



AGENDA

Consolidated Regular Meeting

City Council Chamber - 1243 National City
Boulevard, National City, CA

Ron Morrison, Mayor

Luz Molina, Vice-Mayor - District 1

Jose Rodriguez, Councilmember - District 2

Ditas Yamane, Councilmember - District 3

Marcus Bush, Councilmember - District 4

Alejandro Hernandez, Acting City Manager

Heidi Skinner, Interim City Attorney

Shelley Chapel, MMC, City Clerk

The City Council also sits as the City of National City Community Development Commission, Housing Authority, Joint Powers Financing Authority, and Successor Agency to the Community Development Commission as the National City Redevelopment Agency

Thank you for participating in local government and the City of National City Council Meetings.

Meetings: Regular City Council Meetings are held on the first and third Tuesday of the month at 6:00 p.m. Special Closed Session Meetings and Workshops may be same day, the start time is based on needs. Check Special Agendas for times.

Location: Regular City Council Meetings are held in the Council Chamber located at City Hall, 1243 National City Boulevard, National City, CA 91950, the meetings are open to the public.

Agendas and Material: [Agendas and Agenda Packet](#) for items listed are available on the City website, and distributed to the City Council no less than 72 hours before the City Council Meeting. Sign up for [E-Notifications](#) to receive alerts when items are posted.

Public Participation: Encouraged in a number of ways as described below. Members of the public may attend the City Council Meeting in person, watch the City Council Meeting via [live](#) web stream, or participate remotely via [Zoom](#). [Recording of Meetings](#) are archived and available for viewing on the City's website.

To listen to the live stream in Spanish, you must register for Zoom prior to the meeting for access.

All Zoom registration must be completed **two (2)** hours prior to the City Council Meeting for access.

Public Comment: Persons wishing to address the City Council on matters not on the agenda may do so under Public Comments. Those wishing to speak on items on the agenda may do so when the item is being considered. Please submit a Speaker's Slip to the City Clerk before the meeting or immediately following the announcement of the item. All comments will be limited up to three (3) minutes. The Presiding Officer shall have the authority to reduce the time allotted to accommodate for a large number of speakers. (*City Council Policy 104*)

All written comment must be submitted no later than **four (4)** hours prior to the start of the meeting to allow time for distribution to the City Council.

EFFECTIVE JANUARY 1, 2025

All Contributions to Candidates and Current Elected Officials are required to self-report a Declaration of Campaign Contribution to a Councilmember of more than \$500 within the past year (effective Jan 1, 2025). This report may be included on the Public Comment Speaker Slip to be completed prior to the City Council Meeting.

Spanish Interpretation Services: Spanish Interpretation Services are available; please contact the City Clerk before the start of the meeting for assistance. clerk@nationalcityca.gov

American Disabilities Act Title II: In compliance with the American Disabilities Act of 1990, persons with a disability may request an agenda in appropriate alternative formats as required by Title II. Any person with a disability who requires a modification or accommodation to participate in a meeting should direct such request to the City Clerk's Office (619) 336-4228 at least 24 hours in advance of the meeting.



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Gracias por participar en las reuniones del gobierno local y del Consejo de la Ciudad de National City.

Reuniones: Las reuniones regulares del Consejo Municipal se llevan a cabo el primer y tercer martes del mes a las 6:00 p.m. La reunión especial de sesión privada y los talleres pueden ser el mismo día, la hora de inicio se basa en las necesidades. Consulte las agendas especiales para conocer los horarios.

Ubicación: Las reuniones regulares del Concejo Municipal se llevan a cabo en la Cámara del Consejo ubicada en el Ayuntamiento, 1243 National City Boulevard, National City, CA 91950, las reuniones están abiertas al público.

Agendas y Material: Las Agendas y el Paquete de Agenda para los temas enumerados están disponibles en el sitio web de la Ciudad y se distribuyen al Concejo Municipal no menos de 72 horas antes de la Reunión del Concejo Municipal. Regístrese para recibir notificaciones electrónicas cuando se publiquen artículos.

Participación pública: Se fomenta de varias maneras como se describe a continuación. Los miembros del público pueden asistir a la Reunión del Concejo Municipal en persona, ver la Reunión del Concejo Municipal a través de la transmisión web en vivo o participar de forma remota a través de Zoom. Las grabaciones de las reuniones están archivadas y disponibles para su visualización en el sitio web de la Ciudad.

Para escuchar la transmisión en Español, registration por Zoom es requerido antes del comienzo de la sesión.

Todo registro para la transmisión por Zoom debe completarse **dos (2)** horas antes de la Reunión del Concejo Municipal.

Comentario Público: Las personas que deseen dirigirse al Concejo Municipal sobre asuntos que no están en la agenda pueden hacerlo bajo Comentarios públicos. Quienes deseen hacer uso de la palabra sobre los temas del programa podrán hacerlo cuando se esté examinando el tema. Por favor, envíe una solicitud del orador al Secretario de la Ciudad antes de la reunión o inmediatamente después del anuncio del artículo. Todos los comentarios estarán limitados a tres (3) minutos. El Presidente tendrá la autoridad para reducir el tiempo asignado para dar cabida a un gran número de oradores. (Política del Concejo Municipal 104)

Si desea enviar comentarios por escrito, envíe un correo electrónico a la Oficina del Secretario de la Ciudad al menos 1 hora antes de la Reunión del Consejo Municipal para dar tiempo a la distribución al Consejo Municipal.

Todos comentarios deben estar sometidos a más tardar **cuatro (4)** horas antes del comienzo de la sesión.

A PARTIR DEL 1 DE ENERO DE 2023

Todas las contribuciones a los candidatos y funcionarios electos actuales deben autoinformar una Declaración de contribución de campaña a un concejal de más de \$ 250 en el último año (a partir del 1 de enero de 2023). Este informe puede incluirse en el Recibo del orador de comentarios públicos que se completará antes de la reunión del Concejo Municipal

Servicios de interpretación en español: Los servicios de interpretación en español están disponibles, comuníquese con el Secretario de la Ciudad antes del inicio de la reunión para obtener ayuda.

Título II de la Ley de Discapacidades Americanas: En cumplimiento con la Ley de Discapacidades Americanas de 1990, las personas con discapacidad pueden solicitar una agenda en formatos alternativos apropiados según lo requerido por el Título II. Cualquier persona con una discapacidad que requiera un modificación o adaptación para participar en una reunión debe dirigir dicha solicitud a la Oficina del Secretario de la Ciudad (619) 336-4228 al menos 24 horas antes de la reunión.

State of California)
)ss.
County of San Diego)

AFFIDAVIT OF POSTING

I, Shelley Chapel, MMC, City Clerk of the City of National City, hereby declare under penalty of perjury that this notice of a Regular Meeting was called by the City Council of the City of National City was posted and provided on Thursday, February 26, 2026, at 6:00 p.m. Said meeting to be held Tuesday, March 3, 2026, at 6:00 p.m. in the City Hall, City Council Chambers, 1243 National City Blvd., in the City of National City, California. Said notice was posted on the Bulletin Boards in front of City Hall and the Library.

Shelley Chapel

Shelley Chapel, MMC, City Clerk



AGENDA

Consolidated Regular Meeting

Tuesday, March 3, 2026, 6:00 p.m.

City Council Chamber - 1243 National City Boulevard
National City, CA

Pages

1. CALL TO ORDER
2. ROLL CALL
3. PLEDGE OF ALLEGIANCE TO THE FLAG
4. INVOCATION
5. PUBLIC COMMENT

In accordance with State law, an item not scheduled on the agenda may be brought forward by the general public for comment; however, the City Council will not be able to discuss or take action on any issue not included on the agenda. Speakers will have up to three (3) minutes.

6. PROCLAMATIONS AND RECOGNITION

- | | | |
|-----|---|---|
| 6.1 | Proclamation - Feeding San Diego Day | 4 |
| 6.2 | Proclamation - Champions Week for Meals on Wheels San Diego County | 5 |
| 6.3 | Proclamation - Women's History Month Honoring Candelaria "Candy" Cuevas, Connie Cepeda, Jovita Arellano, Lizzette Amaya, Lorna de los Santos, Mona Liza, Nancy Estolano, Nayeli Macias, Roula Alraheb, Shirley Ferrill, Susan de los Santos | 6 |
| 6.4 | Introduction of New Hires and Promotions of City Employees | 7 |

7. REGIONAL BOARDS AND COMMITTEE REPORTS (Limited to Five (5) Minutes each)

Per Government Code Section 53232.3(d) also known as AB1234: Members of a legislative body shall provide brief reports on meetings attended at the expense of the local agency at the next regular meeting of the legislative body.

8. CONSENT CALENDAR

The Consent Calendar may be enacted in one motion by the City Council with a Roll Call Vote without discussion unless a Councilmember, a member of the Public, or the City Manager requests an item be removed for discussion. Items removed from the Consent Calendar will be considered immediately following the adoption of the Calendar.

- 8.1 Approval of Reading by Title Only and Waiver of Reading in Full of Ordinance on this Agenda
- 8.2 Purchase of Roofing Materials from The Garland Company, Inc. for MLK Community Center 8
- Recommendation:
Adopt a Resolution Entitled, "Resolution of the City Council of the City of National City, California, 1) Waiving the Formal Bid Process Pursuant to National City Municipal Code Section 2.60.260 Regarding Cooperative Purchasing and Authorizing the City to Piggyback onto California Multiple Award Schedule Contract # 4-20-56-0006B with The Garland Company, Inc. for the Purchase of Roofing Materials in a Not-to-Exceed Amount of \$539,297 for the Martin Luther King Jr. Community Center."
- 8.3 Semi-Annual Report – Boards, Commissions, and Committees Attendance Report – Includes Third and Fourth Quarters of Calendar Year 2025. 33
- Recommendation:
Receive and file.
- 8.4 Warrant Register No. 28 for the Period of 1/2/26 through 1/8/26 in the Amount of \$891,653.51 47
- Recommendation:
Ratify Warrants Totaling \$891,653.51.
- 8.5 Warrant Register No. 29 for the Period of 1/9/26 through 1/15/26 in the Amount of \$2,500,464.49 56
- Recommendation:
Ratify Warrants Totaling \$2,500,464.49.
- 8.6 Warrant Register No. 30 for the Period of 1/16/26 through 1/22/26 in the Amount of \$1,431,243.60 63
- Recommendation:
Ratify Warrants Totaling \$1,431,243.60.

9. STAFF REPORTS

- 9.1 Investment Transactions for the Month Ended November 30, 2025. 70

Recommendation:

Accept and File the Investment Transaction Ledger for the Month Ended November 30, 2025.

- 9.2 Memorandum of Understanding (MOU) Between the City of National City and the National City Police Officers' Association (NCPOA) 83

Recommendation:

Adopt the Resolution Entitled, "Resolution of the City Council of the City of National City, California, Approving the Memorandum of Understanding Between the City of National City and the National City Police Officers' Association and Authorizing the Establishment of a Fiscal Year 2025-2026 Budget Appropriation in the Amount of \$1,187,247 in the General Fund to Fund Salary and Benefit Increases.

- 9.3 Acting City Manager Compensation 150

Recommendation:

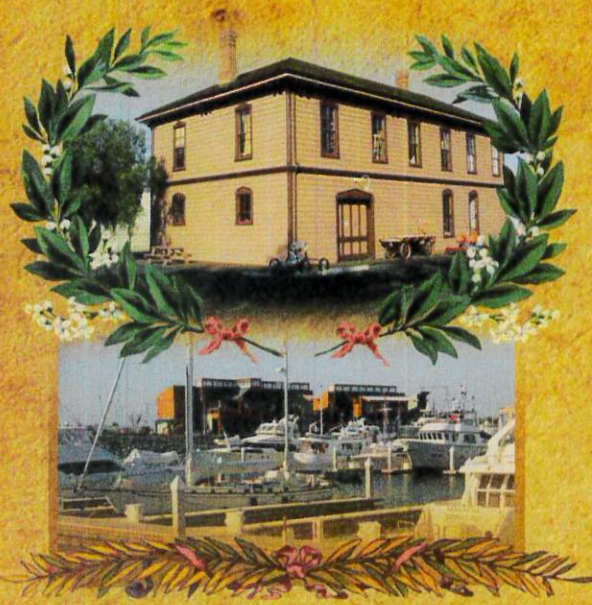
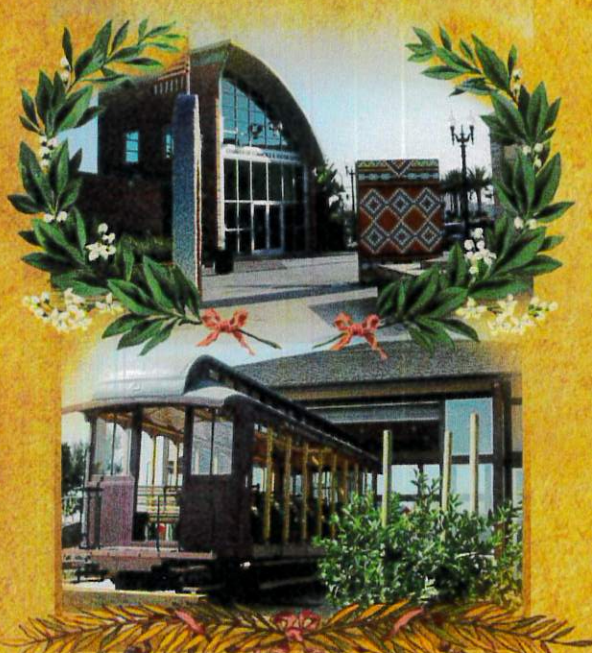
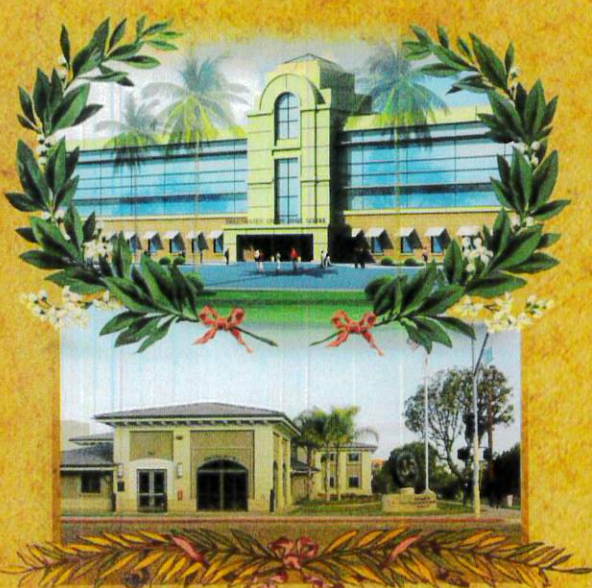
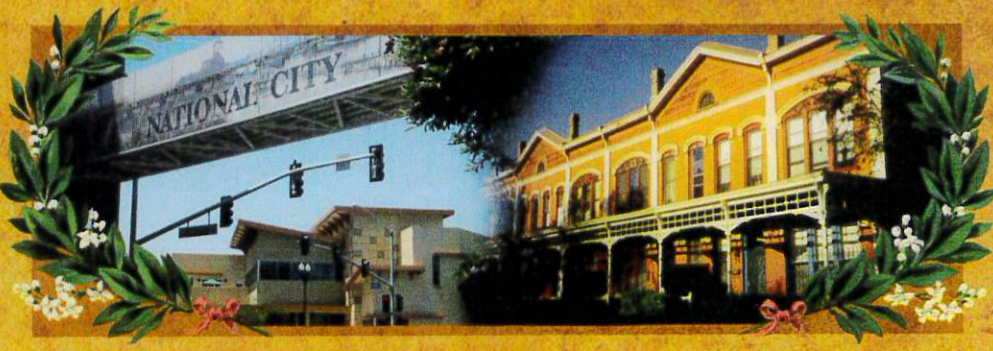
Approve a Temporary Base Salary Increase to \$12,429.00 Biweekly for Chief of Police Alejandro Hernandez, Equal to 15% above His Current Salary Rate, While Serving as Acting City Manager, Effective March 3, 2026.

10. CITY MANAGER'S REPORT

11. ELECTED OFFICIALS REPORT

12. CITY ATTORNEY REPORT

13. ADJOURNMENT



Proclamation



WHEREAS, hunger continues to impact individuals and families throughout San Diego County, affecting children, seniors, veterans, military families, college students, and other vulnerable populations; and

WHEREAS, established in 2007, Feeding San Diego is the leading hunger-relief and food rescue organization in San Diego County and the region's only Feeding America partner food bank; and

WHEREAS, Feeding San Diego is dedicated to connecting every person facing hunger with nutritious meals by maximizing food rescue, ensuring that high-quality surplus food is redirected to those in need rather than going to waste; and

WHEREAS, through partnerships with more than 760 food donors, over 50 farms and packing sheds, and more than 350 local charities, schools, faith communities, meal sites, and food pantries, Feeding San Diego distributes food throughout San Diego County, including the City of National City; and

WHEREAS, during the holiday season, Feeding San Diego provided Thanksgiving dinners to more than 600 seniors and residents in the City of National City, helping ensure that some of the community's most vulnerable neighbors were able to celebrate the holidays with dignity, nourishment, and care; and

WHEREAS, Feeding San Diego provides more than 31 million meals annually and has distributed more than 419 million meals since its founding, making a profound and lasting impact on the health and stability of the communities it serves; and

WHEREAS, during the 2024–2025 fiscal year, approximately 90 percent of the food distributed by Feeding San Diego was rescued, preventing unnecessary food waste and contributing to a more sustainable food system; and

WHEREAS, by diverting food from landfills, Feeding San Diego has rescued more than 32 million pounds of food and prevented nearly 28,986 metric tons of carbon dioxide equivalent emissions, demonstrating its commitment to protecting both people and the planet; and

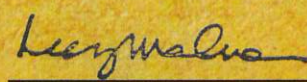
WHEREAS, Feeding San Diego's efforts help ensure that children succeed in school, families remain housed, seniors age with dignity, and those who serve our country can do so knowing their families are supported;

NOW, THEREFORE, BE IT RESOLVED, I, Ron Morrison, Mayor, by virtue of the authority vested in me by the City of National City, do hereby affix the official seal and, on behalf of the City Council, proclaim March 3rd 2026 as

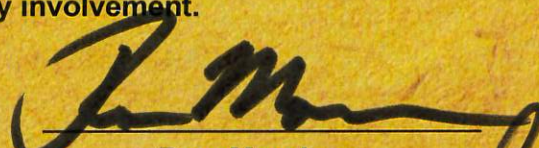
"FEEDING SAN DIEGO DAY"

in the City of National City and encourages all residents to recognize the remarkable impact of Feeding San Diego and to support its mission through volunteerism, advocacy, and community involvement.



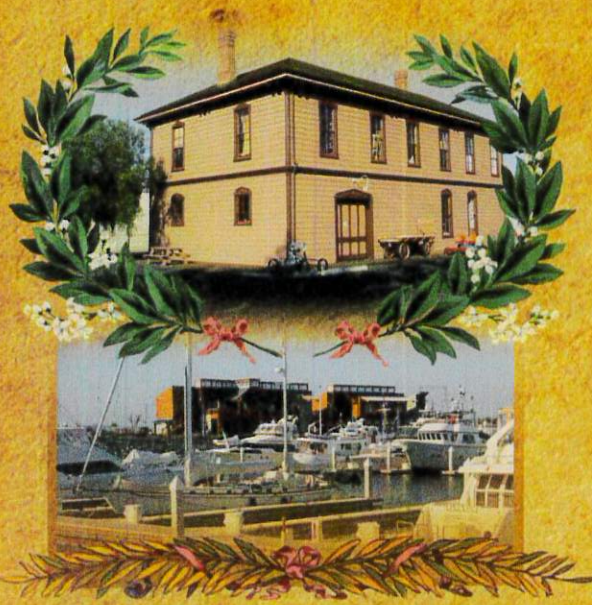
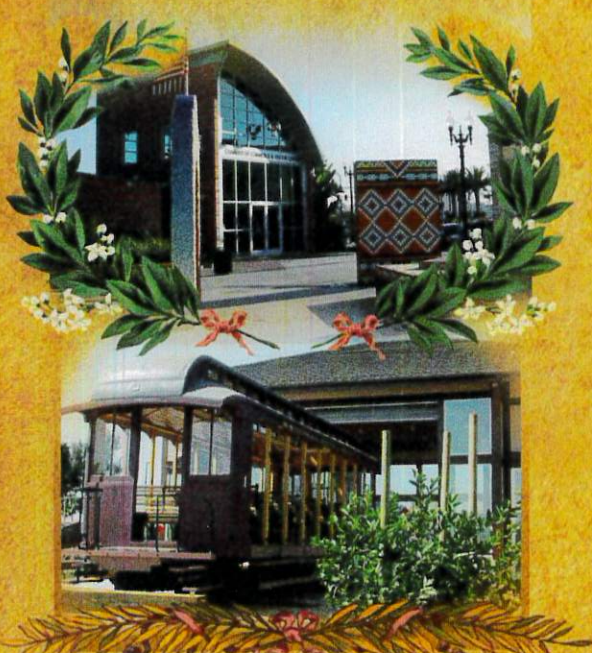
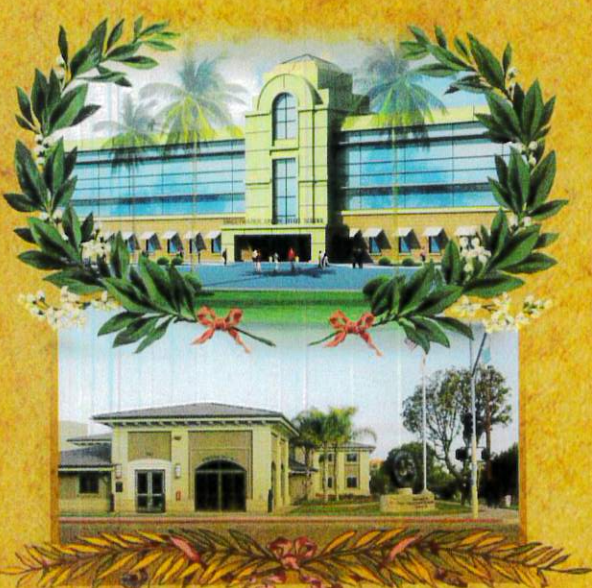
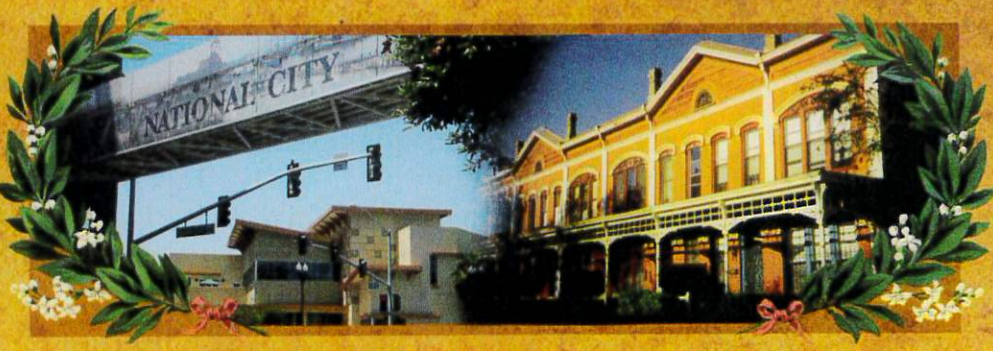

Luz Molina
Vice-Mayor


Jose Rodriguez
Councilmember


Ron Morrison
MAYOR


Marcus Bush
Councilmember


Ditas Yamane
Councilmember



Proclamation



WHEREAS, Meals on Wheels San Diego County has proudly served the region since 1960, and is recognized by the City of National City for its vital role in supporting seniors, veterans, and individuals with disabilities through services that promote health, dignity, and independence; and

WHEREAS, within the City of National City, Meals on Wheels San Diego County annually provides approximately 18,500 nutritious meals to older adults, serves more than 93 local clients, and travels over 9,500 miles in service to our community; and

WHEREAS, during Fiscal Year 2022–2023, Meals on Wheels San Diego County delivered a cumulative total of 22,020,528 meals since its founding, serving 4,324 clients, 46 percent of whom live alone and 34 percent over the age of 65, including 1,359 veterans and their spouses, made possible by 3,506 volunteers who contributed 119,614 hours, drove 775,173 miles, and provided over 9,000 minutes of companionship calls, ensuring reliable meals and services that reduce isolation and promote wellbeing; and

WHEREAS, recognizing that pets are often a vital source of comfort and companionship, Meals on Wheels San Diego County's AniMeals program provided food assistance to 397 dogs and 334 cats, helping clients keep their beloved companions at home; and

WHEREAS, the 24th Annual Champions Week Meal Delivery, taking place March 2 through March 6, highlights the collective efforts of elected officials, community leaders, volunteers, and advocates who come together to raise awareness of senior hunger and the essential services provided by Meals on Wheels San Diego County;

NOW, THEREFORE, BE IT RESOLVED, I, Ron Morrison, Mayor, by virtue of the authority vested in me by the City of National City, do hereby affix the official seal and, on behalf of the City Council, proclaim March 2nd through March 6th 2026 as

“CHAMPIONS WEEK FOR MEALS ON WHEELS SAN DIEGO COUNTY”

in the City of National City and encourage all residents to recognize the remarkable impact of Meals on Wheels San Diego County and to support its mission through volunteerism, advocacy, and community involvement.



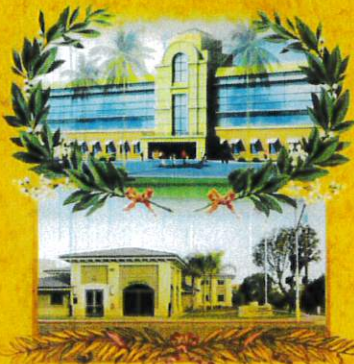
Ron Morrison
MAYOR

Luz Molina
Vice-Mayor

Marcus Bush
Councilmember

Jose Rodriguez
Councilmember

Ditas Yamane
Councilmember



Proclamation

CALIFORNIA
NATIONAL CITY
1887
INCORPORATED

WHEREAS, each year in March, Women's History Month provides an opportunity to celebrate and honor the countless women and girls whose courage, leadership, innovation, and determination have shaped our Nation, strengthened our communities, and advanced the cause of equality; and

WHEREAS, throughout history, women of every race, culture, and background have overcome barriers of discrimination and inequality to expand opportunities not only for themselves, but for future generations; and

WHEREAS, women have been leaders in movements for suffrage, civil rights, labor protections, education, public service, business, science, the arts, and community advocacy working tirelessly to build a more just and inclusive society; and

WHEREAS, the City of National City proudly recognizes the extraordinary contributions of women within our own community who dedicate their time, talent, and leadership to improving the lives of others; and

WHEREAS, this year, we especially honor the following women for their outstanding service and positive impact in National City:

Candelaria "Candy" Cuevas	Connie Cepeda	Jovita Arellano	Lizzette Amaya
Lorna de los Santos	Mona Liza	Nancy Estolano	Nayeli Macias
Roula Alraheb	Shirley Ferrill	Susan de los Santos	

whose leadership, compassion, and commitment continue to inspire progress, strengthen families, and enrich the civic life of our community;

NOW, THEREFORE, BE IT RESOLVED, I, Ron Morrison, Mayor by virtue of the authority vested in me by the City of National City, affix the official seal and do hereby on behalf of the City Council, proclaim March 2026 as:

WOMEN'S HISTORY MONTH

in the City of National City, and encourage all residents to recognize, celebrate, and support the invaluable contributions of women past, present, and future who help shape our city, our state, and our Nation.

Ron Morrison
MAYOR

Luz Molina
Vice-Mayor

Jose Rodriguez
Councilmember

Marcus Bush
Councilmember

Ditas Yamane
Councilmember



FEB
NEW HIRES



2026

PROMOTIONS



HEIDI SKINNER
INTERIM CITY ATTORNEY



EDGARDO SANTOS
LIBRARY CIRCULATION SUPERVISOR



LEONARDO MARQUEZ
PARKING REGULATIONS OFFICER



GIANCARLO CALDERON
POLICE OFFICER



CHRISTIAN OSORIO
POLICE OFFICER

Welcome &
CONGRATULATIONS



AGENDA REPORT

Department: Engineering & Public Works
Prepared by: Tirza Gonzales, Operations Manager
Meeting Date: Tuesday, March 3, 2026
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

Purchase of Roofing Materials from The Garland Company, Inc. for MLK Community Center

RECOMMENDATION:

Adopt a Resolution Entitled, "Resolution of the City Council of the City of National City, California, 1) Waiving the Formal Bid Process Pursuant to National City Municipal Code Section 2.60.260 Regarding Cooperative Purchasing and Authorizing the City to Piggyback onto California Multiple Award Schedule Contract # 4-20-56-0006B with The Garland Company, Inc. for the Purchase of Roofing Materials in a Not-to-Exceed Amount of \$539,297 for the Martin Luther King Jr. Community Center."

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

In October 2024, the Engineering & Public Works Department commissioned a comprehensive roof inspection and assessment of all City-owned facilities. The results of the assessment confirmed that the roof covering the Martin Luther King Jr. (MLK) Community Center, which was installed nearly 20 years ago, has exceeded its useful life and needs to be replaced. In order to expedite product delivery and take advantage of competitive pricing, staff have identified an opportunity for the City of National City to piggyback onto California Multiple Award Schedule (CMAS) Contract # 4-20-56-0006B with The Garland Company, Inc. for the purchase of roofing materials for the MLK Community Center. This agenda item addresses the acquisition of the roofing system only, with related services to be awarded at a later date.

NCMC Section 2.60.260 provides authority to the purchasing agent to join with other public jurisdictions to take advantage of cooperative purchasing opportunities, including but not limited to any federal, state or local agency pricing program or structure that is determined by the purchasing agent to allow a procurement that is in the best interests of the City.

The purchasing agent may buy directly from a vendor at a price established through competitive bidding by another public agency whose procedures have been determined by the purchasing agent to be in substantial compliance with the City's procurement procedures, irrespective of the contracting limits of that jurisdiction or agency, even if the City had not initially joined with that public agency in the cooperative purchase.

National City's Purchasing staff has confirmed that CMAS Contract # 4-20-56-0006B with The Garland Company, Inc. was competitively bid through a Request for Proposals process, and that the CMAS procurement procedures are in substantial compliance with those of National City.

Staff recommends taking advantage of the competitive pricing offered through this cooperative purchasing opportunity to secure a highly rated 30-year roofing system that meets or exceeds industry standards.

FINANCIAL STATEMENT:

Appropriations are available for this purchase in the General Fund Capital Improvement Program (CIP) budget in the following expenditure account:

399-10-18-18500-7598-1500100 (Facility Upgrades) - \$539,297

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Public Safety

ENVIRONMENTAL REVIEW:

This is a project under CEQA subject to a Categorical Exemption. Existing Facilities. CCR 15301(c).

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBITS:

Exhibit A – MLK Community Center Roof Proposal

Exhibit B – CMAS Contract 4-20-56-0006B

Exhibit C – Resolution



THE GARLAND COMPANY, INC.

HIGH PERFORMANCE ROOFING AND WATERPROOFING SYSTEMS

3800 EAST 91ST. STREET • CLEVELAND, OHIO 44105-2197

PHONE: (216) 641-7500 • FAX: (216) 641-0633

NATIONWIDE: 1-800-321-9336

11-17-25

Steve Manganiello
City of National City

PROJECT MATERIAL PROPOSAL

Re: Spring '26 Roofing Project – MLK Community Center

We are pleased to provide the following quotation for roofing materials. The following materials shall be purchased by City of National City from the CMAS Schedule. Reference Contract #: 4-20-56-0006B.

The following
materials shall be
purchased from
the California
Multiple Awards
Schedule
Contract #: 4-20-
56-0006B
GSA Contract #:
GS-07F-0130K
(THE
GARLAND
COMPANY,
INC.)

Overall (B&D) **MLK Comm Center**

Material	Amount	Unit	Cost	Total
StressBase 80 Plus	192	Roll	\$321.00	\$61,632.00
StressPly FR Mineral P-80	395	Roll	\$402.00	\$158,790.00
StressPly FR Mineral P-80 Set Up Charge	-	-	\$1,500.00	\$1,500.00
HPR Glasbase	95	Roll	\$189.00	\$17,955.00
Green-Lock Plus Membrane Adhesive	260	5 gal	\$521.00	\$135,460.00
Green-Lock Plus Flashing Adhesive	115	3.5 gal	\$439.00	\$50,485.00
Butyl Sealing Tape	4	Case	\$347.00	\$1,388.00
Tuff-Stuff MS True White	120	Tube	\$23.00	\$2,760.00

R-Mer SS Flat Stock	70	Sheet	\$194.00	\$13,580.00
Flashing Bond	10	5 gal	\$154.00	\$1,540.00
Tuff-Flash Plus LO	5	3 gal	\$657.00	\$3,285.00
Sunburst Roofing Minerals	4	Bag	\$186.00	\$744.00
Garla-Prime VOC	10	5 gal	\$174.00	\$1,740.00
Tuff-Coat Sandstone	18	5 gal	\$663.00	\$11,934.00
GarMesh 6"	25	Roll	\$88.00	\$2,200.00
WPG 3/8" White Rock	60	Bag	\$55.83	\$3,349.80
UniBond ST 4"	15	Roll	\$166.00	\$2,490.00
Cool-Sil HB White	10	5 gal	\$852.00	\$8,520.00
Material Cost				\$479,352.80
Tax				\$41,943.37
Shipping Cost				\$18,000.00
Overall Total				\$539,296.17



Procurement Division
707 Third Street, 2nd Floor, MS #2-202
West Sacramento, CA 95605-2811

State of California

MULTIPLE AWARD SCHEDULE

NON-MANDATORY

The Garland Company, Inc.

CMAS NUMBER:	4-20-56-0006B
SUPPLEMENT NUMBER:	1
CMAS TERM DATES:	01/27/2020 through 12/31/2029
EFFECTIVE DATE:	11/12/2024
CMAS CATEGORY:	Non-Information Technology Commodities
APPLICABLE CMAS TERMS & CONDITIONS:	March 1, 2023
MAXIMUM ORDER LIMIT:	State Agencies: See Purchasing Authority Dollar Threshold provision Local Government Agencies: Unlimited
FOR USE BY:	State & Local Government Agencies
BASE SCHEDULE #:	47QSWA20D002X
BASE SCHEDULE HOLDER:	Garland Co Inc
PROGRAM ANALYST	John Dickinson John.Dickinson@dgs.ca.gov

This California Multiple Award Schedule (CMAS) provides for the purchase and warranty of roofing products and portable flooring products. (See page 3 for the restrictions applicable to this CMAS.)

This supplement is to extend this CMAS through 12/31/2029. In addition, this supplement replaces the existing CMAS. The most current Ordering Instructions and Special Provisions, CMAS Terms and Conditions, and products and/or services are included herein. All purchase orders issued by State agencies shall incorporate these Ordering Instructions and Special Provisions, and CMAS Terms and Conditions. Review these provisions carefully as they have changed.

**CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS)
THE GARLAND COMPANY, INC.
CMAS NUMBER 4-20-56-0006B, SUPPLEMENT NUMBER 1**

NOTICE: Products and/or services on this CMAS may be available on a Mandatory State Contract. If this is the case, the use of this CMAS is restricted unless the State agency has an approved exemption as explained in the State Contract User Instructions. Information regarding State Contracts can be obtained at the: State Contracts Index Listing. This requirement is not applicable to local government agencies.

Any reference to a specific manufacturer's or publisher's warranty or terms and conditions as shown in the base schedule are not applicable to this CMAS.

State agencies cannot use this CMAS to purchase products available through the California Prison Industry Authority (CALPIA) without a one-time exemption from CALPIA. Agencies may request an exemption at the CALPIA website. A copy of the approved exemption must be kept with the purchase order in the procurement file for audit purposes.

Agency non-compliance with the requirements may result in the loss of CMAS program delegated purchasing authority.

CMAS contractor non-compliance with the requirements may result in termination.

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CMAS PRODUCT & SERVICE CODES

Product & Service Codes listed below are for marketing purposes only. Review the base schedule for the products and/or services available.

Brand-Garland
Construction Flooring-Epoxy
Construction-Roofing Material

AVAILABLE PRODUCTS AND/OR SERVICES

This CMAS provides for the purchase and warranty of roofing products and portable flooring products.

The ordering agency must verify all products and/or services are currently available on the base General Services Administration (GSA) schedule.

FIND BASE SCHEDULE PRICING

Once on the Contractor Information page for a specific GSA schedule, the pricelist can be found either in the Contractor Terms & Conditions (T&Cs)/Pricelist document or at GSA Advantage. The Contractor T&Cs/Pricelist document is provided by the contractor as a requirement of GSA and can be found under the Contractor T&Cs/Pricelist heading by clicking on the page icon.

If the contractor has products/services available for ordering on GSA Advantage, a 'GSA Advantage' icon will be displayed. By clicking this image link, this will execute a search against GSA Advantage. Depending on the category, whether product or service related, will return either:

- 1) If products, a listing of all products available for the contractor under this contract
- 2) If services, the same document provided under the column Contractor T&Cs/Pricelist by clicking View Contractor Information and then View Contractor Catalog.

EXCLUDED PRODUCTS AND/OR SERVICES

The purchase of Information Technology products, energy consulting services, and order-level materials are not available under this CMAS.

ISSUE PURCHASE ORDER TO

Agency purchase orders must be sent to the following:

**The Garland Company, Inc.
3800 East 91st Street
Cleveland, OH 44105
Attn: Steven Rojek**

E-mail: srojek@garlandind.com

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Agencies with questions regarding products and/or services may contact the CMAS contractor as follows:

Contact: Steven Rojek
Phone: (216) 430-3613
E-mail: srojek@garlandind.com
Website: <https://www.garlandco.com/>

TOP 500 DELINQUENT TAXPAYERS

In accordance with Public Contract Code (PCC) 10295.4, and prior to placing an order for non-IT goods and/or services, **agencies must verify** with the Franchise Tax Board and the California Department of Tax and Fee Administration that this CMAS contractor's name does not appear on either list of the 500 largest tax delinquencies pursuant to Revenue and Taxation Code 7063 or 19195. The Franchise Tax Board's list of Top 500 Delinquent Taxpayers is available at their website. The California Department of Tax and Fee Administration's list of Top 500 Sales & Use Tax Delinquencies in California is available at their website.

CALIFORNIA SELLER'S PERMIT

The CMAS contractor's California Seller's Permit Number is 030-651030. Prior to placing an order with this company, agencies must verify that this permit is still valid at the California Department of Tax and Fee Administration website.

MINIMUM ORDER LIMITATION

There is no minimum dollar value limitation on orders placed under this CMAS.

CMAS PRICES

The maximum prices allowed for the products and/or services available are those set forth in the base schedule.

The ordering agency is encouraged to seek prices lower than those in the base schedule. When responding to an agency's Request for Offer (RFO), the CMAS contractor can offer lower prices to be competitive.

PRICE DISCOUNTS

This CMAS contains prompt payment discounts. See the base schedule for the specific discount percentage.

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GENERATIVE ARTIFICIAL INTELLIGENCE (GenAI) DISCLOSURE NOTIFICATION

The State of California seeks to realize the potential benefits of GenAI, through the development and deployment of GenAI tools, while balancing the risks of these new technologies.

Bidders/Offerors must notify the State in writing if their solution or service includes, or makes available, any GenAI technology, including GenAI from third parties or subcontractors. The State has developed a GenAI Reporting & Factsheet to be completed by the Bidder/Offeror.

1. State Agencies

State agencies are required to obtain a GenAI Reporting & Factsheet (STD 1000) from the Contractor prior to award.

If GenAI is disclosed by the Contractor, state agencies must follow the required GenAI purchase procedures outlined in State Contracting Manual (SCM) Volume 2, Chapter 23, Generative Artificial Intelligence (GenAI). State agencies must retain the STD 1000 and confirmation the purchase may proceed in their procurement file.

2. Contractor

Upon request by an ordering agency, Contractor must complete an GenAI Reporting and Fact Sheet (STD 1000) to identify if their solution or service includes, or makes available, any GenAI including, GenAI from third parties or subcontractors.

During the term of the contract, Contractor must notify the State in writing if their services or any work under this contract includes, or makes available, any previously unreported GenAI technology, including GenAI from third parties or subcontractors. Contractor shall immediately complete the GenAI Reporting and Factsheet (STD 1000) to notify the State of any new or previously unreported GenAI technology.

At the direction of the State, Contractor shall discontinue the use of any new or previously undisclosed GenAI technology that materially impacts functionality, risk or contract performance, until use of such GenAI technology has been approved by the State.

Failure to disclose GenAI use to the State and submit the GenAI Reporting and Factsheet (STD 1000) may be considered a breach of the contract by the State at its sole discretion and the State may consider such failure to disclose GenAI and/or failure to submit the GenAI Reporting and Factsheet (STD 1000) as grounds for the immediate termination of the contract. The State is entitled to seek any and all relief to which it may be entitled to as a result of such non-disclosure.

The State reserves the right to amend the contract, without additional cost, to incorporate GenAI Special Provisions into the contract at its sole discretion and/or terminate any contract that presents an unacceptable level of risk to the State.

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Note: A STD 1000 is not required if the purchase is only for commodity types that do not include a technology or service component. Commodity purchases that would NOT be exempt include items with a technology component, including but not limited to: Bluetooth, network, cloud computing, and software use.

EXECUTIVE ORDER N-6-22 – RUSSIA SANCTIONS

On March 4, 2022, Governor Gavin Newsom issued Executive Order N-6-22 (the EO) regarding Economic Sanctions against Russia and Russian entities and individuals. "Economic Sanctions" refers to sanctions imposed by the U.S. government in response to Russia's actions in Ukraine, as well as any sanctions imposed under state law. The EO directs state agencies to terminate contracts with, and to refrain from entering any new contracts with, individuals or entities that are determined to be a target of Economic Sanctions. Accordingly, should the State determine Contractor is a target of Economic Sanctions or is conducting prohibited transactions with sanctioned individuals or entities, that shall be grounds for termination of this agreement. The State shall provide Contractor advance written notice of such termination, allowing Contractor at least 30 calendar days to provide a written response. Termination shall be at the sole discretion of the State.

DARFUR CONTRACTING ACT

This CMAS contractor has certified compliance with the Darfur Contracting Act, per PCC 10475. It is the agency's responsibility to verify that the contractor has a Darfur Contracting Act Certification on file.

IRAN CERTIFICATION

This CMAS contractor has certified compliance with the Iran Contracting Act, per PCC 2001-2008. It is the agency's responsibility to verify that the contractor has an Iran Contracting Act Certification on file.

CALIFORNIA CIVIL RIGHTS LAW CERTIFICATION

Pursuant to PCC 2010 applicants must certify their compliance with the California Civil Rights laws and Employer Discriminatory Policies (Civil Code 51, GC 12960). It is the agency's responsibility to verify that the contractor has a California Civil Rights Law Certification on file.

WARRANTY

For warranties, see the base schedule and the CMAS Warranty provision in the CMAS Terms and Conditions/General Provisions.

DELIVERY

30 days after receipt of order or as negotiated between agency and CMAS contractor and included in the purchase order.

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LIQUIDATED DAMAGES FOR LATE DELIVERY

The value of the liquidated damages cannot be a penalty, must be mutually agreed upon by agency and contractor and included in the purchase order to be applicable.

SHIPPING INSTRUCTIONS

F.O.B. (Free On Board) Origin. Buying agency pays the freight charges.

State agencies shall follow the instructions below whenever the weight of the purchase is 100 lbs. or more and F.O.B. Destination, Freight Prepaid is not used. This requirement is not applicable to local government agencies.

All shipments will be made by ground transportation unless otherwise ordered on the purchase order.

Traffic Management Unit (TMU) approval is not required for any Leveraged Procurement Agreement negotiated by DGS; however, it is recommended that state agencies contact TMU for a freight weight comparison using the Freight Analysis Worksheet on the TMU website, under the "Forms" heading to ensure the state is getting the most reasonable shipping cost.

Note: If shipping charges for purchases weighing less than 100 lbs. appear to be excessive (e.g., \$500 for a 5 lb. package where the shipping charge is a percentage of the cost of the item being purchased), departments are encouraged to contact TMU for help to obtain more appropriate pricing. TMU contact information can be found at the TMU website.

PURCHASING AUTHORITY DOLLAR THRESHOLD

Order limits for the purchase of goods and/or services is determined by the individual agency purchasing authority threshold.

No CMAS order may be executed by a State agency that exceeds that agency's purchasing authority threshold, unless an exemption is granted by the Department of General Services (DGS) Purchasing Authority Unit (PAU). State agencies with approved purchasing authority, along with their dollar thresholds can be obtained at the List of State Departments with Approved Purchasing Authority website.

HOW TO USE CMAS

State agencies must adhere to the requirements in the State Contracting Manual (SCM) Volume 2, Chapter 1600 and CMAS Ordering Instructions and Special Provisions when using CMAS.

- Develop an RFO, which includes a Scope of Work (SOW) and Bidder Declaration form. For information on the Bidder Declaration requirements see SCM, Volume 2, Sections 305 and 1202.
- Clearly defined Tasks (what needs to be done) and Deliverables (outcome of each task, i.e., reports, procedures manual, etc.) must be included in the State's SOW.

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- A Work Order Authorization (WOA) may be used to document completion of pre-determined tasks, but only if the tasks are clearly defined in the SOW. The WOA may be used to approve release for the next phase of the agreement but cannot be used to identify any tasks other than the ones called out in the SOW. The WOA will be signed by all parties and may be submitted for progress payments under the award.
- Projects can be performed on a Fixed Price Per Deliverable (FP/D). Fixed Price; FP/D: A defined service, or set of services, performed by Contractor in response to a defined task, or set of tasks, at a specific fixed price, and delivered per a specific schedule. Note: When using FP/D the Statement of Work must describe in detail the particular project and the work that the selected Qualified Contractor will be required to perform.
- For Consulting or Personal services, do not include any labor categories/job titles or number of hours limit in RFO Requirements or the SOW. The CMAS Contractor provides this information in their Attachment B Cost Worksheet. The State does not have the expertise to make this decision (GC 19130(b)).
- Search for potential CMAS contractors on the CMAS website and select "Find a CMAS Contractor."
- Request offers from a minimum of 3 CMAS contractors including one small business (SB) and/or Disabled Veteran Business Enterprise (DVBE), if available, who are authorized to sell the products and/or able to perform the services needed. (Government Code 14846(b)).
- A valid attempt must be made to secure offers from viable CMAS contractors who are able to supply the goods and/or provide the services. Neither a lack of sufficient CMAS contractors nor the use of restrictive requirements meets the intent for obtaining offers (SCM Volume 2, Section 1670.2).
- If requesting offers from a certified DVBE, include the Disabled Veteran Business Enterprise Declarations form (Standard 843) in the RFO. This declaration must be completed by the DVBE prime contractor and/or any DVBE subcontractors and submitted with the offer (SCM Volume 2, Section 1201).
- This is not a bid transaction, so the small business preference, DVBE incentives, protest language, intent to award, evaluation criteria, advertising, Administrative and Technical Requirements, etc. are not applicable. (SCM Volume 2, Section 1603).
- If less than 3 offers are received, State agencies must document their file with the reasons why the other suppliers did not respond with an offer. The reason must come from the CMAS contractor.
- Assess the offers received using best value criteria including cost as one of the criteria (SCM Volume 2, Section 1603).
- Issue a Purchase Order to the selected CMAS contractor.
- For CMAS transactions under \$10,000, only one offer is required if the State agency can establish and document that the price is fair and reasonable. The fair and reasonable method can only be used for non-customizable purchases. See SCM Volume 2, Section 1510 for Fair and Reason criteria.

Local agencies must follow their own procurement regulations. For more information see the Local Agency packet available online.

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AGENCY RESPONSIBILITY

Each agency is responsible for its own contracting program and purchasing decisions, including use of the CMAS program and associated outcomes. This responsibility includes, but is not limited to, ensuring the necessity of the services, securing appropriate funding, complying with laws and policies, preparing the purchase order in a manner that safeguards the State's best interests, obtaining required approvals, and documenting compliance with GC 19130.b(3) for outsourcing services.

It is the responsibility of each agency to consult with their legal staff and contracting offices for advice depending upon the scope or complexity of the purchase order. If legal services are not available within your agency, DGS Office of Legal Services is available to provide services.

CONFLICT OF INTEREST

Agencies must evaluate the proposed purchase order to determine if there are any potential conflict of interest issues. See the CMAS Terms and Conditions, Conflict of Interest, for more information.

SPLITTING ORDERS

Splitting orders to avoid any monetary limitations is prohibited. Do not circumvent normal procurement methods by splitting purchases into a series of delegated purchase orders per PCC 10329. Splitting a project into small projects to avoid either fiscal or procedural controls is prohibited per State Administrative Manual (SAM) 4819.34.

This provision does not apply to local government agencies.

ORDERING PROCEDURES

1. Purchase Orders

All Ordering Agency purchase order documents executed under this CMAS must contain the applicable CMAS number as show on page 1.

a. State Departments:

Standard 65 Purchase Documents – State departments not transacting in FISCal must use the Purchasing Authority Purchase Order (Standard 65) for purchase execution. An electronic version of the Standard 65 is available at the Department of General Services (DGS), Procurement Division (PD) website, select Standard (STD) Forms.

FISCAL Purchase Documents – State departments transacting in FISCal will follow the FISCal procurement and contracting procedures.

b. Local Government Agencies:

Local government agencies may use their own purchase order document for purchase execution.

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The agency is required to complete and distribute the purchase order. For services, the agency shall modify the information contained on the order to include the service period (start and end date), the monthly cost (or other intermittent cost), and any other information pertinent to the services. The cost for each line item must be included in the order, not just system totals.

The contractor must immediately reject purchase orders that are not accurate. Discrepancies are to be negotiated and incorporated into the purchase order prior to product delivery and service implementation.

2. Service and Delivery after CMAS Expiration

The purchase order must be issued before the CMAS expires. However, delivery of the products or completion of the services may be after the CMAS expires (unless otherwise specifically stated in the purchase order). Amending the purchase order to add quantity, time, or money is not possible if the CMAS expired.

3. Multiple CMAS Agreements on a Single Purchase Order

State agencies wishing to include multiple CMAS agreements on a single FISCal purchase order must adhere to the following guidelines:

- All CMAS must be for the same CMAS contractor.
- The purchase order must go to one contractor location.
- Enter the word "CMAS" in the space reserved for the Leveraged Procurement Agreement (LPA) number. The word "CMAS" signifies that the purchase order contains items from multiple CMAS agreements. The purchasing agency may only use one bill code.
- For each individual CMAS, the agency must identify and group together the CMAS number with the line items and subtotal per CMAS number (do not include tax in the subtotal), and sequentially identify each individual CMAS as Sub #1, Sub #2, Sub #3, etc. This facilitates accurate billing of administrative fees by the Procurement Division.
- The total of all items on the purchase order must not exceed the State agency's purchasing authority dollar threshold granted by DGS PAU.
- Do not combine items from IT and non-IT CMAS agreements. An Information Technology CMAS begins with the number "3" and a non-IT CMAS begins with the number "4." The purchase order limits are different for these CMAS agreements.

4. Amendments to State Agency's Purchase Orders

Agency purchase orders cannot be amended if the CMAS has expired.

SCM, Volume 2, Section 1605 provides the following directions regarding amendments to all types of LPA purchase orders:

Original orders, which include options for changes (e.g., quantity or time), that were assessed and considered in the selection for award during the RFO process, may be amended consistent with the terms of the original order, provided that the original order allowed for amendments. If the original order did not evaluate options, then amendments are not allowed unless a Non-Competitively Bid is approved for those amendments.

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Amendments unique to Non-IT Services:

If the original contract permitted amendments, but did not specify the changes, (e.g., quantity or time), it may be amended. Per PCC 10335 (d)(1), a contract may only be amended once under this exemption. The time shall not exceed one year, or add not more than 30 percent of the original order value and may not exceed \$250,000. If the original contract did not have language permitting amendments, the Non-Competitively Bid process must be followed.

CMAS CONTRACTOR OWNERSHIP INFORMATION

The CMAS contractor is a large business enterprise.

SMALL BUSINESS MUST BE CONSIDERED

Prior to placing orders under the CMAS program, State agencies must first consider offers from small businesses that have established CMAS agreements (GC 14846(b)). NOTE: DGS auditors will request substantiation of compliance with this requirement when agency files are reviewed.

CMAS Small Business and Disabled Veteran Partners can be found on the CMAS website by selecting "Find a CMAS Contractor".

In response to our commitment to increase participation by small businesses, the Department of General Services waives the administrative fee (charged to customer agencies to support the CMAS program) for orders to California certified small business enterprises.

SMALL BUSINESS/DVBE - TRACKING

State agencies are able to claim subcontracting dollars towards their SB or DVBE goals whenever the CMAS contractor subcontracts a commercially useful function to a certified SB or DVBE. The CMAS contractor will provide the ordering agency with the name of the SB or DVBE used and the dollar amount the ordering agency can apply towards its SB or DVBE goal.

SMALL BUSINESS/DVBE - SUBCONTRACTING

1. The amount an ordering agency can claim towards achieving its SB or DVBE goals is the dollar amount of the subcontract award made by the CMAS contractor to each SB or DVBE.
2. The CMAS contractor will provide an ordering agency with the following information at the time the order is quoted:
 - a. The CMAS contractor will state that, as the prime contractor, it shall be responsible for the overall execution of the fulfillment of the order.

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- b. The CMAS contractor will indicate to the ordering agency how the order meets the SB or DVBE goal, as follows:
 - i. List the name of each company that is certified by the Office of Small Business and DVBE Services that it intends to subcontract a commercially useful function to; and
 - ii. Include the SB or DVBE certification number of each company listed and attach a copy of each certification; and
 - iii. Indicate the dollar amount of each subcontract with a SB or DVBE that may be claimed by the ordering agency towards the SB or DVBE goal; and
 - iv. Indicate what commercially useful function the SB or DVBE subcontractor will be providing towards fulfillment of the order.
3. The ordering agency's purchase order must be addressed to the prime contractor, and the purchase order must reference the information provided by the prime contractor as outlined above.

CONTRACTORS ACTING AS FISCAL AGENTS ARE PROHIBITED

When a subcontractor ultimately provides all of the products or performs all of the services that a CMAS contractor has agreed to provide, and the prime contractor only handles the invoicing of expenditures, then the prime contractor's role becomes that of a fiscal agent because it is merely administrative in nature and does not provide a Commercially Useful Function. It is unacceptable to use fiscal agents in this manner because the agency is paying unnecessary administrative costs.

WITHHOLD LANGUAGE (SB588)

Upon delivery or completion of ordered goods or services for which the Contractor committed to DVBE subcontractor participation, state departments must require the Contractor to certify all the following:

1. The amount and percentage of work the Contractor committed to provide to one or more DVBEs under the requirements of the contract and the amount each DVBE received from the Contractor.
2. That all payments under the contract have been made to the DVBE. Upon request, the Contractor must provide proof of payment for the work.

In accordance with the Military and Veterans Code 999.7, state departments shall withhold \$10,000 from the final payment, or the full final payment if less than \$10,000, if the Contractor fails to meet the certification requirements identified above. State departments shall notify the Contractor of their failure to meet the certification requirements and give the Contractor an opportunity to comply with the certification requirements. If after 30 calendar days from the date of notice, the Contractor refuses to comply with the certification requirements, the state department shall permanently deduct \$10,000 from the final payment or the full payment if less than \$10,000.

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PRODUCT SUBSTITUTIONS

Substitution of Deliverables may not be tendered without advance written consent of the Buyer. The Contractor must offer an equivalent or newer model of the product from the same manufacturer at the same or lower price. Contractor cannot use any specification in lieu of those contained in the Contract without written consent from the Buyer.

NEW EQUIPMENT REQUIRED

The State will procure new equipment. All equipment must be new (or warranted as newly manufactured) and the latest model in current production. Used, shopworn, demonstrator, prototype, or discontinued models are not acceptable.

Where Federal Energy Management Program (FEMP) standards are available, all State agencies shall purchase only those products that meet the recommended standards. All products displaying the Energy Star label meet the FEMP standards.

SPECIAL MANUFACTURED GOODS

Any CMAS for goods to be manufactured by the CMAS contractor specifically for the State and not suitable for sale to others may require progress payments.

For a Non-IT goods CMAS, see the CMAS Non-IT Commodities Terms and Conditions, Provision 69, Progress Payments.

TRADE-IN EQUIPMENT

Trade-ins at open market price may be considered. The product description and trade-in allowance must be identified on the purchase order.

Agencies are required to adhere to SAM 3520 through 3520.6, Disposal of Personal Property and Surplus Personal Property, as applicable, when trade-ins are considered. A Property Survey Report, Standard 152, must be submitted for approval prior to disposition of any State owned personal property, including general office furniture regardless of the acquisition value, or if the property was recorded or capitalized for accounting purposes.

STATE AGENCY BUY RECYCLED CAMPAIGN

State ordering agencies are required to report purchases made within the eleven product categories in the California Department of Resources Recycling and Recovery's State Agency Buy Recycled Campaign per PCC 12200 through 12217.

Contractor will be required to complete and return a Recycled-Content Certification form upon request by the state ordering agency.

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NOT SPECIFICALLY PRICED ITEMS

The only time that open market/incidental, non-schedule items may be included in a CMAS order is when they fall under the parameters of the Not Specifically Priced (NSP) Items provision.

CMAS contractors must be authorized providers of the hardware, software and/or services they offer under the NSP Items provision.

Agency and CMAS contractor use of the NSP provision is subject to the following requirements:

1. Purchase orders containing only NSP items are prohibited.
2. A purchase order containing NSP items may be issued only if it results in the lowest overall alternative to the State.
3. NSP items shall be clearly identified in the order. Any product or service already specifically priced and included in the base schedule may not be identified as an NSP item.
4. NSP Installation Services: The CMAS contractor is fully responsible for all installation services performed under the CMAS. Product installations must be performed by manufacturer authorized personnel and meet manufacturer documented specifications. The prime contractor, as well as any subcontractors, must hold any certifications and/or licenses required for the project. The total dollar value of all installation services included in the purchase order cannot exceed the dollar value of the products included in the purchase order, nor can they exceed the NSP Maximum Order Limitation.
5. Maximum Order Limitation: For orders \$250,000, or less, the total dollar value of all NSP items included in a purchase order shall not exceed \$5,000. For orders exceeding \$250,000, and at the option of the contractor, the total dollar value of all NSP items in a purchase order shall not exceed 5% of the total cost of the order or \$25,000 whichever is lower.
6. An NSP item included in an order issued against this CMAS is subject to all of the terms and conditions set forth in the CMAS.
7. Trade-ins, upgrades, involving the swapping of boards, are permissible, where the contract makes specific provisions for this action. In those instances, where it is permitted, the purchase order must include the replacement item and a notation that the purchase involves the swapping of a board.

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The following NSP items **are specifically excluded** from any order issued under this CMAS:

1. Items not intended for use in direct support of the priced items included in the same order. An NSP item must be subordinate to the specifically priced item that it is supporting. For example, a cable, which is not otherwise specifically priced in the base schedule, is subordinate to a specifically priced printer and is eligible to be an NSP item subject to that cable meeting the remaining NSP requirements. However, a printer that is not otherwise specifically priced in the base schedule, is not subordinate to a specifically priced cable and is not eligible to be an NSP item.
2. Supply type items, except for the minimum amount necessary to provide initial support to the priced items included in the same order.
3. Items that do not meet the Productive Use Requirements for information technology products, per Statewide Information Management Manual Section 195.
4. Any other item or class of items specifically excluded from the scope of this CMAS.
5. Public Works and other services NOT in support of the products covered by this CMAS.
6. Products or services the CMAS contractor is NOT factory authorized or otherwise certified or trained to provide.
7. Follow-on consultant services that were previously recommended or suggested by the same CMAS contractor.

The CMAS contractor is required to reject purchase orders containing NSP items that do not comply with the above requirements. The CMAS contractor will promptly notify the agency issuing the noncompliant order of its rejection and the reasons for its rejection.

STATE AND LOCAL GOVERNMENTS CAN USE CMAS

State and local government agency use of CMAS is optional. A local government is any city, county, city and county, district, or other local governmental body or corporation, including Universities of California, California State Universities, K-12 schools, and community colleges empowered to expend public funds. While the State makes this CMAS available, each local government agency should make its own determination whether the CMAS program is consistent with its procurement policies and regulations.

PCC 10298 allows any city, county, city and county, district, or other local governmental body or corporation empowered to expend public funds to contract with suppliers awarded CMAS without further competitive bidding. See complete PCC 10298 language at the California Legislative Information website.

PCC 10299 allows any school district empowered to expend public funds to utilize CMAS without further competitive bidding. See complete PCC 10299 language at the California Legislative Information website.

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SELF-DELETING BASE SCHEDULE TERMS AND CONDITIONS

Instructions or terms and conditions that appear in the Special Items or other provisions of the base schedule and apply to the purchase, license, or rental (as applicable) of products or services by the US Government in the United States and/or to any overseas location shall be self-deleting. (Example: "Examinations of Records" provision).

Federal regulations and standards, such as Federal Acquisition Regulation, Federal Information Resources Management Regulation, Federal Information Processing Standards, General Services Administration Regulation, or Federal Installment Payment Agreement shall be self-deleting. Federal blanket orders and small order procedures are not applicable.

ORDER OF PRECEDENCE

The CMAS Terms and Conditions take precedence if there is a conflict between the terms and conditions of the contractor's base schedule, packaging, invoices, catalogs, brochures, technical data sheets, or other documents (see CMAS Terms and Conditions, CONFLICT OF TERMS).

APPLICABLE CODES, POLICIES AND GUIDELINES

All California codes, policies, and guidelines are applicable. The use of CMAS does not relieve state agencies of their responsibility to meet statewide requirements regarding contracting or the procurement of goods or services. Most procurement and contract codes, policies, and guidelines are incorporated into CMAS agreements; however, there is no guarantee that every requirement that pertains to all State processes has been included.

PAYMENTS AND INVOICES

This CMAS contains prompt payment discounts. See the base schedule for the specific discount percentage.

1. Payment Terms

Payment terms for this CMAS are net 45 days.

Payment will be made in accordance with the provisions of the California Prompt Payment Act, GC 927. Unless expressly exempted by statute, the Act requires State agencies to pay properly submitted, undisputed invoices not more than 45 days after (1) the date of acceptance of goods or performance of services; or (2) receipt of an undisputed invoice, whichever is later.

2. Payee Data Record (Standard 204)

State Agencies must obtain a copy of the Payee Data Record (Standard 204) in order to process payments. State Ordering Agencies must forward a copy of the Standard 204 to their accounting offices. Without the Standard 204, payment may be unnecessarily delayed. State Agencies should contact the CMAS contractor for copies of the Payee Data Record.

**CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS)
THE GARLAND COMPANY, INC.
CMAS NUMBER 4-20-56-0006B, SUPPLEMENT NUMBER 1**

3. DGS Administrative and Incentive Fees

Orders from State Agencies:

DGS will bill each State agency directly an administrative fee for use of CMAS. The administrative fee should NOT be included in the order total or remitted before an invoice is received from DGS. This administrative fee is waived for CMAS purchase orders issued to California certified small businesses.

Orders from Local Government Agencies:

CMAS contractors, who are not California certified small businesses, are required to remit to DGS an incentive fee equal to a percentage of the total of all local government agency orders (excluding sales tax and shipping) placed against their CMAS.

The incentive fee is waived for CMAS purchase orders issued to California certified small businesses.

For more information on the incentive fees see the CMAS Management Guide.

4. Contractor Invoices

Unless otherwise stipulated, the CMAS contractor must send their invoices to the agency address set forth in the purchase order. Invoices shall be submitted in triplicate and shall include the following:

- CMAS number
- Agency purchase order number
- Agency Bill Code (State Only)
- Line item number
- Unit price
- Extended line item price
- Invoice total

State sales tax and/or use tax shall be itemized separately and added to each invoice as applicable.

The company name on the CMAS, purchase order and invoice must match, or the State Controller's Office will not approve payment.

**CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS)
THE GARLAND COMPANY, INC.
CMAS NUMBER 4-20-56-0006B, SUPPLEMENT NUMBER 1**

5. Advance Payments

Advance payment is allowed for services only under limited, narrowly defined circumstances, i.e., between specific departments and certain types of non-profit organizations, or when paying another government agency (GC 11256 through 11263 and 11019).

It is NOT acceptable to pay in advance, except software maintenance and license fees, which are considered a subscription and may be paid in advance if a provision addressing payment in advance is included in the purchase order.

Software warranty upgrades and extensions may also be paid for in advance, one time.

6. Credit Card

The CMAS contractor accepts the State of California credit card (VISA CAL-Card).

A purchase order is required even when the ordering department chooses to pay the CMAS contractor via the CAL-Card.

7. Leasing/Financing

California State Agencies should use the Golden State Financial Marketplace (GS SMarT) program for all financing and leasing needs. California Local Government Agencies (counties, cities, K-12 school districts, community colleges, California State Universities, Universities of California, etc.) may utilize the GS SMarT program for financing and leasing according to PCC 14937. The minimum dollar amount for Local Government Agency financing and leasing is \$100,000.

8. Lease/Purchase Analysis

California State agencies must complete a Lease/Purchase Analysis (LPA) to determine best value when contemplating a lease/rental and retain a copy for future audit purposes (SAM 3710).

For short-term rental equipment, the lease/purchase analysis must be approved by DGS Office of Legal Services.

The lease/purchase analysis for all other purchases must be approved by the Department of General Services, GS SMarT State Financial Marketplace. Buyers may contact the GS SMarT Unit via e-mail at SFM@dgs.ca.gov for further information.

**CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS)
THE GARLAND COMPANY, INC.
CMAS NUMBER 4-20-56-0006B, SUPPLEMENT NUMBER 1**

9. Leasing

The State reserves the right to select the form of payment for all procurements, whether it is an outright purchase with payment rendered directly by the State, or a financing/lease-purchase or operating lease via the State Financial Marketplace (GS SMar and/or Lease SMar). If payment is via the financial marketplace, the CMAS contractor will invoice the State and the State will approve the invoice. The selected Lender/Lessor for all product listed on the State's procurement document will pay the supplier on behalf of the State. Buyers may contact the GS SMar Unit via e-mail at SFM@dgs.ca.gov for further information.

OBTAINING COPY OF CMAS

A copy of this CMAS can be obtained at [Cal eProcure](#). Links to the CMAS terms and conditions and base schedule are available on the front page of this CMAS agreement.

It is important for the agency to confirm that the required products, services, and prices are included in the CMAS and are at or below base schedule rates. To streamline verification that the needed items are in the base schedule, the agencies should ask the CMAS contractor to identify the specific location in the base schedule that include the required products, services, and prices. Once verified, agencies should save the information for their file documentation.

FEDERAL DEBARMENT

When federal funds are expended, the agency is required to obtain (retain in file) a signed "[Federal Debarment](#)" certification from the CMAS contractor before the purchase order is issued. This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, 29 CFR Part 98, Section 98.510, Participants; responsibilities. The regulations were published as Part VII of the May 26, 1988 Federal Register (pages 19160-19211).

CONTRACTOR TRAVEL

The Travel provision is not applicable to this CMAS.

AMERICANS WITH DISABILITY ACT

To view the [DGS Accessibility Policy](#), please visit the DGS website.

RESOLUTION NO. 2026 -

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, 1) WAIVING THE FORMAL BID PROCESS PURSUANT TO NATIONAL CITY MUNICIPAL CODE SECTION 2.60.260 REGARDING COOPERATIVE PURCHASING AND AUTHORIZING THE CITY TO PIGGYBACK ONTO CALIFORNIA MULTIPLE AWARD SCHEDULE CONTRACT # 4-20-56-0006B WITH THE GARLAND COMPANY, INC. FOR THE PURCHASE OF ROOFING MATERIALS IN A NOT-TO-EXCEED AMOUNT OF \$539,297 FOR THE MARTIN LUTHER KING JR. COMMUNITY CENTER.

WHEREAS, in October 2024, the Engineering & Public Works Department commissioned a comprehensive roof inspection and assessment of all City-owned facilities, which confirmed that the roof covering the Martin Luther King Jr. Community Center, which was installed nearly 20 years ago, has exceeded its useful life and needs to be replaced; and

WHEREAS, in order to expedite product delivery and take advantage of competitive pricing, Engineering & Public Works staff have identified an opportunity for the City of National City to piggyback onto California Multiple Award Schedule ("CMAS") Contract # 4-20-56-0006B with The Garland Company, Inc. for the purchase of roofing materials for the Martin Luther King Jr. Community Center; and

WHEREAS, Section 2.60.260 of the National City Municipal Code provides that the City may buy directly from a vendor at a price established through competitive bidding by another public agency whose procedures have been determined to be in substantial compliance with the City's procurement procedures, and such a determination has been made in this case, therefore, it is recommended that the purchase be made without complying with the competitive bidding procedure set forth in the Municipal Code; and

WHEREAS, National City's Purchasing staff has confirmed that the CMAS Contract # 4-20-56-0006B with The Garland Company, Inc. was competitively bid through a Request for Proposals process, and that the CMAS procurement procedures are in substantial compliance with those of National City; and

WHEREAS, City staff recommends adoption of the resolution as stated.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE, AND ORDER AS FOLLOWS:

Section 1: That the City Council hereby authorizes waiving the formal bid process pursuant to National City Municipal Code Section 2.60.260 regarding cooperative purchasing and authorizes the City to piggyback onto California Multiple Award Schedule Contract # 4-20-56-0006B with The Garland Company, Inc. for the purchase of roofing materials in a not-to-exceed amount of \$539,297 for the Martin Luther King Jr. Community Center.

Section 2: That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

PASSED and ADOPTED this 3rd day of March, 2026.

Ron Morrison, Mayor

ATTEST:

Shelley Chapel, MMC, City Clerk

APPROVED AS TO FORM:

Heidi Skinner, Interim City Attorney



AGENDA REPORT

Department: City Clerk's Office
Prepared by: Shelley Chapel, MMC, City Clerk
Meeting Date: Tuesday, March 3, 2026
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

Semi-Annual Report – Boards, Commissions, and Committees Attendance Report – Includes Third and Fourth Quarters of Calendar Year 2025.

RECOMMENDATION:

Receive and file.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

On January 20, 2026, the City Council adopted Updates to City Council Policy #107 Appointments to Boards, Commissions, and Committees (BCC). Section D14., Resignations, Attendance, Training and Removals, provides for the City Clerk to prepare a report to the City Council on the attendance of BCC members. Attendance in the third and fourth quarters of calendar year 2025 is shown in Exhibit A.

Per City Council Policy #107, Section D14., a Commissioner or Member of a Board, Committee, or Commission shall be considered removed from any advisory board under the following conditions:

1. A Commissioner or Member of a BCC with unexcused absences from three consecutive regularly scheduled meetings.
2. A Commissioner or Member of a BCC misses more than 25% of the advisory body's meetings in a calendar year.
3. A Commissioner or Member of a BCC must be present at least one hour, or 50% of the entire meeting, whichever is less, to be counted as present for purposes of attendance.

Excused Absences are considered under certain circumstances. All Commissioners or Members of a BCC have met the attendance standards.

FINANCIAL STATEMENT:

Not applicable.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBITS:

Exhibit A – Attendance Report

Exhibit B – City Council Policy 107 – Amended January 20, 2026

EXPLANATION

On January 20, 2026, the City Council adopted Updates to City Council Policy #107 Appointments to Boards, Commissions, and Committees (BCC). Section D, 14 Resignations, Attendance, Training and Removals provides for the City Clerk to prepare a report to the City Council on the attendance of BCC members.

Per City Council Policy #107, Section D14, a Commissioner or Member of a Board, Committee, or Commission shall be considered removed from any advisory board under the following conditions:

1. A Commissioner or Member of a BCC with unexcused absences from three consecutive regularly scheduled meetings.
2. A Commissioner or Member of a BCC misses more than 25% of the advisory body's meetings in a calendar year.
3. A Commissioner or Member of a BCC must be present at least one hour, or 50% of the entire meeting, whichever is less, to be counted as present for purposes of attendance.

Excused Absences are considered under certain circumstances. All Commissioners or Members of a BCC have met the attendance standards.

SUMMARY OF BCC ATTENDANCE

Third and Fourth Quarter (July 1, 2025 – December 31, 2025) Totals

Board of Library Trustees consists of five (5) members, and one (1) alternate (currently one vacancy). Their meetings are held the First Wednesday of every month at 5:30 p.m. in the Large Conference Room at City Hall.

Third and Fourth Quarter of 2025 the Board scheduled six (6) meetings, one (1) meeting was cancelled due to lack of a quorum. Those who were not able to attend are counted as absent and that absence is reflected in their attendance total. While those who were able to attend are counted as being present.

Members:	Third & Fourth Quarter Present	Third & Fourth Quarter Absent	Status of Mandatory Training
Margaret Godshalk - President	6	0	Completed
Patricia McGhee	5	1	Completed
Jose Lopez (appointed 9/16/25)	3	0	Completed
Nidya Rivera-Moreno	5	1	Completed
Ricardo Carmona (Alternate) (appointed 12/02/25)	N/A	N/A	Completed

Civil Service Commission consists of 5 members (currently one vacancy). Their meetings are held the Second Wednesday of every other month at 5:30 p.m. in the Large Conference Room at City Hall.

Third and Fourth Quarter of 2025 the Commission scheduled a total of three (3) meetings. One (1) meeting was cancelled due to lack of agenda items.

Members:	Third & Fourth Quarter Present	Third & Fourth Quarter Absent	Status of Mandatory Training
Paul Wapnowski, Chair	2	0	Completed
Sean Sampsell, Vice-Chair	0	2	Completed

Wellington Clave	2	0	Completed
Robert Werner (appointed 9/16/25)	1	0	Completed
David Magana (appointed 12/02/25)	N/A	N/A	Completed

Community & Police Relations Commission consists of eight (8) members with one (1) being a staff member. Their meetings are held the Third Thursday of February, May, August and November at 6:00 p.m. in the Council Chamber at City Hall.

Third and Fourth Quarter of 2025 the Commission scheduled two (2) meetings.

Members:	Third & Fourth Quarter Present	Third & Fourth Quarter Absent	Status of Mandatory Training
Daniel Orth, Chair	2	0	Completed
Michael Lesley, Vice Chair	1	1	Completed
Zachary Francisco-Gomez	1	1	Completed
Marisa Rosales	2	0	Completed
Kimberly Cumming-Serrano	2	0	Completed
Jake Zindulka	2	0	Completed
William Phillips	2	0	Completed

Housing Advisory Committee consists of nine (9) total members comprised of nine (9) members of the Planning Commission and two (2) Housing Advisory Committee members. Their meetings are held the Third Monday of every month at 6:00 p.m. in the Council Chamber at City Hall.

Third and Fourth Quarter of 2025 the Committee scheduled two (2) meetings, one (1) of which was cancelled due to a lack of agenda items.

Members:	Third & Fourth Quarter Present	Third & Fourth Quarter Absent	Status of Mandatory Training
Richard Martin Miller, Chair	1	0	Completed
Randi Marie Castle, Vice Chair	1	0	Completed
Ricardo Sanchez	0	1	Completed
Claudia E. Valenzuela	1	0	Completed
Sherry Gogue	1	0	Completed
Pearl Quinones	1	0	Completed
Liliana Armenta	1	0	Completed
Mayra A. Valdez	0	1	Completed
Denise Kosterlistzky	1	0	Completed

Park, Recreation & Senior Citizens Advisory Committee consists of seven (7) members (currently one vacancy). Their meetings are held the Third Thursday of every month at 4:00 p.m. in the Large Conference Room at City Hall.

Third and Fourth Quarter of 2025 the Committee scheduled six (6) meetings, four (4) meetings were cancelled due to a lack of agenda items and two (2) meetings were cancelled due to lack of a quorum. Those who were not able to attend are counted as absent and that absence is reflected in their attendance total. While those who were able to attend are counted as being present.

Members:	Third & Fourth Quarter Present	Third & Fourth Quarter Absent	Status of Mandatory Training
Josephine Nethers (appointed 9/16/25)	1	0	Completed
LaTonya Harris Croom	0	1	Completed

Daniel Perez	1	0	Completed
Joseph Crawford	0	1	Completed
Sorayda Santos	0	1	Completed
Jesus Hizon	0	1	Completed
Alexander Fernandez	0	1	Completed

Planning Commission consists of seven (7) members. Their meetings are held the First and Third Monday of every month at 6:00 p.m. in the Council Chamber at City Hall.

Third and Fourth Quarter of 2025 the Commission scheduled ten (10) meetings, five (5) meetings were cancelled due to a lack of agenda items.

Members:	Third & Fourth Quarter Present	Third & Fourth Quarter Absent	Status of Mandatory Training
Richard Martin Miller, Chair	5	0	Completed
Randi Marie Castle, Vice Chair	5	0	Completed
Ricardo Sanchez	3	2	Completed
Claudia E. Valenzuela	2	3	Completed
Sherry Gogue (appointed on 9/16/25)	2	0	Completed
Pearl Quinones	5	0	Completed
Liliana Armenta	5	0	Completed

Public Art Committee consists of five (5) members and one (1) alternate (currently one vacancy - alternate). Their meetings are held the Fourth Tuesday of January, April, July and October at 3:00 p.m. in the Large Conference Room in City Hall.

Third and Fourth Quarter of 2025 the Committee scheduled three (3) meetings. Two (2) meetings were cancelled due to lack of a quorum.

Members:	Third & Fourth Quarter Present	Third & Fourth Quarter Absent	Status of Mandatory Training
William A. Virchis, Chair	1	0	Completed
Ryan Johnson	1	0	Completed
Erick Carbaji	1	0	Completed
Charles Reilly	1	0	Completed
Jacqueline Schliapnik-Garcia	1	0	Completed
Cijey De La Rosa (Alternate) (appointed 9/16/25)	N/A	N/A	Completed

Traffic Safety Committee consists of five (5) members. Their meetings are held the Second Wednesday of every month at 1:00 p.m. in the Large Conference Room in City Hall.

Third and Fourth Quarter of 2025 the Committee scheduled six (6) meetings. Three (3) meetings were cancelled due to a lack of agenda items.

Members:	Third & Fourth Quarter Present	Third & Fourth Quarter Absent	Status of Mandatory Training
Rafael Cotero	2	1	Completed
Yvonne Howrey-Colmenero	3	0	Completed
Kelly Piper	3	0	Completed
Lincoln Henderson (appointed 12/02/25)	N/A	N/A	Completed
Cynthia Fuller Quinonez	3	0	Completed

CITY COUNCIL POLICY CITY OF NATIONAL CITY

TITLE: Appointments to Boards, Commission and Committees	POLICY # 107
ADOPTED: June 17, 1986	AMENDED: January 20, 2026

PURPOSE

To establish a procedure to serve as a guide in making appointments to various City Boards, Commissions, and Committees. The City currently has the following Boards, Commissions, and Committees to which this Policy applies:

Mayor's Appointments:

1. Board of Library Trustees
2. Community and Police Relations Commission
3. Park, Recreation, and Senior Citizens Advisory Committee
4. Public Art Committee
5. Sweetwater Authority
6. Traffic Safety Committee

City Council Appointments:

1. Civil Service Commission
2. Planning Commission
3. Housing Advisory Committee including Ex-Officio Members
4. Port Commission (Per the San Diego Unified Port District Act, Section 16, this seat must be filled by a National City resident. The Commissioner shall be a resident of the City at the time of their appointments, and during their tenure.

POLICY

Appointment Process

- A. Opportunity to apply. All interested individuals shall be given an opportunity to submit applications for vacancies on City Boards, Commissions, and Committees. Incumbent Appointees are not automatically re-appointed but are required to fill out an abbreviated application provided by the City Clerk, indicating their interest in continuing to serve.
- B. Unexpired terms. If an incumbent Appointee was appointed to fill an unexpired term and the Appointee serves for less than one year in that position, the Council may re-appoint the incumbent without considering other applicants.
- C. Vacancies. When vacancies occur, the following procedure shall be followed:
 1. Schedule vacancy. When a term is expiring or expires, public notice of the vacancy shall be made, inviting interested individuals to submit applications for the vacancy on a form provided by the City Clerk on the City website.

CITY COUNCIL POLICY CITY OF NATIONAL CITY

TITLE: Appointments to Boards, Commission and Committees	POLICY # 107
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Unscheduled vacancy. An unscheduled vacancy shall be filled according to Government Code Section 54974, which generally provides as follows: Whenever an unscheduled vacancy occurs, whether due to resignation, death, termination, or other causes, a special vacancy notice shall be posted in the Office of the City Clerk, the City website, outside City Hall on the Bulletin Board, and on City social media platforms not earlier than twenty (20) days before or not later than twenty (20) days after the vacancy occurs. The City Council shall not make a final appointment for at least ten (10) working days after posting the notice in designated locations. The notice's posting and application period shall be thirty (30) calendar days. However, if it finds that an emergency exists, the City Council may, fill the unscheduled vacancy immediately. According to this section, a person appointed to fill the vacancy shall serve only on an interim basis until the final appointment.

The end of term for the members of Boards, Commissions, and Committees generally occurs in an annual rotation during the months of March and September. Appointments will be considered at those times unless a vacancy resulting from a resignation result in the lack of a Quorum on the Board, Commission, or Committee, in which case the appointment could occur at the time of the unscheduled vacancy in accordance with the procedure set out above.

3. Government Code Section 40605, and National City Municipal Code Title 16, grants the Mayor, with the City Council's approvals, the authority to make all appointments unless otherwise explicitly provided by statute. The exceptions are:
 1. Civil Service Commission
 2. Planning Commission
 3. Housing Advisory Committee including Ex-Officio Members
 4. Port Commission

The City Council fills vacancies on these bodies.

- D. Implementation. Implementation of Council policy for appointment to Boards, Commissions, and Committees requires the following:
 1. Per Government Code Section 54972, on or before December 31 of each year, the City Council shall prepare a list of appointments of all regular and ongoing Boards, Commissions, and Committees appointed by the City Council. The City Clerk will prepare the list of all regular and ongoing Boards, Commissions, and Committees appointed by the Mayor or the City Council. The list shall contain a list of all terms that will expire during the next calendar year, the incumbent appointee's name, the appointment date, the term's expiration date,

CITY COUNCIL POLICY CITY OF NATIONAL CITY

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and the position's necessary qualifications. It shall also include a list of all Boards, Commissions, and Committees whose members serve at the City Council's pleasure and the qualifications required for each position. This Local Appointments List shall be made available to the public on the City website.

2. Notice. A public notice for vacancies must be placed in the newspaper of general circulation within the City, on the City's website, City Hall Bulletin Boards, and City social media platforms.
3. Expiration of term. All appointees will receive a letter as their terms expire asking if they would like to re-apply for the position.
4. Applications. Applications shall be available on the City website and in the City Clerk's Office. Submissions must be received before the advertised deadline for consideration for the appointment. All applications will be retained in the City Clerk's Office for one year from the date the application was submitted. During the one-year retention period of the application, an applicant shall be considered for other vacancies on Boards, Commissions, and Committees. The City Clerk's Office will notify the applicant being considered for an appointment to confirm that they are still interested in volunteering.
5. A member may only serve on one (1) Board, Commission, or Committee at a time. If an applicant applies for another position on a different Board, Commission, or Committee, that applicant will forfeit the prior seat and a vacancy will occur per policy.
6. Residency Requirement: If a position on the Board, Commission or Committee is for a resident, the applicant must be a resident at the time of submitting the application. The address must be an identifiable National City address, with verification by the City Clerk's Office. If an applicant is found to be a non-resident, they will not be considered. They will be encouraged to apply for a non-resident seat when available, and maintain residency during the tenure.
7. Interviews:
 - a. Mayor Appointments: Interviews for Mayoral appointments will be conducted by the Mayor outside of the public meeting and scheduled by the Mayor's Office.
 - b. City Council Appointments: Interviews for the four (4) Civil Service Commission, Planning Commission, Housing Advisory Committee, and

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Port Commission who serve at the City Council's pleasure and are appointed by the City Council as a body will be interviewed in the public forum at a City Council Meeting as described below.

- c. The City Clerk's Office makes attempts to inform applicants of the date and time of the City Council meeting so that the applicant may attend in person or via Zoom for interviews and questions. Attempts are made via emails, and telephone calls prior to the meeting.

8. Mayoral Appointments:

The Mayor will make the motion to appoint (naming the appointee) and Councilmembers may second the motion. The City Clerk will then take a roll call vote of the City Council. A majority vote of the City Council will be required for the appointment. If the majority of the City Council choose to deny the proposed appointment, the Mayor shall either propose an alternative candidate from the current application pool or choose to reopen the application period and return to the City Council at a future City Council Meeting with a different applicant for consideration. If a Mayoral Appointment is not approved by the majority of the City Council by confirmation, that applicant is removed from the pool for that seat. The Mayor will return to a future meeting with a substitute Mayoral appointment.

9. For City Council Appointments, the Interview Process is as follows:

- a. The City Clerk will provide an overview of the Board, Commission, or Committee(s) with current vacancy (ies). The Mayor will introduce the applicant and two (2) questions will be asked of each applicant on behalf of the City Council.
- b. Each applicant is given two (2) minutes to make a brief introduction of themselves and their qualifications to the City Council.
- c. Mayor and City Councilmembers will ask questions of each applicant. All applicants must be asked the same questions.
- d. Total time per applicant is five (5) timed minutes with time allowed for clarification at the discretion of the City Council, not to exceed ten (10) minutes total per applicant.
- e. All appointments and interviews before the City Council will be scheduled

CITY COUNCIL POLICY CITY OF NATIONAL CITY

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as needed to fill unexpected vacancies, with every effort to be made before an individual's term expires. Interviews may take place at one meeting, with appointments made at a subsequent meeting.

9. Vacancies for City Council Appointed Positions. If the vacancy is for a City Council appointed position, and there is more than one (1) applicant for a given position, the voting process will proceed as follows: Once the interviews are complete, each Councilmember votes for their choice via a written ballot provided by the City Clerk. Each Councilmember shall print and sign their name on the ballot. All ballots shall be considered a public record and be open to inspection by the public. The ballots are passed to the City Clerk who announces the number of votes for each candidate.

If the appointment process is conducted via a virtual meeting the process is the same except the ballot/vote process. The City Clerk's Office will provide a Vote Sheet (a piece of paper electronically) with the name of each applicant to be considered. Councilmembers will mark their paper, fold it and hand to the City Clerk as they are collected. If a member is virtual, they will announce their vote verbally first before any other votes are read. The City Clerk will tally the votes and will then confirm the votes with a verbal roll call. The applicant with the most votes is appointed.

In the event of a tie, each Councilmember votes again until one (1) candidate has the majority vote and is declared to be the newly-appointed member of the Board, Commission, or Committee.

10. Re-appointment beyond two terms. Anyone wishing to be re-appointed to any Board, Commission, or Committee and has served two or more full terms already must be approved by a four-fifths vote of the City Council. If all five members of the City Council are not present, or if one member abstains or recuses their vote, the four-fifths requirement shall be changed to require only a simple majority.

11. Report to Council:

All applications received for vacancies, whether Mayoral Appointment or City Council Appointment, will be attached to the staff report to Council. All applications will have private personal information redacted (name, street numbers and name of street address, and phone number). This redacted information is in alignment with Government Code Section 6255(a) because the public interest served by not disclosing the applicant's personal, private information and protection of the

CITY COUNCIL POLICY CITY OF NATIONAL CITY

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applicant's right to privacy outweighs the public interest served by disclosing that information.

12. An automatic vacancy upon becoming a Non-Resident. An unscheduled vacancy automatically occurs when a resident holding an appointment position on a City Board, Committee, or Commission becomes a non-resident by moving out of National City limits. When an unscheduled vacancy occurs due to a resident becoming a non-resident, the unscheduled vacancy may be filled as follows:
 - a. A special vacancy notice shall be posted in the Office of the City Clerk, and in other places as directed by the City Council, not earlier than 20 days before or not later than 20 days after the vacancy occurs. Final Appointment at a City Council Meeting shall not be made by the Appointing Authority for at least 10 working days after the posting of the notice in the City Clerk's Office.
 - b. The Appointing Authority may appoint the former resident to a Non-Residential position if a Non-Residential position is vacant.

However, the Appointing Authority may, if it finds that an emergency exists, fill the unscheduled vacancy immediately. A person appointed to fill the vacancy shall serve only on an acting basis until the final appointment is made pursuant to this section.

13. Only City Residents may be elected to Chair and Vice-Chair positions. To be eligible to be elected as the Chairperson of a City Board, Committee, or Commission, the member must be a resident of the City.
14. Resignations, Attendance, Training, and Removals

Resignation:

If a Commissioner or Member of a Board, Committee, or Commission is unable to continue serving because of health, business requirements, or personal reasons, a letter of resignation shall be submitted to the City Clerk, who will present to the City Council.

Attendance:

Regular attendance at meetings is critical to be effective operation of City Boards, Commissions, and Committees. The City Council relies on the advice of the City's

CITY COUNCIL POLICY CITY OF NATIONAL CITY

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Boards, Commissions, and Committees, which is the result of discussions among appointed members. The City Council anticipates that members of Boards, Committees, and Commissions shall make every reasonable effort to attend all regular and special meetings of their respective Boards, Commissions, and Committees, and to be prepared to discuss matters on their respective agendas.

A Commissioner or Member of a Board, Committee, or Commission shall be considered removed from any advisory board under the following conditions:

1. A Commissioner or Member of a Board, Committee, or Commission with unexcused absences from three consecutive regularly scheduled meetings.
2. A Commissioner or Member of a Board, Committee, or Commission misses more than 25% of the advisory body's meetings in a calendar year.
3. A Commissioner or Member of a Board, Committee, or Commission must be present at least one hour, or 50% of the entire meeting, whichever is less, to be counted as present for purposes of attendance.

Excused Absences:

An "excused absence" is only granted when absolutely necessary and pre-approved if at all possible. The City Council encourages Boards, Commissions, and Committees to refrain from scheduling meetings on cultural and religious holidays in order to encourage full participation by all Commissioners, Board Members, and the public. The pre-approval of excused absences will be by the body as a whole and documented in the meeting minutes.

Excused absences are listed as follows:

1. Illness of the Commissioner or Member of the Board, Committee, or Commission, their family member, or their personal friend;
2. Business commitment of the Commissioner or Member of the Board, Committee, or Commission that interferes with the attendance at a meeting;
3. Attendance of the Commissioner or Member of the Board, Committee, or Commission at a funeral, religious service or ceremony, wedding, or other similarly-significant event; or
4. Other reason for which the Commissioner or Member of the Board, Committee, or Commission has given notice to the Chairperson or Secretary of their unavailability fifteen (15) days in advance, as long as the unavailability is not expected to last longer than 30 days.

CITY COUNCIL POLICY CITY OF NATIONAL CITY

TITLE: Appointments to Boards, Commission and Committees	POLICY # 107
ADOPTED: June 17, 1986	AMENDED: January 20, 2026

Removal:

The Secretary or Lead of each Board, Commission, or Committee will report the attendance to the Office of the City Clerk on a monthly basis. If the attendance or absences fall within these guidelines, the Office of the City Clerk will prepare a report to City Council for review and possible removal of the Commissioner, Member, or Alternate sitting on the Board, Committee, or Commission. Any Commissioner, Member, or Alternate sitting on a Board, Committee, or Commission may be removed from office at any time by a simple majority vote of the City Council at a regularly scheduled Council meeting with or without cause.

Mandatory Training and Filing Requirements:

Commissioners and Members of Board, Committee, or Commission, as appointed by the legislative body, are entrusted with certain responsibilities and concomitant training and reporting. The following are requirements of Commissioners and Members of Boards, Commissions, and Committees. This training is required to be completed within 30 days of appointment or notification.

1. Oath of Office (Article XX of the California Constitution, and California Government Code Section 36507)
2. Fair Political Practices Commission (FPPC) Statement of Economic Interest Form 700 Filing (California Government Code Section 87100 et seq)
3. AB1234 Ethics Training (California Government Code Section 53235.1(b))
4. Anti- Harassment Training
5. Brown Act Training
6. Social Media Training
7. Any training required by State Law, Federal Law, or City Policies.

All training is offered in a variety of formats including in person, via Zoom, training website/software, and pre-recorded video. Currently, these are all requirements of the Mayor and City Council, and City staff.

Removal:

Failure to complete any of these requirements within 30 days of the appointment date or date of notification is cause for automatic removal.

CITY COUNCIL POLICY CITY OF NATIONAL CITY

TITLE: Appointments to Boards, Commission and Committees	POLICY # 107
ADOPTED: June 17, 1986	AMENDED: January 20, 2026

Related Policy References

Government Code Section 40605

Government Code Section 54970, et seq.

Article XX of the California Constitution, and California Government Code Section 36507

California Government Code Section 53235(b)

California Government Code Section 87100 et seq

National City Municipal Code Title 16 (pending)

Prior Policy Amendments:

February 2, 2021 (Resolution No. 2021-08)

May 19, 2020 (Resolution No. 2020-95)

November 9, 1993 (Resolution No. 93-173)

June 11, 2013 (Revised – No Resolution – Refer to Meeting Minutes)

October 8, 2013 (Resolution No. 2013-147)

May 19, 2020 (Resolution No. 2020-20)

November 16, 2021 (Resolution No. 2021-178)



AGENDA REPORT

Department: Finance
Prepared by: Karla Apalategui, Sr. Accounting Assistant
Meeting Date: Tuesday, March 3, 2026
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

Warrant Register No. 28 for the Period of 1/2/26 through 1/8/26 in the Amount of \$891,653.51

RECOMMENDATION:

Ratify Warrants Totaling \$891,653.51.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

Per Government Section Code 37208, below are the payments issued for the period of 1/2/26 – 1/8/26. Consistent with the Department of Finance’s practice, listed below are all payments above \$50,000.

<u>Vendor</u>	<u>Check/Wire</u>	<u>Amount</u>	<u>Explanation</u>
SDG&E	376798	98,947.10	Gas & Electric for Facilities
PRISM	376791	60,124.00	EWC Premium Adjustments
AXON Ent	376769	101,978.15	AXON Body Worn Cameras
Public Emp Ret 260050237		385,460.58	Service Period 12/09/25 – 12/22/2025

FINANCIAL STATEMENT:

Warrant Register Total \$891,653.51

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBIT:

Exhibit A – FY26 Warrant Register No. 28



Warrant Register #28

1/2/2026 to 1/8/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
A/P PAYMENTS				
<u>City Atty</u>				
FOZI DWORK & MODAFFE	LEGAL SERVICES / SD UNIFIED MATTER	376778	1/8/2026	852.50
HAMRICK & EVANS, LLP	LEGAL SERVICES FOR LITIGATION - CHICA	376780	1/8/2026	130.00
HAMRICK & EVANS, LLP	LEGAL SERVICES FOR LITIGATION - MARTI	376780	1/8/2026	150.00
HAMRICK & EVANS, LLP	LEGAL SERVICES FOR LITIGATION - ARRO'	376780	1/8/2026	650.00
HAMRICK & EVANS, LLP	MATTER - ALVAREZ	376780	1/8/2026	1,055.00
HAMRICK & EVANS, LLP	LEGAL SERVICES FOR LITIGATION - CORTI	376780	1/8/2026	1,190.00
HAMRICK & EVANS, LLP	LEGAL SERVICES FOR LITIGATION - SUND/	376780	1/8/2026	1,195.00
HAMRICK & EVANS, LLP	LEGAL SERVICES FOR LITIGATION - HERN/	376780	1/8/2026	6,580.00
HAMRICK & EVANS, LLP	LEGAL SERVICES FOR LITIGATION - GOGU	376780	1/8/2026	8,937.50
Total for City Atty				20,740.00
<u>City Mgr</u>				
GONZALEZ, DANIEL	REIMBURSEMENT - EMPLOYEES BIRTHDAY	376779	1/8/2026	71.09
COUNTY OF SAN DIEGO	MAIL POSTING BILLING - AUGUST 2025	376817	1/8/2026	3,325.07
Total for City Mgr				3,396.16
<u>Comm Svcs</u>				
PACHECO, MIKE	REIMBURSEMENT MP A KIMBALL HOLIDAY	376788	1/8/2026	44.00
PEIRCE, DENISSE	CONTRACT INSTRUCTOR MONTHLY PYMT	376790	1/8/2026	339.50
Total for Comm Svcs				383.50
<u>Eng/PW</u>				
BALL AUTOMOTIVE GROU	DOOR HANDLE FOR FLEET FY26-PW/EQM	376770	1/8/2026	217.32
CALIFORNIA ELECTRIC	MOP 45698 ELECTRIC SUPPLY FY26-PW/FA	376771	1/8/2026	39.74
CALIFORNIA ELECTRIC	MOP 45698 ELECTRIC SUPPLY FY26-PW/FA	376771	1/8/2026	88.59
CALIFORNIA ELECTRIC	MOP 68834 ELECTRIC SUPPLY FY26-PW/FA	376771	1/8/2026	58.71
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	102.57
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	110.82
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	130.07
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	215.88
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	136.16
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	136.16
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	670.13
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	130.16
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00



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CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	130.16
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	534.00
CINTAS CORPORATION	UNIFORM APPAREL FOR FACILITIES FY26-F	376773	1/8/2026	142.02
CINTAS CORPORATION	DUST MOPS & SUPPLIES FY26-PW/FAC	376773	1/8/2026	623.00
COSCO FIRE PROTECTIO	FIRE SAFETY INSPECTIONS FY26-PW/FAC	376774	1/8/2026	305.00
COSCO FIRE PROTECTIO	FIRE SAFETY INSPECTIONS FY26-PW/FAC	376774	1/8/2026	505.00
COSCO FIRE PROTECTIO	FIRE SAFETY INSPECTIONS FY26-PW/FAC	376774	1/8/2026	505.00
COSCO FIRE PROTECTIO	FIRE SAFETY INSPECTIONS FY26-PW/FAC	376774	1/8/2026	1,335.00
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376782	1/8/2026	273.62
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376782	1/8/2026	802.53
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376782	1/8/2026	134.72
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376782	1/8/2026	240.25
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376782	1/8/2026	646.75
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376782	1/8/2026	1,147.29
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376782	1/8/2026	542.78
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376782	1/8/2026	719.08
PARTS AUTHORITY METR	MOP 75943 AUTO SUPPLIES FY26-PW/EQM	376789	1/8/2026	13.55
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	92.82
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	113.28
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	43.04
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	57.04
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	78.28
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	131.84
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	190.32
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	1,034.47
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	60.52
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	421.67
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	44.84
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	228.70
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	188.88
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	155.58
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	288.79
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	340.27
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	345.03
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIE FY26-PW/F	376792	1/8/2026	250.84
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	250.84
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	51.10
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	181.47
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	35.20
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	66.53
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	84.15
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	155.55



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PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	87.57
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	79.18
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	59.52
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	83.72
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	123.59
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	158.00
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376792	1/8/2026	53.16
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376793	1/8/2026	15.39
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376793	1/8/2026	4.30
PRO BUILD COMPANY	MOP 45707 GENERAL SUPPLIES FY26-PW/F	376793	1/8/2026	19.55
PROCHEM SPECIALTY PR	DEGREASER, CAR WASH & FLOOR SOAP F	376794	1/8/2026	344.09
PRUDENTIAL OVERALL S	MOP 45742 LAUNDRY SERVICES FY26-PW/I	376795	1/8/2026	618.27
R & R CONTROLS, INC	ENVIRONMENTAL CONTROL SYSTEMS FY2	376796	1/8/2026	355.00
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY	376797	1/8/2026	29.17
SAN DIEGO GAS & ELEC	GAS AND ELECTRICITY FOR FACILITIES DE	376797	1/8/2026	3,937.95
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY	376797	1/8/2026	41.37
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY	376797	1/8/2026	115.20
SAN DIEGO GAS & ELEC	GAS AND ELECTRICITY FOR FACILITIES NC	376798	1/8/2026	9,598.71
SAN DIEGO GAS & ELEC	GAS AND ELECTRICITY FOR FACILITIES DE	376798	1/8/2026	98,947.10
SAN DIEGO MECHANICAL	HVAC MAINTENANCE FY26-PW/FAC	376799	1/8/2026	4,670.00
SO CAL TRUCK STOP	MOP 45758 PROPANE FY26-PW/EQM	376803	1/8/2026	31.70
SO CAL TRUCK STOP	MOP 45758 DIESEL FY26-PW/EQM	376803	1/8/2026	120.89
SONSRAY MACHINERY LL	PARTS FOR BACKHOE&LOADER FY26-PW/I	376804	1/8/2026	409.63
SWEETWATER AUTHORITY	WATER SERVICE FOR FACILITIES SEPT-NC	376805	1/8/2026	105.43
SWEETWATER AUTHORITY	WATER SERVICE FOR FACILITIES SEPT-NC	376805	1/8/2026	326.73
SWEETWATER AUTHORITY	WATER SERVICE FOR PARKS OCT-DEC FY	376805	1/8/2026	36.64
VALLEY INDUSTRIAL SP	MOP 46453 INDUSTRIAL SUPPLIES FY26-PV	376807	1/8/2026	126.15
VALLEY INDUSTRIAL SP	MOP 46453 INDUSTRIAL SUPPLIES FY26-PW	376807	1/8/2026	437.78
VALLEY INDUSTRIAL SP	MOP 46453 INDUSTRIAL SUPPLIES FY26-PV	376807	1/8/2026	125.95
VALLEY INDUSTRIAL SP	MOP 46453 INDUSTRIAL SUPPLIES FY26-PV	376807	1/8/2026	237.23
VALLEY INDUSTRIAL SP	MOP 46453 INDUSTRIAL SUPPLIES FY26-PV	376807	1/8/2026	355.84
VALLEY INDUSTRIAL SP	MOP 46453 INDUSTRIAL SUPPLIES FY26-PV	376807	1/8/2026	390.63
VALLEY INDUSTRIAL SP	MOP 46453 INDUSTRIAL SUPPLIES FY26-PV	376807	1/8/2026	390.63
VULCAN MATERIALS COM	ROADWAY MATERIALS FY26-PW/STS	376808	1/8/2026	616.34
VULCAN MATERIALS COM	ROADWAY MATERIALS FY26-PW/STS	376808	1/8/2026	508.22
VULCAN MATERIALS COM	ROADWAY MATERIALS FY26-PW/STS	376808	1/8/2026	586.91
VULCAN MATERIALS COM	ROADWAY MATERIALS FY26-PW/STS	376808	1/8/2026	249.37
VULCAN MATERIALS COM	ROADWAY MATERIALS FY26-PW/STS	376808	1/8/2026	1,008.11
VULCAN MATERIALS COM	ROADWAY MATERIALS FY26-PW/STS	376808	1/8/2026	240.45
WAXIE SANITARY SUPPL	JANITORIAL SUPPLIES FY26-PW/FAC	376809	1/8/2026	2,849.87
WAXIE SANITARY SUPPL	JANITORIAL SUPPLIES FY26-PW/FAC	376809	1/8/2026	2,513.19
WAXIE SANITARY SUPPL	JANITORIAL SUPPLIES FY26-PW/FAC	376809	1/8/2026	2,759.28



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WAXIE SANITARY SUPPL	JANITORIAL SUPPLIES FY26-PW/FAC	376809	1/8/2026	472.27
WAXIE SANITARY SUPPL	JANITORIAL SUPPLIES FY26-PW/FAC	376809	1/8/2026	3,373.08
WEST COAST ARBORISTS	CITY-WIDE TREE TRIMMING FY26-PW/PAR	376810	1/8/2026	10,345.00
WHITE CAP, LP	MOP 25101280 STREET SUPPLIES FY26-PW	376811	1/8/2026	69.60
WINSUPPLY SOUTH BAY	PLUMBING SUPPLIES FY26-PW/FAC	376812	1/8/2026	227.31
WINSUPPLY SOUTH BAY	PLUMBING SUPPLIES FY26-PW/FAC	376812	1/8/2026	63.08
WINSUPPLY SOUTH BAY	PLUMBING SUPPLIES FY26-PW/FAC	376812	1/8/2026	135.50
WINSUPPLY SOUTH BAY	PLUMBING SUPPLIES FY26-PW/FAC	376812	1/8/2026	125.13

Total for Eng/PW 168,377.89

Finance

CORNEJO, JAVIER	RETIREE HEALTH BENEFITS - JANUARY 20:	376757	1/6/2026	400.00
DEPASCALE, AARON	RETIREE HEALTH BENEFITS - JANUARY 20:	376758	1/6/2026	460.00
DONG, DAMON	RETIREE HEALTH BENEFITS - JANUARY 20:	376759	1/6/2026	640.00
HADLEY, BRIAN C	RETIREE HEALTH BENEFITS - JANUARY 20:	376760	1/6/2026	20.00
HERNANDEZ, ROBERT	RETIREE HEALTH BENEFITS - JANUARY 20:	376761	1/6/2026	500.00
IBARRA, JOE	RETIREE HEALTH BENEFITS - JANUARY 20:	376762	1/6/2026	780.00
MARMOLEJO, MARIA G	RETIREE HEALTH BENEFITS - JANUARY 20:	376763	1/6/2026	680.00
MCCABE, TOM	RETIREE HEALTH BENEFITS - JANUARY 20:	376764	1/6/2026	280.00
MEEKS, JEFFREY	RETIREE HEALTH BENEFITS - JANUARY 20:	376765	1/6/2026	460.00
NISSLEY JR, CHARLES	RETIREE HEALTH BENEFITS - JANUARY 20:	376766	1/6/2026	500.00
PIERSON, DARREN P	RETIREE HEALTH BENEFITS - JANUARY 20:	376767	1/6/2026	460.00
RAY, STEVEN	RETIREE HEALTH BENEFITS - JANUARY 20:	376768	1/6/2026	190.00
CALIFORNIA LAW ENFOR	JANUARY 2026 - PD LTD	376772	1/8/2026	2,528.00
BRINK'S INCORPORATED	TRANSPORTATION BILLING PERIOD 01/01/2	376816	1/8/2026	719.27
HINDERLITER DE LLAMA	CONTRACT/AUDIT SRVCS. SALES TAX / OC	376820	1/8/2026	3,139.98
RELIANCE STANDARD	JANUARY 2026 / GRP. VG180848, VAI82623	376826	1/8/2026	7,281.82

Total for Finance 19,039.07

Fire

WAXIE SANITARY SUPPL	JANITORIAL SUPPLIES FOR FIRE STATION:	376809	1/8/2026	329.20
STAPLES BUSINESS ADV	MOP#45704, STAMP PRE INKED FILE COPY	376828	1/8/2026	17.57

Total for Fire 346.77

Housing

NOWDOCS INTERNATIONAL	1099 MISC ENVELOPES	376824	1/8/2026	186.09
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Total for Housing 186.09

HR

DEPARTMENT OF JUSTIC	NEW EMPLOYEE TEST RESULTS - DOJ NO	376777	1/8/2026	245.00
LEOMITI, FIATAU R.	LICENSE REIMBURSEMENT	376785	1/8/2026	195.06
LORONA, ERNESTO	LICENSE REIMBURSEMENT	376786	1/8/2026	90.00
PRISM	EWC PREMIUM ADJUSTMENTS BASED ON I	376791	1/8/2026	60,124.00
ADDICTION MEDICINE	2026 FMCSA CLEARING HOUSE MANAGEMI	376813	1/8/2026	130.00
ADDICTION MEDICINE	DOT DRUG & ALCOHOL TESTING 01/2026 T	376813	1/8/2026	1,914.00
NEOGOV	NEOGOV - GOVERNMENTJOBS.COM MEME	376822	1/8/2026	1,986.96



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			Total for HR	64,685.02
<u>IT</u>				
AT&T	AT&T WIRELESS FY26	376815	1/8/2026	8,974.61
COX COMMUNICATIONS	COX BUSINESS DATA/VIDEO FY26	376818	1/8/2026	174.00
COX COMMUNICATIONS	COX BUSINESS DATA/VIDEO FY26	376818	1/8/2026	224.74
COX COMMUNICATIONS	COX BUSINESS DATA/VIDEO FY26	376818	1/8/2026	302.53
COX COMMUNICATIONS	COX BUSINESS DATA/VIDEO FY26	376818	1/8/2026	454.96
VERIZON WIRELESS	VERIZON WIRELESS DATA/PHONES FY26	376830	1/8/2026	476.40
			Total for IT	10,607.24
<u>Library</u>				
GONZALEZ, DANIEL	RFW- DANIEL GONZALEZ, CULTURE CLUB,	376779	1/8/2026	233.09
GONZALEZ, DANIEL	RFW- DANIEL GONZALEZ, CULTURE CLUB	376779	1/8/2026	260.00
MIDWEST TAPE, LLC	MIDWEST TAPE- ANNULMENT	376821	1/8/2026	21.78
MIDWEST TAPE, LLC	MIDWEST TAPE- MEMENTO	376821	1/8/2026	21.78
MIDWEST TAPE, LLC	MIDWEST TAPE- TOGETHER	376821	1/8/2026	25.86
MIDWEST TAPE, LLC	MIDWEST TAPE- SPINAL TAP II	376821	1/8/2026	29.93
MIDWEST TAPE, LLC	MIDWEST TAPE- ONE BATTLE AFTER ANO1	376821	1/8/2026	30.75
MIDWEST TAPE, LLC	MIDWEST TAPE BLU-RAY	376821	1/8/2026	38.10
NEU, ALEXANDER J	RFW- MILEAGE REIMBURSEMENT, ALEX NE	376823	1/8/2026	18.76
			Total for Library	680.05
<u>Nutrition</u>				
CINTAS CORPORATION	LAUNDRY FOR NUTRITION CTR. FY26	376773	1/8/2026	441.45
COUNTY OF SAN DIEGO	FOOD FACILITY PERMIT / NUTRITION	376775	1/8/2026	987.00
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	1,456.98
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	60.27
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	1,059.54
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	1,096.22
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	2,155.89
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	1,112.36
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	1,877.75
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	924.24
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	2,096.97
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376801	1/8/2026	2,277.80
ALL FRESH PRODUCTS	FOOD AND CONSUMABLES / NUTRITION	376814	1/8/2026	1,567.65
			Total for Nutrition	17,114.12
<u>Police</u>				
AXON ENTERPRISE INC	AXON BODY WORN CAMERAS	376769	1/8/2026	23,457.50
AXON ENTERPRISE INC	AXON BODY WORN CAMERAS	376769	1/8/2026	101,978.15
CYRACOM INTERNATIONAL	LANGUAGE LINE FOR DISPATCH FY 2026 /	376776	1/8/2026	78.65
HERO INDUSTRIES, INC	2 IN CUSTOM CHALLENGE COIN	376781	1/8/2026	1,020.94
IDTT CONSULTANTS, LL	TRAINING TUITION	376783	1/8/2026	150.00
INTERNATIONAL ASSOC	MEMBERSHIP DUES 2026 / AGENCY & IACP	376784	1/8/2026	270.00



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1/2/2026 to 1/8/2026

MESA, ANGEL	REIM: AMESA - BASIC PBLICC SAFETY DISF	376787	1/8/2026	526.80
SAN DIEGO PET SUPPLY	MOP #45753 / K9 SUPPLIES / BAUTISTA 525	376800	1/8/2026	26.36
SAN DIEGO PET SUPPLY	MOP #45753 / K9 SUPPLIES / EVANS 514	376800	1/8/2026	29.25
SAN DIEGO PET SUPPLY	MOP #45753 / K9 SUPPLIES / CARLOMAGO	376800	1/8/2026	93.60
SHRED-IT	SHREDDING SERVICES FOR PD FY 2026 / S	376802	1/8/2026	370.16
SHRED-IT	SHREDDING SERVICES FOR PD FY 2026	376802	1/8/2026	184.67
TORRES, VICTORIA	REIM: VTORRES - MANDATORY BASIC SAFI	376806	1/8/2026	526.80
DEPT OF JUSTICE	DOJ FINGERPRINTING FOR FY 2026 / NOVE	376819	1/8/2026	320.00
PORAC	PORAC MEMBERSHIP DUES / 9 (JAN-SEPT)	376825	1/8/2026	36.00
SAN DIEGO MIRAMAR CO	TRAINING TRAVEL REIMBURSEMENT AOT F	376827	1/8/2026	46.00
SYMBOLARTS, LLC	DURAFLEX BADGES	376829	1/8/2026	380.09
SYMBOLARTS, LLC	DURAFLEX BADGES	376829	1/8/2026	35.00

Total for Police	129,529.97
A/P PAYMENTS Total	435,085.88

EFT PAYMENTS

Finance

AGUIRRE, OSCAR	RETIREE HEALTH BENEFITS - JANUARY 20:	1001620	1/6/2026	560.00
BALLARDO, DAMIAN	RETIREE HEALTH BENEFITS - JANUARY 20:	1001621	1/6/2026	520.00
BAVENCOFF JR, DAVID	RETIREE HEALTH BENEFITS - JANUARY 20:	1001622	1/6/2026	500.00
BEARD, PATRICIA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001623	1/6/2026	70.00
BEVERIDGE, MARK	RETIREE HEALTH BENEFITS - JANUARY 20:	1001624	1/6/2026	640.00
BOEGLER, CRAIG	RETIREE HEALTH BENEFITS - JANUARY 20:	1001625	1/6/2026	260.00
BULL, PARRIS	RETIREE HEALTH BENEFITS - JANUARY 20:	1001626	1/6/2026	580.00
CAMEON, CHRISTOPHER	RETIREE HEALTH BENEFITS - JANUARY 20:	1001627	1/6/2026	400.00
CANEDO, RAMON	RETIREE HEALTH BENEFITS - JANUARY 20:	1001628	1/6/2026	620.00
CASTELLANOS, DAVID	RETIREE HEALTH BENEFITS - JANUARY 20:	1001629	1/6/2026	500.00
CESNAUSKAS, STEVEN	RETIREE HEALTH BENEFITS - JANUARY 20:	1001630	1/6/2026	400.00
CHELIUS, ANGELA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001631	1/6/2026	460.00
COLLINSON, CURTIS	RETIREE HEALTH BENEFITS - JANUARY 20:	1001632	1/6/2026	420.00
CONDON, DONALD	RETIREE HEALTH BENEFITS - JANUARY 20:	1001633	1/6/2026	280.00
CORDERO, ESTELA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001634	1/6/2026	520.00
COVARRUBIAS, ARACELI	RETIREE HEALTH BENEFITS - JANUARY 20:	1001635	1/6/2026	520.00
DALLA, MICHAEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001636	1/6/2026	900.00
DANESHFAR, ZIA-E-DIN	RETIREE HEALTH BENEFITS - JANUARY 20:	1001637	1/6/2026	250.00
DEESE, LESLIE	RETIREE HEALTH BENEFITS - JANUARY 20:	1001638	1/6/2026	660.00
DESROCHERS, PAUL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001639	1/6/2026	110.00
DIAZ, MIGUEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001640	1/6/2026	680.00
DREDGE, JAMES	RETIREE HEALTH BENEFITS - JANUARY 20:	1001641	1/6/2026	250.00
DUONG, MINH	RETIREE HEALTH BENEFITS - JANUARY 20:	1001642	1/6/2026	280.00
EISER III, GEORGE	RETIREE HEALTH BENEFITS - JANUARY 20:	1001643	1/6/2026	250.00
ESPIRITU, DAVID	RETIREE HEALTH BENEFITS - JANUARY 20:	1001644	1/6/2026	620.00
ETZLER, JEFFREY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001645	1/6/2026	460.00



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FABINSKI, DANIEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001646	1/6/2026	220.00
FELIX, YOLANDA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001647	1/6/2026	400.00
FIFIELD, KEITH	RETIREE HEALTH BENEFITS - JANUARY 20:	1001648	1/6/2026	540.00
FLORES, RICHARD M	RETIREE HEALTH BENEFITS - JANUARY 20:	1001649	1/6/2026	600.00
FLORES-HERNANDEZ, LY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001650	1/6/2026	20.00
GAUT, ANTHONY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001651	1/6/2026	700.00
GONZALES, MANUEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001652	1/6/2026	480.00
GONZALEZ, BEATRICE	RETIREE HEALTH BENEFITS - JANUARY 20:	1001653	1/6/2026	680.00
GONZALEZ, WILLIAM	RETIREE HEALTH BENEFITS - JANUARY 20:	1001654	1/6/2026	660.00
HARLAN, MICHAEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001655	1/6/2026	500.00
HERNANDEZ, JUDITH	RETIREE HEALTH BENEFITS - JANUARY 20:	1001656	1/6/2026	680.00
HERNANDEZ, RICK	RETIREE HEALTH BENEFITS - JANUARY 20:	1001657	1/6/2026	400.00
HODGES, BRENDA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001658	1/6/2026	200.00
JASMUND, DONALD	RETIREE HEALTH BENEFITS - JANUARY 20:	1001659	1/6/2026	680.00
JONES, ANGIL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001660	1/6/2026	60.00
JONES, DEREK	RETIREE HEALTH BENEFITS - JANUARY 20:	1001661	1/6/2026	480.00
JUNIEL, RODERICK	RETIREE HEALTH BENEFITS - JANUARY 20:	1001662	1/6/2026	50.00
KIMBLE, RANDY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001663	1/6/2026	300.00
KLOS, FRANK	RETIREE HEALTH BENEFITS - JANUARY 20:	1001664	1/6/2026	480.00
LAFRENIERE, MICHAEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001665	1/6/2026	660.00
LIMFUECO, MARIA TERE	RETIREE HEALTH BENEFITS - JANUARY 20:	1001666	1/6/2026	160.00
MATIENZO, MARIA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001667	1/6/2026	100.00
MCDANIEL, PATRICK	RETIREE HEALTH BENEFITS - JANUARY 20:	1001668	1/6/2026	290.00
MUNOZ, LILIA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001669	1/6/2026	640.00
NAGLE, DANIEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001670	1/6/2026	460.00
NOTEWARE, DAVID	RETIREE HEALTH BENEFITS - JANUARY 20:	1001671	1/6/2026	120.00
OLIVERIA, HERMINIO	RETIREE HEALTH BENEFITS - JANUARY 20:	1001672	1/6/2026	360.00
PARRA, FRANCISCO	RETIREE HEALTH BENEFITS - JANUARY 20:	1001673	1/6/2026	400.00
PAUU JR, PENU	RETIREE HEALTH BENEFITS - JANUARY 20:	1001674	1/6/2026	340.00
PE, RAY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001675	1/6/2026	300.00
PEASE JR, DAVID	RETIREE HEALTH BENEFITS - JANUARY 20:	1001676	1/6/2026	140.00
POST, ROGER	RETIREE HEALTH BENEFITS - JANUARY 20:	1001677	1/6/2026	280.00
REDIKOP, BRIAN	RETIREE HEALTH BENEFITS - JANUARY 20:	1001678	1/6/2026	400.00
RIOS, RAMONA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001679	1/6/2026	240.00
RODRIGUEZ, MANUEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001680	1/6/2026	260.00
ROUSTON, JEFFREY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001681	1/6/2026	660.00
RUIZ, JAMES	RETIREE HEALTH BENEFITS - JANUARY 20:	1001682	1/6/2026	310.00
SAINZ, JOSE LUIS	RETIREE HEALTH BENEFITS - JANUARY 20:	1001683	1/6/2026	300.00
SERVATIUS, JEFFREY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001684	1/6/2026	340.00
SEWARD, GREGORY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001685	1/6/2026	520.00
SHEPHARD, STEVE	RETIREE HEALTH BENEFITS - JANUARY 20:	1001686	1/6/2026	440.00
SHOEMAKER, MICHAEL	RETIREE HEALTH BENEFITS - JANUARY 20:	1001687	1/6/2026	480.00



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SILVA, LARRY	RETIREE HEALTH BENEFITS - JANUARY 20:	1001688	1/6/2026	580.00
SMITH, JOE	RETIREE HEALTH BENEFITS - JANUARY 20:	1001689	1/6/2026	320.00
SMITH, MATTHEW	RETIREE HEALTH BENEFITS - JANUARY 20:	1001690	1/6/2026	560.00
STANICH, COLLEEN	RETIREE HEALTH BENEFITS - JANUARY 20:	1001691	1/6/2026	400.00
TELLEZ, JOSE	RETIREE HEALTH BENEFITS - JANUARY 20:	1001692	1/6/2026	700.00
TIPTON, BARBARA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001693	1/6/2026	250.00
VILLAGOMEZ, JULIAN	RETIREE HEALTH BENEFITS - JANUARY 20:	1001694	1/6/2026	480.00
VILLARIASA, STEVEN	RETIREE HEALTH BENEFITS - JANUARY 20:	1001695	1/6/2026	480.00
WILKINS, THOMAS	RETIREE HEALTH BENEFITS - JANUARY 20:	1001696	1/6/2026	520.00
WRIGHT, MARIA ELENA	RETIREE HEALTH BENEFITS - JANUARY 20:	1001697	1/6/2026	700.00
YBARRA, ALFREDO	RETIREE HEALTH BENEFITS - JANUARY 20:	1001698	1/6/2026	220.00
YBARRA, ANTONIO	RETIREE HEALTH BENEFITS - JANUARY 20:	1001699	1/6/2026	540.00
YOUNG, GRAHAM	RETIREE HEALTH BENEFITS - JANUARY 20:	1001700	1/6/2026	560.00

Total for Finance	34,350.00
EFT PAYMENTS Total	34,350.00

WIRED PAYMENTS

Eng/PW

ARCO BUSINESS SOLUTI	FUEL FOR CITY FLEET DEC FY26-PW/EQM	260060191	1/7/2026	36,757.05
	Total for Eng/PW			36,757.05

Finance

PUBLIC EMP RETIREMEN	SERVICE PERIOD 12/09/2025 - 12/22/2025	260050237	1/6/2026	385,460.58
	Total for Finance			385,460.58

WIRED PAYMENTS Total 422,217.63

GRAND TOTAL 891,653.51



AGENDA REPORT

Department: Finance
Prepared by: Karla Apalategui, Sr. Accounting Assistant
Meeting Date: Tuesday, March 3, 2026
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

Warrant Register No. 29 for the Period of 1/9/26 through 1/15/26 in the Amount of \$2,500,464.49

RECOMMENDATION:

Ratify Warrants Totaling \$2,500,464.49.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

Per Government Section Code 37208, below are the payments issued for the period of 1/9/26 – 1/15/26. Consistent with the Department of Finance’s practice, listed below are all payments above \$50,000.

<u>Vendor</u>	<u>Check/Wire</u>	<u>Amount</u>	<u>Explanation</u>
RJ Noble Co	376860	148,230.07	CIP 23-15 Pavement Rehabilitation Project
SBCS Corp	376861	50,071.00	TBRA SBCS VII Agreement
Axon Enterprise	376837	55,857.60	Axon Fleet 3 Basic 2 nd Year
Adminsure Inc	5845	240,157.15	WC Account Replenishment December

FINANCIAL STATEMENT:

Warrant Register Total \$2,500,464.49

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBIT:

Exhibit A – FY26 Warrant Register No. 29



Warrant Register #29 1/9/2026 to 1/15/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
A/P PAYMENTS				
<u>Building</u>				
BUILDER'S BOOK, INC.	2024 BUILDING, ELECTRICAL, & PLUMBING BOOKS	376839	1/15/2026	129.62
Total for Building				129.62
<u>Comm Svcs</u>				
ASCL VENTURES, INC.	MUSIC EQUIPMENT FOR CASA PRG PRC#14289/CSD	376836	1/15/2026	3,306.21
DELGADO, ELYANA	RFW EMPLOYEE REIMBURSEMENT E.D. CASA SHOW	376844	1/15/2026	99.40
SMART & FINAL	MOP 45756 CASA YOUTH SNACKS/CSD	376866	1/15/2026	262.28
SMART & FINAL	MOP 45756 CREDIT A KIMBALL HOLIDAY/CSD	376866	1/15/2026	(85.45)
SMART & FINAL	MOP 45756 A KIIMBALL HOLIDAY/CSD	376866	1/15/2026	2.29
SMART & FINAL	MOP 45756 MLK DANCE CLUB SUPPLIES/CSD	376866	1/15/2026	14.99
Total for Comm Svcs				3,599.72
<u>Council</u>				
GENESI, KELSEY	CASH ADVANCE-MYR & CM ACDMY LGUE OF CA CIT	376850	1/15/2026	500.00
Total for Council				500.00
<u>Eng/PW</u>				
CANON SOLUTIONS AMER	MAINTENANCE- EQUIPMENT BASE CHARGE OF ENG	376841	1/15/2026	97.43
CANON SOLUTIONS AMER	MAINTENANCE- EQUIPMENT USAGE CHARGE OF ENG	376841	1/15/2026	20.77
CANON SOLUTIONS AMER	MAINTENANCE- EQUIPMENT BASE CHARGE OF ENG	376841	1/15/2026	97.43
ENTERPRISE FLEET MAN	FY26 FLEET LEASE MANAGEMENT	376846	1/15/2026	38,804.55
GL POOLS, LLC	LAS PALMAS MUNICIPAL POOL MAINTENANCE	376851	1/15/2026	7,801.00
GL POOLS, LLC	LAS PALMAS MUNICIPAL POOL MAINTENANCE	376851	1/15/2026	6,771.50
NO FLOW IN FLOW, LLC	MANHOLE INSERTS FOR PUBLIC WORKS STREETS/M	376859	1/15/2026	5,405.00
RJ NOBLE COMPANY	CIP 23-15 PAVEMENT REHABILITATION PROJECT	376860	1/15/2026	3,378.39
RJ NOBLE COMPANY	CIP 23-15 PAVEMENT REHABILITATION PROJECT	376860	1/15/2026	148,230.07
SITEONE LANDSCAPE SU	MOP 89277 LANDSCAPE SUPPLIES FY26-PW/PARKS	376865	1/15/2026	435.85
WEST COAST ARBORISTS	CITY-WIDE TREE TRIMMING FY26-PW/PARKS	376872	1/15/2026	30,555.00
WEST COAST ARBORISTS	25-26 NEWELL FICUS TREES	376872	1/15/2026	7,695.00
Total for Eng/PW				249,291.99
<u>Finance</u>				
C A P F	JANUARY 2026 - FIRE LTD	376840	1/15/2026	1,268.50
THE BANK OF NEW YORK	TRUSTEE FEE FOR PERIOD 11/16/2025 - 11/15/2026	376867	1/15/2026	1,500.00
Total for Finance				2,768.50
<u>Fire</u>				
ALLSTAR FIRE EQUIPME	LION BI-SWING TURNOUT COAT, PANTS, SUSPENDE	376833	1/15/2026	21,711.94
AMEDEE, WALTER	MILEAGE REIMBRSMNT, SD COUNTY REGIONAL FUEL	376834	1/15/2026	35.00
AP TRITON, LLC	EVALUATE AND OPTIMIZE THE EMERGENCY MEDICA	376835	1/15/2026	6,662.50
AP TRITON, LLC	EVALUATE AND OPTIMIZE THE EMERGENCY MEDICA	376835	1/15/2026	1,537.50
FIRSTWATCH	FIRST WATCH ANNUAL FEE 03/01/2026 - 02/28/2027	376849	1/15/2026	1,570.13
J HARRIS INDUSTRIAL	SERVICES FOR EQUIPMENT TO WASH APPARATUS	376852	1/15/2026	48.00
KELLEY, DILLON	EDUC REIMBRSMNT, DRIVER OPERATOR 1A	376853	1/15/2026	575.00



Warrant Register #29 1/9/2026 to 1/15/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
SMART & FINAL	MOP #45756 FIRST STREET WATER	376866	1/15/2026	41.90
SMART & FINAL	MOP #45756 FIRST STREET TANGERINES, NATURE V.	376866	1/15/2026	48.34
USIQ, INC.	FLIR SYSTEMS K55 THERMAL CAMERA KIT	376870	1/15/2026	4,033.74
W.S. DARLEY & CO.	REPLACEMENT FLIR K55 TICS	376871	1/15/2026	8,001.67
Total for Fire				44,265.72
<u>Housing</u>				
CSA SAN DIEGO COUNTY	FAIR HOUSING AND TENANT LANDLORD SERVICES	376843	1/15/2026	12,535.11
KEYSER MARSTON ASSOC	CONSULTING SERV HOMEOWNERSHIP RFP	376854	1/15/2026	875.00
NAN MCKAY AND ASSOCI	ITEM # 304-001,304-002,304-010 FOR S-8 DEPT.	376858	1/15/2026	92.08
SBCS CORPORATION	TBRA SBCS VII AGREEMENT FOR FY26	376861	1/15/2026	50,071.00
Total for Housing				63,573.19
<u>HR</u>				
4 IMPRINT INC	HR RECRUITMENT SUPPLIES	376831	1/15/2026	800.31
CONCENTRA MEDICAL CE	PRE-EMPLOYMENT PHYSICAL	376842	1/15/2026	451.00
DEPARTMENT OF JUSTIC	EMPLOYEE FINGERPRINT TEST RESULTS - DEC	376845	1/15/2026	147.00
ESTUDILLO, KEVIN	LICENSE REIMBURSEMENT	376847	1/15/2026	95.00
Total for HR				1,493.31
<u>Library</u>				
BARAHURA, SIERRA	RFW- MILEAGE & PRKG REIMBURSEMENT- SIERRA B	376838	1/15/2026	24.00
MIDWEST TAPE, LLC	MIDWEST TAPE- 4 DVDS	376857	1/15/2026	87.93
MIDWEST TAPE, LLC	MIDWEST TAPE- 2 DVDS	376857	1/15/2026	51.71
MIDWEST TAPE, LLC	MIDWEST TAPE- 4 BLU-RAYS	376857	1/15/2026	123.01
MIDWEST TAPE, LLC	MIDWEST TAPE- 6 DVDS	376857	1/15/2026	142.92
MIDWEST TAPE, LLC	MIDWEST TAPE- TRONS: ARES WIDESCREEN	376857	1/15/2026	30.75
MIDWEST TAPE, LLC	MIDWEST TAPE- 2B;U-RAYS	376857	1/15/2026	55.79
MIDWEST TAPE, LLC	MIDWEST TAPE- 3 DVDS	376857	1/15/2026	95.52
MIDWEST TAPE, LLC	MIDWEST TAPE- BEVERLY HILLBILLIES	376857	1/15/2026	17.70
MIDWEST TAPE, LLC	MIDWEST TAPE- TRUTH AND TREASON	376857	1/15/2026	32.61
Total for Library				661.94
<u>Nutrition</u>				
SDG&E	GAS BILL FOR NUTR CTR FY26	376862	1/15/2026	535.09
SDG&E	ELECTRIC BILL FOR NUTR CTR FY26	376862	1/15/2026	4,112.77
SDG&E	GAS BILL FOR NUTR CTR FY26	376862	1/15/2026	554.16
SDG&E	ELECTRIC BILL FOR NUTR CTR FY26	376862	1/15/2026	4,208.33
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376863	1/15/2026	2,165.85
SHAMROCK FOODS COMPA	FOOD AND CONSUMABLES / NUTRITION	376864	1/15/2026	66.71
Total for Nutrition				11,642.91
<u>Police</u>				
AL-MOSAWI, SADIQ	REIM: SALMOSAWI - SWAT TRAINING	376832	1/15/2026	1,221.80
AXON ENTERPRISE INC	AXON FLEET 3 BASIC 2ND YEAR	376837	1/15/2026	55,857.60
FARO TECHNOLOGIES IN	FARO SCANNER CARE COVERAGE	376848	1/15/2026	16,542.00



Warrant Register #29 1/9/2026 to 1/15/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
LEXISNEXIS RISK SOLUTION	LEXISNEXIS ACCURINT TRAX / 2025/12/01-2025/12/31	376855	1/15/2026	750.00
LOPEZ, RUBEN G	REIM: RLOPEZ - INTERNAL AFFAIRS INVESTIGATION	376856	1/15/2026	302.00
THOMSON REUTERS	INVESTIGATIVE SERVICE FOR DETECTIVES FY 2026 /	376868	1/15/2026	799.21
TSI INCORPORATED	GAS MASK FIT TEST MACHINE CALIBRATION	376869	1/15/2026	1,277.26
Total for Police				76,749.87
A/P PAYMENTS Total				454,676.77
EFT PAYMENTS				
<u>City Atty</u>				
DEVANEY PATE MORRIS	LEGAL SERVICES FOR LITIGATION - CALI MOTA	1001708	1/9/2026	475.00
Total for City Atty				475.00
<u>City Mgr</u>				
STAPLES BUSINESS ADV	MOP#45704 OFFICE SUPPLIES	1001725	1/9/2026	26.26
STAPLES BUSINESS ADV	MOP#45704- CMO OFFICE SUPPLIES	1001725	1/9/2026	184.32
STAPLES BUSINESS ADV	MOP#45704 OFFICE SUPPLIES	1001725	1/9/2026	39.14
Total for City Mgr				249.72
<u>Clerk</u>				
TRANS-LANG	TRANSLATION SERVICES FOR CITY COUNCIL MTGS.	1001717	1/9/2026	885.00
TRANS-LANG	TRANSLATION SERVICES FOR CITY COUNCIL MTGS.	1001717	1/9/2026	1,655.00
TRANS-LANG	TRANSLATION SERVICES FOR CITY COUNCIL MTGS.	1001717	1/9/2026	1,025.00
Total for Clerk				3,565.00
<u>Comm Svcs</u>				
AMAZON CAPITAL SERVI	KIMBALL HOLIDAY BACKDROP GARLAND LIGHTS/CSI	1001703	1/9/2026	105.49
AMAZON CAPITAL SERVI	KIMBALL HOLIDAY BACKDROP GARLAND LIGHTS/CSI	1001703	1/9/2026	237.91
Total for Comm Svcs				343.40
<u>Council</u>				
STAPLES BUSINESS ADV	COUNCIL OFFICE SUPPLIES AND MATERIALS	1001725	1/9/2026	93.69
STAPLES BUSINESS ADV	COUNCIL OFFICE SUPPLIES AND MATERIALS	1001725	1/9/2026	93.69
STAPLES BUSINESS ADV	COUNCIL OFFICE SUPPLIES AND MATERIALS	1001725	1/9/2026	93.69
STAPLES BUSINESS ADV	COUNCIL OFFICE SUPPLIES AND MATERIALS	1001725	1/9/2026	93.68
STAPLES BUSINESS ADV	COUNCIL OFFICE SUPPLIES AND MATERIALS	1001725	1/9/2026	55.98
STAPLES BUSINESS ADV	OFFICE SUPPLIES - COUNCIL OFFICE	1001725	1/9/2026	16.89
Total for Council				447.62
<u>Eng/PW</u>				
AAIR PURIFICATION SY	EXHAUST HOSE AT FD-PW/EQM	1001701	1/9/2026	1,944.45
BOOT WORLD	MOP 64096 WORK BOOTS FOR B.OLMOS FY26-PW/FAC	1001704	1/9/2026	117.43
BOOT WORLD	MOP 64096 WORK BOOTS FOR G.GUERRERO FY26-PW/FAC	1001704	1/9/2026	155.86
BOOT WORLD	MOP 64096 WORK BOOTS FOR M.JUDGE FY26-PW/FAC	1001704	1/9/2026	185.94
BOOT WORLD	MOP 64096 WORK BOOTS FOR M.BOJORQUEZ FY26-PW/FAC	1001704	1/9/2026	200.00
GRAINGER	MOP 65179 GENERAL SUPPLIES FY26-PW/FAC	1001709	1/9/2026	128.61
GRAINGER	MOP 65179 BUILDING SUPPLIES FY26-PW/FAC	1001709	1/9/2026	166.39



Warrant Register #29

1/9/2026 to 1/15/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
HASA INC	CHEMICALS FOR MUNICIPAL POOL FY26-PW/FAC	1001710	1/9/2026	682.67
HASA INC	CHEMICALS FOR MUNICIPAL POOL FY26-PW/FAC	1001710	1/9/2026	164.63
HASA INC	CHEMICALS FOR MUNICIPAL POOL FY26-PW/FAC	1001710	1/9/2026	946.93
NATIONAL CITY TROPHY	MOP 66556 PLASTIC DOOR NAME PLATE FY26-PW/FA	1001711	1/9/2026	95.05
NATIONAL CITY TROPHY	MOP 66556 PLASTIC DOOR NAME PLATE FY26-PW/FA	1001711	1/9/2026	47.52
NATIONAL CITY TROPHY	MOP 66556 NAPOLEON MANTLE CLOCK FY26-PW/FAC	1001711	1/9/2026	200.64
NATIONAL CITY TROPHY	MOP 66556 PLASTIC DOOR NAME PLATE FY26-PW/FA	1001711	1/9/2026	47.52
SEDANO FORD OF LM, I	R&M CITY VEHICLES FY26-PW/EQM	1001713	1/9/2026	645.92
THE LLOYD PEST CONTR	CITY-WIDE PEST CONTROL FY26-PW/FAC	1001716	1/9/2026	72.00
THE LLOYD PEST CONTR	CITY-WIDE PEST CONTROL FY26-PW/FAC	1001716	1/9/2026	105.00
THE LLOYD PEST CONTR	CITY-WIDE PEST CONTROL FY26-PW/FAC	1001716	1/9/2026	105.00
THE LLOYD PEST CONTR	CITY-WIDE PEST CONTROL FY26-PW/FAC	1001716	1/9/2026	112.00
VISTA PAINT	MOP 68834 PAINT SUPPLIES FY26-PW/FAC	1001718	1/9/2026	67.17
VISTA PAINT	MOP 68834 PAINT SUPPLIES FY26-PW/STS	1001718	1/9/2026	192.49
Total for Eng/PW				6,383.22

Finance				
DELTA DENTAL INSURAN	JANUARY 2026 GRP. #05-7029600000 PMI DENTAL INS	1001706	1/9/2026	1,786.08
DELTA DENTAL OF CALI	JAN. 2026 GRP. #05-0908601002 COBRA PREMIER DEI	1001707	1/9/2026	89.49
DELTA DENTAL OF CALI	JAN. 2026 GRP. #05-9086000000 DENTAL INS PREMIER	1001707	1/9/2026	17,741.70
SMART SOURCE OF CALI	DECALS FOR BUSINESS LICENSE FOR FY26	1001724	1/9/2026	641.44
SMART SOURCE OF CALI	DECALS FOR BUSINESS LICENSE FOR FY26	1001724	1/9/2026	720.26
STAPLES BUSINESS ADV	MOP #45704 / 2026 CALENDARS / FIN. DEPT.	1001725	1/9/2026	72.95
STAPLES BUSINESS ADV	MOP #45704 / 2026 CALENDAR / FIN. DEPT.	1001725	1/9/2026	24.35
STAPLES BUSINESS ADV	MOP #45704 / MISC. OFFICE SUPPLIES / FIN. DEPT.	1001725	1/9/2026	174.86
STAPLES BUSINESS ADV	MOP #45704 / 2026 CALENDAR REFILL / FIN. DEPT.	1001725	1/9/2026	24.49
Total for Finance				21,275.62

Fire				
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001702	1/9/2026	209.51
AAIR PURIFICATION SY	MAGNETIC GRABBER AND STANDARD TEMP	1001719	1/9/2026	1,698.68
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001720	1/9/2026	114.20
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001720	1/9/2026	192.86
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001720	1/9/2026	54.95
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001720	1/9/2026	144.36
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001720	1/9/2026	124.97
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001720	1/9/2026	96.93
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001720	1/9/2026	122.82
ACE UNIFORMS & ACCES	UNIFORMS, JACKETS, PATCHES, SEWING AND ACCE	1001720	1/9/2026	12.92
Total for Fire				2,772.20

HR				
ADMINSURE INC	WC COMPENSATION CLAIMS ADMINISTRATION - JAN	1001721	1/9/2026	9,128.00
STAPLES BUSINESS ADV	MOP #45704/OFFICE SUPPLIES/HR	1001725	1/9/2026	53.23



Warrant Register #29 1/9/2026 to 1/15/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
STAPLES BUSINESS ADV	MOP #45704/OFFICE SUPPLIES/HR	1001725	1/9/2026	83.88
STAPLES BUSINESS ADV	MOP#45704/OFFICE SUPPLIES/HR	1001725	1/9/2026	24.32
Total for HR				9,289.43
<u>IT</u>				
TYLER TECHNOLOGIES I	MUNIS ERP PROJECT 2026	1001726	1/9/2026	4,440.00
TYLER TECHNOLOGIES I	MUNIS ERP PROJECT 2026	1001726	1/9/2026	740.00
Total for IT				5,180.00
<u>Nutrition</u>				
SYSKO SAN DIEGO INC	DISHWASHER LEASE FOR NOVEMBER 2025	1001714	1/9/2026	259.86
SYSKO SAN DIEGO INC	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001714	1/9/2026	535.77
SYSKO SAN DIEGO INC	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001714	1/9/2026	1,041.43
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	1,062.32
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	1,403.77
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	480.92
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	195.69
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	1,523.30
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	409.92
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	864.78
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	2,068.58
ALDEMCO	FOOD/CONSUMABLES FOR NUTRITION CENTER	1001722	1/9/2026	1,901.75
Total for Nutrition				11,748.09
<u>Police</u>				
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 2026	1001702	1/9/2026	191.76
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 2026	1001702	1/9/2026	60.34
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 2026	1001702	1/9/2026	134.68
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 2026	1001702	1/9/2026	19.34
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 2026	1001702	1/9/2026	24.77
AMAZON CAPITAL SERVI	METAL DETECTOR BUNDLE / INVESTIGATIONS	1001703	1/9/2026	773.19
AMAZON CAPITAL SERVI	CAMERA BAG/AMAZON / INVESTIGATIONS	1001703	1/9/2026	59.80
SAN DIEGO POLICE EQU	BALLISTIC VESTS FY 2026 / 5 ACADEMY GRADUATES	1001712	1/9/2026	4,635.52
T'S & SIGNS INC	BPO T SHIRTS & SIGNS FY2026 / VANIA ARO	1001715	1/9/2026	27.19
T'S & SIGNS INC	BPO T SHIRTS & SIGNS FY2026 / LOCKER NAME MAG	1001715	1/9/2026	83.74
T'S & SIGNS INC	BPO T SHIRTS & SIGNS FY2026 / HOLIDAY CARDS	1001715	1/9/2026	134.85
ARJIS	ARJIS FY 2026 / PERIODS 1-3	1001723	1/9/2026	10,998.41
STAPLES BUSINESS ADV	MOP #45704 / BOOKCASE 5 SHELF / RECORDS CYNTI	1001725	1/9/2026	280.35
STAPLES BUSINESS ADV	MOP #45704 / OFFICE SUPPLIES / RECORDS	1001725	1/9/2026	255.24
Total for Police				17,679.18
<u>Risk</u>				
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/AMARO	1001705	1/9/2026	850.53
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/NETHERS	1001705	1/9/2026	1,110.45
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/VARGAS	1001705	1/9/2026	1,203.95



Warrant Register #29
1/9/2026 to 1/15/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/ABBOTT	1001705	1/9/2026	1,750.00
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/PORTILLO	1001705	1/9/2026	1,787.50
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/ALEGRE	1001705	1/9/2026	2,779.17
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/GOGUE III	1001705	1/9/2026	3,712.90
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/ESTRADA	1001705	1/9/2026	4,266.78
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/CORTEZ	1001705	1/9/2026	4,358.03
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/DARWISH	1001705	1/9/2026	8,432.98
DEAN GAZZO ROISTACHE	LEGAL SERVICES TO BE PROVIDED/APAN	1001705	1/9/2026	447.00
Total for Risk				30,699.29
EFT PAYMENTS Total				110,107.77
WIRED PAYMENTS				
<u>Finance</u>				
THE BANK OF NEW YORK	SA NATIONAL CITY RDA TARB 2017B	260115	1/15/2026	11,457.80
Total for Finance				11,457.80
<u>HR</u>				
ADMINSURE INC	WC ACCOUNT REPLENISHMENT DECEMBER	5845	1/15/2026	240,157.15
Total for HR				240,157.15
WIRED PAYMENTS Total				251,614.95
<u>Payroll</u>				
	PAY PERIOD 12/23/25-1/5/26		1/14/2026	1,684,065.00
GRAND TOTAL				2,500,464.49



AGENDA REPORT

Department: Finance
Prepared by: Karla Apalategui, Sr. Accounting Assistant
Meeting Date: Tuesday, March 3, 2026
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

Warrant Register No. 30 for the Period of 1/16/26 through 1/22/26 in the Amount of \$1,431,243.60

RECOMMENDATION:

Ratify Warrants Totaling \$1,431,243.60.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

Per Government Section Code 37208, below are the payments issued for the period of 1/16/26 – 1/22/26. Consistent with the Department of Finance’s practice, listed below are all payments above \$50,000.

<u>Vendor</u>	<u>Check/Wire</u>	<u>Amount</u>	<u>Explanation</u>
Burtech Pipeline	376879	84,328.42	CIP 24-03 P-2 Sewer Upsizing Project
Sunroad Auto LLC	376905	177,819.00	Purchase of Ford Police Utility Interceptors
Sunroad Auto LLC	376905	227,087.00	Purchase of Ford Police Utility Interceptors
Sunroad Auto LLC	376905	59,273.00	Purchase of Ford Police Utility Interceptors
Aster Contruction	1001731	199,940.09	CIP 19-23 Central Comm Enhancement
Dick Miller Inc	1001733	227,833.25	CIP 22-26 El Toyon Park Prop 68 Improve
Health Net Inc	1001736	59,744.97	Grp# R1192A City of NC / Feb 26

FINANCIAL STATEMENT:

Warrant Register Total \$1,431,243.60

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBIT:

Exhibit A – FY26 Warrant Register No. 30



Warrant Register #30
1/16/2026 to 1/22/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
A/P PAYMENTS				
<u>Comm Svcs</u>				
EXOS WORKS, INC	EXOS DECEMBER BASE MANAGEMENT FEE FY	376885	1/22/2026	5,733.00
Total for Comm Svcs				5,733.00
<u>Eng/PW</u>				
BNSF RAILWAY COMPANY	BI-WEEKLY MEETING AND COORDINATION	376873	1/20/2026	17,000.00
BNSF RAILWAY COMPANY	BI-WEEKLY MEETING AND COORDINATION	376874	1/20/2026	2,500.00
24 HOUR ELEVATOR INC	CITY-WIDE ELEVATOR REPAIRS FY26-PW/FAC	376875	1/22/2026	92.44
BURTECH PIPELINE, IN	CIP 24-03 P-2 SEWER UPSIZING PROJECT	376879	1/22/2026	84,328.42
ENTERPRISE FLEET MAN	FY26 FLEET LEASE MANAGEMENT	376884	1/22/2026	10,739.00
GEOSYNTEC CONSULTANT	PROPOSAL FOR CONCRETE SUPPORT SERVIC	376888	1/22/2026	1,650.00
GEOSYNTEC CONSULTANT	ENCAMPMENTS CLEANUP -24TH ST TREE REM	376888	1/22/2026	6,650.00
GEOSYNTEC CONSULTANT	ENCAMPMENTS CLEANUP- GOLF COURSE, HAI	376888	1/22/2026	8,800.00
GEOSYNTEC CONSULTANT	ENCAMPMENTS CLEANUP- PLAZA AND EUCLID	376888	1/22/2026	8,800.00
GEOSYNTEC CONSULTANT	DUCK POND ENVIRONMENTAL MONITORING	376888	1/22/2026	1,055.25
GEOSYNTEC CONSULTANT	BEE REMOVAL SERVICES	376888	1/22/2026	1,350.00
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	466.54
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	220.54
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	20.38
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	152.13
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	641.71
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	28.58
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	195.73
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	1,177.25
HOME DEPOT CREDIT SE	BUILDING SUPPLIES FY26-PW/FAC	376889	1/22/2026	490.40
HOME DEPOT CREDIT SE	SMALL TOOLS FOR WW FY26-PW/WW	376889	1/22/2026	278.08
KIMLEY HORN	NATIONAL CITY SUSTAINABLE MOBILITY PLAN	376891	1/22/2026	10,845.41
NV5 INC	MEETING AND COORDINATION WITH NC STAFF	376893	1/22/2026	1,252.72
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR SDGE I	376893	1/22/2026	1,619.68
NV5 INC	STAFF AUGMENTATION & COUNTER SUPPORT	376893	1/22/2026	103.00
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR SDGE I	376893	1/22/2026	375.96
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR CROWI	376893	1/22/2026	399.15
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR MEDIA	376893	1/22/2026	417.16
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR COX PI	376893	1/22/2026	439.69
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR SW PIF	376893	1/22/2026	764.80
NV5 INC	BI-WEEKLY MEETINGS AND COORDINATION	376893	1/22/2026	1,169.05
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR AT&T F	376893	1/22/2026	2,526.12
NV5 INC	STAFF AUGMENTATION AND COUNTER SUPPO	376893	1/22/2026	206.00
NV5 INC	BI-WEEKLY MEETING AND COORDINATION	376893	1/22/2026	932.15
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR SW PIF	376893	1/22/2026	25.75
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR COX PI	376893	1/22/2026	673.37



Warrant Register #30 1/16/2026 to 1/22/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR AT&T F	376893	1/22/2026	2,222.26
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR 2813 H	376893	1/22/2026	3,930.57
NV5 INC	ON-CALL PROJECT MANAGEMENT FOR SDGE I	376893	1/22/2026	7,083.81
PARTS AUTHORITY METR	MOP 75943 AUTO SUPPLIES FY26-PW/EQM	376895	1/22/2026	14.10
PARTS AUTHORITY METR	MOP 75943 AUTO SUPPLIES FY26-PW/EQM	376895	1/22/2026	9.44
PARTS AUTHORITY METR	MOP 75943 AUTO SUPPLIES FY26-PW/EQM	376895	1/22/2026	14.10
PARTS AUTHORITY METR	MOP 75943 AUTO SUPPLIES FY26-PW/EQM	376895	1/22/2026	70.61
PARTS AUTHORITY METR	MOP 75943 AUTO SUPPLIES FY26-PW/EQM	376895	1/22/2026	11.86
PARTS AUTHORITY METR	MOP 75943 AUTO SUPPLIES FY26-PW/EQM	376895	1/22/2026	47.52
PARTS AUTHORITY METR	MOP 75943 AUTO SUPPLIES FY26-PW/EQM	376895	1/22/2026	45.81
PRUDENTIAL OVERALL S	MOP 45742 LAUNDRY SERVICES FY26-PW/EQM	376898	1/22/2026	85.65
PRUDENTIAL OVERALL S	MOP 45742 LAUNDRY SERVICES FY26-PW/EQM	376898	1/22/2026	85.65
PRUDENTIAL OVERALL S	MOP 45742 LAUNDRY SERVICES FY26-PW/EQM	376898	1/22/2026	126.02
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY26-F	376901	1/22/2026	100.60
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY26-F	376901	1/22/2026	11.45
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY26-F	376901	1/22/2026	47.06
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY26-F	376901	1/22/2026	47.79
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY26-F	376901	1/22/2026	11.45
SAN DIEGO GAS & ELEC	GAS AND ELECTRIC FOR STREETS DEC FY26-F	376901	1/22/2026	114.30
SITEONE LANDSCAPE SU	MOP 69277 STREET SUPPLIES FY26-PW/STS	376902	1/22/2026	140.45
SUNROAD AUTO LLC	PURCHASE OF 3 FORD POLICE UTILITY INTERC	376905	1/22/2026	177,819.00
SUNROAD AUTO LLC	PURCHASE OF 4 FORD POLICE UTILITY INTERC	376905	1/22/2026	227,087.00
SUNROAD AUTO LLC	PURCHASE 4/4 FORD POLICE UTILITY INTERCE	376905	1/22/2026	59,273.00
SWEETWATER AUTHORITY	WATER BILL FOR WW OCT-NOV FY26-PW/WW	376906	1/22/2026	138.62
SWEETWATER AUTHORITY	WATER BILL FOR WW OCT-NOV FY26-PW/WW	376906	1/22/2026	138.62
SWEETWATER AUTHORITY	WATER SERVICE FOR FACILITIES OCT-DEC FY	376906	1/22/2026	1,403.50
SWEETWATER AUTHORITY	WATER SERVICE FOR FACILITIES OCT-DEC FY	376906	1/22/2026	1,431.14
SWEETWATER AUTHORITY	WATER SERVICE FOR FACILITIES OCT-DEC FY	376906	1/22/2026	2,198.15
SWEETWATER AUTHORITY	WATER SERVICE FOR FACILITIES OCT-DEC FY	376906	1/22/2026	2,522.92
SWEETWATER AUTHORITY	WATER SERVICE FOR FACILITIES OCT-DEC FY	376906	1/22/2026	3,684.57
UNDERGROUND SERVICE	UNDERGROUND SERVICE ALERT FY26-PW/WW	376907	1/22/2026	310.00
UNDERGROUND SERVICE	UNDERGROUND SERVICE ALERT FY26-PW/WW	376907	1/22/2026	148.51
			Total for Eng/PW	658,761.99
<u>Finance</u>				
FEDEX	LATE FEE / INV #269700120599A	376886	1/22/2026	25.00
			Total for Finance	25.00
<u>Fire</u>				
AMEDEE, WALTER	MILEAGE REIMBRSMNT, UASI PROJ SUBMISSIC	376877	1/22/2026	17.98
AT&T	MOTHLY PHONE SERVICES FOR DISPATCHED	376878	1/22/2026	409.24
INTERNATIONAL CODE C	TAXES AND FREIGHT FOR CODE BOOKS	376890	1/22/2026	68.03
PRO BUILD COMPANY	MOP#45707, DAP G/P SILICONE WHT 2.8 OZ, D	376897	1/22/2026	45.97



Warrant Register #30 1/16/2026 to 1/22/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
SO CAL PPE, LLC	TURN OUT COAT & PANTS CLEANING , TESTIN	376903	1/22/2026	1,420.00
VECTOR SOLUTIONS	VECTOR SOLUTIONS RENEWAL MEMBERSHIP	376908	1/22/2026	3,515.00
WITMER PUBLIC SAFETY	CODE 3 MICRODASH PREEMPTION TRAFFIC SI	376909	1/22/2026	494.48
WITMER PUBLIC SAFETY	CODE 3 MICRODASH PREEMPTION TRAFFIC SI	376909	1/22/2026	478.49
WITMER PUBLIC SAFETY	HELMET FRONTS	376909	1/22/2026	665.28
WITMER PUBLIC SAFETY	HELMET FRONTS	376909	1/22/2026	23.13
Total for Fire				7,137.60
<u>Housing</u>				
NATIONAL CREDIT REPO	DEC-2025 FEE CRIMINAL REORT FOR SEC-8 DE	376892	1/22/2026	80.70
PSWRC NAHRO	2026 PSWRC NAHRO MEMBERSHIP FOR S-8	376899	1/22/2026	152.00
SOUTH BAY SHREDDING	MONTHLY FEE FOR SERV DEC-2025 SECT 8 DE	376904	1/22/2026	70.00
Total for Housing				302.70
<u>HR</u>				
CONCENTRA MEDICAL CE	PRE-EMPLOYMENT PHYSICAL	376881	1/22/2026	219.00
G2SOLUTIONS, INC	NEW EMPLOYEE FINGERPRINT SUBMISSION -	376887	1/22/2026	2.25
PAYCHEX BENEFIT TECH	BENETRACT ESR SERVICE FEE - JANUARY	376896	1/22/2026	855.45
RALPH ANDERSEN & AS	CITY MANAGER RECRUITMENT	376900	1/22/2026	8,675.00
RALPH ANDERSEN & AS	CITY MANAGER RECRUITMENT	376900	1/22/2026	8,675.00
RALPH ANDERSEN & AS	CITY MANAGER RECRUITMENT	376900	1/22/2026	8,675.00
SOUTH BAY SHREDDING	SHREDDING MONTHLY SERVICES - DECEMBEF	376904	1/22/2026	74.00
Total for HR				27,175.70
<u>Neigh Svcs</u>				
PRO BUILD COMPANY	MOP 45707 PAINT SUPPLIES	376897	1/22/2026	228.30
PRO BUILD COMPANY	MOP 45707 PAINT SUPPLIES	376897	1/22/2026	89.15
PRO BUILD COMPANY	MOP 45707 PAINT SUPPLIES	376897	1/22/2026	453.89
Total for Neigh Svcs				771.34
<u>Nutrition</u>				
AIR EXHAUST CORP CO	KITCHEN EXHAUST CLEANING FY 26	376876	1/22/2026	72.00
COZZINI BROS., INC.	KNIFE CLEANING SERVICE FOR FY 26	376882	1/22/2026	70.50
COZZINI BROS., INC.	KNIFE CLEANING SERVICE FOR FY 26	376882	1/22/2026	70.50
Total for Nutrition				213.00
<u>Police</u>				
CAL UNIFORMS INC	UNIFORMS & ACCESSORIES FY2026	376880	1/22/2026	32.30
CAL UNIFORMS INC	UNIFORMS & ACCESSORIES FY2026	376880	1/22/2026	440.57
CAL UNIFORMS INC	UNIFORMS & ACCESSORIES FY2026	376880	1/22/2026	1,427.35
CAL UNIFORMS INC	UNIFORMS & ACCESSORIES FY2026	376880	1/22/2026	1,523.26
CYRACOM INTERNATIONA	LANGUAGE LINE FOR DISPATCH FY 2026	376883	1/22/2026	52.65
PALOMAR HEALTH	ADULT VICTIM & SUSPECT SEXUAL ASSUALT E	376894	1/22/2026	1,350.00
Total for Police				4,826.13
A/P PAYMENTS Total				704,946.46

EFT PAYMENTS



Warrant Register #30 1/16/2026 to 1/22/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
<u>City Atty</u>				
CIVICA LAW GROUP APC	CODE MATTER GENERAL CODE ENFORCEMEN	1001732	1/16/2026	206.50
CIVICA LAW GROUP APC	CODE MATTER RAMADA	1001732	1/16/2026	251.56
CIVICA LAW GROUP APC	CODE MATTER - 1516 E. 8TH STREET	1001732	1/16/2026	585.00
CIVICA LAW GROUP APC	CODE MATTER - 220 14TH STREET	1001732	1/16/2026	762.00
CIVICA LAW GROUP APC	CODE MATTER - 1508 E. 8TH STREET	1001732	1/16/2026	5,715.88
CIVICA LAW GROUP APC	CODE MATTER - 613 A AVE	1001732	1/16/2026	6,573.50
CIVICA LAW GROUP APC	CODE MATTER - SHORT TERM RENTALS	1001732	1/16/2026	88.50
CIVICA LAW GROUP APC	CODE MATTER GENERAL CODE ENFORCEMEN	1001732	1/16/2026	88.50
CIVICA LAW GROUP APC	CODE MATTER - 17838	1001732	1/16/2026	7,109.50
Total for City Atty				21,380.94
<u>Comm Svcs</u>				
STAPLES BUSINESS ADV	MOP 45704 FAB OFFICE SUPPLIES/CSD	1001745	1/16/2026	138.81
STAPLES BUSINESS ADV	MOP 45704 MLK OFFICE SUPPLIES/CSD	1001745	1/16/2026	17.87
STAPLES BUSINESS ADV	MOP 45704 J.C.MLK OFFICE SUPPLIES/CSD	1001745	1/16/2026	31.85
Total for Comm Svcs				188.53
<u>Council</u>				
SMART SOURCE OF CALI	MOP#63845 - BUSINESS CARD - CM MARCUS B	1001744	1/16/2026	64.43
Total for Council				64.43
<u>Eng/PW</u>				
A. PREMAN ROOFING,	CIP 25-10 FIRE STATION 34 ROOF AND HVAC R	1001727	1/16/2026	36,415.40
ASTER CONSTRUCTION	CIP 19-23 CENTRAL COMMUNITY ENHANCEMEI	1001731	1/16/2026	199,940.09
DICK MILLER INC	CIP 22-26 EL TOYON PARK PROP 68 IMPROVE	1001733	1/16/2026	227,833.25
HASENIN ENTERPRISES	CIP 24-24 FIRE STATION 31 DOOR REPLACEME	1001735	1/16/2026	671.85
JJJ ENTERPRISES	FIRE AND SECURITY ALARM MONITORING FY2I	1001738	1/16/2026	90.00
METROCELL CONSTRUCTI	CIP 22-25 8TH ST MOBILITY HUB FOR THE FRAI	1001742	1/16/2026	49,053.86
STAPLES BUSINESS ADV	MOP 45704 OFFICE SUPPLIES FY26-PW/ENG	1001745	1/16/2026	125.31
STAPLES BUSINESS ADV	MOP 45704 OFFICE SUPPLIES FY26-PW/ENG	1001745	1/16/2026	365.74
STAPLES BUSINESS ADV	MOP 45704 OFFICE SUPPLIES FY26-PW/PARKS	1001745	1/16/2026	50.44
STAPLES BUSINESS ADV	MOP 10578 OFFICE SUPPLIES FY26-PW/ENG	1001745	1/16/2026	160.65
STAPLES BUSINESS ADV	MOP 45704 OFFICE SUPPLIES FY26-PW/ENG	1001745	1/16/2026	394.76
T'S & SIGNS INC	ENG/PW INSULATED/UTILITY BAG FY26-PW/EN	1001747	1/16/2026	1,056.23
Total for Eng/PW				516,157.58
<u>Finance</u>				
HEALTH NET INC	GRP #ZI454F VPE ER: CITY OF NATIONAL CITY	1001736	1/16/2026	9.06
HEALTH NET INC	GRP #ZI454A VPE: CITY OF NATIONAL CITY / FE	1001736	1/16/2026	313.33
HEALTH NET INC	GRP #LB439F ER: CITY OF NATIONAL CITY / FE	1001736	1/16/2026	816.26
HEALTH NET INC	GRP #R1192Q COBRA CITY OF NATIONAL CITY	1001736	1/16/2026	1,601.75
HEALTH NET INC	GRP #R1192R ER: CITY OF NATIONAL CITY / FE	1001736	1/16/2026	2,890.41
HEALTH NET INC	#N8239A CITY OF NATIONAL CITY HSA PPO FAI	1001736	1/16/2026	4,169.54
HEALTH NET INC	#N8240A CITY OF NATIONAL CITY HSA PPO INC	1001736	1/16/2026	4,946.90



Warrant Register #30 1/16/2026 to 1/22/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
HEALTH NET INC	GRP #LB439A CITY OF NATIONAL CITY / FEB '26	1001736	1/16/2026	32,162.87
HEALTH NET INC	GRP #GX011A CITY OF NATIONAL CITY / FEB '26	1001736	1/16/2026	39,471.71
HEALTH NET INC	GRP #R1192A CITY OF NATIONAL CITY / FEB '26	1001736	1/16/2026	59,744.97
STAPLES BUSINESS ADV	MOP # 45704 / DESKTOP CALENDAR / FIN. DEPT	1001745	1/16/2026	27.95
VISION SERVICE PLAN	JANUARY 2026 - CLIENT #30036991 - VSP (CA)	1001749	1/16/2026	2,052.33
Total for Finance				148,207.08
<u>Fire</u>				
FIRE ETC	MSA CAIRNS 880 DELUXE STRUCTURE HELMET	1001734	1/16/2026	4,078.13
INTERWEST CONSULTING	PLAN CHECKS FOR FIRE, FY25-26	1001737	1/16/2026	1,863.80
Total for Fire				5,941.93
<u>Housing</u>				
OFFICE SOLUTIONS BUS	OFFICE SUPPLIES FOR SECTION 8 DEPT.	1001743	1/16/2026	43.78
Total for Housing				43.78
<u>HR</u>				
ALTA LANGUAGE SERVIC	EMPLOYEE BILINGUAL TESTING	1001730	1/16/2026	138.00
LIEBERT CASSIDY WHI	PERSONNEL MATTER #NA040-00043	1001740	1/16/2026	570.00
STAPLES BUSINESS ADV	MOP #45704/OFFICE SUPPLIES/HR	1001745	1/16/2026	55.51
STAPLES BUSINESS ADV	MOP #45704/OFFICE SUPPLIES/HR	1001745	1/16/2026	31.96
Total for HR				795.47
<u>Library</u>				
STAPLES BUSINESS ADV	MOP 45704 LIBRARY- CALENDARS	1001745	1/16/2026	67.95
STAPLES BUSINESS ADV	MOP 45704- STAPLES, DESK CALENDAR	1001745	1/16/2026	24.35
Total for Library				92.30
<u>Nutrition</u>				
ALDEMCO	FOOD/CONSUMABLES AS NEEDED FOR NUTRI	1001729	1/16/2026	403.39
ALDEMCO	FOOD/CONSUMABLES AS NEEDED FOR NUTRI	1001729	1/16/2026	1,331.58
STAPLES BUSINESS ADV	OFFICE SUPPLIES FOR NUTR. CTR. FY 26 MOP	1001745	1/16/2026	104.70
STAPLES BUSINESS ADV	OFFICE SUPPLIES FOR NUTR. CTR. FY 26 MOP	1001745	1/16/2026	314.68
SYSCO SAN DIEGO INC	FOOD/CONSUMABLES AS NEEDED FOR NUTRI	1001746	1/16/2026	1,453.12
PACIFIC REFRIGERATIO	KITCHEN MAINTENANCE SERVICE CALL FY26	1001752	1/16/2026	233.00
PACIFIC REFRIGERATIO	KITCHEN MAINTENANCE SERVICE CALL FY26	1001752	1/16/2026	371.00
Total for Nutrition				4,211.47
<u>Planning</u>				
SMART SOURCE OF CALI	MOP 633845 PLANNING BUSINESS CARD D.WE	1001744	1/16/2026	54.68
SMART SOURCE OF CALI	MOP 63845 PLANNING BUSINESS CARD M.REEI	1001744	1/16/2026	54.68
SMART SOURCE OF CALI	MOP 63845 PLANNING ENVELOPES	1001744	1/16/2026	375.55
HELMER, JOHN W	PHASE I OF CITY'S LOCAL COASTAL PLAN AME	1001750	1/16/2026	712.50
HELMER, JOHN W	PHASE I OF CITY'S LOCAL COASTAL PLAN AME	1001750	1/16/2026	750.00
HELMER, JOHN W	PHASE I OF CITY'S LOCAL COASTAL PLAN AME	1001750	1/16/2026	450.00
HELMER, JOHN W	PHASE I OF CITY'S LOCAL COASTAL PLAN AME	1001750	1/16/2026	600.00
HELMER, JOHN W	PHASE I OF CITY'S LOCAL COASTAL PLAN AME	1001751	1/16/2026	2,137.50



Warrant Register #30 1/16/2026 to 1/22/2026

<u>PAYEE</u>	<u>DESCRIPTION</u>	<u>CHK NO</u>	<u>DATE</u>	<u>AMOUNT</u>
Total for Planning				5,134.91
<u>Police</u>				
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 202	1001728	1/16/2026	88.33
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 202	1001728	1/16/2026	24.77
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 202	1001728	1/16/2026	24.77
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 202	1001728	1/16/2026	161.63
ACE UNIFORMS & ACCES	UNIFORMS AND ACCESSORIES FOR PD FY 202	1001728	1/16/2026	102.36
LASER SAVER INC	MOP #45725 / HP DESIGNJET Z9PLUS GRAY INI	1001739	1/16/2026	204.40
MAN K9 INC	MONTHLY POST MANDATED K9 TRAINING FY 2	1001741	1/16/2026	2,160.00
STAPLES BUSINESS ADV	MOP #45704 / OFFICE SUPPLIES FOR DISPATCH	1001745	1/16/2026	196.58
STAPLES BUSINESS ADV	MOP #45704 / WHT BOARD & CLOROX WIPES /	1001745	1/16/2026	283.54
STAPLES BUSINESS ADV	MOP #45704 / OFFICE SUPPLIES / STEPHANIE M	1001745	1/16/2026	93.13
THE COUNSELING TEAM	EMPLOYEE SUPPORT SERVICE FY 2026	1001748	1/16/2026	1,200.00
Total for Police				4,539.51
EFT PAYMENTS Total				706,757.93
<u>WIRED PAYMENTS</u>				
<u>Finance</u>				
UNION BANK OF CALIFO	GO BONDS OBLIGATION REFUNDING BONDS 2	260122	1/22/2026	19,893.75
UNION BANK OF CALIFO	GO BONDS OBLIGATION REFUNDING BONDS 2	260122	1/22/2026	(354.54)
Total for Finance				19,539.21
WIRED PAYMENTS Total				19,539.21
GRAND TOTAL				1,431,243.60



AGENDA REPORT

Department: Finance
Prepared by: Kecia Carrasco, Accountant
Meeting Date: Tuesday, March 3, 2026
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

Investment Transactions for the Month Ended November 30, 2025.

RECOMMENDATION:

Accept and File the Investment Transaction Ledger for the Month Ended November 30, 2025.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

In accordance with California Government Code Section 53646 and Section XIIA of the City of National City's investment policy, a monthly report shall be submitted to the legislative body accounting for transactions made during the reporting period.

The attached listing reflects investment transactions of the City of National City's investment portfolio for the month ending November 30, 2025.

FINANCIAL STATEMENT:

In this period, there were acquisitions of \$1,343,601.10 and dispositions of \$1,305,752.36.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Balanced Budget and Economic Development

ENVIRONMENTAL REVIEW:

This is not a project under CEQA and is therefore not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBIT:

Exhibit A – Investment Transaction Ledger 2025-1130

MONTHLY ACCOUNT STATEMENT

City of National City | Account | As of November 30, 2025

CHANDLER ASSET MANAGEMENT | chandlerasset.com

Chandler Team:

For questions about your account, please call (800) 317-4747,
or contact clientservice@chandlerasset.com

Custodian:

Bank of New York Mellon

PORTFOLIO SUMMARY

City of National City | Account | As of November 30, 2025

Portfolio Characteristics

Average Modified Duration	2.44
Average Coupon	3.85%
Average Purchase YTM	3.99%
Average Market YTM	3.70%
Average Credit Quality*	AA
Average Final Maturity	2.82
Average Life	2.68

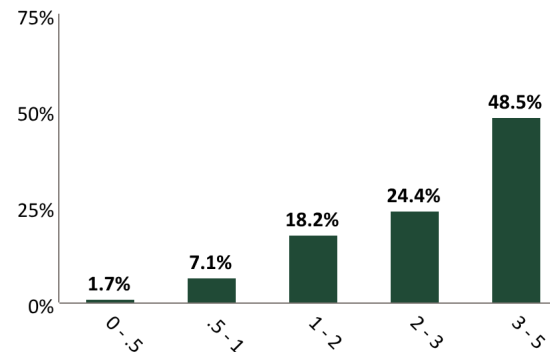
Sector Allocation

US Treasury	52.05%
Corporate	24.60%
Agency	9.88%
ABS	5.10%
Supras	4.15%
Agency CMBS	3.76%
Money Mkt Fd	0.28%
Cash	0.17%

Account Summary

	End Values as of 10/31/2025	End Values as of 11/30/2025
Market Value	40,114,965.07	40,316,717.83
Accrued Interest	306,503.61	328,207.54
Total Market Value	40,421,468.68	40,644,925.37
Income Earned	126,639.51	56,797.12
Cont/WD	(2,844.43)	(2,850.78)
Par	39,892,330.46	39,990,106.71
Book Value	39,653,866.39	39,772,143.22
Cost Value	39,653,866.39	39,772,143.22

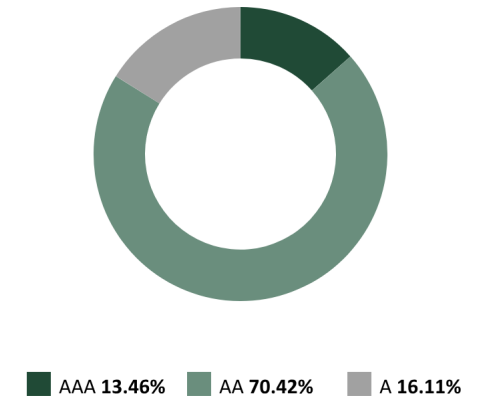
Maturity Distribution



Top Issuers

United States	52.05%
Federal Home Loan Banks	5.99%
Farm Credit System	3.89%
FHLMC	3.76%
International Bank for Recon and Dev	2.12%
Abbvie Inc.	1.28%
Morgan Stanley	1.28%
National Rural Utilities Cooperative	1.27%

Credit Quality*



Performance Review

Total Rate of Return**	1M	3M	YTD	1YR	2YRS	3YRS	5YRS	10YRS	Since Inception (03/01/12)
City of National City	0.56%	1.21%	5.88%	5.73%	5.55%	4.80%	1.77%	1.93%	1.56%
Benchmark Return	0.54%	1.16%	5.53%	5.46%	5.23%	4.44%	1.43%	1.65%	1.35%

*The average credit quality is a weighted average calculation of the highest of S&P, Moody's and Fitch.

**Periods over 1 year are annualized.

Benchmark: ICE BofA 1-5 Year Unsubordinated US Treasury & Agency Index

STATEMENT OF COMPLIANCE



City of National City | Account | As of November 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
AGENCY MORTGAGE SECURITIES (CMOS)				
Max % (MV)	20.0	3.8	Compliant	
Max % Issuer (MV)	5.0	3.8	Compliant	
Max Maturity (Years)	5.0	2.8	Compliant	
Min Rating (AA by 1)	0.0	0.0	Compliant	
ASSET-BACKED SECURITIES (ABS)				
Max % (MV)	20.0	5.1	Compliant	
Max % Issuer (MV)	5.0	1.0	Compliant	
Max Maturity (Years)	5	4	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
BANKERS' ACCEPTANCES				
Max % (MV)	40.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Days)	180	0.0	Compliant	
Min Rating (A- by 2, A-1 by 2)	0.0	0.0	Compliant	
CERTIFICATE OF DEPOSIT PLACEMENT SERVICE (CDARS)				
Max % (MV)	30.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
COMMERCIAL PAPER				
Max % (MV)	25.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Days)	270	0.0	Compliant	
Min Rating (A by 2, A-1 by 2)	0.0	0.0	Compliant	
CORPORATE MEDIUM TERM NOTES				
Max % (MV)	30.0	24.6	Compliant	
Max % Issuer (MV)	5.0	1.3	Compliant	
Max Maturity (Years)	5	4	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
FDIC INSURED TIME DEPOSITS (NON-NEGOTIABLE CD/ TD)				
Max % (MV)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	5	0.0	Compliant	
FEDERAL AGENCIES				

STATEMENT OF COMPLIANCE



City of National City | Account | As of November 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
Max % (MV)	100.0	9.9	Compliant	
Max Maturity (Years)	5	3	Compliant	
LOCAL AGENCY INVESTMENT FUND (LAIF)				
Max Concentration (MV)	75.0	0.0	Compliant	
MONEY MARKET MUTUAL FUNDS				
Max % (MV)	20.0	0.3	Compliant	
Max % Issuer (MV)	20.0	0.3	Compliant	
Min Rating (AAA by 2)	0.0	0.0	Compliant	
MORTGAGE-BACKED SECURITIES (NON-AGENCY)				
Max % (MV)	20.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	5.0	0.0	Compliant	
Min Rating (AA by 1)	0.0	0.0	Compliant	
MUNICIPAL SECURITIES (CA, LOCAL AGENCY)				
Max % (MV)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	5	0.0	Compliant	
Min Rating (A- by 2)	0.0	0.0	Compliant	
MUTUAL FUNDS				
Max % (MV)	20.0	0.0	Compliant	
Max % Issuer (MV)	10.0	0.0	Compliant	
Min Rating (AAA by 2)	0.0	0.0	Compliant	
NEGOTIABLE CERTIFICATES OF DEPOSIT (NCD)				
Max % (MV)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (Years)	5	0.0	Compliant	
Min Rating (A by 2, A-1 by 2 if > FDIC Limit)	0.0	0.0	Compliant	
SUPRANATIONAL OBLIGATIONS				
Max % (MV)	30.0	4.2	Compliant	
Max % Issuer (MV)	10.0	2.1	Compliant	
Max Maturity (Years)	5	3	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
U.S. TREASURIES				
Max % (MV)	100.0	52.1	Compliant	

STATEMENT OF COMPLIANCE



City of National City | Account | As of November 30, 2025

Rules Name	Limit	Actual	Compliance Status	Notes
Max Maturity (Years)	5	4	Compliant	

RECONCILIATION SUMMARY



City of National City | Account | As of November 30, 2025

Maturities / Calls

Month to Date	0.00
Fiscal Year to Date	0.00

Principal Paydowns

Month to Date	(5,931.06)
Fiscal Year to Date	(52,031.83)

Purchases

Month to Date	1,342,741.66
Fiscal Year to Date	5,460,099.75

Sales

Month to Date	(1,304,568.19)
Fiscal Year to Date	(4,896,397.96)

Interest Received

Month to Date	34,768.46
Fiscal Year to Date	535,981.13

Purchased / Sold Interest

Month to Date	324.73
Fiscal Year to Date	(10,158.16)

Accrual Activity Summary

	Month to Date	Fiscal Year to Date (07/01/2025)
Beginning Book Value	39,653,866.39	39,206,151.28
Maturities/Calls	0.00	0.00
Principal Paydowns	(5,931.06)	(52,031.83)
Purchases	1,342,741.66	5,460,099.75
Sales	(1,304,568.19)	(4,896,397.96)
Change in Cash, Payables, Receivables	69,765.85	69,064.40
Amortization/Accretion	0.00	0.00
Realized Gain (Loss)	16,268.57	(14,742.42)
Ending Book Value	39,772,143.22	39,772,143.22

Fair Market Activity Summary

	Month to Date	Fiscal Year to Date (07/01/2025)
Beginning Market Value	40,114,965.07	39,482,009.69
Maturities/Calls	0.00	0.00
Principal Paydowns	(5,931.06)	(52,031.83)
Purchases	1,342,741.66	5,460,099.75
Sales	(1,304,568.19)	(4,896,397.96)
Change in Cash, Payables, Receivables	69,765.85	69,064.40
Amortization/Accretion	0.00	0.00
Change in Net Unrealized Gain (Loss)	83,475.93	268,716.21
Realized Gain (Loss)	16,268.57	(14,742.42)
Ending Market Value	40,316,717.83	40,316,717.83

TRANSACTION LEDGER



City of National City | Account | As of November 30, 2025

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
ACQUISITIONS										
Purchase	11/04/2025	60934N807	401.46	FEDERATED HRMS GV O SVC	1.000	3.71%	(401.46)	0.00	(401.46)	0.00
Purchase	11/05/2025	24422EYF0	230,000.00	JOHN DEERE CAPITAL CORP 4.375 10/15/2030	100.692	4.22%	(231,591.60)	(559.03)	(232,150.63)	0.00
Purchase	11/05/2025	60934N807	573,634.13	FEDERATED HRMS GV O SVC	1.000	3.52%	(573,634.13)	0.00	(573,634.13)	0.00
Purchase	11/06/2025	91282CPD7	500,000.00	UNITED STATES TREASURY 3.625 10/31/2030	99.363	3.77%	(496,816.41)	(300.41)	(497,116.82)	0.00
Purchase	11/10/2025	60934N807	10,000.00	FEDERATED HRMS GV O SVC	1.000	3.59%	(10,000.00)	0.00	(10,000.00)	0.00
Purchase	11/13/2025	60934N807	10,175.00	FEDERATED HRMS GV O SVC	1.000	3.62%	(10,175.00)	0.00	(10,175.00)	0.00
Purchase	11/17/2025	60934N807	7,316.99	FEDERATED HRMS GV O SVC	1.000	3.61%	(7,316.99)	0.00	(7,316.99)	0.00
Purchase	11/17/2025	60934N807	5,931.06	FEDERATED HRMS GV O SVC	1.000	3.61%	(5,931.06)	0.00	(5,931.06)	0.00
Purchase	11/21/2025	60934N807	894.96	FEDERATED HRMS GV O SVC	1.000	3.56%	(894.96)	0.00	(894.96)	0.00
Purchase	11/25/2025	60934N807	5,980.05	FEDERATED HRMS GV O SVC	1.000	3.59%	(5,980.05)	0.00	(5,980.05)	0.00
Total Purchase			1,344,333.65				(1,342,741.66)	(859.44)	(1,343,601.10)	0.00
TOTAL ACQUISITIONS			1,344,333.65				(1,342,741.66)	(859.44)	(1,343,601.10)	0.00
DISPOSITIONS										
Sale	11/05/2025	60934N807	(110,424.59)	FEDERATED HRMS GV O SVC	1.000	3.52%	110,424.59	0.00	110,424.59	0.00
Sale	11/05/2025	037833EB2	(700,000.00)	APPLE INC 0.7 02/08/2026	99.168	1.51%	694,176.00	(1,184.17)	695,360.17	16,268.00
Sale	11/06/2025	60934N807	(497,116.82)	FEDERATED HRMS GV O SVC	1.000	3.60%	497,116.82	0.00	497,116.82	0.00

TRANSACTION LEDGER



City of National City | Account | As of November 30, 2025

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
Sale	11/21/2025	60934N807	(2,850.78)	FEDERATED HRMS GV O SVC	1.000	3.56%	2,850.78	0.00	2,850.78	0.00
Total Sale			(1,310,392.19)				1,304,568.19	(1,184.17)	1,305,752.36	16,268.00
TOTAL DISPOSITIONS			(1,310,392.19)				1,304,568.19	(1,184.17)	1,305,752.36	16,268.00
OTHER TRANSACTIONS										
Cash Transfer	11/21/2025	CCYUSD	(2,850.78)	Cash		0.00%	(2,850.78)	0.00	(2,850.78)	0.00
Total Cash Transfer			(2,850.78)				(2,850.78)	0.00	(2,850.78)	0.00
Coupon	11/01/2025	3137H4BY5	0.00	FHMS K-746 A2 2.031 09/25/2028		5.35%	541.60	0.00	541.60	0.00
Coupon	11/01/2025	3137FETN0	0.00	FHMS K-073 A2 3.35 01/25/2028		4.75%	530.42	0.00	530.42	0.00
Coupon	11/01/2025	3137FGZT5	0.00	FHMS K-079 A2 3.926 06/25/2028		4.66%	981.50	0.00	981.50	0.00
Coupon	11/01/2025	3137FG6X8	0.00	FHMS K-077 A2 3.85 05/25/2028		4.65%	2,310.00	0.00	2,310.00	0.00
Coupon	11/10/2025	665859AW4	0.00	NORTHERN TRUST CORP 4.0 05/10/2027		4.70%	10,000.00	0.00	10,000.00	0.00
Coupon	11/13/2025	3133EPC45	0.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.625 11/13/2028		4.46%	10,175.00	0.00	10,175.00	0.00
Coupon	11/15/2025	161571HT4	0.00	CHAIT 2023-1 A 5.16 09/15/2028		5.23%	1,698.50	0.00	1,698.50	0.00
Coupon	11/15/2025	34535VAD6	0.00	FORDO 2024-D A3 4.61 08/15/2029		4.61%	883.58	0.00	883.58	0.00
Coupon	11/15/2025	89239TAD4	0.00	TAOT 2024-D A3 4.4 06/15/2029		4.40%	440.00	0.00	440.00	0.00
Coupon	11/15/2025	44935CAD3	0.00	HART 2025-A A3 4.32 10/15/2029		4.32%	846.00	0.00	846.00	0.00

TRANSACTION LEDGER



City of National City | Account | As of November 30, 2025

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
Coupon	11/15/2025	47800DAD6	0.00	JDOT 2025 A3 4.23 09/17/2029		4.23%	652.13	0.00	652.13	0.00
Coupon	11/15/2025	89231GAD0	0.00	TAOT 2025-D A3 3.84 06/17/2030		3.84%	586.67	0.00	586.67	0.00
Coupon	11/15/2025	47800AAC4	0.00	JDOT 2022-B A3 3.74 02/16/2027		3.74%	83.86	0.00	83.86	0.00
Coupon	11/17/2025	58933YBH7	0.00	MERCK & CO INC 4.05 05/17/2028		4.07%	2,126.25	0.00	2,126.25	0.00
Coupon	11/21/2025	43813YAC6	0.00	HAROT 2024-3 A3 4.57 03/21/2029		4.57%	894.96	0.00	894.96	0.00
Coupon	11/25/2025	096919AD7	0.00	BMWOT 2024-A A3 5.18 02/26/2029		5.18%	712.25	0.00	712.25	0.00
Coupon	11/25/2025	05594HAD5	0.00	BMWLT 2025-2 A3 3.97 09/25/2028		3.97%	904.28	0.00	904.28	0.00
Coupon	11/30/2025	91282CKT7	0.00	UNITED STATES TREASURY 4.5 05/31/2029		4.29%	16,875.00	0.00	16,875.00	0.00
Coupon	11/30/2025	91282CNG2	0.00	UNITED STATES TREASURY 4.0 05/31/2030		4.08%	10,500.00	0.00	10,500.00	0.00
Coupon	11/30/2025	91282CMA6	0.00	UNITED STATES TREASURY 4.125 11/30/2029		4.07%	10,312.50	0.00	10,312.50	0.00
Coupon	11/30/2025	91282CFZ9	0.00	UNITED STATES TREASURY 3.875 11/30/2027		3.96%	14,725.00	0.00	14,725.00	0.00
Coupon	11/30/2025	91282CET4	0.00	UNITED STATES TREASURY 2.625 05/31/2027		3.38%	11,156.25	0.00	11,156.25	0.00
Coupon	11/30/2025	91282CDK4	0.00	UNITED STATES TREASURY 1.25 11/30/2026		1.22%	6,250.00	0.00	6,250.00	0.00
Total Coupon			0.00				104,185.75	0.00	104,185.75	0.00
Dividend	11/30/2025	60934N807	0.00	FEDERATED HRMS GV O SVC		3.63%	348.94	0.00	348.94	0.00
Total Dividend			0.00				348.94	0.00	348.94	0.00
Principal Paydown	11/15/2025	47800AAC4	5,931.06	JDOT 2022-B A3 3.74 02/16/2027		3.74%	5,931.06	--	5,931.06	0.57

TRANSACTION LEDGER



City of National City | Account | As of November 30, 2025

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Total Principal Paydown			5,931.06				5,931.06	--	5,931.06	0.57
TOTAL OTHER TRANSACTIONS			3,080.28				107,614.97	0.00	107,614.97	0.57

IMPORTANT DISCLOSURES



City of National City | Account | As of November 30, 2025

Chandler Asset Management, Inc. ("Chandler") is an SEC registered investment adviser. For additional information about our firm, please see our current disclosures (Form ADV). To obtain a copy of our current disclosures, you may contact your client service representative by calling the number on the front of this statement or you may visit our website at www.chandlerasset.com.

Information contained in this monthly statement is confidential and is provided for informational purposes only and should not be construed as specific investment or legal advice. The information contained herein was obtained from sources believed to be reliable as of the date of this statement, but may become outdated or superseded at any time without notice.

Custody: Your qualified custodian bank maintains control of all assets reflected in this statement and we urge you to compare this statement to the one you receive from your qualified custodian. Chandler does not have any authority to withdraw or deposit funds from/to the custodian account.

Valuation: Prices are provided by IDC, an independent pricing source. In the event IDC does not provide a price or if the price provided is not reflective of fair market value, Chandler will obtain pricing from an alternative approved third party pricing source in accordance with our written valuation policy and procedures. Our valuation procedures are also disclosed in Item 5 of our Form ADV Part 2A.

Performance: Performance results are presented gross-of-advisory fees and represent the client's Total Return. The deduction of advisory fees lowers performance results. These results include the reinvestment of dividends and other earnings. Past performance may not be indicative of future results. Therefore, clients should not assume that future performance of any specific investment or investment strategy will be profitable or equal to past performance levels. All investment strategies have the potential for profit or loss. Economic factors, market conditions or changes in investment strategies, contributions or withdrawals may materially alter the performance and results of your portfolio.

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Ratings: Ratings information have been provided by Moody's, S&P and Fitch through data feeds we believe to be reliable as of the date of this statement, however we cannot guarantee its accuracy.

Security level ratings for U.S. Agency issued mortgage-backed securities ("MBS") reflect the issuer rating because the securities themselves are not rated. The issuing U.S. Agency guarantees the full and timely payment of both principal and interest.

BENCHMARK INDEX & DISCLOSURES



City of National City | Account | As of November 30, 2025

Benchmark	Disclosure
ICE BofA 1-5 Yr US Treasury & Agency Index	The ICE BofA 1-5 Year US Treasury & Agency Index tracks the performance of US dollar denominated US Treasury and nonsubordinated US agency debt issued in the US domestic market. Qualifying securities must have an investment grade rating (based on an average of Moody's, S&P and Fitch). Qualifying securities must have at least one year remaining term to final maturity and less than five years remaining term to final maturity, at least 18 months to maturity at time of issuance, a fixed coupon schedule, and a minimum amount outstanding of \$1 billion for sovereigns and \$250 million for agencies.



AGENDA REPORT

Department: Human Resources
Prepared by: Alicia Hicks, Human Resources Director
Meeting Date: Tuesday, March 3, 2026
Approved by: Alejandro Hernandez, Acting City Manager

SUBJECT:

Memorandum of Understanding (MOU) Between the City of National City and the National City Police Officers' Association (NCPOA)

RECOMMENDATION:

Adopt the Resolution Entitled, "Resolution of the City Council of the City of National City, California, Approving the Memorandum of Understanding Between the City of National City and the National City Police Officers' Association and Authorizing the Establishment of a Fiscal Year 2025-2026 Budget Appropriation in the Amount of \$1,187,247 in the General Fund to Fund Salary and Benefit Increases.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

The labor agreement between the City of National City and the National City Police Officers' Association ("NCPOA") expired on December 31, 2024. The City and NCPOA entered into negotiations in the Spring of 2025 to establish a successor MOU. Both parties engaged in good faith bargaining over wages, benefits and working conditions for represented classifications. On January 27, 2026, the NCPOA membership voted to ratify the terms of a three-and-a-half-year agreement, from January 1, 2025 through June 30, 2028, as set forth by the negotiating teams. Attached is a summary of the key terms of the agreement that have been modified from the previous Memorandum of Understanding.

FINANCIAL STATEMENT:

The projected Citywide financial impact of the three-and-a-half-year contract with NCPOA is approximately \$3.5 million of additional labor costs, of which \$1.2 million will impact the City's current Fiscal Year 2025-2026 operating and capital budget. Staff requests a Citywide increase in appropriations of \$1,187,247 for the Fiscal Year 2025-2026 operating and capital budget as show in Exhibit D.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act

ORDINANCE:

Not Applicable

EXHIBITS:

Exhibit A - Resolution

Exhibit B - Summary of Key NCPOA MOU Changes

Exhibit C - NCPOA Memorandum of Understanding

Exhibit D – NCPOA MOU Salary Table July 8, 2025

Exhibit E – NCPOA MOU Salary Table May 25, 2026

Exhibit F - NCPOA MOU Salary Table May 24, 2027

RESOLUTION NO. 2025 -

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF NATIONAL CITY AND THE NATIONAL CITY POLICE OFFICERS' ASSOCIATION AND AUTHORIZING THE ESTABLISHMENT OF A FISCAL YEAR 2025-2026 BUDGET APPROPRIATION IN THE AMOUNT OF \$1,187,247 IN THE GENERAL FUND TO FUND SALARY AND BENEFIT INCREASES.

WHEREAS, on May 17, 2022, the City Council of the City of National City ("City") approved a Memorandum of Understanding ("MOU") with the National City Police Officers' Association ("NCPOA") for the period of January 1, 2022 to December 31, 2024; and

WHEREAS, City and NCPOA representatives met and conferred in good faith and have come to an agreement on a successor agreement to the MOU; and

WHEREAS, on January 27, 2026, the NCPOA membership voted to ratify the terms of a three and a half (3 1/2) year agreement, from January 1, 2025 to June 30, 2028.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE, AND ORDER AS FOLLOWS:

Section 1: That the City Council hereby approves the Memorandum of Understanding between the City of National City and the National City Police Officers' Association for a term of three and a half years, from January 1, 2025 to June 30, 2028. The Memorandum of Understanding is attached to the Agenda Report as Exhibit C.

Section 2: That the City Council hereby authorizes the Acting City Manager to execute said Memorandum of Understanding.

Section 3: That the City Council hereby authorizes the establishment of Fiscal Year 2025-2026 budget appropriations in the amount of \$1,187,247 in the General Fund to fund salary and benefit increases.

Section 4: That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

PASSED and ADOPTED this 3rd day of March, 2026.

Ron Morrison, Mayor

ATTEST:

Shelley Chapel, MMC, City Clerk

APPROVED AS TO FORM:

Heidi Skinner, Interim City Attorney



SUMMARY OF KEY NCPOA MOU CHANGES

Term: January 1, 2025-June 30, 2028

Wages	July 2025: Increase base salary for all classifications to match the midpoint between No. 3 and No.4 of comparable agencies based on September 2025 compensation levels, but make the resulting market adjustment effective retroactively to the start of the first full pay period in July, 2025. The City shall have up to sixty (60) days after ratification of the MOU by the City Council to make any retroactive adjustments and payments. 5% effective the start of the first full pay period in May 2026 5% effective the start of the first full pay period in May 2027
Longevity Pay	Beginning with the start of the first full pay period in January 2026, current multi-tiered benefit stops and is replaced by a single tier of 5% of base pay for all unit employees with 20 or more years of continuous and uninterrupted City service in a classification or classifications subject to this MOU. The City shall have up to sixty (60) days after ratification of the MOU by the City Council to make any retroactive adjustments and payments.
Lateral Recruitment Bonus Program	Reinstate the Police Officer Lateral Bonus Program previously in effect from January 1, 2023 through December 31, 2024 described in Resolution No. 2023-03 for employees subject to this MOU who were first hired after adoption of this MOU by the City Council and during the term of this MOU, as follows: 1. \$10,000 Upon date of hire; 2. \$10,000 Upon successful completion of probation period; and 3. \$10,000 Upon two-year anniversary date, if the employee received only Standard or Above Standard Performance Evaluations during that two-year period.
Overtime	Notice of every shift change shall be 30 calendar days or the first 8 hours of the new shift shall be at overtime rates.
City Vehicles	Expand the area in which employees in classifications that can currently take home vehicles can commute from in a City vehicle. Currently, the allowed area is San Diego County. The allowed area will expand to include up to 30 miles from the San Diego County borders with Orange, Imperial and Riverside Counties (not including Mexico).
Compensatory Time	Increase the compensatory time limit from 130 hours to 200 hours

CITY OF NATIONAL CITY



MEMORANDUM OF UNDERSTANDING

BETWEEN

**CITY OF NATIONAL CITY
CALIFORNIA**

and

**NATIONAL CITY
POLICE OFFICERS' ASSOCIATION**

AGREEMENT PERIOD

JANUARY 1, 2025 – June 30, 2028

**MEMORANDUM OF UNDERSTANDING CONCERNING WAGES AND OTHER TERMS AND
CONDITIONS OF EMPLOYMENT BETWEEN THE CITY OF NATIONAL CITY AND THE
NATIONAL CITY POLICE OFFICERS' ASSOCIATION
FOR THE FOLLOWING PERIOD OF TIME:
JANUARY 1, 2025 – DECEMBER 31, 2028**

The representatives of the City Manager of the City of National City, for and on behalf of the City Council of the City of National City, have met and conferred with the representatives of the National City Police Officers' Association, an organization representing employees of the City of National City, in accordance with the provisions of Section 3500 et. Seq., of the Government Code of the State of California, and;

As a result of meeting and conferring in good faith with said Group, agreement has been reached on the following terms and conditions of employment as applied to those employees who are members of and represented by the Association; and the Memorandum of Understanding concerning said agreed terms and conditions of employment has been approved by the City Council of the City of National City on ____, 2026, by Resolution No. ____ 2026.

For the CITY:

ALEJANDRO HERNANDEZ
Acting City Manager

STEVEN M. BERLINER
Chief Negotiator

ALICIA HICKS
Human Resources Director

For the NCPOA:

BRAD FIELDS
Chief Negotiator

DANIEL SCANLON
President NCPOA

OMAR RAMIREZ
Vice President NCPOA

WADE WALTERS
Board member NCPOA

STEVE SHEPHARD
Board member NCPOA

CODY KALANKIEWICZ
Board member NCPOA

VINCENT SHAFER
Board member NCPOA

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ARTICLE 1 – RECOGNITION

The City continues to recognize the Association as the formally recognized majority employees' organization for the following full-time employees of the National City Police Department:

(A) **Sworn Positions:**

Police Lieutenant
Police Sergeant
Police Corporal
Police Officer

(B) **Non-Sworn Positions:**

Police Recruit

ARTICLE 2 – VACATION AND HOLIDAY LEAVE/FURLOUGH LEAVE

Section 1 Purpose

The purpose of Vacation and Holiday leave is to provide time for an employee to be away from the work environment and to enable such employee to return to work mentally refreshed. All employees shall be entitled to annual vacation and holiday leave with pay.

Section 2 Accrual Rates

- A. All accrual rates in this section are based on years of service at the City of National City, except Paragraphs B and C, below. Employees covered by this Memorandum of Understanding shall earn vacation and holiday leave as follows:

Date of hire through 5 th year anniversary	7.39 hrs. per pay period of service
1 st pay period after 5 th year anniversary to 15 year anniversary	8.92 hrs. per pay period of service
1 st pay period after 15 year anniversary	10.46 hrs. per pay period of service

- B. Employees hired laterally after June 23, 2014 from another public safety department, who have already completed police academy training, shall immediately accrue vacation and holiday leave with the City based on the total number of pay periods of consecutive employment the employee had with the two public safety departments immediately preceding being hired by the City. For example, a lateral with a total of 10 years of consecutive employment with their current and one prior public safety employer would, upon employment with the City, accrue 8.92 hours of vacation and holiday pay per pay period of service he/she performs for the City.
- C. Lateral employees from another public safety department who had already completed police academy training and were hired by the City of National City before June 23, 2014 were placed in the highest tier for vacation and holiday leave with the City.
- D. It is recognized that the above accrual rates includes eight (8) hours credit for each of the following ten (10) fixed holidays and four (4) floating holidays:

Fixed Holidays	Floating Holidays
New Year's Day – January 1 st	Juneteenth – June 19 th
Martin Luther King Day – 3 rd Monday in Jan	Presidents' Day – 3 rd Monday in Feb
Cesar Chavez Day – March 31 st	Columbus Day – 2 nd Monday in October
Memorial Day – Last Monday in May	Veteran's Day
Independence Day – July 4 th	
Labor Day – 1 st Monday in September	
Thanksgiving Day – 4 th Thursday in Nov	
Day After Thanksgiving Day	

Christmas Eve Day – December 24 th	
Christmas Day – December 25 th	

Section 2 Accrual Rates (continued)

It is further recognized that this provision shall not limit any additional future benefits applicable to the above mentioned holidays and that any such future benefits or compensation shall be granted.

Section 3 Maximum Vacation Accumulation

An employee may accumulate vacation and holiday leave to a maximum of three (3) times the annual accrual, and accrual shall stop whenever the employee reaches the maximum.

Section 4 Vacation Schedules

1. Vacation schedules shall be arranged by the Department Head, taking into account the needs of the Department, the needs and wishes of the employees and the employees' seniority.
2. An employee may take earned vacation in any increment of one (1) hour or more with the consent of the Department Head.

Section 5 Terminal Vacation and Holiday Leave Pay

Upon termination of employment for any cause, an employee shall be entitled to pay in lieu for the number of accumulated vacation and holiday leave credited to the employee's account under the provisions of this section. All leave available upon completion of an employee's last day of work shall be a lump sum payment termed "terminal vacation and holiday pay".

Section 6 Terminal Vacation and Holiday Leave

In the case of retirement, the employee may elect to place himself/herself on terminal vacation and holiday leave. In such a case, the employee will use all accumulated vacation and holiday time and retire at the end of said period.

Section 7 Holidays Occurring on Normal Work Day

In the event an employee is required to work, as determined by the Chief of Police or designee, on a fixed holiday listed in Section 2 above, hourly compensation shall be based on the overtime rate.

Section 8 Vacation Sell Back and Annual Holiday Cash Out

During the term of this agreement, all employees (except Police Recruits) meeting the eligibility criteria defined below, may convert a minimum of 20 hours and a maximum of 80 hours of their accumulated vacation and holiday leave time to pay. The City shall attempt to process these requests prior to the Thanksgiving holiday. All unused holiday time accrued during the calendar year shall be cashed out with the last payroll distribution of the calendar year.

Through December 31, 2026, in order to convert accrued vacation hours:

- a. Employees must use a minimum of 40 vacation hours during the eligibility period.

- b. Employees must submit a written request to the Human Resources Department to convert vacation hours to pay on or before November 1 of each year.
- c. The eligibility period is defined as the first pay period in November to the last pay period in October.

Beginning in December 2026, and each December thereafter, employees may irrevocably choose in writing, on a form available from the Human Resources Department, to cash out a combined minimum of 20 hours and maximum of 80 hours of vacation time and holiday time that are to be accrued and remaining unused in the following calendar year. Vacation and holiday time balances rolled over from prior calendar years are not eligible for cash out. Regardless of the number of hours irrevocably elected for cash out, the cash out will only be made from hours accrued during the calendar year and not otherwise used for time off or otherwise by the employee at the time of the cash out. Cash outs shall be paid with the last paycheck in the following December after receipt of the irrevocable election form for those employees. In order to receive the cash out in December, the employee must use 40 hours of vacation leave between January 1 through November 30 of the year the cash out is to be paid. All unused holiday time accrued during the calendar year shall be cashed out with the last payroll distribution of the calendar year.

Employees who do not submit an irrevocable election form by December 15th will be deemed as foregoing participation in the optional annual leave cash-out program for that following calendar year.

In the event an employee has less hours in their leave bank at the time the cash-out is to be paid than they had previously elected to cash-out, the employee shall only be paid for up to the amount that was accrued that calendar year that is remaining in their designated leave bank at the time of the actual cash-out.

If an employee makes an irrevocable election to cash-out leave in the following calendar year and uses leave during that subsequent calendar year, the leave used may come from leave the employee had earned (if any) prior to January 1st of the calendar year the employee had elected to cash-out and/or in the same calendar year. The employee's use of earned, but unused leave accumulated from previous calendar years shall not result in a reduction in the amount of leave hours the employee is eligible to cash-out.

An employee who experiences an unforeseeable emergency may be permitted to make a new irrevocable election and/or to increase the amount of a previous election, subject to the same value that was permitted at the time the annual irrevocable election forms were due.

For these purposes, an "unforeseeable emergency" means a financial hardship to the employee resulting from any of the following:

- Accident, illness, injury or death of the employee or an immediate family member. For this purpose, an "immediate family member" is restricted to a spouse, registered domestic partner, child/legal dependent, or parent; or
- Loss of or extensive damage to the employee's property due to casualty; or
- Other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant.

Whether an occurrence is an unforeseeable emergency shall be solely determined by the City Manager or designee.

The City shall make a form available for employees to make their irrevocable election.

Section 9 Furlough Bank

Current furlough bank hours shall remain in each employee's account until used by the employee as time off from work with pay. Requests to use furlough hours shall be made and may be approved consistent with present vacation policies. Furlough bank hours have no cash value and if not used prior to separation shall be extinguished.

ARTICLE 3 – LEAVE ELIGIBILITY AND PROCEDURE

Section 1 Leave Categories

Consistent with the provisions of this MOU, employees shall be entitled to annual vacation and shall be allowed sick, injury, emergency and special leaves of absence. Administrative leave will be treated the same as time actually worked for purposes of leave requests, benefits and pay.

Section 2 Requests for Leave

All requests for leaves of absence, whether with or without pay, shall be submitted in writing on prescribed forms, and, except as provided in the case of Administrative Leave, Court Leave and Special Meetings, must meet the approval of the Department Head.

Section 3 Leave Approval

Except in the case of sick, emergency or military leave, the time during which any leave of absence shall be taken by an employee shall be designated by the Department Head.

Section 4 Leave of Absence – Commencement and Termination

Each leave of absence shall be granted for a specific period of time and a specific cause, and if such cause shall cease to exist prior to the expiration of the period for which the leave is granted, such leave shall thereafter be invalid.

Section 5 Leave of Absence - Failure to Report

Leaves of absence shall be indicated on the payroll time sheets submitted to the Director of Finance for checking and certification. Failure of an employee to report at the expiration of leave shall separate the employee from City service and shall be considered, in effect, a resignation; provided, however, the Department Head may in his/her discretion cancel such separation if circumstances warrant such cancellation.

ARTICLE 4 – MILITARY LEAVE

In addition to the leaves of absence provided in this Article, City employees who are also members of the armed services or militia or organized reserves of this State or Nation, shall be entitled to the leaves of absence and the employment rights and privileges provided by the Military and Veterans' Code of the State of California.

1. The term "military service" as used herein shall signify service on active duty with any branch of service above mentioned, as well as training or education under the supervision of the United States preliminary to induction into the military service.
2. The terms "active service" or "active duty" shall include the period during which such employee while in military service is absent from duty on account of sickness, wounds, leave or other lawful cause.
3. No employee serving under a permanent appointment in the Classified Service shall be subjected by any person directly or indirectly by reason of his absence on military leave to any loss or diminution of accrued vacation, holiday, insurance, pension, retirement or other privilege or benefit now offered or conferred by law, or be prejudiced by reason of such leave with reference to promotion, continuance in office or employment, re-appointment or re-employment.
4. When military leave is granted to an employee in the Classified Service pursuant to this section, the position held by such employee shall be filled temporarily only during the employee's absence, except in the event of the employee's death while on leave, and said employee shall be entitled to be restored to such position, or to a position of like seniority, status and pay, upon return from such leave, provided the employee is still mentally and physically qualified to perform the duties of such position, and provided said employee makes application for re-employment within 90 days after being relieved from such military service.
5. During absence on military leave, any employee in the Classified Service who has been employed continuously by the City for a period of not less than one (1) year prior to the date upon which such absence begins, shall receive his regular salary and benefits for a period not to exceed normal hours worked in 30 calendar days (or 180 hours maximum) in any one fiscal year. All services of said employee in the recognized military service shall be counted as employment with the City.

ARTICLE 5 – COURT LEAVE

An employee who is required by court order to serve as a juror or as a witness who is not a party to a court action, or an employee required to attend or testify at court in a lawsuit against the City in which the employee is a named defendant, shall be granted leave for such purpose upon presentation of proof of the period of said employee's required attendance to the Police Chief/designee. The employee shall receive full pay for the time the employee serves on court duty, provided the money received as a juror or witness is deposited with the Finance Department for credit to the proper fund. Request for such leave shall be made upon leave of absence forms, and the normal work schedule of an employee on court leave may be adjusted to accommodate the needs of the department and the employee's particular circumstances.

If the employee makes a court appearance during the morning session and at least part of the afternoon session, after he/she has just completed working a graveyard shift, and if the employee is scheduled to work the next succeeding night shift, the employee shall either:

1. Take the succeeding scheduled graveyard shift off with paid compensation at straight time for the succeeding shift; or
2. With the approval of the on-duty watch commander or shift supervisor, work the succeeding scheduled graveyard shift and receive time and one-half paid compensation for the actual court appearance time.

ARTICLE 6 – SICK LEAVE WITH PAY

The intent of this Article is to provide a continuity of full salary to those employees who are unable, because of illness or injury, to perform the duties of their position or who would expose fellow workers or the public to contagious disease and are thereby forced to be absent from employment and to provide necessary time off from work for medical and dental care subject to administrative regulations designed to prevent malingering or abuse of these privileges.

Section 1 Sick Leave Defined

Sick leave is the necessary absence from duty of an employee and may be approved for:

1. Diagnosis, care, or treatment of the employee's existing health condition or preventive medical or dental care for an employee.
2. The incapacity of the employee while on a scheduled vacation as defined in Section 7 of this Article.
3. Bereavement.

Diagnosis, care, or treatment of an existing health condition of, or preventive care for an employee's family member. For the purposes of using sick leave under this policy only, "family member" shall have the meaning set forth in Labor Code section 245.5(c) as follows

- (1) A child, which for purposes of this article means a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis. This definition of a child is applicable regardless of age or dependency status.
- (2) A biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.
- (3) A spouse.
- (4) A registered domestic partner.
- (5) A grandparent.
- (6) A grandchild.
- (7) A sibling.

(8) A designated person, which, for purposes of this article, means a person identified by the employee at the time the employee requests paid sick days. The City shall limit an employee to one designated person per 12-month period for paid sick days.

In addition, an employee who is a victim of domestic violence, sexual assault, or stalking or other violent crime (or the victim is an employee's family member) may use accrued paid sick leave under this policy for the following reasons:

1. To obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim or the victim's child;
2. To seek medical attention for inquiries caused by domestic violence, sexual assault, or stalking;
3. To obtain services from a domestic violence shelter, program, or rape crisis center;
4. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking;
5. To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

Section 2 Sick Leave Accumulation

1. Each full-time permanent or probationary employee covered by this Memorandum of Understanding shall be entitled to accumulate sick leave at a rate of 3.69 hours per biweekly pay period if he/she has been on paid status at least half the regularly scheduled work days in that month.
2. Unused sick leave shall be accumulative in an unlimited amount.

Section 3 Limitation on Time Chargeable to Sick Leave

- A. No person shall be entitled to sick leave with pay while absent from duty on account of any of the following causes:
 1. Sickness or injury purposely self-inflicted.
 2. Sickness or injury caused by willful misconduct.
 3. No paid sick leave shall be granted in excess of the employee's sick leave credit or on an employee's regularly scheduled day off.
- B. Absence that is chargeable to sick leave in accordance with this article shall be charged in an amount not smaller than one (1) hour for the first hour of absence and thereafter, in increments of not less than fifteen (15) minutes.

Section 4 Notification

- A. In order to receive compensation while on sick leave, the employee shall notify:

1. The immediate supervisor; or
 2. The Department Head; or
 3. In the event of the unavailability of either, the senior department representative available.
- B. Notification shall be made prior to or not later than the beginning of the work day in the employee's respective department.
- C. The Department Head may waive the above requirements if, in his/her opinion, an emergency or other exceptional circumstances so warrants.

Section 5 Physician's Statement Required

- A. When absence is for more than five (5) consecutive working days, the department head shall require the employee to furnish, at the employee's expense, a certificate or statement from a licensed and practicing physician, indicating the duration of the employee's incapacity and/or their ability to perform the essential functions of their position or, if the employee was not examined by a physician, other adequate evidence. Based upon circumstances of the particular case and review of previous sick leave usage, the department head may require evidence of incapacity in cases of shorter periods of absence.
- B. The employee shall not be called at home/hospital while on sick leave for the purpose of pressuring the employee to return to work while still ill or to pressure the employee to perform duties at home/hospital. This section does not limit the right of a supervisor to contact an employee in order to obtain needed information about the status of his/her health and expected date of return to work or for a work related emergency which requires consultation with the employee when other means to rectify the emergency have been exhausted.

Section 6 Separation from City Service

All accumulated sick leave shall be canceled upon separation of the employee from the City service, except as set forth in subsection 8 ("Sick Leave Payment Upon Retirement"). However, if separation is due to lay-off, the employee's accumulated sick leave, up to a maximum of 240 hours shall be restored to him if the employee is re-employed within 24 months.

Section 7 Illness during Vacation Leave

An employee who becomes incapacitated for work due to the employees' illness or injury while on paid vacation shall have the option of substituting sick leave credit for vacation provided the employees' request for sick leave substitution is accompanied by a doctor's statement or other evidence satisfactory to the Department Head or his designee..

Section 8 Evidence of Cause of Absence

In all cases of absence exceeding five (5) consecutive working days due to sickness or injury of the employee or illness, injury or death in the employee's immediate family, the employee may be required to furnish the Department Head evidence substantiating the request for such leave. Failure to furnish such evidence upon request shall be sufficient reason to deny the leave of absence with pay.

Section 9 Sick Leave Incentive Pay

1. Through December 31, 2026, employees using 40 or fewer hours of sick leave during the fiscal year may convert 50% of their remaining accrued sick leave up to a maximum of 50% of an employee's annual rate of accrual (i.e. 50% of 96 hours). Sick leave not converted to pay shall be carried over and accumulated for use when needed. For purposes of this section, sick leave used in relation to a death in the immediate family as provided in Article 9, shall not be counted against the forty (40) or fewer hour eligibility limit on sick leave usage.
2. Pay shall be computed based on the following schedule and all computations shall be rounded to the nearest whole hour:

Remaining Sick Leave at End of Fiscal Year	Pay Incentive (50%)
96 hours	48 hours
88 hours	44 hours
80 hours	40 hours
72 hours	36 hours
64 hours	32 hours
56 hours or less	0 hours

(**EXAMPLE:** Employee has 93 hours remaining yearly sick leave; therefore, 93 hours x .5 = 46.5 hours = 47 hours of pay)

3. Payment will be made during the month of August each year. Pay will be computed based on the employee's salary step on June 30 of the preceding fiscal year.
4. Payment will be made to an employee hired during the fiscal year on a prorated basis provided he/she is on payroll June 30.
5. Employees who separate during the fiscal year will be compensated on a prorated basis subject to their formal separation date.
6. Beginning in December 2026, and each December thereafter, employees may irrevocably choose in writing, on a form available from the Human Resources Department, to cash out sick leave based on the above criteria in sections 1 and 2 that are to be accrued and remaining unused in the following calendar year. Sick leave balances rolled over from prior calendar years are not eligible for cash out. Regardless of the number of hours irrevocably elected for cash out, the cash out will only be made from hours accrued during the calendar year and not otherwise used for time off or otherwise by the employee at the time of the cash out. Cash outs shall be paid with the last paycheck in the following December after receipt of the irrevocable election form for those employees. In order to receive the cash out in December, the employee must use less than 40 hours of sick leave between January 1 through November 30 of the year the cash out is to be paid.

Employees who do not submit an irrevocable election form by December 15th will be deemed as foregoing participation in the optional annual sick leave cash-out program for that following calendar year.

In the event an employee has less hours in their leave bank at the time the cash out is to be paid than they had previously elected to cash out, the employee shall only be paid for up to the amount that was accrued that calendar year that is remaining in their designated leave bank at the time of the actual cash out.

If an employee makes an irrevocable election to cash out leave in the following calendar year and uses leave during that subsequent calendar year, the leave used may come from leave the employee had earned (if any) prior to January 1st of the calendar year the employee had elected to cash-out and/or in the same calendar year.

An employee who experiences an unforeseeable emergency may be permitted to make a new irrevocable election and/or to increase the amount of a previous election, subject to the same value that was permitted at the time the annual irrevocable election forms were due.

For these purposes, an “unforeseeable emergency” means a financial hardship to the employee resulting from any of the following:

- Accident, illness, injury or death of the employee or an immediate family member. For this purpose, an “immediate family member” is restricted to a spouse, registered domestic partner, child/legal dependent, or parent; or
- Loss of extensive damage to the employee’s property due to casualty; or
- Other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant.

Whether an occurrence is an unforeseeable emergency shall be solely determined by the City Manager or designee.

The City shall make a form available for employees to make their irrevocable election.

ARTICLE 7 – SPECIAL LEAVE WITH PAY

Section 1 Intent

The intent of this Article is to allow the limited use of sick leave credits by an employee who is confronted with emergency illness, injury or death in said employee's immediate family as defined in Article 35 of this MOU with regard to family care. Consistent with provisions of this MOU, an employee who is eligible for sick leave with pay as defined in Article 8 of this MOU, shall be granted special emergency leave with pay by the Department Head to be charged against the employee's sick leave accumulation.

Section 2 Special Leave Defined

Special leave is defined as anything that cannot be anticipated or planned necessitating absence from duty of an employee because of emergency, illness or injury of a member of the immediate family requiring the attendance of an employee upon said immediate family member as defined in Article 35 of this MOU until professional or other attendance can be obtained, or the absence from duty of an employee to discharge the customary obligations arising from a death of a member of the employee's immediate family, as defined in Article 35 of this MOU.

Section 3 Limitation

Special leave with pay granted pursuant to this Article shall be limited to a maximum of 60 hours annually.

Special leave with pay must be approved by the Department Head or his designee consistent with the provisions of this Article.

ARTICLE 8 – THE COMPENSATION PLAN

Section 1 Salary Advancement

The Compensation Plan has the following characteristics:

1. The salary range for all classifications, except Police Corporal, consists of five (5) steps (A through E). The salary for Police Corporal is a flat amount approximately five percent (5%) higher than "E" step for Police Officer.
2. The increase from one step to the next step on each salary range is as indicated in the salary schedule for Police Department employees.

The success of the Compensation Plan depends upon incentives which will encourage employees to put forth increasing efforts as they advance through the salary steps of the salary range. Salary advancement for each employee shall be granted only upon a satisfactory evaluation ("standard" or above) and a recommendation to the City Manager by the department head. The step increase must then be approved by the City Manager or his designee.

If an employee is denied his/her salary step advancement due to failure of the department head or other administrators to follow applicable Civil Service or Personnel Rules, he/she may appeal said denial through the established Grievance Procedure.

Section 2 Salary Steps

The steps of the salary range shall be interpreted and applied as follows. The second, third, fourth and fifth salary steps are incentive adjustments to encourage an employee to continue to improve his work:

1. The first salary step (Step "A"), is the minimum rate and will normally be the hiring rate. Appointment may be made to other than normal entering salary step upon the recommendation of the department head and upon the approval of the City Manager, when it is decided that such action is in the best interests of the City.
2. The second salary step (Step "B"), twelve (12) months of satisfactory service at Step "A" shall make an employee eligible consistent with Section 1 for consideration for this salary advancement.
3. The third salary step (Step "C"), twelve (12) months of satisfactory service at the Step "B" shall make an employee eligible consistent with Section 1 for this salary advancement.

Section 2 Salary Steps (continued)

4. The fourth salary step (Step "D"), twelve (12) months of satisfactory service at Step "C" shall make an employee eligible consistent with Section 1 for this salary advancement.

5. The fifth salary step (Step "E"), twelve (12) months of satisfactory service at Step "D" shall make an employee eligible consistent with Section 1 for this salary advancement.

All rates shown and conditions set forth herein, are in full payment for services rendered and are intended to cover full payment for the number of hours now regularly worked in each class. Each promotion shall carry with it an annual salary increase during the first year equal to approximately five percent (5%).

The provisions of this Article are based upon the salary schedule adopted by the City Council.

ARTICLE 9 – PAY DIFFERENTIAL

Section 1

Those employees classified as Police Officer, Police Corporal or Police Sergeant and assigned Police Service Dog Handler duty on a permanent basis shall receive a specialty pay differential of 4% of base salary per month for the duration of said assignment.

Section 2

Those employees classified as Police Officer, Police Corporal or Sergeant and assigned motorcycle duty on a permanent basis shall receive a specialty pay differential of 4% of base salary per month for the duration of said assignment.

Section 3

Effective January 1, 2016, those employees who, upon recommendation of the Chief of Police and the approval of the Administrative Services Director, and successful completion of a Bilingual Performance Evaluation administered by the Human Resources Department, who are regularly required to use their bilingual skills in Spanish, Tagalog or any second language approved by the Chief of Police and the Administrative Services Director, shall receive a pay differential as follows: 3% of monthly base salary for Sergeants and Lieutenants and 4% of monthly base salary for Officers and Corporals.

Section 4

Those employees classified as Police Officer shall receive a specialty pay differential of 3% of their base salary for each shift in which a police officer is assigned a trainee and is required to write an evaluation of the trainee's performance.

Section 5

Those employees permanently assigned to the SWAT Team shall receive a hazardous pay differential of 3% of their base salary, and shall be paid only for the time the employee is assigned to the SWAT Team.

Section 6

Corporals assigned by Command Staff to work a full shift or more as an acting sergeant shall receive an additional 5% of base pay for the hours worked as an acting sergeant. This provision shall not preclude a Corporal being eligible for any greater acting pay benefit that may be provided by Department policy or a City-wide rule, in which case the greater benefit shall apply instead of, but not in addition to, the benefit provided under this provision.

Section 7

Officers (but not Police Recruits), Corporals, Sergeants and Lieutenants assigned to work Swing Shift shall receive a shift differential in the amount of 4.0% of their base salary.

Officers (but not Police Recruits), Corporals, Sergeants and Lieutenants assigned to work Graveyard shall receive a shift differential in the amount of 6.0% of their base salary.

Section 8

Effective the first full pay period following Council approval of a new MOU, the City agrees to pay sworn employees that are residents of National City \$200 per month.

ARTICLE 10 – OVERTIME

1. The smallest unit of time credited as overtime as an extension of shift shall be 6 minutes. The overtime policy issued to clarify how overtime is calculated shall be used by the City to calculate overtime hours.
2. Overtime credit must be for work specifically ordered, requested or approved by the Department Head or a designated representative. All time, (including actual hours worked, sick leave, vacation, etc.) except suspension time shall be considered in the determination and calculation of overtime.
3. Except as provided in Section 5 regarding court time, if an employee is required to return to his/her place of employment after he/she has completed a normal work day, he/she shall receive overtime pay for a minimum of four (4) hours unless such overtime is within three (3) hours of the beginning of the employee's regular work period, in which case the employee shall receive overtime pay for one (1) hour more than the overtime hours worked. Said employee shall have the option of taking compensatory time off in lieu of call back pay.
4. All overtime compensation shall be at time and a half whether it is paid or is credited as compensatory time off.
 - (a) The 14-day FLSA work period shall coincide with the bi-weekly pay period. Though the City is only required to pay FLSA overtime for hours actually worked over eighty-six (86) in a bi-weekly pay period, the City under this MOU agrees to pay overtime for all hours over eighty (80) hours of paid time in a biweekly pay period.
5. Employees on scheduled time off, who are subpoenaed in the line of duty or required by the Department Head or his designee to be present in criminal or juvenile court, or other judicial proceedings shall receive overtime compensation for all time actually spent and required to be at court. Employees shall be guaranteed a minimum of four (4) hours for each separate court appearance unless such overtime is within one (1) hour of the beginning of the employee's regular work period, in which case a one (1) hour minimum will be paid. Said employee shall be reimbursed for the round trip mileage of the shorter of either the mileage between the Police Station and the location to which said employee is subpoenaed, or the actual mileage said employee travels round trip between the employee's home and the location to which said employee is subpoenaed.
 - (a) Overtime shall not be granted to an employee who schedules voluntary leave and then volunteers to work overtime during the scheduled leave.
 - (b) Overtime shall not be granted to an employee who is scheduled to appear in court during his regular shift and requests and is granted leave time. This paragraph shall not apply to an annual scheduled vacation or a person on leave who is unexpectedly ordered to appear in court.
 - (c) Those employees classified as Police Officer, Police Corporal or Police Sergeant and assigned Motorcycle duty on a regular basis shall receive two hours paid at an overtime rate per week (4 hours per pay period) to compensate them for the time outside their regular schedule necessary to clean their assigned motorcycles.

- (d) Those employees classified as Police Officer, Police Corporal or Police Sergeant who are assigned Police Canine duty on a regular basis shall receive three and one-half (3.5) hours paid at an overtime rate per week (7 hours per pay period) to compensate them for the routine care and maintenance of their assigned canine. Care and maintenance includes routine off-duty care and maintenance of the canine (feeding, watering, exercising, grooming, administering any medication), the take home police vehicle and the facilities used to house the canine, including routine daily obedience training for their canine. 3.5 hours represents a good faith estimate of the City and POA of the average time required to perform these duties.

Periodic duties, such as taking the canine to the veterinarian, the purchase of dog food or supplies, more extensive cleaning of the police vehicle, repairs to the police vehicle, repairs to the construction of the facilities used to house the canine, and the time spent with the City's Canine Trainer, are not considered to be routine care and maintenance activities, and are not intended to be compensated by this Section. All such periodic duties shall be performed during the Police Canine Handler's assigned shift. Any need for overtime beyond the 3.5 hours per week and/or outside the scope of routine care and maintenance must be specifically ordered, requested, and approved by the Canine Lieutenant or a designated representative. Requests to repair the police vehicle and the facilities used to house the canine shall be made to the Public Works Department during the Canine Officer's shift.

- 6. Along with other rights reserved to management, the right of management to make changes in prior practices to more effectively and efficiently carryout the requirements of the Federal Fair Labor Standards Act is recognized subject to the following limitations:
 - (a) No changes shall be inconsistent with the other provisions of this article except as required by law; and
 - (b) The Association shall be notified in writing of such changes and such notification shall be prior to implementation unless this is not feasible due to unforeseen circumstances or legal requirements; and
 - (c) The Association reserves the right to meet and confer on these changes by submittal of a written request within 30 days prior to or after their implementation.
- 7. The parties understand that unexpected problems may arise in the administration of overtime and leave. At the request of either party to this agreement, a committee composed of representative of the National City Police Officers' Association and the City will meet and discuss overtime and leave issues with the intent to reduce unnecessary overtime and maximize the opportunity to reduce furlough and comp time balances.

8. Change of Schedule

With the understanding that the needs of the department will sometimes require short notice, every effort will be made to notify employees regarding transfers or shift adjustments as far in advance of such changes as is possible. Employees (other than probationary employees) who are subject to transfer or shift adjustment shall be notified no less than 7 calendar days prior to that movement or adjustment. Probationary employees who are subject to transfer or shift adjustment shall be notified no less than

forty-eight (48) hours prior to that movement or adjustment. If such notice cannot be made or is not made, and the employee chooses to not waive calendar days notification guideline, the first shift worked on the new schedule shall be compensated at time and a half.

For department-wide shift changes, notice shall be given at least 30 calendar days before the start of the first full pay period in January or whichever month the new schedule starts. If required notice is not given, the first 8 hours of the new shift shall be at overtime rates.

Employees who usually work a 4/10 schedule may be assigned to a 5/8 schedule for training scheduled for a full week or longer. For training of 8 hours or more up to 10 hours, employees shall be credited with ten hours worked even if the length of the training day was scheduled for or lasted fewer than 10 hours. For training of less than a week but more than a day, employees shall be credited for the actual number of hours that the training lasted and may either a) use vacation or comp time for the differences between the length of the training and 10 hours or b) work that amount of time on either the same day or on another day during the same pay period.

9. Department Credit Card

The City shall make a credit card available for department use in paying for reimbursable travel and training costs. Use of the department credit card, including the details of the expenditure and the amount to be charged to that card, must be approved by the Chief of Police or his/her designee, prior to using the credit card.

ARTICLE 11 – COMPENSATORY TIME

Section 1

An employee is entitled to receive 1.5 hours of compensatory time off in lieu of pay for each hour of overtime worked. The maximum compensatory time an employee may bank shall be one hundred-thirty (130) hours. Effective with the start of the first full pay period after ratification of this MOU by the City Council, the maximum time that an employee can bank shall increase to two hundred (200) hours.

Section 2

When an employee's employment terminates for any reason, all comp time shall be paid to said employee at the employee's current regular rate (base pay plus applicable incentive and specialty pays computed to an hourly rate) as specified under the Fair Labor Standards Act.

Section 3

An employee may use his comp time to extend his regular vacation period with the approval of the Department Head.

Section 4

Along with other rights reserved to management, the right of management to make changes in prior practices to more effectively and efficiently carryout the requirements of the Federal Fair Labor Standards Act is recognized subject to the following limitations:

- (a) No changes shall be inconsistent with the other provisions of this article except as required by law; and
- (b) The Association shall be notified in writing of such changes and such notification shall be prior to implementation unless this is not feasible due to unforeseen circumstances or legal requirements; and
- (c) The Association reserves the right to meet and confer on these changes by submittal of a written request within 30 days prior to or after their implementation.

Section 5

Employees may cash comp time during employment, as follows:

- (a) Employees will have the opportunity to cash out a total of 120 hours of earned but unused comp time between the following dates: July 1 through March 31, of any fiscal year.

Section 5 (continued)

- (b) An employee can only cash out comp time twice a year, during the above listed time period. Employees must request a cash out of comp time in a memorandum addressed to the Chief of Police.
- (c) The minimum number of hours that an employee can cash out, per request, is 20 hours. The maximum, per request, is 80 hours.
- (d) The Operations Assistant will be tasked with tracking employees' requests to assure employees do not exceed two requests per the listed fiscal year.

The above procedure shall sunset on March 31, 2026. Beginning in December 2026, and each December thereafter, employees may irrevocably choose in writing, on a form available from the Human Resources Department, to cash out a minimum of 40 hours and maximum of 160 hours of compensatory time off hours that are to be accrued and remaining unused in the following calendar year. Compensatory time off hours rolled over from prior calendar years are not eligible for cash out. Regardless of the number of hours irrevocably elected for cash out, the cash out will only be made from hours accrued during the calendar year and not otherwise used for time off or otherwise by the employee at the time of the cash out. Cash outs shall be paid with the last paycheck in the following December after receipt of the irrevocable election form for those employees.

Employees who do not submit an irrevocable election form by December 15th will be deemed as foregoing participation in the optional annual leave cash-out program for that following calendar year.

In the event an employee has less hours in their leave bank at the time the cash out is to be paid than they had previously elected to cash out, the employee shall only be paid for up to the amount that was accrued that calendar year that is remaining in their designated leave bank at the time of the actual cash out.

If an employee makes an irrevocable election to cash out leave in the following calendar year and uses leave during that subsequent calendar year, the leave used may come from leave the employee had earned (if any) prior to January 1st of the calendar year the employee had elected to cash out and/or in the same calendar year. The employee's use of earned, but unused leave accumulated from previous calendar years shall not result in a reduction in the amount of leave hours the employee is eligible to cash out.

An employee who experiences an unforeseeable emergency may be permitted to make a new irrevocable election and/or to increase the amount of a previous election, subject to the same value that was permitted at the time the annual irrevocable election forms were due.

For these purposes, an "unforeseeable emergency" means a financial hardship to the employee resulting from any of the following:

- Accident, illness, injury or death of the employee or an immediate family member. For this purpose, an "immediate family member" is restricted to a spouse, registered domestic partner, child/legal dependent, or parent; or
- Loss of extensive damage to the employee's property due to casualty; or

- Other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the participant.

Whether an occurrence is an unforeseeable emergency shall be solely determined by the City Manager or designee.

The City shall make a form available for employees to make their irrevocable election.

ARTICLE 12 – EDUCATION/POST CERTIFICATE INCENTIVE PAY

Safety employees covered by this Memorandum of Understanding are eligible for educational incentive pay upon meeting the requirements indicated below. These degrees and/or certificates enhance the employee's ability to do their job.

AS or AA in Related Field: \$30.00 per month; however, this benefit is only available to employees hired before July 1, 2002.

POST Intermediate Certificate: 5.0% of base monthly pay.

Advanced POST: 10.0% of base monthly pay.

Tuition Reimbursement

The Educational Expenses Reimbursement Plan is available to employees who wish to improve their work performance through furthering their education. The plan provides reimbursement for up to \$3,500 per fiscal year and is open to all employees who meet the following criteria:

1. Successful completion of probation.
2. A proposed course of instruction is related to the employee's employment with the City, or the course is required for a degree in a closely related field. The Chief of Police or his designee has the final authority on determining whether a course or degree is job related. Request must be submitted in writing on appropriate department form according to established procedures.
3. The reimbursement may be used to cover the costs of tuition, registration and books at a local community or state college or university.
4. The course must be passed with a grade of "C" or better. If taken on a pass/fail basis, employee must pass course(s) taken.
5. The employee must show written documentation of the expenditures being claimed for reimbursement.
6. The Police Chief will be given an annual budget of \$30,000 for purposes of tuition reimbursement pursuant to this Article. Once this budget is fully expended in any one year, no further tuition reimbursement is available for that year. If the Department is about to exhaust its entire \$30,000 fiscal year budget, the Department will reimburse employees within that fiscal year in the same order in which the employees received Department approval for course reimbursement.

ARTICLE 13 – LONGEVITY PAY

For employees hired on or before June 30, 2011, the City shall provide longevity pay as follows:

- (a) After 15 years of continuous and uninterrupted service, in a classification represented by the Association, the sum of \$40.00 per month;
- (b) After 20 years of continuous and uninterrupted service, in a classification represented by the Association, the sum of \$45.00 per month;
- (c) After 25 years of continuous and uninterrupted service, in a classification represented by the Association, the sum of \$50.00 per month, which shall be the maximum payable.
- (d) Beginning with the start of the first full pay period in January 2026, current (3 tiers above) benefit stops and is replaced by a single tier of 5% of base pay for all unit employees (regardless of hire date) with 20 or more years of continuous and uninterrupted City service in a classification or classifications subject to this MOU.

Vacations, sick leave, military leave and absence authorized by the City Council of National City shall not be considered as interruption of service.

In the event an employee ceases to be employed by National City for a reason other than military service or lay-off, all rights to longevity pay shall be forfeited and expire, and if said officer or employee is subsequently re-employed by the City, said employee shall not be entitled to any longevity pay by reason of prior employment.

ARTICLE 14 – CAFETERIA PLAN FOR HEALTH, DENTAL AND INSURANCE PLANS

Section 1 Health Coverage

As a benefit to full-time employees covered by this Memorandum of Understanding, the City will provide a group health and dental insurance program. The benefits and limitations of the program are to be designed cooperatively by the Association, the insurance carrier and the City. The Association and the City agree to select and implement health insurance programs that meet the requirements of applicable law.

The City will provide a cafeteria benefit to all employees for use of paying insurance premiums for health, dental and other insurance plans. As of December 31, 2018, the City contributes as follows:

CITY’S CONTRIBUTION IF ELECT THE KAISER HIGH DEDUCTIBLE HEALTH PLAN (Kaiser HDHP):

Employee Only	\$457.56/month
Employee +1	\$736.80/month
Employee +2 or more	\$1,029.81/month

CITY’S CONTRIBUTION FOR ALL PLANS OTHER THAN KAISER HIGH DEDUCTIBLE HEALTH PLAN (Kaiser HDHP):

Employee Only	\$527.41/month
Employee +1	\$876.54/month
Employee +2 or more	\$1,227.43/month

Effective the first full pay period following City Council adoption of this 2019-2021 MOU, the City will contribute the same amount regardless of what health plan an employee chooses equal to the amounts contributed to the non-high deductible plans. Also, effective the first full pay period following City Council adoption of this 2019-2021 MOU, the City will contribute \$50 per month more than the City would be otherwise obligated to contribute under the cost sharing methodology described in the next paragraph.

Each health plan year (currently February through the following January), the City’s new contribution obligation for employee only, employee +1, and employee +2 or more shall be the City’s monthly contribution amounts from the prior health plan year plus 50% of any increase in the lowest cost health plan and dental plan.

Section 2 Money in Lieu

An employee may elect to receive an amount equivalent to the City's contribution minus the cost of health coverage for the employee alone, as cash in lieu of receiving health insurance.

In order to receive cash in lieu, the employee must annually attest to having group health insurance coverage (not including insurance through Covered California or other exchange) for the employee and their immediate tax family providing minimum essential coverage. Election forms are available in Human Resources and must be completed annually in order to receive the cash in lieu payments.

Section 3 Retiree Health Benefit

Employees covered by this MOU must retire from the City of National City and have at least 20 full years of pensionable service credit with National City Police Department to receive \$20/month for each year of service with National City Police Department as the City's contribution towards the retiree's medical insurance premium.

This contribution shall continue until reaching age 65. A qualifying retiree may receive these contributions even if not enrolled in a City health plan, so long as the retiree annually provides the City with written proof (e.g. copy of health insurance invoice and payment) that the retiree is using the contributions to pay for health premiums and understand that the retiree is solely responsible for any taxes that might be due as a result of the City's contributions.

ARTICLE 15 – EMPLOYEE LIFE INSURANCE

As a benefit to full-time employees covered by this Memorandum of Understanding, the City will provide a group life insurance program. The benefits and limitations of the program are to be designed cooperatively by the Association, insurance carrier and the City. The City will provide \$50,000 Basic Life Accident Insurance coverage for each employee.

Death in the Line of Duty

If an Association represented employee is killed due to an accident or injury occurring in the line of duty, the City shall pay the greater of either the value of accrued sick leave up to a maximum of 1,000 hours or \$5,000, whichever is greater, to the designated spouse or domestic partner or other designated beneficiary.

ARTICLE 16 – PUBLIC EMPLOYEES’ RETIREMENT SYSTEM

Section 1

Consistent with the Government Code of the State of California, employees are local safety or miscellaneous members of the Public Employees' Retirement System and are entitled to all benefits previously adopted by amendments to the contract between the Board of Administration of PERS and the City Council.

Section 2 Plan Definitions

The following benefits and definitions apply to the retirement plan benefits:

- (a) **“Classic Employee” Definition:** Classic employees are defined as current employees and future employees who do not qualify as a “new member” under the California Public Employees’ Pension Reform Act of 2013 (PEPRA).
- (b) **“New Member” Definition:** New members are defined in the Public Employees’ Pension Reform Act of 2013 (PEPRA), Government Code Section 7522.04(f).
- (c) **CalPERS Retirement Formula for Public Safety New Members (Police Officer, Police Corporal, Police Sergeant and Police Lieutenant) as Defined Under the Public Employees’ Pension Reform Act of 2013 (PEPRA):** Public safety “new members” as defined by PEPRA who are hired by the City on or after January 1, 2013 shall be entitled to the 2.7% at age 57 retirement formula with highest three (3) year average final compensation as set forth in PEPRA.
- (d) **CalPERS Retirement Formula for Public Safety Classic Employees (Police Officer, Police Corporal, Police Sergeant and Police Lieutenant) Hired on or After March 18, 2010 (current employees and employees who do not qualify as “New Members” under PEPRA):** Current public safety employees or former City of National City employees who were members of CalPERS while employed with the City and had membership with CalPERS prior to January 1, 2013 and who are rehired on or after March 18, 2010 and other employees hired after January 1, 2013 who do not qualify as “new members” under PEPRA shall be entitled to or continue to be entitled to the 3% at age 55 retirement formula with single highest 12-month period for final compensation.
- (e) **CalPERS Retirement Formula for Public Safety Classic Employees Hired Before March 18, 2010:** Public safety employees hired before March 18, 2010 shall continue to be entitled to the 3% at age 50 retirement formula with single highest 12-month period for final compensation.

Each of the above-listed plans shall include the following optional benefits:

- (f) Third Level of 1959 Survivor Benefit (Section 21573)
- (g) Credit for Unused Sick Leave (Section 20965)

Section 3 Employee Contributions to Pension

- (a) Effective the first full pay period in January 2019, Classic Employees shall pay 1.0% toward the employer CalPERS rate in addition to the full employee CalPERS contribution percentages of 9.0% for a total contribution of 10.0%. Effective the first full pay period in January 2020, Classic Employees shall pay an additional 1.0% toward the employer CalPERS rate for a total contribution of 11.0%. The 2% member contribution toward the employer rate is made pursuant to Government Code section 20516(f).
- (b) New Members shall pay 50% of the normal share of cost required by PEPRAs, as determined by CalPERS for the applicable pension formula and benefit.

ARTICLE 17 – MANAGEMENT RIGHTS

Except--and only to the extent--that specific provisions of this Agreement expressly provide otherwise, the City has and will continue to retain regardless of the frequency of exercise, rights to operate and manage its affairs in each and every respect. The rights of the City shall include, but not be limited to the right:

to determine the mission of its constituent departments, commission, boards; set standards of service determine the procedures and standards of selection for employment and promotions; direct its employees; establish and enforce reasonable dress and grooming standards, determine the methods and means to relieve its employees from duty because of lack of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content and intent of job classifications; approve or disapprove secondary employment held by departmental employees; determine methods of financing; determine style and/or types of City-issued wearing apparel, equipment or technology to be used; determine and/or change the facilities, methods technology, means, organizational structure and size and composition of the work force and allocate and assign work by which the City operations are to be conducted; determine and change the number of locations, relocations and types of operations, processes and materials to be used in carrying out all City functions including, but not limited to the right to contract for or subcontract any work or operations of the City; to assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice; establish and modify productivity and performance programs and standards; discharge, suspend, demote, reprimand, withhold salary increases and benefits, or otherwise discipline employees for just cause; establish reasonable employee performance standards including, but not limited to quality and quantity standards; and to require compliance therewith; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

In exercising these rights the City shall comply with all applicable provisions of this MOU. The exercise of said rights shall not preclude employees or their representatives from meeting and conferring as required by law with City management representatives about the practical consequences that decisions on these matters may have on wages, hours, and other terms and conditions of employment.

ARTICLE 18 – LONG TERM DISABILITY INSURANCE

The City will provide up to \$30 per month, per employee to provide a Long Term Disability Insurance Plan as selected by the POA.

In the event the cost of providing Long Term Disability Insurance exceeds the established City contribution, the employee must pay the excess amount, and if the cost is less than \$30/month, the City shall provide the cost of insurance only, and the employee will not receive the excess as cash-in-lieu. It is the employee's responsibility to notify the Police Department and Human Resources Department when benefits under the plan are awarded.

ARTICLE 19 – UNIFORM ALLOWANCE

Section 1

The City shall provide \$900 per year to full-time employees in the classifications of Police Lieutenant, Police Officer, Police Recruit, Police Sergeant, and Corporal to be applied towards the purchase and maintenance of prescribed uniforms.

Section 2

In addition to the above the City shall provide each new employee appointed to a position listed above \$450 toward the initial purchase of prescribed uniforms.

Section 3

The City shall provide each sworn employee a flat badge.

ARTICLE 20 – SALARIES

Section 1 Salary Schedule

The City shall provide on a timely basis each year a copy of the official salary schedule developed by the Finance Department.

Section 2 Salary Adjustments

A. Police Officer, Sergeant, Lieutenant and Police Recruits

Effective the first full pay period in July 2025, the City will adjust the salary range for Police Officer by the percent necessary (if any) to move the salary of a top step National City Police Officer to the mid-point of the salary of a top step police officer or deputy sheriff (excluding longevity) in the 3rd and 4th ranked comparison agencies (including National City among the comparison agencies) in effect, and already approved by the applicable City Council or Board, at the comparison agencies as of the beginning of the City's first full pay period in August 2025. If a National City Police Officer is ranked fourth, employees shall receive the percent necessary to move the top step salary of a National City Police Officer to the mid-point between that salary and the top step salary (excluding longevity) of the third ranked agency. If a National City Police Officer already is ranked 3rd or higher, employees shall not receive a salary decrease under this paragraph.

Section 3 Salary Adjustments (continued)

For purposes of this subsection, adjustments will be made upon current salaries, comparing top step to top step excluding longevity, in place at the time of the pay period adjustment among the comparison agencies. Subsequent retroactive adjustments are not to be considered nor are salary increases not yet ratified or approved. The agreed upon comparison agencies are (1) Oceanside (using its "Step G" for police officer pay); (2) Escondido (using its "Step 6" police officer pay); (3) Chula Vista; (4) Carlsbad; (5) City of San Diego; (6) National City; (7) El Cajon; (8) Coronado; (9) San Diego County Sheriff's Department; and (10) La Mesa.

The same methodology as set forth in the prior two paragraphs shall be used for separately surveying and adjusting the pay of a National City Police Recruit, National City Sergeant and National City Lieutenant (i.e. survey as of the City's first full pay period in August 2025, with salary adjustments retroactive to the first full pay period in July 2025).

B. Police Corporals

The salary for Police Corporals shall be a flat amount approximately five percent (5%) higher than "E" step for Police Officer.

After 2 years of continuous service as a Police Corporal, the salary shall increase to a flat amount approximately six-and-a-half percent (6.5%) higher than "E" step for Police Officer. After 5 years of continuous service as a Police Corporal, a Police Corporal shall be paid a salary approximately nine percent (9.0%) higher than "E" step for Police Officer.

C. Additional Salary Increases in 2026 and 2027.

The salary ranges for Police Recruits, Police Officers, Police Sergeants and Police Lieutenants shall increase as follows:

5% at the start of the first full pay period after City Council ratification of this MOU, or May 2026, whichever is later; and

5% at the start of the first full pay period in May 2027.

D. Retroactive Payments

The City shall make retroactive adjustments required by the terms of this MOU within sixty (60) calendar days of the date that the City Council ratifies this MOU.

E. New Police Officer Lateral Bonus Program

Effective with the start of the first full pay period after the City Council ratifies this MOU and through the remainder of the term of this MOU, the City shall provide a bonus payment to lateral Police Officers first hired during that period equivalent to the bonus described in Resolution No. 2023-03; as follows:

\$10,000 Upon date of hire

\$10,000 Upon successful completion of probation period

\$10,000 Upon two-year anniversary date, if the employee received only Standard or Above Standard Performance Evaluations during that two-year period.

Lateral Police Officers first hired during the period above (from the start of the first full pay period after City Council ratification through the term of this MOU on June 30, 2028) shall be eligible for all three bonus payments even if the second and/or third bonus payments take place after June 30, 2028.

ARTICLE 21 – ASSOCIATION RIGHTS

Section 1

The City recognizes the right of the Association to govern its internal affairs.

Section 2

Upon the receipt of a written request and authorization from an employee for deduction of Association dues and other related lawful deductions, the City shall withhold such dues and deductions from the salary of the employee and remit the withholdings to the Association in a timely manner. The City shall continue to withhold such deductions unless the employee files a written statement with the City withdrawing authorization for the continued withholding of the deductions.

Section 3

The Association shall have sole and exclusive use of specific bulletin board space, clearly marked and identified as such, of roughly four feet by eight feet in dimension, located in the hallway area of the Police Department. The Police Chief shall designate the authorized bulletin board space and said space shall be the only space which is authorized for the posting of Association business. Material placed on the bulletin board shall be at the discretion of the Association with the understanding that materials so posted shall only be for legitimate communications with members. Said postings shall not be offensive to good taste, defamatory or involve support or opposition to candidates for political office within the City government. The Police Chief or his designee shall have the right to remove any such materials upon prior notice to the Association representative. The Association shall be responsible for maintaining the space provided in an orderly condition and shall promptly remove outdated materials.

Section 4

The employee shall be allowed to designate a representative to assist said employee in:

1. Preparing and presenting grievances;
2. Preparing and processing material for Disciplinary Hearing;
3. Preparing and presenting material for any legitimate Employer-Employee relations matter for which representation is granted pursuant to existing law.

Section 5

Subject to the needs of the department and the approval of the Chief of Police, designated employee representatives shall be allowed reasonable release time from regularly scheduled duties to present grievances and material for Disciplinary Hearing on behalf of the affected employee if said employee requests said assistance and to meet with City management representatives relative to matters of Employer-Employee Relations.

ARTICLE 22 – EMPLOYEE RIGHTS

Each individual employee shall have the following rights which he/she may exercise in accordance with the National City Employer-Employee Relations Resolution and all applicable laws, ordinances, and rules and regulations and this MOU:

1. The right to form, join and participate in the activities of employee organizations of his/her own choosing for the purpose of representation on matters of his/her employee relations with the City, or to refuse to join or participate in the activities of any employee organization.
2. The right to pay dues to such employees organization through regular payroll deduction.
3. The right to be free from interference, intimidation, restraint, coercion, discrimination or reprisal on the part of his/her department head for his membership or non-membership in any employee organization or with respect to any lawful activity associated therewith which is within the scope of representation.
4. The right to represent himself/herself individually in his/her employee relations with the City.
5. The right to review his/her personnel file by so requesting in writing to the appropriate City official.
6. The City shall maintain only one official employee personnel file and that file shall be in the custody of the City Personnel Officer. That personnel file shall be the only official source or repository of documents pertaining to the employee's performance, past and present, leave requests, disciplinary records and commendations.

The employee's personnel file will not contain information relating to the employee's background investigation, Civil Service Examination results pertaining to initial hiring or promotional examinations, legal correspondence, workers' compensation records, aside from injury claims or any ongoing or incomplete internal investigations or citizens complaints. These documents shall be maintained in separate files by the Chief of Police or the Personnel Officer. A duplicate official personnel file may be maintained by the Chief of Police for the convenience of the employee and as an administrative aide. The employee's immediate supervisor may maintain files with information that is kept for a maximum of 12 months during ongoing investigation or in preparation for an employee performance appraisal report. However, at such time as the investigation is complete or the performance appraisal has been completed, such material shall then either be placed in the employee's official personnel file or destroyed. In no event shall such material be maintained in any location other than the official file referred to above nor shall materials be placed in the employee's official personnel file without his/her knowledge.

7. Whenever an employee desires to represent himself/herself in consulting with City management during his/her regular hours of work, he/she shall first request from his/her department head permission to take time off to do so. Said request shall be granted unless the needs of the City or Department are such that the employee's services cannot be spared during the particular time requested. In such case the employee shall be permitted to re-schedule his/her appointment with City management.
8. Discipline shall remain in the affected employee's personnel file for five (5) years with the exception of a "Written Notice of Deficiency," which shall remain in the personnel file for two years from the date of issuance. At the end of said period of time, the disciplinary action shall be removed from the employee's

file provided that no ensuing similar discipline has been imposed. Consistent with the above provisions, all materials of this nature more than five (5) years old shall be removed from employees' personnel files.

ARTICLE 23 – WORK WEEK/DAY

Section 1

All employees of the National City Police Department covered by this agreement who work four (4) ten (10) hour days per work week, including two (2) 15 minute rest periods, one-half (½) hour lunch break and "roll call" shall be scheduled for three (3) consecutive days off per work week.

Section 2

All employees of the National City Police Department covered by this agreement who work five (5) eight (8) hour days shall have two (2) consecutive days off per week. Said shift shall include two (2) 15 minute rest periods and "roll call" and one-half (½) hour off duty unpaid lunch break.

Section 3

If the rest periods are not utilized the time cannot be accumulated nor will additional compensation be provided.

Section 4

The City agrees to provide an Alternative 4/10 Work Schedule to Police Detectives. Assignment of this schedule will be completed by the Investigations Unit Lieutenant and approved by the Chief of Police, with the requirement that the Investigations Unit have staff available at all times during the Monday through Friday workweek.

Section 5

Employees shall be allowed fifteen (15) minutes at the start of their shift to put on (donning) their safety gear and fifteen (15) minutes at the end of their shift to take off (doffing) their safety gear. Briefing will begin fifteen (15) minutes after the start of a shift and end fifteen (15) minutes before the end of a shift to allow for the donning and doffing of safety gear.

ARTICLE 24 – TRAINING

All sworn Police Department employees should have equal opportunities to attend P.O.S.T. training consistent with the needs of the department.

The City will pay for the actual travel time required for training outside San Diego County. Employees are expected to work with the department to flex their schedules to avoid overtime.

ARTICLE 25 – EMPLOYEE GRIEVANCE PROCEDURE

Section 1 Purpose

The purpose and objectives of this Grievance Procedure of the City of National City are:

- A. To promote improved employer-employee relations by establishing grievance procedures on matters within the scope of a Memorandum of Understanding between the City and a recognized employee association for which appeal or hearing is not provided by other regulations.
- B. To assure fair and equitable treatment of all employees and promote harmonious relations among employees, supervisors and management.
- C. To encourage the settlement of disagreements informally at the employee-supervisor level and provide an orderly procedure to handle grievances throughout the several supervisory levels where necessary.
- D. To provide that appeals shall be conducted as informally as possible.
- E. To resolve grievances as quickly as possible and correct, if possible, the cause of grievances, thereby reducing the number of grievances and future similar complaints.

This grievance procedure is applicable to all employees in positions within a bargaining unit represented by an employee association. This procedure does not supersede the grievance or other appeal procedures in the Civil Service Rules of the City.

Section 2 Identification of Participants

For the purpose of this grievance procedure, the following definitions shall apply:

- A. **Association**: The employee organization recognized by the City to represent employees in the grievant's bargaining unit.
- B. **City**: The City of National City.
- C. **City Manager**: The City Manager or his designee.
- D. **Department**: A major organizational unit of the City.
- E. **Department Head or Head of a Department**: The chief executive officer of a department.
- F. **Employee or City Employee**: A member of a bargaining unit either at the time of initiation of the grievance or within seven (7) calendar days prior to initiation of the grievance.
- G. **Employee Representative**: An individual who appears on behalf of the employee.

Section 2 Identification of Participants (continued)

- H. **Grievance**: A complaint of an employee, or a group of employees or the Association on behalf of its membership as a whole, arising out of the application or interpretation of existing provisions of an MOU.
- I. **Immediate Supervisor**: The individual who normally assigns, reviews or directs the work of an employee.
- J. **Management**: (1) Any employee having significant responsibilities for formulating and administering City policies and programs, including but not limited to the chief executive officer and department heads; (2) Any employee having authority to exercise independent judgment to hire, transfer, suspend, lay-off, recall, promote, discharge, assign, reward or discipline other employees, or having the responsibility to direct them or to adjust their grievances, or effectively to recommend such action if in connection with the foregoing the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.
- K. **Memorandum of Understanding (MOU)**: A written agreement between an employee organization and the City which is a result of the meet and confer process.
- L. **Personnel Officer**: The Personnel Officer or his designee.
- M. **Second Level Supervisor**: The individual to whom an immediate supervisor normally reports.

Section 3 Scope of Grievance Procedure

- A. To be reviewable under this procedure, a grievance must:
 - 1. Concern matters or incidents that have occurred.
 - 2. Results from an act or omission by management which is alleged to be a violation of a specific provision of a current Memorandum of Understanding.
 - 3. Arise out of a specific situation, act or acts complained of as being unfair which result in specified inequity or damage to the employee(s).
- B. A grievance is not reviewable under this procedure if either it is a matter which would require the modification of the MOU or a policy established by the City Council or by law. Also, a grievance is not reviewable under this procedure if it is reviewable under some other administrative or Civil Service procedure such as:
 - 1. Applications for changes in title, job classification or salary;
 - 2. Appeals from formal disciplinary proceedings;
 - 3. Appeals arising out of Civil Service examinations;
 - 4. Appeals from work performance evaluations.

Section 3 Scope of Grievance Procedure (continued)

- C. A complaint may not be considered under this procedure if a grievance has been filed on the same matter under the Civil Service Grievance Procedure (Rule IX).

Section 4 Special Provisions of the Grievance Procedure

- A. **Procedure for Presentation:** In presenting a grievance the employee shall follow the sequence and the procedure outlined in Section 5 of this Procedure.
- B. **Prompt Presentation:** The employee shall discuss the grievance with the immediate supervisor promptly after the act or omission of management causing the grievance.
- C. **Submittal of Grievance:** The written grievance shall be submitted on a form prescribed by the Personnel Officer for this purpose. At each level, the form must be completed fully, signed by the grievant and hand delivered or sent by U.S. mail to the designated reviewer's office.
- D. **Statement of Grievance:** The grievance must contain a statement of:
 - 1. The specific situation, act or acts complained of as being unfair;
 - 2. The specific provision(s) of the MOU which has been violated;
 - 3. The inequity or damage suffered by the employee;
 - 4. The relief sought;
 - 5. The representative of the grievant (if applicable).
- E. **Employee Representative:** The employee may choose someone to provide representation at any step in the procedure. No person hearing a grievance need recognize more than one representative for any employee at any one time.
- F. **Handled During Working Hours:** Whenever possible, grievance hearings and meetings with reviewers will be conducted during the regularly scheduled working hours of the parties involved.
- G. **Extension of Time:** The time limit within which action must be taken or a decision made as specified in this procedure may be extended by mutual written consent of the parties involved. A statement of the duration of such extension of time must be signed by both parties involved at the step to be extended.
- H. **Consolidation of Grievances:** If the grievance involves a group of employees or if a number of employees file separate grievances on the same matter, the grievances may be handled by management as a single grievance.

Section 4 **Special Provisions of the Grievance Procedure (continued)**

- I. **Settlement:** A grievance shall be considered settled and not subject to further consideration or re-filing if *any* of the following conditions exist:
 - 1. The grievant indicates in writing that the grievance is withdrawn.
 - 2. The specific remedy requested on the grievance form is granted.
 - 3. The grievant does not submit the grievance to the next higher level of review with the normal time limits or extended time limits obtained in writing by mutual agreement.
- J. **Rejection:** A grievance may be rejected for consideration at any time during the grievance review process for any of the following reasons:
 - 1. The grievant does not meet the definition of "employee" indicated in Section 2.
- K. **Representation:** The grievant may elect to be represented by the Association or any other person or to represent himself/herself. If the grievant elects to not be represented by the Association, the Association shall be given a copy of the grievance and its resolution.
- L. **Deletion of Step(s):** By mutual written consent of the department head and the grievant, any one or more of the first three (3) steps of the procedure may be omitted in consideration of a specific grievance when it is felt that this is in the best interests of an equitable and expeditious resolution of the grievance.
- M. **Reprisals:** The grievance procedure is considered an integral part of the employee-employer relations policy of the City. As such, it is intended to assure a grievant and his/her representative the right to present the grievance without fear of disciplinary action or reprisal of any kind by his/her supervisor or other agents of the City provided he/she observes the provisions of the grievance procedure.

Section 5 **Grievance Procedure Steps**

The following procedure shall be followed by an employee submitting a grievance:

- Step I Immediate Supervisor:** The employee shall discuss the grievance with the immediate supervisor within 20 calendar days of the alleged act or omission of management causing the grievance. Within seven (7) calendar days the supervisor shall give a decision to the employee verbally.
- Step II Second-Level Supervisor:** If the employee and supervisor cannot reach an agreement as to a solution of the grievance or the employee has not received a decision within the time limit above, the employee may within seven (7) calendar days present the grievance in writing to his/her supervisor who shall endorse his/her comments thereon and present it to his/her second level supervisor within seven (7) calendar days. The second-level supervisor shall hear the grievance and give a written decision to the employee within fourteen (14) calendar days after receiving the grievance.

Section 5 Grievance Procedure Steps (continued)

Step III Department Head: If the employee and second level supervisor cannot reach an agreement as to a solution of the grievance or the employee has not received a written decision within the time limit, the employee may within seven (7) calendar days present the grievance in writing to the department head. The department head shall hear the grievance and give a written decision to the employee within fourteen (14) calendar days.

Step IV Non-Binding Arbitration:

- (a) **Grievance to Personnel Officer:** If the grievant and the department head cannot reach an agreement as to a solution of the grievance or the employee has not receive a written decision within the time limit, the grievant may within fourteen (14) calendar days present the grievance in writing to the Personnel Officer.
- (b) **Selection of Arbitrator:** Within seven (7) calendar days of receiving the grievance at this level, the Human Resources Director shall request a list of five (5) arbitrators from California State Mediation and Conciliation Services with experience in public sector employment. The grievant and City shall alternatively strike names from the list until one name remains, which person shall serve as the arbitrator. The parties shall flip a coin to determine who shall strike first, with the “winner” of the coin toss striking second and the “loser” of the coin toss striking first. The parties shall share equally the cost of the arbitrator. If the arbitrator requires a transcript, a court reporter shall be utilized, the cost of which shall be shared by the parties. Alternatively, the parties may mutually agree to utilize a court reporter, in which case the cost shall also be shared equally. In the absence of a court reporter, and with the agreement of the arbitrator, the hearing may be tape recorded.
- (c) **Arbitration Hearing:** The arbitration hearing shall be private, unless the grievant requests that the hearing be public. Each side shall have the opportunity to present witnesses and evidence. The arbitrator shall rule on the admissibility of evidence, and strict legal rules of evidence shall not apply.
- (d) **Arbitration Decision:** The arbitrator shall submit a written decision to the City Manager with a copy to the grievant that shall make findings of fact and make a recommendation on what remedy or remedies, if any, the arbitrator concludes appropriate. Any remedy in favor of the grievant requires a finding that the grievant satisfied the requirements of the grievance procedure, and be supported by a preponderance of the evidence and be consistent with the applicable MOU.
- (e) **City Manager's Response:** The City Manager shall provide written response to both parties on the resolution of the grievance. If the City Manager disagrees with any recommendation of the arbitrator, his written response shall indicate strong and compelling reason(s) for that disagreement. Basis for disagreement may be any one or more of the following:
 - 1. The arbitrator substantially deviated from the hearing procedures.

2. The recommendation is in excess of the remedy sought on the initial grievance submittal.
3. The recommendation is inconsistent with the MOU.

Section 5 Grievance Procedure Steps (continued)

4. The recommendation is inconsistent with the facts as stated in the grievance form and/or the written information provided by the arbitrator.

The decision of the City Manager shall be final and not subject to further appeal except for such appeals to the Courts and State or Federal compliance agencies as provided by law.

Section 6 Interpretation and Application

The Personnel Officer is responsible for the interpretation and application of this grievance procedure. In the event of disagreement with the Personnel Officer's actions or interpretations, the final authority will be the City Manager. The City Manager's determinations on the application and interpretation of the grievance procedure are final and not subject to further appeal or grievance.

ARTICLE 26 – CONTINUATION OF WAGES, HOURS AND WORKING CONDITIONS

The provisions of this Memorandum of Understanding shall not be revised to adversely affect the employees covered by this Memorandum of Understanding during the term of this Memorandum of Understanding.

Any written policies and procedures or past practices regarding wages hours and working conditions subject to meeting and conferring which are currently in existence and not changed by this MOU, shall not be revised to adversely affect the employees covered by this MOU during the term of the MOU without prior meeting and conferring in good faith with the Association.

ARTICLE 27 – AGREEMENT, MODIFICATION, WAIVER

- A. No agreement, alteration, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing and affixed hereto by all parties and approved by the City Council.
- B. The waiver of any breach, term or condition of this memorandum by either party shall not constitute a precedent in the future enforcements of all of its terms and provisions.

ARTICLE 28 – OBLIGATION TO SUPPORT

The parties agree that subsequent to the execution of this Memorandum and during the period of time said Memorandum is pending before the City Council for action, neither the employee organization nor management, nor their authorized representatives, will appear before the City Council or meet individually or privately with said members of the City Council, to advocate any amendment, deletion or addition to the terms and conditions of this Memorandum. It is further understood that this article shall not preclude the parties from appearing before the City Council to advocate or urge the adoption and approval of this Memorandum in its entirety.

ARTICLE 29 – PROVISIONS OF LAW

This MOU is subject to all future and current applicable federal, or state and local laws and regulations.

If any part or provision of this MOU is in conflict with such applicable provisions of Federal or State laws or regulations, or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable law or regulations, and the remainder of the MOU shall not be affected, and the Employees' Association and/or the City shall have the right to meet and confer within 30 days concerning said section. This MOU shall supersede all City rules or ordinances which are in conflict with this MOU.

ARTICLE 30 – TERM OF PROVISIONS

This is the entire integrated agreement and it shall be effective January 1, 2025 through June 30, 2028, superseding all conflicting provisions of the previous MOU and all conflicting past practices, except as otherwise stated herein.

ARTICLE 31 – EMPLOYEE ASSISTANCE PROGRAM

The City shall provide an Employee Assistance Program (EAP) available to all employees in the bargaining unit. A program description shall be developed by the City with the input of the Association and a request for proposals will be circulated. Final selection of the contractor to provide this service shall be made by the City with the input of the Association.

ARTICLE 32 – USE OF CITY VEHICLES

Section 1

Under normal circumstances, employees, other than probationary employees, with the following assignments shall be allowed to drive an assigned City vehicle between their residence and their work station:

- (A) Motorcycle Officers
- (B) Officers assigned to the canine program
- (C) The Detective Lieutenant
- (D) The Detective Sergeant assigned to Crimes Against Person
- (E) The Detective whose primary assignment is to Homicide Investigation
- (F) Crimes of Violence Investigator
- (G) Crimes of Property Investigator
- (H) Other employees on a temporary basis when it is determined by the Chief to best meet the interests of the department

The primary residence of employees in categories (C) – (G) above must be located in San Diego County to qualify for a take-home vehicle, with the exception of an employee assigned to the DEA Task Force. Effective with the start of the first full pay period after ratification of this MOU by the City Council, the primary residence of employees in categories (C) – (G) may be outside of San Diego County, but only up to thirty (30) miles from the San Diego County borders with Orange, Imperial and Riverside Counties (excluding Mexico).

Section 2

The City will provide marked take home cars to sworn employees who live in National City and are off probation, except for those POA members who can take home cars under Section 1 above. Should the number of eligible employees exceed the number of marked patrol vehicles available for this purpose, the distribution of the vehicles would be based upon seniority. Officers assigned take home cars under this provision will follow the same rules and guidelines as officers assigned under Section 1 of this agreement. The City maintains the right to rescind this program at any time.

Section 3

Except as specifically provided in this Article, no employees represented by the POA will be allowed to take home cars.

ARTICLE 33 – DEFINITIONS

Unless the particular provision or the context otherwise requires the definitions and provisions contained in this article shall govern the construction, meaning and applications of words and phrases used in this Memorandum of Understanding.

ADVANCEMENT – Shall mean a salary increase within range of compensation provided for each position, which is conditioned upon a given minimum term of meritorious service in the same position and which is made without examination.

ANNIVERSARY DATE – Shall mean the date that the employee completes twelve (12) calendar months of service. Under normal circumstances, when an employee receives a promotion to a new classification, the promotion date will become the new anniversary date for the employee.

APPOINTING AUTHORITY – Shall mean the City Council, the City Manager and any other person or body to whom the power to appoint personnel to positions in the Classified Services may be delegated.

ASSOCIATION – Shall mean the National City Police Officers' Association.

CALENDAR YEAR – Shall mean a twelve (12) month period beginning January 1 and ending December 31.

CLASS – Shall mean a position or group of positions sufficiently similar in respect to duties and responsibilities that the same title may reasonably and fairly be used to designate each position allocated to the class, that the same minimum qualifications may be required, and the same salary range may be made to apply with equity.

CLASSIFIED SERVICE – Shall mean all positions in the competitive service of the City of National City which are subject to the provisions of the Civil Service Ordinance No. 1076 creating the Civil Services System and the Rules of the Civil Service Commission.

COMPENSATION – Shall mean any salary, wage, fee, allowance or other emolument paid to an employee for performing the duties and exercising the responsibilities of a position.

COMPENSATION PLAN – Shall mean the official schedule of pay approved by the City Council assigning one or more rates of pay to each class title.

COMPENSATORY LEAVE – Shall mean time off from work in lieu of monetary payment for overtime worked.

CONTINUOUS SERVICE – Shall mean employment in the City service uninterrupted by separation and applies to the time a person has been employed on a permanent basis or to the continuation of employment from temporary to a permanent appointment, without any break in service.

DEMOTION – Shall mean the appointment of an employee holding position in one class to a position in another class having lower maximum salary rate; movement to a lower step within the same class; or for employees covered by the State Government Code Section 3300-311 (Police Officers' Bill of Rights), loss of special assignment pay.

DEPARTMENT – Shall mean the Police Department.

DEPARTMENT HEAD – Shall mean the Chief of Police or his designee

EMPLOYEE – Shall mean a person who is legally an incumbent of position in the Classified Service or who is on authorized leave of absence from such a position with the right to return to his position.

FISCAL YEAR – Shall mean a twelve (12) month period beginning July 1 and ending June 30.

INTERIM APPOINTMENT – Shall mean a short term appointment made from an eligible list.

LAY-OFF – Shall mean the involuntary, non-disciplinary separation of an employee from a position resulting from lack of work, lack of funds or abolishment of a position.

LEAVE – Shall mean an approved type of absence from work as provided for by these Rules.

PERMANENT EMPLOYEE – Shall mean an employee who has been appointed to a permanent position. A permanent employee may be serving a probationary period.

PERMANENT POSITION – Shall mean a specific office or classification, whether occupied or vacant, carrying responsibilities and calling for the performance of certain duties by one individual. This position shall be included in the Classified Service and may be either on a part-time or full-time basis.

PERMANENT STATUS – Shall mean the satisfactory completion of one (1) year of probationary service and continuing permanent appointment.

PERSONNEL OFFICER – Shall mean the City Manager or the person appointed by the City Manager to act as Secretary to the Civil Service Commission, to administer the activities of the Personnel Department and to exercise general supervision over the employment policy of the City subject to the direction of the Commission.

POSITION – Shall mean any specific office or classification, whether occupied or vacant, carrying certain responsibilities and calling for the performance of certain duties by one individual, either on a full-time basis or part-time basis.

PROBATIONARY PERIOD – Shall mean the working test period during which an employee is required to demonstrate his fitness by the actual performance of the duties and responsibilities of his position and during which time he may be terminated without right of appeal to the Civil Service Commission.

PROBATIONARY STATUS – Shall mean service in a permanent position prior to completion of the prescribed period of probationary service.

PROBATIONER – Shall be an employee in the Classified Service who is serving a probationary period.

PROVISIONAL APPOINTMENT – Shall mean the temporary appointment of a person who possesses the minimum qualifications established for a particular class and who has been appointed to a position in the class in the absence of available eligibles; any non-permanent appointment, other than seasonal, part-time or emergency appointment, which is not made from a re-employment list or an eligible list.

SALARY RANGE – Shall mean one or more, but commonly five (5) specific pay rates having a percentage relationship to one another, assigned to a class of positions as the compensation for the class.

SALARY RATE – Shall mean a specific dollar amount, expressed as either an annual rate, a monthly rate, a semi-monthly rate, a biweekly rate or an hourly rate, as shown in the Compensation Plan of the City.

SALARY STEP – Shall mean the location of a salary rate within a salary range, as identified by a letter of the alphabet.

SENIORITY – Shall mean the number of months of continuous service in the Police Department in a permanent position.

TEMPORARY EMPLOYEE – Shall mean an employee appointed to a position of a non-permanent nature on a provisional basis.



**Police Officers Association
Salary Table
Effective July 8, 2025**

	Step A	Step B	Step C	Step D	Step E
Police Lieutenant					
Hourly	\$ 76.43	\$ 80.45	\$ 84.68	\$ 89.14	\$ 93.83
Bi-Weekly	\$ 6,114.22	\$ 6,435.67	\$ 6,774.65	\$ 7,131.08	\$ 7,506.40
Monthly	\$ 13,247.47	\$ 13,943.95	\$ 14,678.40	\$ 15,450.67	\$ 16,263.87
Annual	\$ 158,969.63	\$ 167,327.36	\$ 176,140.80	\$ 185,408.08	\$ 195,166.40

	Step A	Step B	Step C	Step D	Step E
Police Sergeant					
Hourly	\$ 62.85	\$ 66.16	\$ 69.64	\$ 73.31	\$ 77.17
Bi-Weekly	\$ 5,028.17	\$ 5,292.62	\$ 5,571.55	\$ 5,864.92	\$ 6,173.60
Monthly	\$ 10,894.37	\$ 11,467.35	\$ 12,071.70	\$ 12,707.33	\$ 13,376.13
Annual	\$ 130,732.39	\$ 137,608.18	\$ 144,860.40	\$ 152,487.92	\$ 160,513.60

	Step A	Step B	Step C	Step D	Step E
Police Officer					
Hourly	\$ 49.98	\$ 52.61	\$ 55.38	\$ 58.29	\$ 61.36
Bi-Weekly	\$ 3,998.36	\$ 4,208.90	\$ 4,430.03	\$ 4,663.36	\$ 4,908.80
Monthly	\$ 8,663.10	\$ 9,119.28	\$ 9,598.40	\$ 10,103.95	\$ 10,635.73
Annual	\$ 103,957.23	\$ 109,431.36	\$ 115,180.83	\$ 121,247.36	\$ 127,628.80

	Step A	Step B	Step C	Step D	Step E
Police Recruit					
Hourly	\$ 36.57	\$ 38.50	\$ 40.53	\$ 42.66	\$ 44.90
Bi-Weekly	\$ 2,925.99	\$ 3,080.29	\$ 3,242.18	\$ 3,412.40	\$ 3,592.00
Monthly	\$ 6,339.64	\$ 6,673.96	\$ 7,024.72	\$ 7,393.53	\$ 7,782.67
Annual	\$ 76,075.62	\$ 80,087.57	\$ 84,296.68	\$ 88,722.40	\$ 93,392.00

	Step A-E	Step F	Step G	Step H
Police Corporal				
Hourly		\$ 64.43	\$ 65.35	\$ 66.88
Bi-Weekly		\$ 5,154.40	\$ 5,228.00	\$ 5,350.40
Monthly		\$ 11,167.87	\$ 11,327.33	\$ 11,592.53
Annual		\$ 134,014.40	\$ 135,928.00	\$ 139,110.40



**Police Officers Association
Salary Table
Effective May 25, 2026**

	Step A	Step B	Step C	Step D	Step E
Police Lieutenant					
Hourly	\$ 80.25	\$ 84.47	\$ 88.92	\$ 93.60	\$ 98.52
Bi-Weekly	\$ 6,419.93	\$ 6,757.45	\$ 7,113.38	\$ 7,487.63	\$ 7,881.72
Monthly	\$ 13,909.84	\$ 14,641.14	\$ 15,412.32	\$ 16,223.21	\$ 17,077.06
Annual	\$ 166,918.11	\$ 175,693.73	\$ 184,947.84	\$ 194,678.48	\$ 204,924.72

	Step A	Step B	Step C	Step D	Step E
Police Sergeant					
Hourly	\$ 65.99	\$ 69.47	\$ 73.13	\$ 76.98	\$ 81.03
Bi-Weekly	\$ 5,279.58	\$ 5,557.25	\$ 5,850.13	\$ 6,158.17	\$ 6,482.28
Monthly	\$ 11,439.08	\$ 12,040.72	\$ 12,675.29	\$ 13,342.69	\$ 14,044.94
Annual	\$ 137,269.01	\$ 144,488.59	\$ 152,103.42	\$ 160,112.32	\$ 168,539.28

	Step A	Step B	Step C	Step D	Step E
Police Officer					
Hourly	\$ 52.48	\$ 55.24	\$ 58.14	\$ 61.21	\$ 64.43
Bi-Weekly	\$ 4,198.27	\$ 4,419.34	\$ 4,651.53	\$ 4,896.53	\$ 5,154.24
Monthly	\$ 9,096.26	\$ 9,575.24	\$ 10,078.32	\$ 10,609.14	\$ 11,167.52
Annual	\$ 109,155.09	\$ 114,902.93	\$ 120,939.87	\$ 127,309.73	\$ 134,010.24

	Step A	Step B	Step C	Step D	Step E
Police Recruit					
Hourly	\$ 38.40	\$ 40.43	\$ 42.55	\$ 44.79	\$ 47.15
Bi-Weekly	\$ 3,072.28	\$ 3,234.31	\$ 3,404.29	\$ 3,583.02	\$ 3,771.60
Monthly	\$ 6,656.62	\$ 7,007.66	\$ 7,375.96	\$ 7,763.21	\$ 8,171.80
Annual	\$ 79,879.40	\$ 84,091.94	\$ 88,511.51	\$ 93,158.52	\$ 98,061.60

	Step A-E	Step F	Step G	Step H
Police Corporal				
Hourly		\$ 67.65	\$ 68.62	\$ 70.22
Bi-Weekly		\$ 5,412.12	\$ 5,489.40	\$ 5,617.92
Monthly		\$ 11,726.26	\$ 11,893.70	\$ 12,172.16
Annual		\$ 140,715.12	\$ 142,724.40	\$ 146,065.92



**Police Officers Association
Salary Table
Effective May 24, 2027**

	Step A	Step B	Step C	Step D	Step E
Police Lieutenant					
Hourly	\$ 84.26	\$ 88.69	\$ 93.36	\$ 98.28	\$ 103.45
Bi-Weekly	\$ 6,740.92	\$ 7,095.32	\$ 7,469.05	\$ 7,862.02	\$ 8,275.81
Monthly	\$ 14,605.33	\$ 15,373.20	\$ 16,182.94	\$ 17,034.37	\$ 17,930.91
Annual	\$ 175,264.02	\$ 184,478.41	\$ 194,195.23	\$ 204,412.41	\$ 215,170.96

	Step A	Step B	Step C	Step D	Step E
Police Sergeant					
Hourly	\$ 69.29	\$ 72.94	\$ 76.78	\$ 80.83	\$ 85.08
Bi-Weekly	\$ 5,543.56	\$ 5,835.12	\$ 6,142.64	\$ 6,466.07	\$ 6,806.39
Monthly	\$ 12,011.04	\$ 12,642.75	\$ 13,309.05	\$ 14,009.83	\$ 14,747.19
Annual	\$ 144,132.46	\$ 151,713.02	\$ 159,708.60	\$ 168,117.93	\$ 176,966.24

	Step A	Step B	Step C	Step D	Step E
Police Officer					
Hourly	\$ 55.10	\$ 58.00	\$ 61.05	\$ 64.27	\$ 67.65
Bi-Weekly	\$ 4,408.19	\$ 4,640.31	\$ 4,884.11	\$ 5,141.35	\$ 5,411.95
Monthly	\$ 9,551.07	\$ 10,054.01	\$ 10,582.24	\$ 11,139.60	\$ 11,725.90
Annual	\$ 114,612.85	\$ 120,648.07	\$ 126,986.87	\$ 133,675.21	\$ 140,710.75

	Step A	Step B	Step C	Step D	Step E
Police Recruit					
Hourly	\$ 40.32	\$ 42.45	\$ 44.68	\$ 47.03	\$ 49.50
Bi-Weekly	\$ 3,225.90	\$ 3,396.02	\$ 3,574.50	\$ 3,762.17	\$ 3,960.18
Monthly	\$ 6,989.45	\$ 7,358.05	\$ 7,744.76	\$ 8,151.37	\$ 8,580.39
Annual	\$ 83,873.37	\$ 88,296.54	\$ 92,937.09	\$ 97,816.45	\$ 102,964.68

	Step A-E	Step F	Step G	Step H
Police Corporal				
Hourly		\$ 71.03	\$ 72.05	\$ 73.74
Bi-Weekly		\$ 5,682.73	\$ 5,763.87	\$ 5,898.82
Monthly		\$ 12,312.57	\$ 12,488.39	\$ 12,780.77
Annual		\$ 147,750.88	\$ 149,860.62	\$ 153,369.22



AGENDA REPORT

Department: Human Resources
Prepared by: Alicia Hicks, Director of Human Resources
Meeting Date: Tuesday, March 3, 2026
Approved by: Heidi Skinner, Interim City Attorney

SUBJECT:

Acting City Manager Compensation

RECOMMENDATION:

Approve a Temporary Base Salary Increase to \$12,429.00 Biweekly for Chief of Police Alejandro Hernandez, Equal to 15% above His Current Salary Rate, While Serving as Acting City Manager, Effective March 3, 2026.

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

Not Applicable.

EXPLANATION:

On December 2, 2025, the City Council appointed Chief of Police Alejandro Hernandez to serve as Acting City Manager effective the earlier of the point at which then-Interim City Manager Scott Huth reached his maximum allowable work hours or December 5, 2025, during the recruitment for a permanent City Manager.

The City has started the recruitment process to fill the City Manager position, but the recruitment is still ongoing. The Chief of Police has agreed to continue filling the City Manager position on an acting basis until such time as a permanent appointment is made. The National City Municipal Code, at Section 2.01.040, Compensation, provides that the City Manager shall receive such salary as the City Council shall from time to time determine and fix by resolution or motion.

In recognition of the significant time and effort required by the City Manager position, in addition to the existing duties of Chief of Police, the City desires to increase the Chief's base salary by 15% as compensation for the extended temporary assignment to a higher classification. Today's action will provide temporary compensation for the Chief's assignment to Acting City Manager that is commensurate with his professional skills, knowledge and experience.

A summary of the recommended increase must be read aloud into the record at a City Council meeting as required by Government Code section 54953(d)(3).

FINANCIAL STATEMENT:

The estimated cost of approving a 15% increase to the Acting City Manager's base salary for the remainder of FY 26 is \$17,000.00 which will be absorbed by the existing General Fund Personnel Services budget. No additional appropriations are required.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Not Applicable

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBIT:

None.