182.61	\$ 8,613.27	\$ 9,066.60	\$ 9,519.93	
			Biweekly	\$ 3,408.37	\$ 3,587.76	\$ 3,776.59	\$ 3,975.36	\$ 4,184.58	\$ 4,393.81	
			Hourly	\$ 42.60	\$ 44.85	\$ 47.21	\$ 49.69	\$ 52.31	\$ 54.92	
52	Property/Evidence Technician	806	Annual	\$ 49,793.07	\$ 52,282.73	\$ 54,896.86	\$ 57,641.71	\$ 60,523.79	\$ 63,549.98	Police SPOA
		POL-E	Monthly	\$ 4,149.42	\$ 4,356.89	\$ 4,574.74	\$ 4,803.48	\$ 5,043.65	\$ 5,295.83	
			Biweekly	\$ 1,915.12	\$ 2,010.87	\$ 2,111.42	\$ 2,216.99	\$ 2,327.84	\$ 2,444.23	
			Hourly	\$ 23.94	\$ 25.14	\$ 26.39	\$ 27.71	\$ 29.10	\$ 30.55	
53	Public Works Inspector	616	Annual	\$ 66,219.41	\$ 69,530.38	\$ 73,006.90	\$ 76,657.24	\$ 80,490.10	\$ 84,514.61	CLOCEA
			Monthly	\$ 5,518.28	\$ 5,794.20	\$ 6,083.91	\$ 6,388.10	\$ 6,707.51	\$ 7,042.88	
			Biweekly	\$ 2,546.90	\$ 2,674.25	\$ 2,807.96	\$ 2,948.36	\$ 3,095.77	\$ 3,250.56	
			Hourly	\$ 31.84	\$ 33.43	\$ 35.10	\$ 36.85	\$ 38.70	\$ 40.63	
54	Public Works Supervisor	614	Annual	\$ 80,092.60	\$ 84,097.23	\$ 88,302.09	\$ 92,717.20	\$ 97,353.06	\$ 102,220.71	CLOCEA Mid-Mgmt
		MNT-4	Monthly	\$ 6,674.38	\$ 7,008.10	\$ 7,358.51	\$ 7,726.43	\$ 8,112.75	\$ 8,518.39	
			Biweekly	\$ 3,080.48	\$ 3,234.51	\$ 3,396.23	\$ 3,566.05	\$ 3,744.35	\$ 3,931.57	
			Hourly	\$ 38.51	\$ 40.43	\$ 42.45	\$ 44.58	\$ 46.80	\$ 49.14	
55	Recreation Supervisor	502	Annual	\$ 59,803.58	\$ 62,793.76	\$ 65,933.45	\$ 69,230.12	\$ 72,691.63	\$ 76,326.21	CLOCEA Mid-Mgmt
		REC-1	Monthly	\$ 4,983.63	\$ 5,232.81	\$ 5,494.45	\$ 5,769.18	\$ 6,057.64	\$ 6,360.52	
			Biweekly	\$ 2,300.14	\$ 2,415.14	\$ 2,535.90	\$ 2,662.70	\$ 2,795.83	\$ 2,935.62	
			Hourly	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.28	\$ 34.95	\$ 36.70	
56	Safety Dispatcher I	807	Annual	\$ 55,858.64	\$ 58,651.57	\$ 61,584.15	\$ 64,663.36	\$ 67,896.52	\$ 71,291.35	Police SPOA
		PD-DI	Monthly	\$ 4,654.89	\$ 4,887.63	\$ 5,132.01	\$ 5,388.61	\$ 5,658.04	\$ 5,940.95	
			Biweekly	\$ 2,148.41	\$ 2,255.83	\$ 2,368.62	\$ 2,487.05	\$ 2,611.40	\$ 2,741.98	
			Hourly	\$ 26.86	\$ 28.20	\$ 29.61	\$ 31.09	\$ 32.64	\$ 34.27	

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JOB CLASSIFICATIONS				STEPS						
		CODE		A	B	C	D	E	F	GROUP
57	Safety Dispatcher II	808	Annual	\$ 61,483.48	\$ 64,557.65	\$ 67,785.54	\$ 71,174.81	\$ 74,733.55	\$ 78,470.23	Police
		PD-D2	Monthly	\$ 5,123.62	\$ 5,379.80	\$ 5,648.79	\$ 5,931.23	\$ 6,227.80	\$ 6,539.19	SPOA
			Biweekly	\$ 2,364.75	\$ 2,482.99	\$ 2,607.14	\$ 2,737.49	\$ 2,874.37	\$ 3,018.09	
			Hourly	\$ 29.56	\$ 31.04	\$ 32.59	\$ 34.22	\$ 35.93	\$ 37.73	
58	Senior Accountant	204	Annual	\$ 74,638.55	\$ 78,370.47	\$ 82,289.00	\$ 86,403.45	\$ 90,723.62	\$ 95,259.80	CLOCEA
		ACC-6	Monthly	\$ 6,219.88	\$ 6,530.87	\$ 6,857.42	\$ 7,200.29	\$ 7,560.30	\$ 7,938.32	Mid-Mgmt
			Biweekly	\$ 2,870.71	\$ 3,014.25	\$ 3,164.96	\$ 3,323.21	\$ 3,489.37	\$ 3,663.84	
			Hourly	\$ 35.88	\$ 37.68	\$ 39.56	\$ 41.54	\$ 43.62	\$ 45.80	
59	Senior Administrative Assistant	108	Annual	\$ 62,990.94	\$ 66,140.48	\$ 69,447.51	\$ 72,919.88	\$ 76,565.88	\$ 80,394.17	CLOCEA
			Monthly	\$ 5,249.24	\$ 5,511.71	\$ 5,787.29	\$ 6,076.66	\$ 6,380.49	\$ 6,699.51	Mid-Mgmt
			Biweekly	\$ 2,422.73	\$ 2,543.86	\$ 2,671.06	\$ 2,804.61	\$ 2,944.84	\$ 3,092.08	
			Hourly	\$ 30.28	\$ 31.80	\$ 33.39	\$ 35.06	\$ 36.81	\$ 38.65	
60	Transit Fleet Service Coordinator	605	Annual	\$ 72,390.90	\$ 76,010.44	\$ 79,810.97	\$ 83,801.51	\$ 87,991.59	\$ 92,391.17	CLOCEA
		TRAN5	Monthly	\$ 6,032.57	\$ 6,334.20	\$ 6,650.91	\$ 6,983.46	\$ 7,332.63	\$ 7,699.26	
			Biweekly	\$ 2,784.27	\$ 2,923.48	\$ 3,069.65	\$ 3,223.14	\$ 3,384.29	\$ 3,553.51	
			Hourly	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.29	\$ 42.30	\$ 44.42	
61	Transit Maintenance Manager	600	Annual	\$ 81,805.81	\$ 85,896.10	\$ 90,190.91	\$ 94,700.45	\$ 99,435.48	\$ 104,407.25	CLOCEA
		TMMNG	Monthly	\$ 6,817.15	\$ 7,158.01	\$ 7,515.91	\$ 7,891.70	\$ 8,286.29	\$ 8,700.60	Mid-Mgmt
			Biweekly	\$ 3,146.38	\$ 3,303.70	\$ 3,468.88	\$ 3,642.33	\$ 3,824.44	\$ 4,015.66	
			Hourly	\$ 39.33	\$ 41.30	\$ 43.36	\$ 45.53	\$ 47.81	\$ 50.20	
62	Transit Shuttle Driver	604	Annual	\$ 56,101.12	\$ 58,906.18	\$ 61,851.49	\$ 64,944.06	\$ 68,191.27	\$ 71,600.83	CLOCEA
		TRAN2	Monthly	\$ 4,675.09	\$ 4,908.85	\$ 5,154.29	\$ 5,412.01	\$ 5,682.61	\$ 5,966.74	
			Biweekly	\$ 2,157.74	\$ 2,265.62	\$ 2,378.90	\$ 2,497.85	\$ 2,622.74	\$ 2,753.88	
			Hourly	\$ 26.97	\$ 28.32	\$ 29.74	\$ 31.22	\$ 32.78	\$ 34.42	
DEPARTMENT HEADS AND EXECUTIVE MANAGEMENT - FLSA EXEMPT										
63	City Manager	406	Annual	\$ 190,205.62	\$ 199,715.90	\$ 209,701.69	\$ 220,186.78	\$ 231,196.11	\$ 242,755.92	Exec Mgmt
		DEPT	Monthly	\$ 15,850.47	\$ 16,642.99	\$ 17,475.14	\$ 18,348.90	\$ 19,266.34	\$ 20,229.66	
			Biweekly	\$ 7,315.60	\$ 7,681.38	\$ 8,065.45	\$ 8,468.72	\$ 8,892.16	\$ 9,336.77	
			Hourly	\$ 91.45	\$ 96.02	\$ 100.82	\$ 105.86	\$ 111.15	\$ 116.71	

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JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
64	Community Development Director	307	Annual	\$ 136,513.16	\$ 143,338.82	\$ 150,505.76	\$ 158,031.05	\$ 165,932.60	\$ 174,229.23	Depthead
		DEPT3	Monthly	\$ 11,376.10	\$ 11,944.90	\$ 12,542.15	\$ 13,169.25	\$ 13,827.72	\$ 14,519.10	
			Biweekly	\$ 5,250.51	\$ 5,513.03	\$ 5,788.68	\$ 6,078.12	\$ 6,382.02	\$ 6,701.12	
			Hourly	\$ 65.63	\$ 68.91	\$ 72.36	\$ 75.98	\$ 79.78	\$ 83.76	
65	Communications Director/Public Information Officer	410	Annual	\$ 95,903.60	\$ 100,698.78	\$ 105,733.72	\$ 111,020.41	\$ 116,571.43	\$ 122,400.00	Depthead
			Monthly	\$ 7,991.97	\$ 8,391.57	\$ 8,811.14	\$ 9,251.70	\$ 9,714.29	\$ 10,200.00	
			Biweekly	\$ 3,688.60	\$ 3,873.03	\$ 4,066.68	\$ 4,270.02	\$ 4,483.52	\$ 4,707.69	
			Hourly	\$ 46.11	\$ 48.41	\$ 50.83	\$ 53.38	\$ 56.04	\$ 58.85	
66	Community Services Director	510	Annual	\$ 114,846.27	\$ 120,588.59	\$ 126,618.02	\$ 132,948.92	\$ 139,596.36	\$ 146,576.18	Depthead
		DEPT4	Monthly	\$ 9,570.52	\$ 10,049.05	\$ 10,551.50	\$ 11,079.08	\$ 11,633.03	\$ 12,214.68	
			Biweekly	\$ 4,417.16	\$ 4,638.02	\$ 4,869.92	\$ 5,113.42	\$ 5,369.09	\$ 5,637.55	
			Hourly	\$ 55.21	\$ 57.98	\$ 60.87	\$ 63.92	\$ 67.11	\$ 70.47	
67	Deputy City Manager	407	Annual	\$ 172,522.11	\$ 181,148.22	\$ 190,205.63	\$ 199,715.91	\$ 209,701.70	\$ 220,186.79	Exec Mgmt
		DEPT1	Monthly	\$ 14,376.84	\$ 15,095.68	\$ 15,850.47	\$ 16,642.99	\$ 17,475.14	\$ 18,348.90	
			Biweekly	\$ 6,635.47	\$ 6,967.24	\$ 7,315.60	\$ 7,681.38	\$ 8,065.45	\$ 8,468.72	
			Hourly	\$ 82.94	\$ 87.09	\$ 91.45	\$ 96.02	\$ 100.82	\$ 105.86	
68	Finance Director / Treasurer	206	Annual	\$ 161,805.42	\$ 169,895.69	\$ 178,390.47	\$ 187,310.00	\$ 196,675.50	\$ 206,509.27	Depthead
		DEPT5	Monthly	\$ 13,483.78	\$ 14,157.97	\$ 14,865.87	\$ 15,609.17	\$ 16,389.62	\$ 17,209.11	
			Biweekly	\$ 6,223.29	\$ 6,534.45	\$ 6,861.17	\$ 7,204.23	\$ 7,564.44	\$ 7,942.66	
			Hourly	\$ 77.79	\$ 81.68	\$ 85.76	\$ 90.05	\$ 94.56	\$ 99.28	
69	Fire Chief	711	Annual	\$ 166,762.84	\$ 175,100.98	\$ 183,856.03	\$ 193,048.83	\$ 202,701.28	\$ 212,836.34	Depthead
		DEPT6	Monthly	\$ 13,896.90	\$ 14,591.75	\$ 15,321.34	\$ 16,087.40	\$ 16,891.77	\$ 17,736.36	
			Biweekly	\$ 6,413.96	\$ 6,734.65	\$ 7,071.39	\$ 7,424.96	\$ 7,796.20	\$ 8,186.01	
			Hourly	\$ 80.17	\$ 84.18	\$ 88.39	\$ 92.81	\$ 97.45	\$ 102.33	
70	Police Chief	814	Annual	\$ 165,011.73	\$ 173,262.32	\$ 181,925.43	\$ 191,021.71	\$ 200,572.79	\$ 210,601.43	Depthead
		DEPT7	Monthly	\$ 13,750.98	\$ 14,438.53	\$ 15,160.45	\$ 15,918.48	\$ 16,714.40	\$ 17,550.12	
			Biweekly	\$ 6,346.61	\$ 6,663.94	\$ 6,997.13	\$ 7,346.99	\$ 7,714.34	\$ 8,100.06	
			Hourly	\$ 79.33	\$ 83.30	\$ 87.46	\$ 91.84	\$ 96.43	\$ 101.25	

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						
		CODE		A	B	C	D	E	F	GROUP
71	Public Works Director	615	Annual	\$ 138,313.25	\$ 145,228.91	\$ 152,490.36	\$ 160,114.88	\$ 168,120.62	\$ 176,526.65	Depthhead
		DEPT8	Monthly	\$ 11,526.10	\$ 12,102.41	\$ 12,707.53	\$ 13,342.91	\$ 14,010.05	\$ 14,710.55	
			Biweekly	\$ 5,319.74	\$ 5,585.73	\$ 5,865.01	\$ 6,158.26	\$ 6,466.18	\$ 6,789.49	
			Hourly	\$ 66.50	\$ 69.82	\$ 73.31	\$ 76.98	\$ 80.83	\$ 84.87	
72	Art Instructor	503	California Mandated Minimum Wage							
73	Community Services Officer	802	\$22.70							
74	EMT - Per Diem	700	Benched to B step of the Non-Safety EMT							
75	Fire Department Secretary	704	California Mandated Minimum Wage							
76	Lifeguard	512	California Mandated Minimum Wage							
77	Office Assistant	102	California Mandated Minimum Wage							
78	Paramedic - Per Diem	703	Benched to B step of the Non-Safety Paramedic							
79	Police Cadet	810	\$ 22.70							
80	Recreation / Arts Coordinator	500	California Mandated Minimum Wage							
81	Safety Dispatcher	820	\$ 38.53							
82	Senior Center Activity Coordinator	505	California Mandated Minimum Wage							
81	Senior Center Coordinator	505	California Mandated Minimum Wage							
83	Senior Nutrition Coordinator	506	California Mandated Minimum Wage							

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						
		CODE		A	B	C	D	E	F	GROUP
84	Special Projects Manager	507	Range from \$20 to \$175 DOQ							
85	Sports Field Maintenance Worker	508	California Mandated Minimum Wage							
86	Visual Arts Instructor	509	California Mandated Minimum Wage							

06/16/2026 - City Council Approved changes by Resolution 2026-54 implemented negotiated salary increases effective 6-27-2026

06/02/2026 - City Council Approved changes by Resolution 2026-51; adding the Administrative Analyst/Deputy City Clerk and deleting classifications that are not in use

04/07/2026 - City Council Approved changes by Resolution 2026-31 adding the classification of Lifeguard

01/20/2026 - City Council Approved changes by Resolution 2026-05R; Adding the Division Chief of EMS (Non-Safety) changes to Executive Assistant and updating min wage

11/04/2025 - City Council Approved changes by Resolution 2025-115R; Updated salary range for Deputy City Manager

10/21/2025 - City Council Approved changes by Resolution 2025-103R; Update Fire Department Salaries and Senior Accountant and Accountant

09/16/2025 - City Council Approved changes by Resolution 2025-94R; Updated salary range for CS Director, Accounting Tech, all general middle mangement employees

09/02/25 - City Council Approved changes by Resolution 2025-83R; Updated salary range for Finance Director/Treasurer

06/17/25 - City Council Approved changes by Resolution 2025-43R; Updated salary range for City Manager

06/17/25 - City Council Approved changes by Resolution 2025-42R; Master Salary Schedule update effective 6/28/2025

12/02/24 - City Council Approved changes by Resolution 2024-140R; New job classification and salary for City Clerk, Field Services Manager and Shelter Manager

12/02/24 - City Council Approved changes by Resolution 2024-139R; Hourly rate increase for Part-Time, Seasonal and Temporary Unrepresented Employees from \$16.00 to \$16.50 effective 1/1/25

12/02/24 - City Council Action; City Manager salary increase of 5% effective 12/14/24 per Employment Contract

11/18/24 - City Council Approved changes by Resolution 2024-129R; Master Salary Schedule update retro to 6/29/2024

11/04/24 - City Council Approved changes by Resolution 2022-125R; Master Salary Schedule update, retro to 6/29/2024

11/04/24 - City Council Approved changes by Resolution 2024-123R; New job classification and salary for Payroll Technician and Police Administrative Supervisor; retitling job classifications for Development Services Technician (formerly Building Planning Technician), Office Assistant I/II (formerly Clerical Assistant I/II, Community Services Coordinator (formerly Recreation Coordinator), Finance Director (formerly Director of Finance) and Lead Maintenance Worker (formerly Maintenance Worker III); Deputy City Manage salary increase of 10.32%; Finance Director salary increase of 22.84%; Police Chief salary increase of 12.39%; Public Works Director salary increase of 0.26%

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
11/04/24 - City Council Approved changes by Resolution 2024-122R; California League of City Employees' Associations (CLOCEA) salary increases: Administrative Assistant I /II - 4.87%, Animal Services Officer - 1.18%, Assistant and Associate Planner - 5.65%, Building Inspector - 6.95%, Code Enforcement Officer I - 19.41%, Code Enforcement Officer II - 6.15%, Community Services Officer - 11.03%, Custodian - 2.75%, Development Services Technician - 3.37%, Engineering Technician - 3.85%, Equipment Mechanic I - 25.24%, Equipment Mechanic II/III - 23.98%, Information Systems Technician - 1.68%, Lead Maintenance Worker - 1.96%, Maintenance Worker I/II - 1.96%, Office Assistant I - 6.65%, Office Assistant II - 7.5%, Police Clerk I - 11.63%, Police Clerk II - 10.5%, Transit Fleet Services Coordinator - 3.68%, Transit Mechanic I/II/III - 23.98%, Transit Shuttle Driver - 30.85% and Human Resources Technician - 1.50%										
11/04/24 - City Council Approved changes by Resolution 2024-121R; Fire Middle Management salary increases: Fire Battalion Chief - 3.78%, Fire Marshal - 2.57%, EMS Supervisor - 2.64% and Fire Captain - 2.57%										
11/04/24 - City Council Approved changes by Resolution 2024-120R; International Association of Firefighters Local 3716 (Fire) salary increases: Fire Engineer -2.57% and Firefighters - 1.08%										
11/04/24 - City Council Approved changes by Resolution 2024-119R; Police Middle Management salary increases: Police Commander - 2.38% and Police Sergeant - 2.99%										
11/04/24 - City Council Approved changes by Resolution 2024-118R; Selma Police Officer Association salary increases: Police Officer -1.89 %, Safety Dispatcher I - 1.97% and Safety Dispatcher II - 2.63%										
10/07/24 - City Council Approved changes by Resolution 2024-105R; New job classification and salary for Senior Administrative Assistant and retitle job classifications for Fire Battalion Chief (formerly Fire Division Chief) and Finance Manager (formerly Finance Department Manager)										
08/19/24 - City Council Approved changes by Resolution 2024-92R; 28.52% salary increase for Fire Chief; increase retro-active to pay period that includes July 1, 2024										
05/06/24 - City Council Approved changes by Resolution 2024-49R; 10% salary increase for Dispatcher I and 8% increase for Dispatcher II; increase retro-active to the pay period that includes July 1, 2023										
02/20/24 - City Council Approved changes by Resolution 2024-22R; New job classifications and salary for Animal Services Director, Animal Services Technician and Emergency Medical Services (EMS) Supervisor										
02/05/24 - City Council Approved changes by Resolution 2024-16R; New job classification and salary for Public Works Inspector										
12/04/23 - City Council Approved changes by Resolution 2023-108R; New job classification and salary for Animal Services Manager and Animal Services Officer; Salary increase of 11% for for Clerical Assistant I; Salary increase of 10.16% for Clerical Assistant II; Salary increase of 40.66% for Public Works Supervisor										
12/04/23 - City Council Approved changes by Resolution 2023-107R; Hourly rate increase for Part-Time, Seasonal and Temporary Unrepresented Employees from \$15.50 to \$16 effective 1/1/24										
12/04/23 - City Council Action; City Manager salary increase of 5% effective 12/08/23 per Employment Contract										
06/19/23 - City Council Approved changes by Resolution 2023-48R; New job classification of Crime Analyst										

CITY OF SELMA
MASTER SALARY SCHEDULE
Effective October 17, 2026

JOB CLASSIFICATIONS				STEPS						GROUP
		CODE		A	B	C	D	E	F	
10/17/23 - City Council Approved changes by Resolution 2023-93R; New job classification and salary for Administrative Services Director; Police Chief salary increase of 5%; Public Works Director salary increase of 25%										
12/05/22 - City Council Approved changes by Resolution 2022-115R; Master Salary Schedule update retro to 7/1/2022										
08/15/22 - City Council Approved changes by Resolution 2022-81R; Title change of Administrative Analyst (Economic Development Analyst) to Management Analyst (Economic Development Manager)										
07/18/22 - City Council Approved changes by Resolution 2022-59R; Salary increase for Police Chief based on 20% police department increase to combat compaction; 2% salary increase for Non-Safety Paramedics										
04/04/22 - City Council Approved changes by Resolution 2022-25R; New job classification of Special Projects Manager										
03/21/22 - City Council Approved changes by Resolution 2022-20R; New job classifications and salary ranges for Accounting Technician, Code Enforcement Officer II, Engineering Technician, Executive Assistant to the City Manager, Human Resources Technician and Senior Accountant; Salary increases for Associate Planner, Police Chief and Public Works Director; Reclassification of Code Enforcement Officer to Code Enforcement Officer I; Reclassification of Code Enforcement Officer I with no salary change; Fire MOU 4% salary increase; Fire Mid-Safety 4% salary increase										
03/21/22 - City Council Approved changes by Resolution 2022-19R; New job classifications and salary ranges for Accounting Technician, Code Enforcement Officer II, Engineering Technician, Executive Assistant to the City Manager, Human Resources Technician and Senior Accountant; Salary increases for Associate Planner, Police Chief and Public Works Director; Reclassification of Code Enforcement Officer to Code Enforcement Officer I; Reclassification of Code Enforcement Officer I with no salary change										
02/07/22 - City Council Approved changes by Resolution 2022-11R; Reclassification of one vacant Safety Dispatcher II to Supervising Safety Dispatcher and New Job Classifications of Supervising Safety Dispatcher and Non-Safety EMT (24 and 12)										
01/18/22 -City Council Approved changes by Resolution 2022-5R; Reclassified vacant Assistant City Manager to Deputy City Manager; Reclassified Finance Director to Director of Finance/Treasurer; Master Salary Scheudule Update										

Resolutions prior to 2022 may be obtained from the City of Selma City Clerk.

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5-1

Discussion on the City's Policy on Naming Parks and Facilities

CITY COUNCIL STAFF REPORT

MEETING DATE: October 6, 2026

SUBJECT: Discussion on the City's Policy on Naming Parks and Facilities

SUBMITTED: Liz M. Fletcher, Community Services Director

APPROVED: Jason Rogers, City Manager

RECOMMENDATION:

Staff is seeking direction on the current Policy on Naming Parks and Facilities and whether amendments are necessary to consider the proposed renaming of existing City facilities.

DISCUSSION:

On September 1, 2026, with Council consensus, Councilmember Avalos requested that staff revisit the City's Policy on Naming Parks and Facilities. Councilmember Avalos proposed renaming Ringo Park to Dennis Lujan Park and renaming the Selma Arts Center as the Mike Derr Arts Center.

Staff reviewed the City's Naming of City Parks and Facilities Policy, which was adopted on May 1, 2006. The policy generally provides that existing parks, facilities, and facilities are not to be renamed unless approved by the City Council for further consideration. The policy states that the primary reason for limiting renaming is to avoid diminishing the original justification for an existing name or discounting the value of prior contributions.

The policy also establishes criteria for naming facilities in honor or memory of individuals or organizations and provides a process for considering naming requests. It further allows consideration of naming a subsection of an existing park or facility in honor or memory of an individual or organization.

Given the proposed requests, staff is seeking direction from the City Council on whether the existing policy remains appropriate, whether amendments should be brought back for consideration, or whether Council would like staff to proceed with the proposed naming requests under the existing policy.

FISCAL IMPACT:

There is no fiscal impact associated with providing direction on the policy.

Attachments:

- ☐ Resolution
- ☐ Ordinance
- ☐ Map
- ☐ Agreement
- ☒ Other Naming Parks &
 Facilities Policy

List:

CITY OF SELMA

NAMING OF CITY PARKS AND FACILITIES POLICY

Adopted: May 1, 2006

1. PURPOSE

The policy provides guidelines and procedures for the naming of City Parks, City Facilities, Plaques, Markers, Memorials, and Specific Facilities in parks or on City-owned property.

2. DEFINITIONS

Term	Definition
Parks	City-owned and managed properties used for public recreation, including developed and undeveloped park areas and designated open space.
City Facilities	City-owned facilities used to conduct City business, including City Hall, Fire and Police Stations, Arts Center, Senior Center, and Youth Center.
Specific Facilities	Facilities/amenities within a park or facility, including athletic fields, gymnasiums, meeting rooms, picnic shelters, tennis and basketball courts, and playground equipment.

3. GENERAL NAMING CRITERIA

3.1 City Council Evaluation

The City Council evaluates the merit of each suggested name according to the criteria in this policy.

3.2 Recreation and Community Services Commission

The Recreation and Community Services Commission reviews and makes recommendations to the City Council for Parks, Recreation Facilities, and Recreation Specific Facilities.

3.3 Non-Recreation Facilities

All non-recreation facility requests go directly to Administration Staff with a recommendation to City Council.

3.4 General Naming Policy

The general policy is to name parks and facilities in a manner that provides an easy and recognizable reference to the City and is compatible with the area in which they are located.

4. GEOGRAPHICAL LOCATION CRITERIA

4.1 Location-Based Names

A park, facility, or specific facility may be named for the school on which it is located or the street it is adjacent to.

4.2 Community or Regional Identification

The geographic location may also be based on identification with a specific place, neighborhood, regional area of the City, or the City itself if the park or facility serves the entire community or surrounding areas.

5. INDIVIDUAL/ORGANIZATION NAMING CRITERIA

All of the following criteria are used to evaluate memorial-naming requests:

5.1 Deceased Individual

The individual must be deceased at least three (3) years.

5.2 Residency

The individual was a resident of the City of Selma (including the Selma Unified School District area) for fifteen (15) years or more.

5.3 No Felony Conviction

The individual must not have been convicted of a felony.

5.4 Exceptional Contributions

The individual/organization made exceptional contributions to the City, including financial gifts, public service, or long-term sponsorship agreements.

Contributions of regional or community-wide significance may be considered for naming parks or facilities that serve the region or community.

5.5 Line of Duty/Heroic Act

The person being memorialized died in the line of duty serving the City of Selma or the United States of America, or died while performing a heroic act (e.g., saving the life of another person).

5.6 Individual — Family Approval

The City will obtain and/or attempt to make contact for approval from living family members of individuals recommended for naming honors.

5.7 Organization — Active

Requires signed letterhead with approval from the Board of Directors.

5.8 Organization — Non-Active

City Council will have final approval based on recommendations.

5.9 Eligibility Does Not Guarantee Approval

Satisfying one or more of the eligibility criteria does not assure a recommendation from the Recreation and Community Services Commission or City Council approval.

6. RE-NAMING OF EXISTING PARKS OR FACILITIES

6.1 General Policy

There will be no re-naming of existing Parks, Facilities, or Specific Facilities unless it is found that the criteria outlined in the policy is in question.

6.2 City Council Approval

Only with City Council approval can a re-naming be investigated and approved.

6.3 Purpose of Restriction

The primary reason for not allowing re-naming is to not diminish the original justification for the name or discount the value of prior contributions.

6.4 Subsection Naming

Consideration will be given to requests for a subsection of a facility or park in honor or memory of an individual/organization with appropriate recognition and acceptable criteria.

7. FUNDRAISING CAMPAIGN NAMING GUIDELINES

7.1 City-Affiliated Organizations

Organizations affiliated with the City that desire to raise funds for a project must receive a recommendation from the Recreation and Community Services Commission (for Recreation Facilities or Parks) and approval from the City Council prior to the fundraising campaign.

7.2 Notification to City Staff

Organizations conducting fundraising campaigns with naming opportunities must immediately notify City staff when a naming proposal is under consideration to facilitate an administrative review.

7.3 Prohibited Naming Proposals

Naming proposals that promote alcohol, tobacco products, or political organizations will not be considered.

7.4 Conditional Acceptance and Final Approval

Acceptance of a naming proposal by a fundraising organization is conditional pending review and recommendation by City Staff (for non-recreation facilities) or the Recreation and Community Services Commission (for recreation-related facilities), with final approval by the City Council required.

8. PLAQUES, MARKERS, AND MEMORIALS

8.1 City Standards

Must be in accordance with City Standards; location, size, and writing require approval by designated City Staff.

8.2 Design

Must be designed to blend with the existing park or facility.

8.3 Materials

Must be made of bronze or any other pre-approved material.

8.4 Maintenance Agreement

A written maintenance agreement for each plaque, marker, or memorial must be reviewed and approved by both the Recreation and Community Services and Public Works Directors.

8.5 Current City Staff Recommendation

City Staff no longer recommends metal or bronze plaques due to recycling/theft risk; granite or similar materials are recommended.

9. NAMING PROCEDURE — NEW PARKS OR FACILITIES

9.1 Beginning of Naming Process

Naming begins when the first phase of development begins.

9.2 Submission of Nominations

Groups or individuals may submit nominations in writing on a provided form; all recommendations receive equal consideration regardless of nomination source.

9.3 Staff Review

Staff reviews the form for completeness and forwards non-recreation requests to City Council and recreation facility requests to the Recreation and Community Services Commission. The City Council has final approval.

9.4 Public Notice and Deadline

A Request for Acceptance of Nominees will be publicized at the time of any new construction; no nominees will be accepted after the announced deadline.

10. NAMING PROCEDURE — EXISTING FACILITIES

10.1 Submission of Requests

Requests to rename existing Specific Facilities are made by completing the nomination form from the Recreation and Community Services Department.

10.2 Staff Referral

Staff forwards the form to City Hall (non-recreation) or to the Recreation and Community Services Commission (parks and recreation facilities).

10.3 Commission Recommendation

The Recreation and Community Services Commission provides a recommendation to City Council.

10.4 Final Decision

The decision of the City Council is **FINAL**.

11. NOMINATION PROCESSING TIMEFRAME

Any nomination received will be forwarded to the City Council or the Recreation and Community Services Commission within sixty (60) days after receipt of a completed nomination form for all new facilities.

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