GARDENA CITY COUNCIL

Regular Meeting Notice and Agenda
Council Chamber at City Hall
1700 West 162nd Street, Gardena, California
Website: www.cityofgardena.org

Tuesday, October 27, 2026
Closed Session 7:00 p.m.
Open Session 7:30 p.m.

TASHA CERDA, *Mayor*
RODNEY G. TANAKA, *Mayor Pro Tem*
MARK E. HENDERSON, *Council Member*
PAULETTE C. FRANCIS, *Council Member*
JEFF FUKASAWA, *Council Member*

BECKY ROMERO, *City Clerk*
KALE MORITA, *City Treasurer*
CLINT OSORIO, *City Manager*
CARMEN VASQUEZ, *City Attorney*
LISA KRANITZ, *Assistant City Attorney*
IVY TSAI, *Assistant City Attorney*

If you would like to participate in this meeting, you can participate via the following options:

1. **VIEW THE MEETING live on SPECTRUM CHANNEL 22 or ONLINE at** youtube.com/CityofGardena
2. **PARTICIPATE BEFORE THE MEETING** by emailing the Assistant City Clerk at publiccomment@cityofgardena.org by 5:00p.m. on the day of the meeting. Written public comments will be provided to the City Council and will be made part of the record but will not be read aloud.
3. **PARTICIPATE DURING THE MEETING**
   PUBLIC COMMENTS: The City Council will hear from the public on any item on the agenda or any item of interest that is not on the agenda at the following times:
   - Agenda Items - At the time the City Council considers the item
   - Non-agenda Items - During Oral Communications
   - Public Hearings - At the time of the Public Hearings listed on the Agenda
   - Each speaker will be given three (3) minutes to speak unless otherwise decided by the Mayor

   A. PARTICIPATE IN PERSON
   - If you wish to address the Council, please complete a “Speaker Request” form and present it to the City Clerk or Sergeant of Arms. You will be called to the podium by name when it is your turn to address the Council. The City Council cannot legally take action on any item not scheduled on the Agenda. Such items may be referred for administrative action or scheduled on a future Agenda. Members of the public wishing to address the City Council will be given three (3) minutes to speak.

   B. PARTICIPATE REMOTELY VIA DIAL-IN CALL/PHONE:
   - Dial **1-669-900-9128**
   - When prompted, enter the meeting ID **890 7654 6728**, followed by #
   - Press # to skip when asked to enter participant ID number.
   - If you wish to speak live on a specific agenda item during the meeting:

    1. Press ***9** to “Raise your Hand” when you are ready to speak on a specific agenda item
    2. When prompted to speak, press ***6** to “Unmute”.
4. **DISRUPTIONS OF TELEPHONIC OR INTERNET SERVICE DURING A CITY COUNCIL MEETING:** To report disruptions to the City’s telephonic or Internet Service during a City Council meeting, email: disruptions@cityofgardena.org
5. The City of Gardena, in complying with the Americans with Disabilities Act (ADA), requests individuals who require special accommodations to access, attend and/or participate in the City meeting due to disability, to please contact the City Clerk's Office by phone (310) 217-9565 or email cityclerk@cityofgardena.org at least 48 hours prior to the scheduled general meeting to ensure assistance is provided. Assistive listening devices are available.

STANDARDS OF BEHAVIOR THAT PROMOTE CIVILITY AT ALL PUBLIC MEETINGS

- Treat everyone courteously;
- Listen to others respectfully;
- Exercise self-control;
- Give open-minded consideration to all viewpoints;
- Focus on the issues and avoid personalizing debate; and
- Embrace respectful disagreement and dissent as democratic rights, inherent components of an inclusive public process, and tools for forging sound decisions

Thank you for your attendance and cooperation.

1. ROLL CALL

2. PUBLIC COMMENT ON CLOSED SESSION

3. CLOSED SESSION

3.A. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION

Paragraph (1) of subdivision (d) of Government Code Section 54956.9
Steven Prendergast v. City of Gardena
ADJ17324850, ADJ17324865, ADJ1732473, ADJ17324867, ADJ17324904, ADJ17324869 and ADJ17324871

3.B. CONFERENCE WITH LEGAL COUNSEL- EXISTING LITIGATION

Paragraph (1) of subdivision (d) of Government Code Section 54956.9
Michael Sargent v. City of Gardena, et al.
California Court of Appeal, Second Appellate District, Case No. B347293

3.C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

Government Code Section 54957(b)

RETURN FROM CLOSED SESSION ROLL CALL

CITY ATTORNEY REPORT OUT OF CLOSED SESSION

4. PLEDGE OF ALLEGIANCE

5. INVOCATION

Joyce Watanabe
Baha'i Faith

6. PRESENTATIONS

6.A. Certificate of Recognition to Anaiyah Harris in Appreciation of Her Service to the Community as a Youth Commissioner

6.B. Boards & Commissions Presentation - Youth Commission

6.C. Gardena Events Video Presentation

7. PROCLAMATIONS

8. APPOINTMENTS

Council Appointments to Commissions, Committees, Councils and Boards
(Appointees to be Ratified and Sworn In)

9. PUBLIC COMMENT ON CONSENT CALENDAR

10. CONSENT CALENDAR

NOTICE TO THE PUBLIC- Roll Call Vote Required On The Consent Calendar
All matters listed under the Consent Calendar will be enacted by one motion unless a Council Member requests Council discussion, in which case that item will be removed from the Consent Calendar and considered separately following this portion of the agenda.

10.A. Waiver of Reading in Full of All Ordinances Listed on this Agenda and that they be Read by Title Only
CONTACT: CITY CLERK

10.B. Approval of Minutes - Regular Meeting of City Council, October 13, 2026
CONTACT: CITY CLERK

10.C. Receive and File Minutes - Regular Meeting of the Planning and Environmental Quality Commission, August 18, 2026
CONTACT: COMMUNITY DEVELOPMENT

10.D. Receive and File Minutes - Regular Meeting of the Planning and Environmental Quality Commission, September 1, 2026
CONTACT: COMMUNITY DEVELOPMENT

10.E. Approval of Warrants/Payroll Register, October 27, 2026
CONTACT: ADMINISTRATIVE SERVICES

10.F. Monthly Investment Report, September 2026
CONTACT: ADMINISTRATIVE SERVICES

10.G. Personnel Report P-2026-17 10-27-26
CONTACT: ADMINISTRATIVE SERVICES

10.H. Amendment to Professional Services Agreement with UltraSystems Environmental, Inc. for Environmental Consulting Services for Ponce Recycling Project Located at 1937 West 169th Street for Additional Services Needed in an amount of $9,350 (Contract Totaling $155,030)
CONTACT: COMMUNITY DEVELOPMENT

10.I. Acceptance and Notice of Completion for the NB Crenshaw Blvd. Improvements, JN 988
CONTACT: PUBLIC WORKS

10.J. Acceptance and Notice of Completion for the Sidewalk Trip Hazard Removal Pedestrian Safety Project FY 2025-2026 Project, JN 554
CONTACT: PUBLIC WORKS

10.K. Approve Agreement Modification No. 1 with the Los Angeles County Metropolitan Transportation Authority to Provide 2026 FIFA World Cup Games Enhanced Transit Service
CONTACT: TRANSPORTATION

11. PLANNING & ENVIRONMENTAL QUALITY COMMISSION ACTION SHEET

11.A. October 20, 2026 - 6.A RECOMMENDATION TO THE CITY COUNCIL ON ADOPTION OF ZONE TEXT AMENDMENT #4-26 TO AMEND TITLE 18 (ZONING) OF THE GARDENA MUNICIPAL CODE RELATING TO ON-SITE/OFF-STREET PARKING STANDARDS FOR GARDENA BOULEVARD BETWEEN NORMANDIE AVENUE AND VERMONT AVENUE (THE PARKING IN-LIEU FEE)

On October 20, 2026, the Planning and Environmental Quality Commission reviewed a recommendation to amend Title 18 (Zoning) of the Gardena Municipal Code relating to on-site/off-street parking standards for Gardena Boulevard between Normandie Avenue and Vermont Avenue (the parking in-lieu fee).

Commission Action: The Planning and Environmental Quality Commission adopted Resolution No. PC 12-26, by vote of 5-0, recommending that the City Council adopt an Ordinance for Zone Text Amendment #4-26

City Council Action: No City Council action required. Zone Text Amendment #4-26 will be reviewed and considered by the City Council at a future City Council meeting.

12. ORAL COMMUNICATIONS (LIMITED TO A 30-MINUTES PERIOD)

Oral Communications by the public will be heard for one-half hour during the oral communication segment of the agenda. Any additional speakers will be allowed to speak at the end of the meeting after Council Remarks. Speakers are limited to three minutes, unless otherwise stated by the Mayor. The timer will be displayed on the screen. Your cooperation is appreciated.

12.A. PUBLIC COMMENT

13. DEPARTMENTAL ITEMS - ADMINISTRATIVE SERVICES

13.A. Approval of the Memorandum of Understanding (MOU) between the City of Gardena and the Gardena Police Managers Association (GPMA) for the period July 1, 2025 through June 30, 2030
Staff Recommendation: Approve and Adopt the GPMA MOU for the period of July 1, 2025 through June 30, 2030.

13.B. First Amendment to the Chief of Police Employment Agreement Contract, for the term effective June 1, 2027 though December 31, 2029

Staff Recommendation: Discuss and Consider the First Amendment to the Chief of Police Employment Agreement between the City of Gardena and Todd Fox, for the term effective June 1, 2027 through December 31, 2029.

14. DEPARTMENTAL ITEMS - COMMUNITY DEVELOPMENT

15. DEPARTMENTAL ITEMS - ELECTED & CITY MANAGER'S OFFICES

15.A. Approval of the Agreement with the Consolidated Fire Protection District of Los Angels County and the City of Gardena; for Continued Fire Protection, Hazardous Materials, and Related Emergency Services to the City; Effective January 1, 2027 until the Agreement is Terminated by Either Party Pursuant to the Contract

Staff Recommendation: Approve Agreement

15.B. City Council Recognition of Gardena Military Veterans

Staff Recommendation: Approve Proposed Changes to the Recognition Process

16. DEPARTMENTAL ITEMS - POLICE

17. DEPARTMENTAL ITEMS - PUBLIC WORKS

18. DEPARTMENTAL ITEMS - RECREATION & HUMAN SERVICES

19. DEPARTMENTAL ITEMS - TRANSPORTATION

19.A. Approval of the 2025-2028 Memorandum of Understanding (MOU) between the City of Gardena and The International Association of Sheet Metal, Air, Rail and Transportation Workers Union, Transportation Division (SMART), and Approval of the Classification and Compensation Schedule, Effective July 5, 2026

Staff Recommendation: Approve and Adopt the SMART MOU for the period July 1, 2025 - June 30, 2028, and the Classification and Compensation Schedule effective July 5, 2026

20. COUNCIL ITEMS

21. COUNCIL DIRECTIVES

22. CITY MANAGER REMARKS RE: DIRECTIVES / COUNCIL ITEMS

23. COUNCIL REMARKS

1. COUNCIL MEMBER FRANCIS
2. COUNCIL MEMEBER HENDERSON
3. MAYOR PRO TEM TANAKA
4. MAYOR CERDA
5. COUNCIL MEMBER FUKASAWA

24. ANNOUNCEMENT(S)

25. REMEMBERANCES

26. ADJOURNMENT

The Gardena City Council will adjourn to the Closed Session portion of the City Council Meeting at 7:00pm followed by the Regular City Council Meeting at 7:30pm on Tuesday, November 10, 2026.

I hereby certify under penalty of perjury under the laws of the State of California that the foregoing agenda was posted in the City Hall lobby not less than 72 hours prior to the meeting. A copy of said Agenda is available on our website at www.CityofGardena.org.

/s/ BECKY ROMERO
BECKY ROMERO, City Clerk

Date Posted: October 23, 2026

Certificate of Recognition

presented to

Anaiyah Harris

In official acknowledgment and genuine appreciation of over 3.4 years of exemplary, dedicated community leadership and service as a

Youth Commissioner

We, the Mayor and Members of the City Council of the City of Gardena, California, do hereby deem it a distinct honor and pleasure to commend you for your efforts and to extend sincere best wishes for good health, happiness, and well-deserved success in all future endeavors.

Presented this 27th day of October, 2026

Tasha Cerda
Mayor Tasha Cerda

Councilmember Rodney G. Tanaka

Mark E. Henderson
Councilmember Mark E. Henderson

Paulette C. Francis
Councilmember Paulette C. Francis

Councilmember Jeff Fukasawa

MINUTES
Regular Meeting Notice
Gardena City Council
Tuesday, October 13, 2026

The Regular Meeting Notice and Agenda of the Gardena City Council of the City of Gardena, California was called to order at 7:42p.m. on October 13, 2026, in the Council Chamber at City Hall 1700 West 162nd Street, Gardena, California, Mayor Tasha Cerda presiding.

1. ROLL CALL

Present: Mayor Tasha Cerda; Mayor Pro Tem Rodney G. Tanaka; Council Member Mark E. Henderson; Council Member Paulette C. Francis; and Council Member Fukasawa. Other City Officials and Employees present: City Manager Clint Osorio; City Attorney Carmen Vasquez; City Treasurer Kale Morita; City Clerk Becky Romero; Acting Assistant City Clerk Katherine Rhee; and Acting Records Management Coordinator Victor Villarreal.

2. PUBLIC COMMENT ON CLOSED SESSION

3. CLOSED SESSION

There was no Closed Session.

RETURN FROM CLOSED SESSION ROLL CALL

CITY ATTORNEY REPORT OUT OF CLOSED SESSION

4. PLEDGE OF ALLEGIANCE

Lyneiah Anderson, in the 5th grade at 153rd Street Elementary School, led us in the Pledge of Allegiance. Lyneiah participates in the City's Camp Programs. She enjoys reading, playing with her dolls, and watching the Disney Channel. Her favorite color is purple and she is a huge Bruno Mars fan! She loves dancing and expressing herself through music. Lyneiah's fun-loving personality and creative interests make her a special part of our Camp Programs.

5. INVOCATION

Ruling Church Elder Sallie Cuaresma, of First Presbyterian Church of Gardena, led the Invocation.

6. PRESENTATIONS

6.A. Beacon Award

Acting Director of Public Works Kevin Kwak commended his team's efforts in achieving the gold level of the Beacon Award - starting with Public Works Program Coordinator Hong Lee, operations and maintenance staff, Superintendent Kevin Thomas, and engineering and administration staff. Program Coordinator Lee highlighted the many projects the City of Gardena has undertaken to advance energy efficiency and sustainability at the gold level. Mayor Pro Tem Tanaka and Mayor Cerda praised Program Coordinator Lee and the Public Works Department for their efforts.

6.B. Certificate of Recognition to Anaiya Bowers in Appreciation of Her Service to the Community as a Youth Commissioner

Mayor Pro Tem Tanaka spoke regarding Ms. Bowers achievements. Mayor Cerda read the certificate of recognition and Ms. Bowers accepted her Certificate, thanked the Council for the opportunity to serve on the Youth Commission and appropriate photos were taken.

6.C. Quarterly Update from Acting Assistant Fire Chief Wade Kelsey of the Los Angeles County Fire Department

Acting Assistant Fire Chief of the Los Angeles County Fire Department, Wade Kelsey, shared updates for the month of September. Mayor Cerda and Mayor Pro Tem Tanaka thanked Mr. Kelsey and the Fire Department for all they do for our residents.

6.D. Gardena Events Video Presentation

The video presentation highlighted the Recreation and Human Services Department's current and future events.

7. PROCLAMATIONS

7.A. "Gardena Red Ribbon Week," October 23, 2026 through October 31, 2026 - to be accepted by GDAAP/ AADAP Representative Traci Saruwatari

GDAAP/AADAP Representative Traci Saruwatari accepted the Proclamation, thanked the Council for their support and appropriate photos were taken.

8. APPOINTMENTS

None.

9. PUBLIC COMMENT ON CONSENT CALENDAR

There were no Public Comments.

10. CONSENT CALENDAR

10.A. Waiver of Reading in Full of All Ordinances Listed on this Agenda and that they be Read by Title Only
CONTACT: CITY CLERK

10.B. Approval of Minutes - Regular Meeting of City Council, September 22, 2026
CONTACT: CITY CLERK

10.C. Approval of Warrants/Payroll Register, October 13, 2026
CONTACT: ADMINISTRATIVE SERVICES

10.D. Monthly Investment Report, August 2026
CONTACT: ADMINISTRATIVE SERVICES

10.E. Personnel Report P-2026-16 10-13-26
CONTACT: ADMINISTRATIVE SERVICES

10.F. Authorization to Purchase the 2027 Ford Transit T250 Cargo Van from Watsonville Fleet Group in the Amount of $89,483.94
CONTACT: POLICE DEPARTMENT

10.G. Acceptance and Notice of Completion for the Gardena Decorative Street Lighting Project, String Lighting Phase, JN 506
CONTACT: PUBLIC WORKS

It was moved by Council Member Francis and seconded by Mayor Pro Tem Tanaka to Approve the Consent Calendar items. The motion passed by a vote of 5-0 (Yea: Francis, Tanaka, Cerda, Henderson, and Fukasawa).

11. PLANNING & ENVIRONMENTAL QUALITY COMMISSION ACTION SHEET

11.A. SEPTEMBER 15, 2026 MEETING - Cancelled

11.B. OCTOBER 6, 2026 MEETING - Cancelled

12. ORAL COMMUNICATIONS (LIMITED TO A 30-MINUTES PERIOD)

Mayor Cerda asked City Clerk Romero if any public comments had been received by email. City Clerk Romero stated that we received seven (7) Public Comments. All seven (7) Public Comments were received before the posting of the agenda and were added to the agenda packet.

12.A. PUBLIC COMMENTS

1. Larry W. Drehs, Martial Arts Instructor, came to thank Council for their support and dedication for the Martial Arts Program at Thornburg Park;
2. Andrea Simental, Library Manager of the Gardena Mayme Dear Library, came to give updates on both the Gardena Mayme Dear and Masao W. Sato Libraries;
3. Carlos Marquez, resident, came to share his concerns regarding illegal parking of RVs within the City; and
4. Nathan Okawa, resident, came to ask Council for assistance with street lighting repairs.

13. DEPARTMENTAL ITEMS - ADMINISTRATIVE SERVICES

14. DEPARTMENTAL ITEMS - COMMUNITY DEVELOPMENT

14.A. Consideration of the Joint Exercise of Powers Agreement of the South Bay Regional Housing Trust

City Manager Osorio presented the Staff Report.

Mayor Cerda asked if anyone had asked to speak on this item and if the Council had any questions or comments; there were no public speakers.

Questions and comments were made by Council Members Francis and Henderson, Mayor Cerda, Mayor Pro Tem Tanaka and City Attorney Carmen Vasquez. South Bay Regional Housing Trust representatives Ronson Chu and Jacki Bacharach, City Manager Osorio and City Attorney Vasquez answered all questions.

A motion was made by Mayor Pro Tem Tanaka and seconded by Council Member Francis to Approve and Adopt the Joint Exercise of Powers Agreement of the South Bay Regional Housing Trust and Authorize the Mayor to execute the South Bay Regional Housing Trust Joint Powers Authority Agreement. The motion passed by a vote of 5-0 (Yea: Tanaka, Francis, Cerda, Henderson and Fukasawa).

A motion was made by Mayor Cerda and seconded by Council Member Henderson to Appoint City Council Member Francis as the Representative and Mayor Pro Tem Tanaka as the Alternate to the South Bay Regional Housing Trust Board. The motion passed by a vote of 5-0 (Yea: Cerda, Henderson, Tanaka, Francis and Fukasawa).

14.B. Consideration of a Special Business Activity Permit for Care for the Children, a Non-Profit Organization, to Conduct Curb Painting Activities

City Manager Osorio presented the Staff Report.

Assistant Director of Community Development Jo-Anne Burns presented a PowerPoint presentation and went over the draft notice.

Mayor Cerda asked if anyone had asked to speak on this item and if the Council had any questions or comments; there were no public speakers.

Questions and comments were made by Mayor Pro Tem Tanaka, Council Member Francis, Mayor Cerda, City Attorney Vasquez and Council Member Fukasawa. Assistant Director of Community Development Burns, City Manager Osorio,

Director of Community Development Greg Tsujiuchi and Acting Director of Public Works Kwak answered all questions.

A motion was made by Mayor Cerda and seconded by Mayor Pro Tem Tanaka to Table this Item. The motion passed by a vote of 5-0 (Yea: Cerda, Tanaka, Henderson, Francis and Fukasawa).

15. DEPARTMENTAL ITEMS - ELECTED & CITY MANAGER'S OFFICES

16. DEPARTMENTAL ITEMS - POLICE

17. DEPARTMENTAL ITEMS - PUBLIC WORKS

17.A. Authorization to Purchase ABI Force Z-23 SLT, Baseball Diamond Equipment from California Turf Equipment and Supply, Inc in the amount of $56,901.15

City Manager Osorio presented the Staff Report.

Mayor Cerda asked if anyone had asked to speak on this item and if the Council had any questions or comments; there were no public speakers.

Questions and comments were made by Council Member Francis. Public Works Superintendent Kevin Thomas answered all questions.

A motion was made by Mayor Pro Tem Tanaka and seconded by Council Member Francis to Approve Purchase. The motion passed by a vote of 5-0 (Yea: Tanaka, Francis, Cerda, Henderson and Fukasawa).

17.B. Authorization for Purchase and Installation of 26 Bleachers for Bell Park, Mas Fukai Park, Rowley Park and Thornburg Park from Sports Facilities Group, Inc in the amount of $118,355.38

City Manager Osorio presented the Staff Report.

Mayor Cerda asked if anyone had asked to speak on this item and if the Council had any questions or comments; there were no public speakers.

Questions and comments were made by Council Member Henderson, Mayor Pro Tem Tanaka, Mayor Cerda and Council Member Francis. Acting Public Works Director Kwak answered all questions.

A motion was made by Council Member Henderson and seconded by Council Member Fukasawa to Approve Purchase. The motion passed by a vote of 5-0 (Yea: Henderson, Fukasawa, Cerda, Tanaka and Francis).

18. DEPARTMENTAL ITEMS - RECREATION & HUMAN SERVICES

No Items.

19. DEPARTMENTAL ITEMS - TRANSPORTATION

No Items.

20. COUNCIL ITEMS

No Items.

21. COUNCIL DIRECTIVES

Council Member Henderson

Subject: Look to incorporate awareness training regarding scams/phishing fraud for our seniors (PD or Parks) (Online/In-Person)

Purpose - Look to protect our community.

Reason – Reduce/potentially eliminate victimization of our community.

Benefit – Protect our citizens information. Can be shared at district meetings.

Seconded by Council Member Francis.

22. CITY MANAGER REMARKS RE: DIRECTIVES / COUNCIL ITEMS

City Manager Osorio provided an update for a previous directive submitted by Council Member Henderson regarding an Audit Review of IT Staffing Consulting Contracts. He shared that Council last approved a contract with Behr Consulting International in March 2017, although they have operated with the City since 2002 providing computer, network, and storage support.

Questions and comments were made by Council Members Fukasawa and Henderson. City Manager Osorio answered all questions.

23. COUNCIL REMARKS

1) **COUNCIL MEMBER HENDERSON** – Since the last meeting, He attended the Cal Cities' informal conference tour; the Gardena Food, Wine & Brew Festival; the Southern California Association of Governments meeting for his community, economic, and housing development subcommittee; the Larger Regional Council meetings. He had the honor to sit with GTrans at the Gardena Citizens Leadership Academy. He thanked the City Manager and the team for always working with him. He thanked Madam City Attorney, for her guidance.

2) **MAYOR PRO TEM TANAKA** – Since the last meeting, he was the city's representative for the California League of Cities conference. On the first day he attended the AB1234 ethics training. He attended the LA County's Division Luncheon; the Opening General Session; the E-Bike seminar hosted by Lieutenant Arnoff; and the Manhattan Beach model for homeless reduction. They talked about how Manhattan is dealing with their homelessness issue and trying to help other cities do the same. He toured the expo hall with City Manager Clint Osorio and Deputy City Manager Ernie Crespo. He attended an AI strategies case study session; the General Assembly Session; the Food, Wine & Brew Festival; and the Los Angeles Sheriff's Department Lomita Station 3rd annual fundraising event. He was a guest speaker at the South Bay Realtor’s Leadership meeting. He attended the K9 breakfast; the Gardena Heritage Festival; the Fur Baby Love Festival; the Coffee with the Police Department and the Fire Department; the Employee Recognition Lunch; and the South Bay Cities Council of Governments Transportation Committee meeting and the South Bay Cities Council of Governments Steering Committee meeting.

3) **COUNCIL MEMBER FUKASAWA** – He attended the California League of Cities Conference; the Gardena K9 breakfast; the Heritage Festival; the Fur Baby Love Festival; and the Gardena Employee Recognition Day.

4) **MAYOR CERDA** – She attended the LA County Sanitation Personnel meeting; the League of California Cities conference; the Centurion's Award dinner at USC; a longtime residents funeral, Mr. Robert West; the Lions Inka Installation as they brought in a new president and they congratulated their old president; the Food, Wine & Brew Festival; a Birthday Drive by for a resident turning 90 years old; the LA County City Selection Committee meeting; the South Bay Association Chamber of Commerce Fall Mixer; the Senior Health Fair; the Serra’s Homecoming game; the Gardena K9 Pancake Breakfast; the Fur Baby Love Festival; and the Employee Recognition Luncheon.

5) **COUNCIL MEMBER FRANCIS** – She attended the 70th anniversary of the Holly Park United Methodist Church. She congratulated Public Works for putting Gardena on the map again with the awards and she congratulated Director of Recreation and Human Services Nikki Sweeney on her appointment. She’s a trustee at the Greater Los Angeles Vector Control District. She mentioned it will be a high mosquito season this year, get rid of standing water. She congratulated Anaiya Bowers and thanked her for her service to the city. She mentioned Red Ribbon week, if parents, grandparents, or if you know young people, this is a good opportunity to talk to them about the consequences and choices in terms of drug use. She also mentioned that the Beautification commission is hosting their Beautiful Halloween decorating home contest. So, if you would like to participate, you can see her or call the city and they'll get you entered.

24. ANNOUNCEMENT(S)

1) Bulky Item Pick-up, if your normal trash day is Tuesdays pick-up day will be Oct. 17, for Wednesdays it will be Oct. 24, for Thursdays it will be Oct. 31, and for Fridays it will be Nov. 7;

2) Got a Boo-tifully Decorated Home? The Gardena Beatuification Commission is looking for a Halloween themed Home for this months Home of the Month. Last Day to enter is October 19, 2026, call (310) 217-9503 for more information;

3) Dodgers NLCS Watch Party, Wednesday, October 14, 2026, starting at 5:00p.m. at the Nakaoka Community Center;

4) Operation Gobble, registration opens Monday, October 19, 2026, at www.cityofgardena.org/events;

5) Monster Mash, Friday, October 16, 2026 from 6:30p.m. to 9:00p.m. at the Nakaoka Community Center;

6) Shine Gardena Graffiti Cleanup Event, Saturday, October 24, 2026 from 8:00a.m. to 10:30a.m. starting at the Public Works Department;

7) DEA Drug Take-Back Day, Saturday, October 24, 2026, from 10:00a.m. to 2:00p.m. at the Gardena Police Department;

8) To Cute to Spook, Ages 12 & under Saturday, October 24, 2026 from 5:30p.m. to 8:00p.m. At the Rowley Park;

9) Dia De los Muertos Community Event, Saturday, October 24, 2026 from 12:00p.m. to 4:00p.m. at the Roosevelt Memorial Park Cemetery;

10) Dia De los Muertos Celebration, Sunday, November 1, 2026 from 5:30p.m. to 8:30p.m. at the City Hall Complex;

11) Pumpkin Poolooza, Sunday, October 25, 2026 from 12:30p.m. to 2:30p.m. at the Aquatic Center; and

12) Halloween Scare Zone, not recommended to ages 12 & under, 2 nights Friday, October 30, 2026 and Saturday, October 31, 2026 from 6:30p.m. to 9:30p.m. at Freeman Park.

25. REMEMBERANCES

Mrs. Jacqueline Collins-Lee, 65 years of age and a long time Gardena resident.

26. ADJOURNMENT

At 9:54p.m, Mayor Cerda adjourned the Gardena City Council Meeting to the Closed Session portion of the City Council Meeting at 7:00p.m., and the Regular City Council Meeting at 7:30p.m. on Tuesday, November 10, 2026.

BECKY ROMERO
City Clerk of the City of Gardena and
Ex-officio Clerk of the Council

APPROVED:

_____
Tasha Cerda, Mayor

By:_____
Katherine Rhee, Acting Assistant City Clerk

MINUTES

Regular PEQC Meeting of the

Planning and Environmental Quality Commission

Tuesday, August 18, 2026

The Regular PEQC Meeting Notice and Agenda of the Planning and Environmental Quality Commission of the City of Gardena, California, was called to order on August 18, 2026, 7:00 PM, in the Council Chambers at 1700 W. 162nd Street, Gardena, California.

1. CALL MEETING TO ORDER

The meeting was called to order at 7:03 PM.

2. PLEDGE OF ALLEGIANCE

Stephen P. Langley led the Pledge of Allegiance.

Chair Wright-Scherr noted that the right and left monitors were not working.

3. ROLL CALL

Present: Chair Ronald Wright-Scherr; Commissioner Deryl Henderson; and Commissioner Stephen P. Langley. Employees present: Director of Community Development Greg Tsujiuchi; Assistant Director of Community Development Jo-Anne Burns; Assistant City Attorney Ivy Tsai; and Planning Assistant Dayana Nava.

Vice-Chair Jules Kanhan and Commissioner Steve Sherman were absent.

4. APPROVAL OF MINUTES

4.A. Planning and Environmental Quality Commission Approval of Minutes for July 7, 2026.

MOTION: A motion was made by Commissioner Langley and seconded by Chair Wright-Scherr to approve the minutes of the meeting held on July 7, 2026.

The motion passed by a vote of 3-0 (Yea: Wright-Scherr, Henderson, and Langley; Noes: None)

Absent: Kanhan and Sherman

4.B. Planning and Environmental Quality Commission Approval of Minutes for July 21, 2026.

MOTION: A motion was made by Commissioner Henderson and seconded by Commissioner Langley to approve the minutes of the meeting held on July 21, 2026.

The motion passed by a vote of 3-0 (Yea: Wright-Scherr, Henderson, and Langley; Noes: None)

Absent: Kanhan and Sherman

5. ORAL COMMUNICATIONS

Administrative Analyst I, Georgina Placido, asked if there were any comments from the public and noted for the record that no members of the public wished to speak to the Planning Commission at this time.

Commissioner Henderson made a comment to address a specific issue regarding public safety. He mentioned that his neighbors living on the north side of Gardena, at the intersection of 135th and Van Ness, have raised concerns about safety due to several accidents occurring at that left turn. He proposed conducting a traffic study with the hope of installing a left turn arrow.

Director of Community Development Greg Tsujiuch, clarified that this issue fell outside the scope of the Planning Commission's responsibilities. However, he assured Commissioner Henderson that he would relay the information to both the Police Department and the Public Works Department.

6. PUBLIC HEARING ITEMS

6.A. MODIFICATION TO AMEND SITE PLAN REVIEW #1-19 AND REQUEST TO APPROVE ADMINISTRATIVE ADJUSTMENT (AA#3-26) AND ENVIRONMENTAL ASSESSMENT (EA#7-26) TO ALLOW FOR A 15% REDUCTION IN THE REQUIRED GUEST PARKING SPACES AND RECONFIGURE THE SHARED RESIDENTIAL AND GUEST PARKING WITHIN THE EXISTING 113-UNIT TOWNHOME DEVELOPMENT AT 2129 ROSECRANS AVENUE PER SECTION 18.50.020.A OF THE GARDENA MUNICIPAL CODE.

Director of Community Development Greg Tsujiuchi, Assistant Director of Community Development Jo-Anne Burns and Assistant City Attorney Ivy Tsai were present and available to answer any questions.

Planning Assistant Dayana Nava presented the staff report informing the Commission that the project is categorically exempt from the provision of the California Environmental Quality Act (CEQA) pursuant to Guideline Section 15332 (Class 32 - in fill development project); and 15300.2 - Not subject to exceptions to the exemptions in CEQA.

Ms. Nava presented the Vicinity Map of the property located at 2129 W. Rosecrans Avenue and the Zoning Map, which shows that the project site is zoned C-3 with a mixed-use overlay to the north and south.

Ms. Nava provided background information regarding approvals, including the initial approval on

August 4, 2020, and the First Modification approval on December 8, 2020, as displayed on the screen.

Ms. Nava then gave an overview of the current Site Plan. The townhome development currently includes 69 parking spaces, which were a requirement at the time of initial approval. She noted the applicant's proposal for a reconfiguration of the parking lot, as illustrated on the screen. The parking spaces highlighted in blue are designated for guest parking, while the pink-highlighted stalls represent guest/shared parking, allowing guests to park overnight and share parking between tenants.

Ms. Nava displayed images of the existing property, which features live/work development projects and attached townhomes.

Ms. Nava went over the analysis administrative adjustment, noting that the applicant proposes a reduction of fully designated guest parking spaces from 69 to 58, the reallocation of 11 parking spaces to be available for both residents' and guests' use, and the addition of 2 new shared parking spaces for a total of 71 parking spaces in accordance with the Gardena Municipal Code Section 18.50.030.

Ms. Nava noted that public hearing notices were duly advertised in the Gardena Valley News and mailed to owners and occupants within 300' of the project site August 6, 2026, and to date, no public comments regarding the project have been received.

STAFF RECOMMENDATION:

- Conduct the public hearing;
- Receive testimony from the public; and
- Either:
    - Approve the 2nd Modification/Amendment to Site Plan Review #1-19 and Administrative Adjustment #3-26, and direct staff to prepare an approval resolution for consideration at the next Planning Environmental Quality Commission meeting; or
    - Deny the 2nd Modification/Amendment to Site Plan Review #1-19 and Administrative Adjustment #3-26 and direct staff to prepare a denial resolution for consideration at the next Planning and Environmental Quality Commission meeting; or
    - Provide direction to the applicant and continue the public hearing to a certain date.

Ms. Nava informed the Commission that both the staff and the applicants were present to answer any questions.

Chair Wright-Scherr invited the applicant to step forward. Ms. Nava indicated that the applicant would be distributing images for the Commission's reference.

The applicant, Samantha Merchant, a representative of the Board of Directors of the Rosecrans Place Homeowners Association, explain in detail her request for an administrative adjustment, which she believes is necessary to correct an over-allocation of guest parking spaces. She outlined the proposed Rosecrans Place Parking Site Map, displayed on the screen, and provided additional information on the proposed configuration of the parking spaces. She noted that the application addresses two main points: First, they are requesting to reduce the size of the parallel parking spaces located in the main driveway behind the gate. Currently, these spaces are oversized at 25 feet, while the code minimum is 22 feet. Second, they are seeking a 15% administrative adjustment. She addressed a likely question: why are they making this request? She explained that the community consistently observes that most guest parking spaces remain empty every night. According to data from their third-party patrol company, 60% to 80% of the

guest parking spaces are unused on any given night, including holidays. She clarified that they are specifically asking for shared spaces—designated areas where residents may park when guests do not require the available parking.

Ms. Merchant informed the Commission that she is available to answer any questions.

Chair Wright-Scherr then asked if any of the Commissioners had questions.

Chair Wright-Scherr inquired about how many garages or parking spaces each tenant has and whether there are handicap spaces available. Ms. Merchant responded that all the homes have a two-car garage and there are four handicap spaces located at the front of the community.

Commissioner Langley asked why the parking spaces were being reduced from 25 to 22 feet. Ms. Merchant confirmed that the reduction would help accommodate more parking. Commissioner Langley also asked what measures would prevent a resident from having a third car parked in one of these spaces, making it unavailable for visitors. Ms. Merchant provided an explanation regarding this concern.

Commissioner Henderson inquired about the proposed pink highlighted areas. He noted that if each resident is allotted two parking spaces and they're sharing them, this means that each potential resident could possibly have a third parking space. He asked why the association would need to be involved if residents can manage this internally. As the president of the homeowners association, he stated that failure to comply with parking rules might result in cars being towed.

Ms. Merchant explained that their CC&Rs require all residents to park their cars in their garages and not in guest parking areas. She clarified that she is addressing the needs of multi-generational households, which may have additional vehicles. To be fair to all residents, the rules must be enforced consistently, which means some of those households will need to find parking outside the community. Given the number of empty parking spaces each night, it seems reasonable to allow some of these cars to park inside, regulated by the association.

Commissioner Henderson also raised the question of charging for parking. Ms. Merchant agreed, but noted that they would need to obtain Planning Commission approval before implementing any fees. Chair Wright-Scherr interjected, asking if this could impose a hardship on anyone who could not afford the fee. Ms. Nava addressed the initial parking approval made by the Planning Commission, pointing out that the CC&Rs pertain solely to guest parking, while the applicant is proposing to share 13 parking spaces, which is the only modification being requested.

Commissioner Langley emphasized that any changes must receive Planning Commission approval. Director of Community Development Greg Tsujiuchi clarified that the initial approval given by the Commission was based on existing codes, and the applicant is requesting an adjustment, which is permitted.

The discussion continued among Commissioner Henderson, Chair Wright-Scherr, Commissioner Langley, and Ms. Merchant, where they each shared their perspectives on the request. Commissioner Langley inquired whether the proposed 15% reduction complied with Gardena Municipal Code Section 18.50.020.A., highlighting that they can only proceed within the

provisions of the code. Director Tsujiuchi agreed, stating that it is up to the Commission to decide whether to allow the request.

Chair Wright-Scherr sought confirmation that the 15% reduction was all that was necessary. Ms. Merchant confirmed that if more parking spaces were needed in the future, they would have to find a way to create additional spaces.

Director Tsujiuchi clarified that the applicant is requesting that the 13 spaces be designated for both guest and residential parking, with a time limit on how long someone can park in those spaces.

Assistant City Attorney Ivy Tsai informed the Commissioners of the suggested conditions of approval listed in the staff report.

Chair Wright-Scherr then opened the floor to public speakers.

Public Speakers: Brandon Roberts and Sasha Burns, residents of Rosecrans Place, voiced their support for the proposed modifications to the parking situation.

Chair Wright-Scherr closed the public hearing.

There were no further questions or comments from any Commission members or the public.

Director Tsujiuchi then directed staff to interpret the Potential Conditions of Approval numbered 2 before a formal motion was made. Assistant Director of Community Development Jo-Anne Burns provided a detailed explanation of the interpretation.

MOTION: A motion was made by Commissioner Langley and seconded by Commissioner Henderson to Approve the 2nd Modification/Amendment to Site Plan Review #1-19 and Administrative Adjustment #3-26, and direct staff to prepare an approval resolution for consideration at the next Planning Environmental Quality Commission meeting and all Potential Conditions of Approval recommended by Staff in the Report and #2 rewritten in a manner that is easier to understand:

The motion passed by a vote of 3-0 (Yea: Wright-Scherr; Henderson and Langley; Noes: None)

Absent: Kanhan and Sherman

Assistant Director of Community Development Jo-Anne Burns stated that the decision is final unless an appeal is made to the City Council within 10 calendar days. Since the item will be included under Consent during the next meeting, she is informing the applicant and the public that the 10-day appeal period will begin from the date the resolution is adopted. There will not be a hearing unless the Planning Commission decides to pull the item for discussion at the next Planning Commission meeting.

7. OTHER ITEMS

No Items.

8. COMMUNITY DEVELOPMENT DIRECTOR'S REPORT

Director of Community Development Greg Tsujiuchi, announced upcoming city events.

1. 23rd Annual City of Gardena Jazz Festival, Sunday, August 23, 2026, at Rowley Park.

9. PLANNING & ENVIRONMENTAL QUALITY COMMISSIONERS' REPORTS

1. COMMISSIONER LANGLEY - No items to report.
2. COMMISSIONER HENDERSON - No items to report.
3. CHAIR WRIGHT-SCHERR - He expressed gratitude to the Gardena Police Department for their professionalism and humane handling of a challenging situation.

10. ADJOURNMENT

Chair Wright-Scherr adjourned the meeting at 7:56 PM.

Respectfully submitted,

APPROVED:

By: _____

RONALD WRIGHT-SCHERR, CHAIR
Planning and Environmental Quality Commission

GREG TSUJIUCHI, SECRETARY
Planning and Environmental Quality Commission

MINUTES

Regular PEQC Meeting of the

Planning and Environmental Quality Commission

Tuesday, September 1, 2026

The Regular PEQC Meeting Notice and Agenda of the Planning and Environmental Quality Commission of the City of Gardena, California, was called to order on September 1, 2026, 7:00 PM, in the Council Chambers at 1700 W. 162nd Street, Gardena, California.

1. CALL MEETING TO ORDER

The meeting was called to order at 7:03 PM.

2. PLEDGE OF ALLEGIANCE

Commissioner Stephen L. Langley led the Pledge of Allegiance.

3. ROLL CALL

Present: Chair Ronald Wright-Scherr; Vice-Chair Jules Kanhan; Commissioner Steve Sherman; Commissioner Stephen P. Langley and Commissioner Deryl Henderson. Employees present: Assistant Director of Community Development Jo-Anne Burns; Assistant City Attorney Ivy Tsai; and Planning Assistant Dayana Nava.

Director of Community Development Greg Tsujiuchi was absent.

4. APPROVAL OF MINUTES

No items.

5. ORAL COMMUNICATIONS

Administrative Analyst I, Georgina Placido, asked if there were any comments from the public and noted for the record that no members of the public wished to speak to the Planning Commission at this time.

6. CONSENT

6.A. ADOPTION OF RESOLUTION NO. PC 11-26 AND CONDITIONS OF APPROVAL TO APPROVE THE MODIFICATION TO AMEND SITE PLAN REVIEW #1-19, ADMINISTRATIVE ADJUSTMENT #3-26, AND ENVIRONMENTAL ASSESSMENT #7-26 TO ALLOW FOR A 15% REDUCTION IN THE REQUIRED GUEST PARKING SPACES AND RECONFIGURE THE SHARED RESIDENTIAL AND GUEST PARKING WITHIN THE EXISTING 113-UNIT TOWNHOMES DEVELOPMENT AT 2129 ROSECRANS AVENUE PER SECTION 18.50.020.A

OF THE GARDENA MUNICIPAL CODE. FINDING THAT THE PROJECT IS CATEGORICALLY EXEMPT FROM THE PROVISIONS OF THE CALIFORNIA ENVIRONMENTAL QUALITY ACT PURSUANT TO SECTION 15332 (CLASS 32 – FOR AN INFILL DEVELOPMENT PROJECT)

MOTION: A motion was made by Commissioner Langley and seconded by Chair Wright-Scherr to Adopt Resolution No. PC 11-26 and Conditions of Approval to Approve the Modification to Amend Site Plan Review #1-19, Administrative Adjustment #3-26, and Environmental Assessment #7-26 to Allow for a 15% Reduction in the required Guest Parking Spaces and Reconfigure the Shared Residential and Guest Parking within the existing 113-Unit Town-homes Development at 2129 Rosecrans Avenue per Section 18.50.020.A of the Gardena Municipal Code; and Direct staff to file a Notice of Exemption:

The motion passed by a vote of 5-0 (Yea: Wright-Scherr, Kanhan, Sherman, Henderson and Langley; Noes: None)

7. PUBLIC HEARING ITEMS

7.A. CONSIDERATION OF ENVIRONMENTAL ASSESSMENT #8-26; ADMINISTRATIVE ADJUSTMENT #3-26; CONDITIONAL USE PERMIT #4-24; TO OPERATE A RELIGIOUS FACILITY AND TO ALLOW A 6% REDUCTION IN THE NUMBER OF REQUIRED PARKING SPACES WITHIN AN EXISTING 15,456 SQUARE-FOOT BUILDING LOCATED IN THE GENERAL COMMERCIAL ZONE (C-3) AT 1045 REDONDO BEACH BOULEVARD

Assistant City Attorney Ivy Tsai was present to address any questions.

Assistant Director of Community Development Jo-Anne Burns confirmed that there would not be a staff presentation. Staff is recommending that the Planning Commission continue the item, as staff had received several written public comments and needed time to review them in order to address the concerns raised.

Ms. Burns informed the Commission that the applicant was present to speak on the project, and speaker cards had been submitted by members of the public.

Chair Wright-Scherr opened the public hearing and invited the applicant to come forward.

The applicant, Pastor Noel Jones of the City of Refuge, explained that their organization primarily focuses on studying the word of God. He mentioned that they purchased the building to engage in community services and to add a spiritual component that would benefit those around them. They are requesting the Commission's assistance in obtaining permits for back-to-school programs, Thanksgiving giveaways, and making the church accessible to the community. Pastor Jones also noted that upon acquiring the building, which was in disrepair, they made improvements to ensure its exterior aligned with the City of Gardena’s standards and to enhance the satisfaction of both tenants and surrounding residents. Their intent is to beautify the area and actively participate in the community, which is why they are requesting permission to hold a couple of hours of service on Sundays to serve the community.

Public Speakers: William Delvac, a representative on behalf of US Renal Care, explained his involvement with the project and spoke in support of the continuance. Loretta Jones, Darron Steptoe, Mildred Oates, Joshua Holmes, Brandy Burgos, and Debra Marzett, all shared positive

opinions about the City of Refuge and voiced their support for the project, emphasizing their desire to continue serving the community in Gardena.

Mario Hodge, representative on behalf of the City of Refuge, thanked city staff and clarified that they are working with tenants and their attorneys to resolve outstanding issues and efficiently bring their application back to the agenda.

Public Comments received via e-mail:

- PC #1_Item 7.A _ Fred Rabbany _PEQC 09-01-26.pdf
- PC #2_Item 7.A _ Daniel Reardon_ PEQC 09-01-26.pdf
- PC #3_Item 7.A _ Daniel Reardon_ PEQC 09-01-26.pdf
- PC #4_Item 7.A _ William Delvac_ PEQC 09-01-26.pdf

Assistant City Attorney Ivy Tsai noted for the record that staff is recommending a continuance and it would not be to a date certain to allow time to address the issues that have been presented. Staff is plans to re-notice the item when it is ready.

MOTION: A motion was made by Commissioner Langley and seconded by Vice-Chair Kanhan to Approved the Continuance with No Date Set for the Consideration of Environmental Assessment #8-26; Administrative Adjustment #3-26; Conditional Use Permit #4-24; To Operate a Religious Facility and to Allow a 6% Reduction in the Number of Required Parking Spaces:

The motion passed by a vote of 5-0 (Yea: Wright-Scherr, Kanhan, Sherman, Henderson and Langley; Noes: None)

Chair Wright-Scherr paused the meeting for a short break, then resumed shortly after.

8. COMMUNITY DEVELOPMENT DIRECTOR'S REPORT

Assistant Director of Community Development Jo-Anne Burns announced upcoming city events.

1. Food, Wine & Brew, Saturday, September 26, 2026, from 12:00 pm - 7:00 pm at the City Hall Complex.

2. City Council Actions: During the City Council meeting on August 25, 2026, the Council introduced Ordinance No. 1892, which is the Robotic Parking Ordinance that was reviewed and recommended for approval by the Planning Commission. Additionally, they introduced Ordinance No. 1893, which pertains to Accessory Dwelling Units (ADUs). Both ordinances are scheduled for a second reading at the next City Council meeting.

9. PLANNING & ENVIRONMENTAL QUALITY COMMISSIONERS' REPORTS

1. COMMISSIONER LANGLEY – He thanked the staff for all their hard work and hopes that the item gets resolved.
2. VICE-CHAIR KANHAN – No items to report.
3. COMMISSIONER HENDERSON – No items to report.

4. COMMISSIONER SHERMAN – No items to report.

5. CHAIR WRIGHT-SCHERR – No items to report.

10. ADJOURNMENT

Chair Wright-Scherr adjourned the meeting at 7:41 PM.

Respectfully submitted,

APPROVED:

By: _____

RONALD WRIGHT-SCHERR, CHAIR
Planning and Environmental Quality Commission

GREG TSUJIUCHI, SECRETARY
Planning and Environmental Quality Commission

MEMORANDUM

TO: Honorable Mayor and City Council

FROM: Administrative Services Department

DATE: October 22, 2026

SUBJECT: WARRANT REGISTER
PAYROLL REGISTER

October 27, 2026	TOTAL WARRANTS ISSUED:	$1,951,632.05

Wire Transfer:
Prepay: 187073-187078
Check Numbers: 187079-187281
Checks Voided:

Total Pages of Register: 23

October 16, 2026	TOTAL PAYROLL ISSUED:	$2,677,468.56



Danny Rodriguez
Revenue & Purchasing Manager

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187073	10/20/2026	113967 GUZMAN, MARIO MEXITLI	103	020-00082	SOCIAL MEDIA MANAGEMENT SERVIC	2,000.00
					Total :	**2,000.00**
187074	10/20/2026	219010 SALDANA, OCTAVIO	090926		PURCHASE REIMBURSEMENT	577.36
					Total :	**577.36**
187075	10/20/2026	619003 SOUTHERN CALIFORNIA EDISON	100526		LIGHT & POWER	70,999.58
					Total :	**70,999.58**
187076	10/21/2026	114055 WU, CHELSEA	26-02REC		FINAL SETTLEMENT	2,086.36
					Total :	**2,086.36**
187077	10/22/2026	110223 PRISM	27900026		2026 PRISM CONFERENCE MEMBER	1,150.00
					Total :	**1,150.00**
187078	10/22/2026	619003 SOUTHERN CALIFORNIA EDISON	101626		LIGHT & POWER	28,685.81
					Total :	**28,685.81**
187079	10/27/2026	106086 ABC COMPANIES	4066473	037-10561	GTRANS AUTO PARTS	4,578.70
			4075655	037-10561	GTRANS AUTO PARTS	3,468.79
			4075671	037-10561	GTRANS AUTO PARTS	955.83
			4075758	037-10561	GTRANS AUTO PARTS	527.68
					Total :	**9,531.00**
187080	10/27/2026	108656 ACCELA	INV-ACC63613	023-01718	GARDENA DIRECT SUBSCRIPTION REI	14,984.03
					Total :	**14,984.03**
187081	10/27/2026	110028 ACCENTURE INFRASTRUCTURE, AND CAPITA	43440	037-10228	PROJECT MGMT SUPPORT - ELECTRIF	2,400.00
					Total :	**2,400.00**
187082	10/27/2026	111853 ACCESS	12423904		PD SHREDDING SERVICES	334.39
					Total :	**334.39**
187083	10/27/2026	107290 ACOSTA, NOLBERTO	07/27-07/30		ABB TRAINING CLASS	200.00
					Total :	**200.00**
187084	10/27/2026	101748 AFTERMARKET PARTS COMPANY LLC, THE	84452846		GTRANS AUTO PARTS	451.29

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187084	10/27/2026	101748 101748 AFTERMARKET PARTS COMPANY LLC, T (Continued)			**Total :**	**451.29**
187085	10/27/2026	113466 AGILITY FUEL SYSTEM LLC	CD99018499		GTRANS AUTO PARTS	1,072.05
					Total :	**1,072.05**
187086	10/27/2026	108646 ALAN'S LAWN & GARDEN CENTER, INC.	154517		STREET MAINT SUPPLIES	2,034.16
					Total :	**2,034.16**
187087	10/27/2026	112639 ALL GREEN ELECTRONICS, RECYCLING, LLC	4018216		DATA DESTRUCTION SERVICES	4,197.00
					Total :	**4,197.00**
187088	10/27/2026	100925 AMERICAN MOVING PARTS	01A187000		GTRANS AUTO PARTS	2,557.35
			01A187321		GTRANS AUTO PARTS	32.57
					Total :	**2,589.92**
187089	10/27/2026	104687 AT&T	25685414		TELEPHONE	3,758.81
			25838062		TELEPHONE	3,837.31
			25975150		TELEPHONE	3,830.63
					Total :	**11,426.75**
187090	10/27/2026	104687 AT&T	24855526		TELEPHONE	21.51
			25003439		TELEPHONE	21.87
			25146218		TELEPHONE	21.87
			25290713		TELEPHONE	22.42
			25439343		TELEPHONE	22.81
			25591133		TELEPHONE	23.14
			25730569		TELEPHONE	23.58
			25882235		TELEPHONE	24.02
					Total :	**181.22**
187091	10/27/2026	111170 AT&T FIRSTNET	287303490376X101026	023-01696	BUS CELL PHONE ACCT #28730349037	2,358.88
					Total :	**2,358.88**
187092	10/27/2026	111170 AT&T FIRSTNET	287290885074X101026	023-01696	CITYWIDE CELL PHONE ACCT #287290	1,652.58
					Total :	**1,652.58**
187093	10/27/2026	111170 AT&T FIRSTNET	287293416290X101026	023-01696	PD CELL PHONE ACCT #287293416290	948.00

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187093	10/27/2026	111170 111170 AT&T FIRSTNET	(Continued)		**Total :**	**948.00**
187094	10/27/2026	111170 AT&T FIRSTNET	287324972943X101026	023-01696	GTRANS CELL PHONE ACCT #2873249	413.55
					Total :	**413.55**
187095	10/27/2026	111170 AT&T FIRSTNET	287293420631X101026	023-01696	CD CELL PHONE ACCT #287293420631	404.46
					Total :	**404.46**
187096	10/27/2026	111170 AT&T FIRSTNET	287352273971X101026	023-01696	PW CELL PHONE ACCT #287352273971	286.14
					Total :	**286.14**
187097	10/27/2026	111170 AT&T FIRSTNET	287295242065X101026	023-01696	PD CELL PHONE ACCT #287295242065	255.15
					Total :	**255.15**
187098	10/27/2026	111170 AT&T FIRSTNET	287368891575X100926	023-01696	PW CELL PHONE ACCT #287368891575	133.04
					Total :	**133.04**
187099	10/27/2026	100964 AT&T MOBILITY	287275680401X100126		PD CELL PHONE ACCT #287275680401	150.93
					Total :	**150.93**
187100	10/27/2026	100964 AT&T MOBILITY	828667974X10162026		CM CELL PHONE ACCT #828667974	89.46
					Total :	**89.46**
187101	10/27/2026	100964 AT&T MOBILITY	GAX072026		GTRANS DATA SERVICE	24.05
			GAX082026		GTRANS DATA SERVICE	52.50
			GAX092026		GTRANS DATA SERVICE	52.50
					Total :	**129.05**
187102	10/27/2026	110231 AUTOLIFT SERVICES, INC.	29194		ABOVE GROUND LIFT INSPECTIONS	1,200.00
					Total :	**1,200.00**
187103	10/27/2026	112942 AWP SAFETY	40020510		SIGNS - 18"X24" SPEED LIMIT 8	349.15
			40020687		SIGN - 30" R1-2 YIELD	612.61
			40020756		SIGN - 36"X36" DBL LEFT NO U TURN	1,570.85
					Total :	**2,532.61**
187104	10/27/2026	110686 AZTECH ELEVATOR COMPANY	AZ21469	024-01258	ELEVATOR MAINTENANCE - NCC	125.00
			AZ21471	024-01258	ELEVATOR MAINTENANCE - PW	285.00

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187104	10/27/2026	110686 AZTECH ELEVATOR COMPANY	(Continued)			
			AZ21472	024-01258	ELEVATOR MAINTENANCE - NCC	285.00
			AZ21473	024-01258	ELEVATOR MAINTENANCE - CH	125.00
					Total :	**820.00**
187105	10/27/2026	102035 BD WHITE TOP SOIL CO., INC.	95456		TREE TRIMMING SUPPLIES	61.33
					Total :	**61.33**
187106	10/27/2026	103641 BECNEL UNIFORMS	96635		BUS UNIFORM SUPPLIES	278.22
			97480		BUS UNIFORM SUPPLIES	124.02
					Total :	**402.24**
187107	10/27/2026	102135 BEHRENDS, KENT	429	023-01636	IT NETWORK SUPPORT - JUNE 2026	3,400.00
			434	023-01721	IT NETWORK SUPPORT - JULY 2026	3,400.00
			438		STARLINK SUBSCRIPTION REIMBURSE	350.00
			440	023-01721	IT NETWORK SUPPORT - AUGUST 2026	3,400.00
			448		IT NETWORK SUPPORT - GTRANS	718.75
			451	023-01721	IT NETWORK SUPPORT - SEPTEMBER	3,400.00
					Total :	**14,668.75**
187108	10/27/2026	107747 BENGAR PRODUCTIONS	7953		DTF HEAT TRANSFER	15.00
			7962		DTF HEAT TRANSFER	365.00
					Total :	**380.00**
187109	10/27/2026	114060 BLUE HORIZON PROPERTY, MANAGEMENT	RA-LYISCOTT 11/2026		RPHP RENTAL ASSISTANCE PROGRAM	4,995.36
					Total :	**4,995.36**
187110	10/27/2026	114060 BLUE HORIZON PROPERTY, MANAGEMENT	RA-LYISCOTT 10/2026		RPHP RENTAL ASSISTANCE PROGRAM	1,698.84
					Total :	**1,698.84**
187111	10/27/2026	112184 BONFIRELA PRODUCTIONS	2173	037-10578	LINE 7X DIGITAL DISPLAY MARKETING	7,250.00
					Total :	**7,250.00**
187112	10/27/2026	112759 BOYCE INDUSTRIES, INC.	69624		GTRANS FACILITY SUPPLIES	562.25
					Total :	**562.25**
187113	10/27/2026	111902 BPR CONSULTING GROUP LLC	4704	032-00271	CONSULTING SERVICES - JULY 2026	70,825.12
			4816	032-00271	CONSULTING SERVICES - AUGUST 202	45,235.05

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187113	10/27/2026	111902 111902 BPR CONSULTING GROUP LLC	(Continued)		**Total :**	**116,060.17**
187114	10/27/2026	113533 BRADLEY, WILHELMINA	RECEIPT #107956793		MAINTENANCE DEPOSIT REFUND	100.00
					Total :	**100.00**
187115	10/27/2026	111818 BRIGHT EVENTS RENTALS	945862	034-00756	JAZZ FESTIVAL EQUIPMENT RENTAL	367.92
			945930	034-00756	JAZZ FESTIVAL EQUIPMENT RENTAL	1,737.49
			950622		RENTAL SERVICES - EMPLOYEE RECC	4,595.50
					Total :	**6,700.91**
187116	10/27/2026	114044 BRY, DEREK	PERMIT #19041		PERMIT DEPOSIT REFUND - 1465 W 15	500.00
					Total :	**500.00**
187117	10/27/2026	112674 BUCK SIGNS & GRAPHICS INC	3077		GTRANS BUS DECAL SUPPLIES	161.11
					Total :	**161.11**
187118	10/27/2026	114009 BUDLONG VILLA, LLC	RA-THOMAS 11/2026		RPHP RENTAL ASSISTANCE PROGRAM	1,670.66
					Total :	**1,670.66**
187119	10/27/2026	105008 CALIFORNIA BUILDING STANDARDS, COMMIS	JUL-SEP 2026		BUILDING STANDARDS ADMIN SPECIA	1,831.50
					Total :	**1,831.50**
187120	10/27/2026	103029 CALIFORNIA FENCE & SUPPLY	26-8177		FREEMAN PARK FENCING REPLACEMI	2,290.00
					Total :	**2,290.00**
187121	10/27/2026	110538 CANNON COMPANY	96749	024-01220	CRENSHAW BLVD STREET IMPROVEM	30,162.00
					Total :	**30,162.00**
187122	10/27/2026	110538 CANNON COMPANY	96827	024-01222	WESTERN AVE REHAB PROJECT, JN 5	27,050.50
					Total :	**27,050.50**
187123	10/27/2026	110538 CANNON COMPANY	96750	024-01218	ANNUAL SEWER IMPROVEMENTS, JN5	26,172.50
					Total :	**26,172.50**
187124	10/27/2026	303331 CDTFA	JUL-SEP 2026		UNDERGROUND STORAGE TANK MAIN	461.00
					Total :	**461.00**
187125	10/27/2026	303331 CDTFA	SEPTEMBER 2026		DIESEL FUEL EXEMPT BUS	18.00

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187125	10/27/2026	303331 303331 CDTFA	(Continued)		**Total :**	**18.00**
187126	10/27/2026	111966 CELEDON'S EXERCISE EQUIPMENT, SERVICE	1473		GTRANS FITNESS EQUIPMENT MAINT	1,138.55
					Total :	**1,138.55**
187127	10/27/2026	113642 CES ENVIRONMENTAL, CONSULTANTS, INC.	26-237		LIMITED ASBESTOS & LEAD SURVEY	1,493.75
					Total :	**1,493.75**
187128	10/27/2026	110605 CHANDLER ASSET MANAGEMENT	2609GARDENA	023-01628	INVESTMENT MGMT SERVICES - SEPT	5,013.28
					Total :	**5,013.28**
187129	10/27/2026	108378 CHARLES E. THOMAS COMPANY INC.	2659	037-10564	DESIGNATED OPERATOR SERVICE	225.00
					Total :	**225.00**
187130	10/27/2026	104126 CHARTER COMMUNICATIONS	187854501100726	023-01695	CABLE & BACKUP INTERNET SERVICE	2,893.04
					Total :	**2,893.04**
187131	10/27/2026	112352 CIRCLE, THE	258819		TOSHIBA 3525AC COPIER USAGE - CLE	46.27
			258820		TOSHIBA 3525AC COPIER USAGE - CM	88.75
			258821		TOSHIBA 3525AC COPIER USAGE - HR	101.46
			258822		TOSHIBA 3525AC COPIER USAGE - ADI	35.26
			258823		TOSHIBA 3525AC COPIER USAGE - CDI	130.60
			258824		TOSHIBA 3525AC COPIER USAGE - CDI	191.00
			258825		TOSHIBA 5525AC COPIER USAGE - DB	584.39
			258826		TOSHIBA 908 COPIER USAGE - PRINT S	22.78
			258827		TOSHIBA 6527AC COPIER USAGE - PRI	20.16
			258828		TOSHIBA 3525AC COPIER USAGE - PW	18.56
			258829		TOSHIBA 3525AC COPIER USAGE - GTI	221.83
			258830		TOSHIBA 3525AC COPIER USAGE - PW	60.16
			258831		TOSHIBA 3525AC COPIER USAGE - NC	219.28
			258832		TOSHIBA 3525AC COPIER USAGE - HS	86.82
			258833		TOSHIBA 3525AC COPIER USAGE - RE	36.75
			258834		TOSHIBA 3525AC COPIER USAGE - CH	34.38
			258835		TOSHIBA 3525AC COPIER USAGE - PD	283.65
			258836		TOSHIBA 3525AC COPIER USAGE - WA	199.03
			258837		TOSHIBA 3525AC COPIER USAGE - SR	109.12
			258838		TOSHIBA 6525AC COPIER USAGE - RE	182.36
			258839		TOSHIBA 3525AC COPIER USAGE - GTI	195.94

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187131	10/27/2026	112352 CIRCLE, THE	(Continued)			
			258840		TOSHIBA 3525AC COPIER USAGE - GTI	32.33
					Total :	**2,900.88**
187132	10/27/2026	111534 CLEAN ENERGY	CE12862219	037-10580	CNG O&M SERVICES - AUGUST 2026	12,917.00
					Total :	**12,917.00**
187133	10/27/2026	102388 COPYLAND, INC.	95193	037-10550	FY27 PROFESSIONAL PRINTING AND C	424.85
			95260	037-10550	GTRANS - 11"X26" COLOR BUS CARDS	316.32
					Total :	**741.17**
187134	10/27/2026	109913 COSTAR REALTY INFORMATION INC.	124763483	032-00270	COSTAR SUITE - SEPTEMBER 2026	1,033.43
			124926750	032-00270	COSTAR SUITE - OCTOBER 2026	1,033.43
					Total :	**2,066.86**
187135	10/27/2026	102791 CPAC, INC.	1303657	023-01710	INTERNAL HARD DRIVES	35,822.00
					Total :	**35,822.00**
187136	10/27/2026	103353 CRM COMPANY, LLC.	LA31806		SCRAP TIRE DISPOSAL FEE	69.50
					Total :	**69.50**
187137	10/27/2026	106193 CUMMINS SALES AND SERVICE	X4-261011447	037-10551	GTRANS AUTO PARTS	279.74
					Total :	**279.74**
187138	10/27/2026	110844 DATA GEAR, INC.	45438	023-01677	GTRANS MICROWAVE BRIDGE	10,912.43
					Total :	**10,912.43**
187139	10/27/2026	113871 DCCM INFRASTRUCTURE, INC.	1116	024-01230	ENGINEERING STAFF AUGMENTATION	16,250.00
					Total :	**16,250.00**
187140	10/27/2026	104310 DEPARTMENT OF CONSERVATION	JUL-SEP 2026		STRONG MOTION INSTRUMENTATION	10,690.10
					Total :	**10,690.10**
187141	10/27/2026	303459 DEPARTMENT OF JUSTICE	077827		FINGERPRINT APPS - SEPTEMBER 202	1,820.00
					Total :	**1,820.00**
187142	10/27/2026	312117 DEPARTMENT OF WATER & POWER	092926		LIGHT & POWER	104.08

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187142	10/27/2026	312117 312117 DEPARTMENT OF WATER & POWER (Continued)			**Total :**	**104.08**
187143	10/27/2026	107268 DIVISION OF THE STATE, ARCHITECT	JAN-SEP 2026		SB 1186 DISABILITY ACCESS & EDUCA	1,938.00
					Total :	**1,938.00**
187144	10/27/2026	110849 DMS CONSULTANTS CIVIL, ENGINEERS, INC	GA-010-5	024-01224	LOCAL STREET IMPROVEMENTS, JN55	12,000.00
					Total :	**12,000.00**
187145	10/27/2026	104612 DUTHIE ELECTRIC SERVICE CORP	A161648		SEMI ANNUAL PREVENTATIVE MAINTE	395.00
					Total :	**395.00**
187146	10/27/2026	110534 EL DORADO NATIONAL	90901655	037-10565	GTRANS BUS VEHICLE PARTS	1,065.11
					Total :	**1,065.11**
187147	10/27/2026	113296 ELECTRONIC ENTRY DISTRIBUTORS	99131063		BLDG MAINT SUPPLIES	23.74
					Total :	**23.74**
187148	10/27/2026	107353 EMERGENCY RESPONSE CRIME SCENE, CLE	T2026-692		BIOLOGICAL CLEANUP ON ROADWAY	850.00
			T2026-702		BIOLOGICAL CLEANUP ON ROADWAY	850.00
			T2026-707		DECONTAMINATE PD VEHICLE P#11, JA	1,450.00
					Total :	**3,150.00**
187149	10/27/2026	105418 EMPIRE CLEANING SUPPLY	S7880347	034-00754	CUSTODIAL SUPPLIES	691.60
			S7919683.002	034-00754	CUSTODIAL SUPPLIES	591.39
			S7969214	034-00754	CUSTODIAL SUPPLIES	1,758.72
					Total :	**3,041.71**
187150	10/27/2026	106459 ENTERPRISE FM TRUST	FBN5753917	023-01694 023-01572 023-01634 023-01638 037-10492	ENTERPRISE LEASE - OCTOBER 2026	10,888.25
			FBN5761527	023-01694	ENTERPRISE LEASE - OCTOBER 2026	12,152.27
					Total :	**23,040.52**
187151	10/27/2026	106129 FEDEX	9-496-43368		SHIPPING SERVICE	273.73
					Total :	**273.73**

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187152	10/27/2026	106100 FORENSIC NURSE SPECIALISTS INC	6773		SUSPECT EXAM	600.00
					Total :	**600.00**
187153	10/27/2026	106465 FOX FIRST AID & SAFETY INC	79072		STREET MAINT SUPPLIES	209.15
			79104		STREET MAINT SUPPLIES	437.77
					Total :	**646.92**
187154	10/27/2026	113624 FUEGO SAGRADO BOTANICA	091426 BAL		ENTERTAINMENT SERVICES - DIA DE L	694.50
					Total :	**694.50**
187155	10/27/2026	112566 GALLS, LLC	036532476		PD UNIFORM SUPPLIES	1.85
					Total :	**1.85**
187156	10/27/2026	107011 GARDENA VALLEY NEWS	00167009		NOTICE OF PUBLIC HEARING - ZTA #4-	143.50
			00167199		SUMMARY OF ORDINANCE NO. 1889	140.00
			00167391		INVITATION FOR BIDS - GTRANS EV CH	822.50
			00167418		REQUEST FOR PROPOSALS 2026-03 -	126.00
					Total :	**1,232.00**
187157	10/27/2026	619005 GAS COMPANY, THE	058-854-91703 092926		CNG FUEL	1,313.80
			058-854-91703 100526		CNG FUEL	1,287.30
					Total :	**2,601.10**
187158	10/27/2026	101091 GEURIN MOBILE HOME SERVICE INC	10860	032-00275	CDBG HOUSING REHAB PROGRAM - 1	22,500.00
					Total :	**22,500.00**
187159	10/27/2026	101091 GEURIN MOBILE HOME SERVICE INC	10861		CDBG HOUSING REHAB PROGRAM - 1	2,500.00
					Total :	**2,500.00**
187160	10/27/2026	106470 GILLIG LLC	41460434	037-10409	GTRANS AUTO PARTS	2,993.12
			41461006	037-10409	GTRANS AUTO PARTS	149.40
			41465088	037-10409	GTRANS AUTO PARTS	1,013.99
			41479299	037-10552	GTRANS AUTO PARTS	328.27
			41487487	037-10552	GTRANS AUTO PARTS	297.68
			41488594	037-10552	GTRANS AUTO PARTS	199.52
			41488595	037-10552	GTRANS AUTO PARTS	3,053.62
			41489682	037-10552	GTRANS AUTO PARTS	273.18
			5063672		GTRANS AUTO PARTS	-30.01

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187160	10/27/2026	106470 106470 GILLIG LLC	(Continued)		**Total :**	**8,278.77**
187161	10/27/2026	106470 GILLIG LLC	41464073	037-10409	GTRANS AUTO PARTS	63,007.66
					Total :	**63,007.66**
187162	10/27/2026	120212 GLENN E. THOMAS CO.	278371		BUS AUTO PARTS	109.84
					Total :	**109.84**
187163	10/27/2026	619004 GOLDEN STATE WATER CO.	100826		WATER	21,120.50
					Total :	**21,120.50**
187164	10/27/2026	107513 GRAINGER	9075197476		TREE TRIMMING SUPPLIES	-3,067.09
			9075407008		TREE TRIMMING SUPPLIES	3,088.99
			9091022351		SIGNS/SIGNALS SUPPLIES	33.42
			9100116558	037-10573	GTRANS FACILITY SUPPLIES	96.39
			9100226316	037-10573	GTRANS MAINT SUPPLIES	126.96
			9104718102		EQUIP MAINT SUPPLIES	457.59
			9105152079	037-10573	GTRANS MAINT SUPPLIES	260.89
			9105178322	037-10573	GTRANS MAINT SUPPLIES	52.77
			9107686215		GTRANS FACILITY SUPPLIES	-96.39
			9107686223		GTRANS FACILITY SUPPLIES	-125.12
			9107686231		GTRANS FACILITY SUPPLIES	-131.01
			9108210627	037-10573	GTRANS FACILITY SUPPLIES	395.29
			9108210635		GTRANS FACILITY SUPPLIES	-439.39
			9108210643		GTRANS MAINT SUPPLIES	-260.89
			9108856965		SIGNS/SIGNALS SUPPLIES	23.19
					Total :	**415.60**
187165	10/27/2026	112374 GRIFFIN STRUCTURES, INC.	GSI-GCASC-45	024-00910	AQUATIC & SENIOR CENTER, JN978	11,462.39
					Total :	**11,462.39**
187166	10/27/2026	108012 H&H AUTO PARTS WHOLESALE	1IN0803668		PW AUTO PARTS	1,561.18
					Total :	**1,561.18**
187167	10/27/2026	108324 HI-LINE INC.	3340461		PW MAINT SUPPLIES	426.41
			3341456		PW MAINT SUPPLIES	208.13
			3376836		PW MAINT SUPPLIES	667.95

Bank code : usb

Voucher	Date	Vendor		Invoice	PO #	Description/Account	Amount
187167	10/27/2026	108324	108324 HI-LINE INC.	(Continued)		**Total :**	**1,302.49**
187168	10/27/2026	108434	HOME DEPOT CREDIT SERVICES	0544560		REC PROGRAM SUPPLIES	102.49
				1360509		PARK MAINT SUPPLIES	17.60
				1522402		PARK MAINT SUPPLIES	80.47
				3397527		STREET MAINT SUPPLIES	195.55
				6903835		EQUIP MAINT SUPPLIES	240.37
				7228223		BLDG MAINT SUPPLIES	111.87
				7768099		BLDG MAINT SUPPLIES	14.44
				8903291		BLDG MAINT SUPPLIES	28.88
						Total :	**791.67**
187169	10/27/2026	104572	HUDSON AUDIO WORKS	13589		2026 JAZZ FESTIVAL - GENERATOR RE	4,600.00
						Total :	**4,600.00**
187170	10/27/2026	114046	IELEMENTS CONSTRUCTION, MANAGEMENT	PERMIT #19037		PERMIT DEPOSIT REFUND - 2803 W 14	2,000.00
						Total :	**2,000.00**
187171	10/27/2026	114059	IKE, ISAAC OKEKE	RA-DAVIS 10/2026		RPHP RENTAL ASSISTANCE PROGRAM	3,256.68
						Total :	**3,256.68**
187172	10/27/2026	114059	IKE, ISAAC OKEKE	RA-DAVIS 11/2026		RPHP RENTAL ASSISTANCE PROGRAM	3,256.66
						Total :	**3,256.66**
187173	10/27/2026	110222	INTERAMERICAN MOTOR, LLC	110-987468		GTRANS AUTO PARTS	82.95
				110-987972		GTRANS AUTO PARTS	198.85
						Total :	**281.80**
187174	10/27/2026	106714	INTERSTATE BATTERIES OF, CALIFORNIA CO.	120177868	037-10553	GTRANS AUTO PARTS	869.53
				120177983	037-10553	GTRANS AUTO PARTS	1,014.45
				120177984	037-10553	GTRANS AUTO PARTS	164.23
						Total :	**2,048.21**
187175	10/27/2026	104659	IRON MOUNTAIN INFORMATION, MANAGEME	LRDP189		OFF-SITE STORAGE SERVICES - SEPT	65.62
						Total :	**65.62**
187176	10/27/2026	110733	J & S PROPERTY MANAGEMENT AND, MAINTE	10392		LANDSCAPE MAINTENANCE SERVICE	2,190.00

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187176	10/27/2026	110733 110733 J & S PROPERTY MANAGEMENT AND, M. (Continued)			**Total :**	**2,190.00**
187177	10/27/2026	110853 JONES MAYER	145692		ATTORNEY SERVICES	463.56
			145693		ATTORNEY SERVICES	123.56
			145694		ATTORNEY SERVICES	30.89
			145695		ATTORNEY SERVICES	988.36
			145696		ATTORNEY SERVICES	1,638.04
			145697		ATTORNEY SERVICES	896.25
			145698		ATTORNEY SERVICES	278.10
			145699		ATTORNEY SERVICES	14,055.25
			145700		ATTORNEY SERVICES	1,050.80
			145701		ATTORNEY SERVICES	5,145.19
			145702		ATTORNEY SERVICES	3,392.14
			145703		ATTORNEY SERVICES	76.01
			145704		ATTORNEY SERVICES	582.93
			145705		ATTORNEY SERVICES	14,679.79
			145706		ATTORNEY SERVICES	21.68
			145707		ATTORNEY SERVICES	154.54
			145708	020-00081	ATTORNEY SERVICES	12,116.22
					Total :	**55,693.31**
187178	10/27/2026	113905 KELTON TITLE CORPORATION	RA-REED 11/2026		RPHP RENTAL ASSISTANCE PROGRAM	2,979.15
					Total :	**2,979.15**
187179	10/27/2026	113905 KELTON TITLE CORPORATION	RA-LEVI 11/2026		PLHA RENTAL ASSISTANCE PROGRAM	473.75
					Total :	**473.75**
187180	10/27/2026	112812 KIMBALL MIDWEST	104894775		GTRANS AUTO PARTS	548.23
					Total :	**548.23**
187181	10/27/2026	110385 KIMLEY-HORN AND ASSOCIATES, INC	37182164	032-00236	CONSULTING SERVICES - GARDENA P.	13,230.03
			37439562	032-00236	CONSULTING SERVICES - GARDENA P.	7,791.01
					Total :	**21,021.04**
187182	10/27/2026	109939 LA UNIFORMS & TAILORING	34661		PD UNIFORM SUPPLIES	454.60
			34685		PD UNIFORM SUPPLIES	513.71
			34782		PD UNIFORM SUPPLIES	439.13
			35116		PD UNIFORM SUPPLIES	642.50

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187182	10/27/2026	109939 LA UNIFORMS & TAILORING	(Continued)			
			35123		PD UNIFORM SUPPLIES	441.34
					Total :	**2,491.28**
187183	10/27/2026	113834 LEAD TECH ENVIRONMENTAL	17886		ENVIRONMENTAL TESTING - 1124 W. 1(	1,740.00
			17903		ENVIRONMENTAL TESTING - 17700 WE	595.00
			17926		ENVIRONMENTAL TESTING - 260 AMET	595.00
					Total :	**2,930.00**
187184	10/27/2026	108237 LEO WEB PROTECT	81836020190		POLICE PRIVACY SERVICE SUBSCRIP1	762.49
					Total :	**762.49**
187185	10/27/2026	106974 LEWIS, STEVE	07/27-07/30		ABB TRAINING CLASS	200.00
					Total :	**200.00**
187186	10/27/2026	312665 LOS ANGELES SUPERIOR COURT	JUL-SEP 2026	035-01459	PARKING CITATION SURCHARGE	95,592.00
					Total :	**95,592.00**
187187	10/27/2026	105279 LOS ANGELES TRUCK CENTERS LLC	RA220045630		2023 FREIGHTLINER UNIT #87 REPAIRS	1,059.39
					Total :	**1,059.39**
187188	10/27/2026	107991 LRJ CONSTRUCTION, INC.	709	032-00273	CDBG HOUSING REHAB PROGRAM - 1:	45,000.00
					Total :	**45,000.00**
187189	10/27/2026	107991 LRJ CONSTRUCTION, INC.	714	032-00272	PLHA HOUSING REHAB PROGRAM - 13	36,180.00
					Total :	**36,180.00**
187190	10/27/2026	107991 LRJ CONSTRUCTION, INC.	710		CDBG HOUSING REHAB PROGRAM - 1:	5,000.00
					Total :	**5,000.00**
187191	10/27/2026	107991 LRJ CONSTRUCTION, INC.	715		PLHA HOUSING REHAB PROGRAM - 13	4,020.00
					Total :	**4,020.00**
187192	10/27/2026	112607 LUMINATOR TECHNOLOGY GROUP, GLOBAL,	651421	037-10554	GTRANS CAMERA SYSTEM PARTS AND	884.00
					Total :	**884.00**
187193	10/27/2026	105082 MAJESTIC LIGHTING, INC.	ML93143		BLDG MAINT SUPPLIES	44.19

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187193	10/27/2026	105082 105082 MAJESTIC LIGHTING, INC.	(Continued)		**Total :**	**44.19**
187194	10/27/2026	104841 MAR-CO EQUIPMENT COMPANY	218930		STREET SWEEPER SUPPLIES	318.42
			219081		SEWER PROGRAM SUPPLIES	4,139.51
			219155	024-01276	STREET SWEEPER PARTS & SERVICE	5,122.48
					Total :	**9,580.41**
187195	10/27/2026	110306 MARIPOSA LANDSCAPES, INC	122554	024-01240	MEDIAN LANDSCAPE MAINTENANCE	9,583.00
			122779	024-01275	ROWLEY PARK BACKFLOW PROJECT	5,896.78
					Total :	**15,479.78**
187196	10/27/2026	109292 MARTIN AUTO COLOR, INC.	4567609		GTRANS SHOP SUPPLIES	899.38
					Total :	**899.38**
187197	10/27/2026	113064 MCMASTER-CARR SUPPLY COMPANY	72938589		GTRANS AUTO PARTS	181.04
					Total :	**181.04**
187198	10/27/2026	112524 MDG ASSOCIATES, INC.	21043	032-00274	CDBG ADMINISTRATION - JULY 2026	6,874.50
			21044	032-00274	CDBG HOUSING REHAB PROGRAM - JI	12,206.00
			21125	032-00274	CDBG ADMINISTRATION - AUGUST 202	4,027.00
			21127	032-00274	CDBG HOUSING REHAB PROGRAM - A	10,890.00
					Total :	**33,997.50**
187199	10/27/2026	109331 MGT IMPACT SOLUTIONS, LLC	70019	023-01723	SB 90 CLAIMS SERVICES	1,825.00
					Total :	**1,825.00**
187200	10/27/2026	111604 MICRO ELECTRONICS, INC	14630064	023-01708	COMPUTER REPLACEMENT PARTS	8,983.94
			14635681	023-01708	IT COMPUTER SUPPLIES	993.49
			14639993	023-01708	COMPUTER REPLACEMENT PARTS	968.16
					Total :	**10,945.59**
187201	10/27/2026	111981 MIRANDA, ELNNER	09/24-09/24		INTERVIEW PANEL NORWALK CITY HA	24.32
					Total :	**24.32**
187202	10/27/2026	107030 NAPA AUTO PARTS	205790		PW AUTO PARTS	205.91
					Total :	**205.91**
187203	10/27/2026	114047 NGUYEN, XUAN NGA	PERMIT #50025-0884		PERMIT DEPOSIT REFUND - 16501 WE	5,000.00

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187203	10/27/2026	114047 114047 NGUYEN, XUAN NGA	(Continued)		**Total :**	**5,000.00**
187204	10/27/2026	105140 NMK CORPORATION	COG-054	023-01709	COMPUTER REPLACEMENT PARTS	4,138.73
			COG-055	023-01709	CISCO SMARTNET SERVICE	4,525.58
					Total :	**8,664.31**
187205	10/27/2026	113614 NUESTRAS RAICES	101926		ENTERTAINMENT SERVICES - DIA DE L	350.00
					Total :	**350.00**
187206	10/27/2026	110575 OCCUPATIONAL HEALTH CENTERS	92657780	023-01699	RANDOM TESTS	389.00
			92657816	023-01699	RANDOM TESTS	285.00
			92658235	023-01699	RANDOM TESTS	522.00
			92742368	023-01699	RANDOM TESTS	608.00
			92746167	023-01699	RANDOM TESTS	135.00
					Total :	**1,939.00**
187207	10/27/2026	115168 OFFICE DEPOT	479619870		PD OFFICE SUPPLIES	62.37
			483414064		BUS OFFICE SUPPLIES	620.27
			483568422		REC OFFICE SUPPLIES	61.13
			483574106		REC OFFICE SUPPLIES	59.17
			483783314		HR OFFICE SUPPLIES	80.62
			483836919		CM OFFICE SUPPLIES	63.25
			484275080		PD OFFICE SUPPLIES	465.75
			484276027		PD OFFICE SUPPLIES	11.11
			484603327		CT OFFICE SUPPLIES	238.85
			484639694		REC OFFICE SUPPLIES	68.07
			485506768		FINANCE OFFICE SUPPLIES	74.13
			485756789		PD OFFICE SUPPLIES	143.91
					Total :	**1,948.63**
187208	10/27/2026	108921 OMEGA POLYGRAPH	02170		PRE-EMPLOYMENT POLYGRAPH EXAM	2,250.00
					Total :	**2,250.00**
187209	10/27/2026	113795 OPPENHEIMER NATIONAL	02	024-01219	GARDENA BLVD DECORATIVE STREET	84,533.28
					Total :	**84,533.28**
187210	10/27/2026	111358 O'REILLY AUTO PARTS	300921		GTRANS SHOP SUPPLIES	-78.74
			306214		PW AUTO PARTS	245.72

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187210	10/27/2026	111358 O'REILLY AUTO PARTS	(Continued)			
			306846		GTRANS AUTO PARTS	142.38
			306856		PW AUTO PARTS	550.06
			308529		PW AUTO PARTS	1,668.27
			309113		GTRANS AUTO PARTS	31.86
					Total :	**2,559.55**
187211	10/27/2026	115810 ORKIN PEST CONTROL	304139669		PEST CONTROL - ACCT #27336703	387.59
			304139670		PEST CONTROL - ACCT #27336703	387.59
					Total :	**775.18**
187212	10/27/2026	103673 PACIFIC PRODUCTS & SERVICE, LLC	39059		SIGNS/SIGNALS SUPPLIES	2,716.92
					Total :	**2,716.92**
187213	10/27/2026	112845 PALICON GROUP	2833	035-01458	BACKGROUND INVESTIGATION SERVI	510.00
					Total :	**510.00**
187214	10/27/2026	114058 PAN AMERICAN PROPERTIES	RA-JAHSHAN 09/2026		RPHP RENTAL ASSISTANCE PROGRAM	4,042.83
					Total :	**4,042.83**
187215	10/27/2026	114058 PAN AMERICAN PROPERTIES	RA-JAHSHAN 10/2026		RPHP RENTAL ASSISTANCE PROGRAM	4,042.83
					Total :	**4,042.83**
187216	10/27/2026	114012 PATRONAS FAMILY TRUST	RA-MITCHELL 11/2026		RPHP RENTAL ASSISTANCE PROGRAM	1,650.00
					Total :	**1,650.00**
187217	10/27/2026	112859 PET HAVEN CEMETERY	20034	032-00241	PROFESSIONAL CREMATORY SERVICE	755.00
					Total :	**755.00**
187218	10/27/2026	116140 PETE'S ROAD SERVICE, INC.	944051		SERVICE CALL - TRUCK #87	283.41
			945772		SERVICE CALL - TORO	821.67
					Total :	**1,105.08**
187219	10/27/2026	307101 PETTY CASH FUND	08/10-10/08		REPLENISH PETTY CASH	715.80
					Total :	**715.80**
187220	10/27/2026	307108 PETTY CASH FUND	06/25-10/13/26		REPLENISH PETTY CASH	481.85

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187220	10/27/2026	307108 307108 PETTY CASH FUND	(Continued)		**Total :**	**481.85**
187221	10/27/2026	113672 POSITIVE INVESTMENTS INC.	RA-HASWELL 11/2026		RPHP RENTAL ASSISTANCE PROGRAM	1,263.00
					Total :	**1,263.00**
187222	10/27/2026	112340 PRECISION CONCRETE CUTTING	201321	024-01257	PEDESTRIAN SAFETY PROJECT, JN554	149,086.28
					Total :	**149,086.28**
187223	10/27/2026	116663 PROGRESSIVE SOLUTIONS, INC.	4229		REGISTRATION - PSI USERS CONFERE	2,085.00
					Total :	**2,085.00**
187224	10/27/2026	111883 PROJECT PARTNERS, INC.	28884	024-01112	PROJECT MANAGEMENT SERVICES	12,600.00
			28923	024-01112	PROJECT MANAGEMENT SERVICES	12,750.00
					Total :	**25,350.00**
187225	10/27/2026	106092 PRUDENTIAL OVERALL SUPPLY	41045056	034-00757	CUSTODIAL SUPPLIES	525.43
			43147667	037-10557	UNIFORM & SUPPLY RENTAL	543.08
			43149303	037-10557	UNIFORM & SUPPLY RENTAL	423.92
			43150988	037-10557	UNIFORM & SUPPLY RENTAL	423.92
			43151454	034-00757	CUSTODIAL SUPPLIES	804.94
			43151455	024-01246	UNIFORM & SUPPLY RENTAL	172.61
				034-00757		
			43151456	034-00757	UNIFORM & SUPPLY RENTAL	41.71
			43151457	034-00757	SUPPLY RENTAL - MATS - GTRANS	53.44
			43151458	034-00757	SUPPLY RENTAL - MATS - NCC	13.83
			43151459	034-00757	SUPPLY RENTAL - MATS - CH	19.42
			43151460	034-00757	SUPPLY RENTAL - MATS - PD	29.70
			43151461	034-00757	SUPPLY RENTAL - MATS - HS	12.37
			43152780	037-10557	UNIFORM & SUPPLY RENTAL	427.54
			43153145	034-00757	CUSTODIAL SUPPLIES	44.92
			43153146	024-01246	UNIFORM & SUPPLY RENTAL	172.61
				034-00757		
			43153147	034-00757	UNIFORM & SUPPLY RENTAL	41.71
			43153148	034-00757	SUPPLY RENTAL - MATS - GTRANS	53.44
			43154397	037-10557	UNIFORM & SUPPLY RENTAL	427.54
			43154742	034-00757	CUSTODIAL SUPPLIES	1,047.07
			43154743	024-01246	UNIFORM & SUPPLY RENTAL	176.75

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187225	10/27/2026	106092 PRUDENTIAL OVERALL SUPPLY	(Continued)			
				034-00757		
			43154744	034-00757	UNIFORM & SUPPLY RENTAL	41.71
			43154745	034-00757	SUPPLY RENTAL - MATS - GTRANS	53.44
			43154746	034-00757	SUPPLY RENTAL - MATS - NCC	13.83
			43154747	034-00757	SUPPLY RENTAL - MATS - CH	19.42
			43154748	034-00757	SUPPLY RENTAL - MATS - PD	29.70
			43154749	034-00757	SUPPLY RENTAL - MATS - HS	12.37
					Total :	**5,626.42**
187226	10/27/2026	102283 QUICK COLOR PRINTING	16873		REC PROGRAM SUPPLIES	987.87
					Total :	**987.87**
187227	10/27/2026	103072 REACH	102647		EAP SERVICES	820.00
					Total :	**820.00**
187228	10/27/2026	100836 RESOURCE BUILDING MATERIALS	4286803		PARK MAINT SUPPLIES	91.23
					Total :	**91.23**
187229	10/27/2026	114045 RFLA EFUN 1, LLC	PERMIT #18569		PERMIT DEPOSIT REFUND - 13126 WE	1,000.00
					Total :	**1,000.00**
187230	10/27/2026	112578 RIDECO US INC	2026-648US	037-10511	MICROTRANSIT SOFTWARE	1,105.01
					Total :	**1,105.01**
187231	10/27/2026	112433 RIGHTWAY HEALTHCARE, INC	INV11140763	023-01706	CARE NAVIGATION COORDINATORS	1,953.25
					Total :	**1,953.25**
187232	10/27/2026	107146 ROADLINE PRODUCTS INC. U.S.A.	23594		SIGNS/SIGNALS SUPPLIES	139.00
					Total :	**139.00**
187233	10/27/2026	114043 RODRIGUEZ, MARY	DR #23-5569		RETURN MONEY BOOKED AS EVIDEN(	736.00
					Total :	**736.00**
187234	10/27/2026	112339 ROMANO, KEVIN	09/09-09/10		CALACT 2026 MAINTENANCE CONFER	124.64
					Total :	**124.64**
187235	10/27/2026	110918 RONIN MEDIA HOUSE, INC	RMH26-050		PROFESSIONAL MEDIA SERVICES	3,750.00

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187235	10/27/2026	110918 110918 RONIN MEDIA HOUSE, INC	(Continued)		**Total :**	**3,750.00**
187236	10/27/2026	108942 RS AMERICAS, INC.	9022569581		GTRANS AUTO SUPPLIES	1,217.93
			9022592230		GTRANS AUTO SUPPLIES	728.11
					Total :	**1,946.04**
187237	10/27/2026	119022 SAFE MART OF SOUTHERN, CALIFORNIA, INC	3266		GTRANS MAINT SUPPLIES	35.27
					Total :	**35.27**
187238	10/27/2026	112327 SAMI'S REFEREES LLC	09/16-09/30/26		SPORT REFEREE SERVICES	280.00
					Total :	**280.00**
187239	10/27/2026	119016 SAM'S CLUB	4559		PD PROGRAM SUPPLIES	7.50
					Total :	**7.50**
187240	10/27/2026	110772 SANTOS, VICTOR D.	09/09-09/10		CALACT 2026 MAINTENANCE CONFER	38.00
					Total :	**38.00**
187241	10/27/2026	105220 SEA CLEAR POOLS, INC.	26-2485	024-01256	POOL MAINTENANCE SUPPLIES	1,388.88
			26-2511	024-01256	POOL MAINTENANCE SUPPLIES	1,089.20
			26-2836	024-01256	POOL MAINTENANCE SERVICES - SEP	3,375.00
					Total :	**5,853.08**
187242	10/27/2026	108654 SECTRAN SECURITY INC.	26100935		ARMORED TRANSPORTATION SERVICI	362.88
					Total :	**362.88**
187243	10/27/2026	113659 SITELOGIQ, INC	002 09/21/26	037-10588	RENEWABLE ENERGY AND STORAGE	44,084.48
					Total :	**44,084.48**
187244	10/27/2026	107761 SOCAL STORMWATER RUNOFF, SOLUTION S	15560	037-10575	FACILITY STORMWATER COMPLIANCE	510.00
			15669	037-10575	FACILITY STORMWATER COMPLIANCE	510.00
					Total :	**1,020.00**
187245	10/27/2026	105465 SONSRAY FLEET SERVICES	PSO168725-1		GTRANS AUTO PARTS	547.07
			PSO168725-2		GTRANS AUTO PARTS	563.22
					Total :	**1,110.29**
187246	10/27/2026	619003 SOUTHERN CALIFORNIA EDISON	102026		LIGHT & POWER	33,620.44

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187246	10/27/2026	619003 619003 SOUTHERN CALIFORNIA EDISON	(Continued)		**Total :**	**33,620.44**
187247	10/27/2026	104453 SPICERS PAPER, INC.	50655365		PRINT SHOP PAPER	4,817.33
					Total :	**4,817.33**
187248	10/27/2026	119548 ST. JOHN LUTHERAN CHURCH	OCTOBER 2026		SENIOR CITIZENS DAY CARE	1,100.00
					Total :	**1,100.00**
187249	10/27/2026	119594 STANLEY PEST CONTROL	2118748		PEST CONTROL SERVICE - 1700 W 162	80.00
			2118754		PEST CONTROL SERVICE - 1700 W 162	750.00
			2122106		PEST CONTROL SERVICE - 1717 W 162	75.00
			2122107		PEST CONTROL SERVICE - 1220 W 170	70.00
			2122108		PEST CONTROL SERVICE - 15800 BRIG	42.00
			2122109		PEST CONTROL SERVICE - 1651 W 162	85.00
			2122110		PEST CONTROL SERVICE - 1670 W 162	80.00
			2122111		PEST CONTROL SERVICE - 1718 W 162	65.00
			2122113		PEST CONTROL SERVICE - 2100 W 154	65.00
			2122116		PEST CONTROL SERVICE - 2320 W 149	42.00
			2122117		PEST CONTROL SERVICE - 14517 CRE	60.00
			2122119		PEST CONTROL SERVICE - 13220 VAN	65.00
			2122120		PEST CONTROL SERVICE - 14708 HALL	42.00
					Total :	**1,521.00**
187250	10/27/2026	114048 STARS AND STRIPES REAL ESTATE	PERMIT #50025-0335		PERMIT DEPOSIT REFUND - 15016 MAI	5,000.00
					Total :	**5,000.00**
187251	10/27/2026	109994 T.E.M.P.S., INC	100426158	037-10586	GTRANS CUSTOMER SURVEY SERVIC	617.10
					Total :	**617.10**
187252	10/27/2026	114051 TA PRODUCTION LLC	001		PROFESSIONAL MEDIA SERVICES	3,250.00
					Total :	**3,250.00**
187253	10/27/2026	220593 TANAKA, RODNEY G.	09/22-09/25		LEAGUE OF CA CITIES CONFERENCE :	225.00
					Total :	**225.00**
187254	10/27/2026	113904 THE TYRRELL L. HORIBE TRUST	RA-NORMIS 11/2026		PLHA RENTAL ASSISTANCE PROGRAM	525.00
					Total :	**525.00**

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187255	10/27/2026	113926 TIGER TREE SERVICES INC	1067		TREE REMOVAL SERVICES - 2402 W 15	3,946.00
					Total :	**3,946.00**
187256	10/27/2026	104806 TOYOTA LIFT OF L.A.	PSI-0510505		GTRANS AUTO PARTS	2,384.13
					Total :	**2,384.13**
187257	10/27/2026	106018 TRANE U.S. INC.	990755580	037-10560	BUS FACILITY HVAC REPAIRS	2,223.53
					Total :	**2,223.53**
187258	10/27/2026	105717 TRANSPORTATION MANAGEMENT, & DESIGN	1199-09	037-10502	GTRANS COMPREHENSIVE OPERATIO	2,740.50
					Total :	**2,740.50**
187259	10/27/2026	113893 TRANSTECH ENGINEERS, INC	20266537	024-01233	CONSTRUCTION MGMT & INSPECTION	7,180.50
					Total :	**7,180.50**
187260	10/27/2026	110851 TRAPEZE SOFTWARE GROUP, INC.	TSPAU250302	037-10231	GTRANS SCHEDULING & OPERATIONS	3,809.41
					Total :	**3,809.41**
187261	10/27/2026	103845 TRENCH SHORING COMPANY	20658482		RENTAL - TRENCH TOP 5'X8' WELDED	151.20
					Total :	**151.20**
187262	10/27/2026	111481 TRIO COMMUNITY MEALS, LLC	223ABS100005868	034-00770	SENIOR FEEDING PROGRAM	4,814.40
			223ABS100005869	034-00770	SENIOR FEEDING PROGRAM	2,333.76
			223ABS100006288	034-00770	SENIOR FEEDING PROGRAM	7,327.68
					Total :	**14,475.84**
187263	10/27/2026	100896 U.S. BANK	8348135		2021 LRB - ADMIN FEES	2,650.00
					Total :	**2,650.00**
187264	10/27/2026	109900 U.S. BANK CORPORATE PAYMENT, SYSTEMS	HOWARD 09/22/26		CAL CARD STATEMENT 08/25-09/22/26	4,411.59
			REC 09/22/26		CAL CARD STATEMENT 08/25-09/22/26	24,834.43
			SWEENEY 09/22/26		CAL CARD STATEMENT 08/25-09/22/26	5,199.63
					Total :	**34,445.65**
187265	10/27/2026	109900 U.S. BANK CORPORATE PAYMENT, SYSTEMS	CDD 09/22/26		CAL CARD STATEMENT 08/25-09/22/26	51.75
			SANTOS 09/22/26		CAL CARD STATEMENT 08/25-09/22/26	5,416.42
			SWEENEY 08/24/26		CAL CARD STATEMENT 07/23-08/24/26	17,403.56
			TSUJIUCHI 09/22/26		CAL CARD STATEMENT 08/25-09/22/26	2,634.58

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187265	10/27/2026	109900 U.S. BANK CORPORATE PAYMENT, SYSTEMS	(Continued)			
			WATKINS 09/22/26		CAL CARD STATEMENT 08/25-09/22/26	646.81
					Total :	**26,153.12**
187266	10/27/2026	104692 ULINE	213808158		CUSTODIAL SUPPLIES	1,214.86
			213861305		REC PROGRAM SUPPLIES	134.91
			214260018		REC PROGRAM SUPPLIES	359.79
					Total :	**1,709.56**
187267	10/27/2026	121275 UNDERGROUND SERVICE ALERT, OF SC	26-270964		CA STATE FEE FOR REGULATORY COS	90.76
			920260313		NEW TICKET CHARGES	161.40
					Total :	**252.16**
187268	10/27/2026	121010 UNITED RENTALS	268597243		RENTAL - MESSAGE BOARD SOLAR MI	439.44
					Total :	**439.44**
187269	10/27/2026	122050 VERIZON WIRELESS	6153884415		REC CELL PHONE SERVICE	604.19
					Total :	**604.19**
187270	10/27/2026	103841 VILLAGE AUTO SPA	JUL-SEP 2026		CAR WASH	203.00
					Total :	**203.00**
187271	10/27/2026	122435 VISTA PAINT CORPORATION	2026-556413-00		GTRANS FACILITY PAINT	95.41
			2026-563330-00		GTRANS FACILITY PAINT	52.04
					Total :	**147.45**
187272	10/27/2026	108353 WALTERS WHOLESALE ELECTRIC CO	S131394277		BLDG MAINT SUPPLIES	126.83
					Total :	**126.83**
187273	10/27/2026	101903 WATER TECHNIQUES	24027		DRINKING WATER SYSTEM RENTAL	45.00
					Total :	**45.00**
187274	10/27/2026	123146 WEST BASIN WATER ASSOCIATION	261001-7		ANNUAL MEMBERSHIP DUES	500.00
					Total :	**500.00**
187275	10/27/2026	123350 WEST COAST SAND & GRAVEL, INC.	1005382		STREET MAINT SUPPLIES	1,034.78
					Total :	**1,034.78**

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount
187276	10/27/2026	119387 WEX BANK	115712179		FUEL PURCHASES	502.02
					Total :	**502.02**
187277	10/27/2026	114057 WILSON, MARK A.	RA-ROBINSON 10/2026		RPHP RENTAL ASSISTANCE PROGRAM	4,000.00
					Total :	**4,000.00**
187278	10/27/2026	113867 WM CORPORATE SERVICES, INC.	102026		WASTE COLLECTION	330,818.03
					Total :	**330,818.03**
187279	10/27/2026	125001 YAMADA COMPANY, INC.	85728		TREE MAINT SUPPLIES	51.39
			85730		PARK MAINT SUPPLIES	23.67
					Total :	**75.06**
187280	10/27/2026	112235 YUNEX LLC	90011065	024-01195	TRAFFIC POLE INSTALLATION - GARDE	22,995.00
					Total :	**22,995.00**
187281	10/27/2026	114053 ZHANG, JIAN	CIT #477129329		PARKING CITATION REFUND	168.00
					Total :	**168.00**

209 Vouchers for bank code : usb **Bank total :** **1,951,632.05**

209 Vouchers in this report **Total vouchers :** **1,951,632.05**

Bank code : usb

Voucher	Date	Vendor	Invoice	PO #	Description/Account	Amount

CLAIMS VOUCHER APPROVAL

I hereby certify that the demands or claims covered by the checks listed on pages 1 to 23 inclusive of the check register are accurate and funds are available for payment thereof.

By: _____
Director of Administrative Services

This is to certify that the claims or demands covered by checks listed on pages 1 to 23 inclusive of the check register have been audited by the City Council of the City of Gardena and that all of the said checks are approved for payment except check numbers:

_____

_____ 10/27/2026
Mayor Date

_____ _____
Councilmember Date

_____ _____
Councilmember Date

Acknowledged:

_____ _____
Councilmember Date

_____ _____
Councilmember Date

CITY OF GARDENA

INVESTMENT REPORT

September 2026

Prepared by Danny Rodriguez, Revenue and Purchasing Manager
Reviewed by Ray Beeman, Director of Administrative Services

CHANDLER ASSET MANAGEMENT

MONTHLY ACCOUNT STATEMENT

City of Gardena Cons | Account #10647 | As of September 30, 2026

CHANDLER ASSET MANAGEMENT | chandlerasset.com

Chandler Team:

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

Custodian:

Information contained herein is confidential. We urge you to compare this statement to the one you receive from your qualified custodian. Please see Important Disclosures at the end of the statement.

PORTFOLIO SUMMARY

City of Gardena Cons | Account #10647 | As of September 30, 2026

Portfolio Characteristics

Average Modified Duration	1.40
Average Coupon	3.85%
Average Purchase YTM	4.01%
Average Market YTM	4.62%
Average Credit Quality*	AA+
Average Final Maturity	1.66
Average Life	1.55

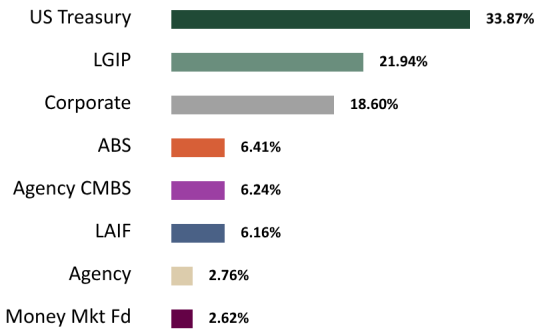
Account Summary

	End Values as of 08/31/2026	End Values as of 09/30/2026
Market Value	99,081,575.44	98,566,219.90
Accrued Interest	574,351.07	588,723.28
Total Market Value	**99,655,926.51**	**99,154,943.18**
Income Earned	314,847.45	307,198.55
Cont/WD	0.00	0.00
Par	93,423,603.98	93,704,543.92
Book Value	99,973,740.66	100,288,439.54
Cost Value	99,720,301.58	100,020,069.72

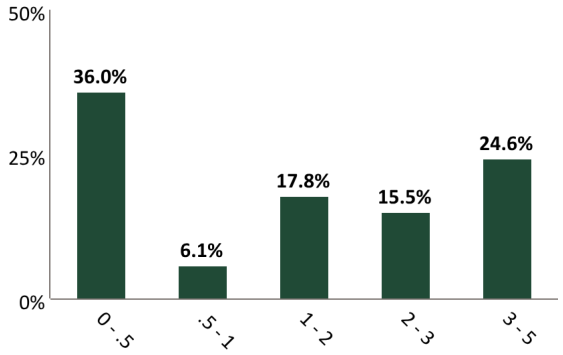
Top Issuers

United States	33.87%
California Asset Mgmt Program	14.44%
CalTrust	7.49%
Federal Home Loan Mortgage Corp	6.24%
LAIF	6.16%
First American Govt Oblig Fund	2.62%
Farm Credit System	1.44%
International Bank for Recon and Dev	1.34%

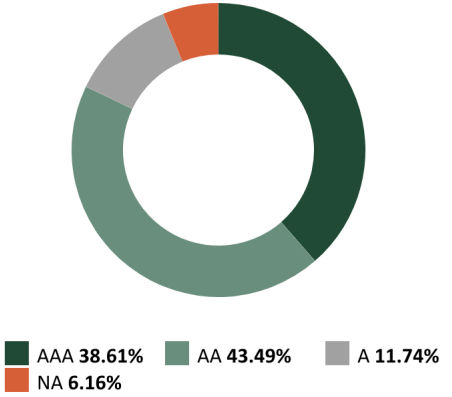
Sector Allocation



Maturity Distribution



Credit Quality*



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

STATEMENT OF COMPLIANCE

City of Gardena Cons | Account #10647 | As of September 30, 2026

Rules Name	Limit	Actual	Compliance Status	Notes
AGENCY MORTGAGE SECURITIES				
Max % (MV; ABS, CMO & MBS)	20.0	12.6	Compliant	
Max % Issuer (MV)	25.0	6.2	Compliant	
Max Maturity (SD; Years)	5.0	4.1	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
ASSET-BACKED SECURITIES (ABS)				
Max % (MV; ABS, CMO & MBS)	20.0	12.6	Compliant	
Max % Issuer (MV)	5.0	0.8	Compliant	
Max Maturity (SD; Years)	5.0	4.5	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 (SD; Days)	180	0.0	Compliant	
Min Rating (A-1 by 1 & A- by 1)	0.0	0.0	Compliant	
CERTIFICATE OF DEPOSIT PLACEMENT SERVICE (CDARS)				
Max % (MV; FDIC TD, Collateralized TD, NCD & CDARS)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (SD; Years)	5.0	0.0	Compliant	
COLLATERALIZED TIME DEPOSITS (NON-NEGOTIABLE CD/TD)				
Max % (MV; FDIC & Collateralized CD/TD)	20.0	0.0	Compliant	
Max % (MV; FDIC TD, Collateralized TD, NCD & CDARS)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (SD; 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 (SD; Days)	397	0.0	Compliant	
Min Rating (A-1 by 1 or A- by 1)	0.0	0.0	Compliant	
CORPORATE MEDIUM TERM NOTES				
Max % (MV)	30.0	18.7	Compliant	
Max % Issuer (MV)	5.0	0.7	Compliant	

The Statement of Compliance reflects Chandler's assessment of compliance with the applicable investment policy for the assets Chandler directly manages. The report may also present assets reported to Chandler by clients, custodians, or other third parties. Chandler includes those assets in the assessment but has no discretionary authority over them, does not independently verify the information provided, and assumes no responsibility for the accuracy or completeness of that information. Questions regarding this report should be directed to the designated investment professional.

STATEMENT OF COMPLIANCE

City of Gardena Cons | Account #10647 | As of September 30, 2026

Rules Name	Limit	Actual	Compliance Status	Notes
Max Maturity (SD; Years)	5	4	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
FDIC INSURED TIME DEPOSITS (NON-NEGOTIABLE CD/ TD)				
Max % (MV; FDIC & Collateralized CD/TD)	20.0	0.0	Compliant	
Max % (MV; FDIC TD, Collateralized TD, NCD & CDARS)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (SD; Years)	5.0	0.0	Compliant	
FEDERAL AGENCIES				
Max % (MV)	100.0	2.8	Compliant	
Max % Issuer (MV)	25.0	1.5	Compliant	
Max Callables (MV)	20.0	0.0	Compliant	
Max Maturity (SD; Years)	5	2	Compliant	
LOCAL AGENCY INVESTMENT FUND (LAIF)				
Max Concentration (MV)	75.0	6.1	Compliant	
LOCAL GOVERNMENT INVESTMENT POOL (LGIP)				
Max % (MV)	100.0	21.8	Compliant	
MONEY MARKET MUTUAL FUNDS				
Max % (MV; Money Market Fund & Mutual Fund)	20.0	2.6	Compliant	
Max % Issuer (MV)	20.0	2.6	Compliant	
Min Rating (AAA by 2)	0.0	0.0	Compliant	
MORTGAGE-BACKED SECURITIES, CMOS (NON-AGENCY)				
Max % (MV; ABS, CMO & MBS)	20.0	12.6	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (SD; Years)	5.0	0.0	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
MUNICIPAL SECURITIES (CA, LOCAL AGENCY)				
Max % (MV; All Municipal Securities)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (SD; Years)	5	0.0	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
MUNICIPAL SECURITIES (CA, OTHER STATES)				
Max % (MV; All Municipal Securities)	30.0	0.0	Compliant	

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STATEMENT OF COMPLIANCE

City of Gardena Cons | Account #10647 | As of September 30, 2026

Rules Name	Limit	Actual	Compliance Status	Notes
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (SD; Years)	5	0.0	Compliant	
Min Rating (A- by 1)	0.0	0.0	Compliant	
MUTUAL FUNDS				
Max % (MV; Money Market Fund & Mutual Fund)	20.0	2.6	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; FDIC TD, Collateralized TD, NCD & CDARS)	30.0	0.0	Compliant	
Max % Issuer (MV)	5.0	0.0	Compliant	
Max Maturity (SD; Years)	5	0.0	Compliant	
Min Rating (A-1 by 1 or A- by 1 if > FDIC Limit)	0.0	0.0	Compliant	
SUPRANATIONAL OBLIGATIONS				
Max % (MV)	30.0	1.3	Compliant	
Max % Issuer (MV)	10.0	1.3	Compliant	
Max Maturity (SD; Years)	5	3	Compliant	
Min Rating (AA- by 1)	0.0	0.0	Compliant	
U.S. TREASURIES				
Max % (MV)	100.0	34.0	Compliant	
Max Maturity (SD; Years)	5	4	Compliant	

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RECONCILIATION SUMMARY

City of Gardena Cons | Account #10647 | As of September 30, 2026

Maturities / Calls

Month to Date	**(340,000.00)**
Fiscal Year to Date	**(1,310,000.00)**

Principal Paydowns

Month to Date	**(828,669.91)**
Fiscal Year to Date	**(1,093,873.45)**

Purchases

Month to Date	**1,449,264.66**
Fiscal Year to Date	**3,969,745.64**

Sales

Month to Date	**0.00**
Fiscal Year to Date	**(658,598.03)**

Interest Received

Month to Date	**280,594.75**
Fiscal Year to Date	**908,497.35**

Purchased / Sold Interest

Month to Date	**0.00**
Fiscal Year to Date	**(1,223.19)**

Accrual Activity Summary

	Month to Date	Fiscal Year to Date (07/01/2026)
Beginning Book Value	99,973,740.66	99,335,612.74
Maturities/Calls	(340,000.00)	(1,310,000.00)
Principal Paydowns	(828,669.91)	(1,093,873.45)
Purchases	1,449,264.66	3,969,745.64
Sales	0.00	(658,598.03)
Change in Cash, Payables, Receivables	21,872.53	7,627.88
Amortization/Accretion	12,231.59	37,902.99
Realized Gain (Loss)	0.01	21.77
Ending Book Value	100,288,439.54	100,288,439.54

Fair Market Activity Summary

	Month to Date	Fiscal Year to Date (07/01/2026)
Beginning Market Value	99,081,575.44	98,784,959.30
Maturities/Calls	(340,000.00)	(1,310,000.00)
Principal Paydowns	(828,669.91)	(1,093,873.45)
Purchases	1,449,264.66	3,969,745.64
Sales	0.00	(658,598.03)
Change in Cash, Payables, Receivables	21,872.53	7,627.88
Amortization/Accretion	12,231.59	37,902.99
Change in Net Unrealized Gain (Loss)	(830,054.42)	(1,171,566.20)
Realized Gain (Loss)	0.01	21.77
Ending Market Value	98,566,219.90	98,566,219.90

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
ABS									
58769GAD5	MBALT 2024-B A3 4.23 02/15/2028	58,754.84	09/17/2024 4.24%	58,744.95 58,750.83	99.94 4.48%	58,717.94 110.46	0.06% (32.89)	NA/AAA AAA	1.38 0.29
362583AD8	GMCAR 2023-2 A3 4.47 02/16/2028	5,438.13	04/04/2023 4.51%	5,437.98 5,438.09	100.02 4.15%	5,439.46 10.13	0.01% 1.37	Aaa/AAA NA	1.38 0.07
47787CAC7	JDOT 2023-C A3 5.48 05/15/2028	74,005.77	09/12/2023 5.55%	74,000.68 74,004.00	100.32 4.50%	74,242.96 180.25	0.08% 238.96	Aaa/NA AAA	1.62 0.31
362962AD4	GMALT 2025-2 A3 4.58 05/22/2028	155,000.00	05/20/2025 4.84%	154,997.43 154,998.59	100.04 4.54%	155,056.89 216.91	0.16% 58.30	NA/AAA AAA	1.64 0.41
379965AD8	GMALT 2025-3 A3 4.17 08/21/2028	155,000.00	08/05/2025 4.18%	154,976.44 154,985.28	99.63 4.75%	154,424.95 197.50	0.16% (560.33)	NA/AAA AAA	1.89 0.68
05594HAD5	BMWLT 2025-2 A3 3.97 09/25/2028	180,000.00	10/08/2025 4.32%	179,999.50 179,999.66	99.33 4.87%	178,786.44 119.10	0.18% (1,213.22)	NA/AAA AAA	1.99 0.78
05594HAD5	BMWLT 2025-2 A3 3.97 09/25/2028	180,000.00	10/08/2025 4.32%	179,999.50 179,999.66	99.33 4.87%	178,786.44 119.10	0.18% (1,213.22)	NA/AAA AAA	1.99 0.78
36273VAD7	GMALT 2026-1 A3 3.88 01/22/2029	195,000.00	02/03/2026 4.11%	194,974.47 194,979.96	98.81 4.94%	192,684.96 231.18	0.20% (2,295.00)	NA/AAA AAA	2.31 1.16
44934QAD3	HART 2024-B A3 4.84 03/15/2029	58,457.95	07/16/2024 5.45%	58,449.13 58,453.28	100.11 4.70%	58,520.73 125.75	0.06% 67.45	NA/AAA AAA	2.45 0.56
36275AAD1	GMALT 2026-2 A3 4.3 03/20/2029	115,000.00	05/05/2026 4.40%	114,987.56 114,989.23	99.08 5.03%	113,944.76 151.10	0.12% (1,044.47)	NA/AAA AAA	2.47 1.33
58770XAD5	MBALT 2025-B A3 3.88 04/16/2029	360,000.00	10/16/2025 4.57%	359,940.92 359,956.90	98.92 4.83%	356,113.80 620.80	0.36% (3,843.10)	NA/AAA AAA	2.54 1.18
448976AD2	HART 2024-C A3 4.41 05/15/2029	116,159.92	10/08/2024 4.46%	116,151.42 116,155.05	99.85 4.69%	115,985.45 227.67	0.12% (169.60)	NA/AAA AAA	2.62 0.62
05594YAD8	BMWLT 2026-1 A3 4.15 05/25/2029	160,000.00	04/14/2026 4.85%	159,982.32 159,984.86	98.78 5.06%	158,041.44 110.67	0.16% (1,943.42)	Aaa/NA AAA	2.65 1.41
05594YAD8	BMWLT 2026-1 A3 4.15 05/25/2029	160,000.00	04/14/2026 4.85%	159,982.32 159,984.86	98.78 5.06%	158,041.44 110.67	0.16% (1,943.42)	Aaa/NA AAA	2.65 1.41
89239TAD4	TAOT 2024-D A3 4.4 06/15/2029	81,361.87	10/10/2024 4.51%	81,357.33 81,359.23	99.83 4.71%	81,225.18 159.11	0.08% (134.05)	Aaa/AAA NA	2.71 0.62
38014AAD3	GMCAR 2024-4 A3 4.4 08/16/2029	68,903.53	10/08/2024 4.32%	68,890.26 68,895.64	99.91 4.62%	68,840.07 126.32	0.07% (55.56)	Aaa/AAA NA	2.88 0.52
096924AD7	BMWOT 2025-A A3 4.56 09/25/2029	191,111.41	02/04/2025 4.56%	191,092.58 191,099.24	99.92 4.71%	190,962.53 145.24	0.19% (136.71)	Aaa/AAA NA	2.99 0.73

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
437921AD1	HAROT 252 A3 4.15 10/15/2029	105,000.00	04/29/2025 4.15%	104,988.27 104,991.97	99.41 4.80%	104,383.65 193.67	0.11% (608.32)	Aaa/NA AAA	3.04 0.96
58770YAD3	MBALT 2026-A A3 3.93 01/15/2030	95,000.00	01/13/2026 3.97%	94,981.16 94,984.44	98.47 4.93%	93,541.94 165.93	0.09% (1,442.50)	Aaa/NA AAA	3.29 1.60
58770YAD3	MBALT 2026-A A3 3.93 01/15/2030	100,000.00	01/13/2026 3.97%	99,980.17 99,983.62	98.47 4.93%	98,465.20 174.67	0.10% (1,518.42)	Aaa/NA AAA	3.29 1.60
92348KDY6	VZMT 2025-3 A1A 4.51 03/20/2030	255,000.00	03/25/2025 4.51%	254,989.04 254,992.36	99.96 4.67%	254,906.67 351.40	0.26% (85.69)	Aaa/NA AAA	3.47 0.45
34532BAG6	FORDO 2025-B A3 3.91 04/15/2030	170,000.00	09/23/2025 4.27%	169,981.66 169,985.74	98.63 5.02%	167,667.94 295.42	0.17% (2,317.80)	Aaa/NA AAA	3.54 1.28
89231GAD0	TAOT 2025-D A3 3.84 06/17/2030	220,000.00	10/15/2025 4.27%	219,974.70 219,979.81	98.44 5.03%	216,566.90 375.47	0.22% (3,412.91)	NA/AAA AAA	3.71 1.35
17305EHA6	CCCIT 2025-A1 A1 4.3 06/21/2030	265,000.00	06/18/2025 4.31%	264,928.11 264,946.35	98.82 5.02%	261,878.83 3,165.28	0.27% (3,067.52)	Aaa/AAA NA	3.72 1.62
17305EHA6	CCCIT 2025-A1 A1 4.3 06/21/2030	190,000.00	10/09/2025 3.90%	191,900.00 191,213.30	98.82 5.02%	187,762.18 2,269.44	0.19% (3,451.12)	Aaa/AAA NA	3.72 1.62
47787DAD3	JDOT 2026 A3 3.87 08/15/2030	120,000.00	03/10/2026 4.49%	119,978.74 119,981.34	97.63 5.25%	117,151.56 206.40	0.12% (2,829.78)	Aaa/NA AAA	3.87 1.77
89240KAD0	TAOT 2026-A A3 3.86 09/15/2030	145,000.00	01/13/2026 4.13%	144,987.65 144,989.49	98.33 4.95%	142,574.88 248.76	0.14% (2,414.62)	Aaa/AAA NA	3.96 1.58
43815CAD0	HAROT 2026-1 A3 3.78 09/23/2030	175,000.00	02/10/2026 3.03%	174,972.12 174,975.86	98.08 5.04%	171,647.53 183.75	0.17% (3,328.33)	Aaa/NA AAA	3.98 1.57
58769MAD2	MBART 261 A3 4.36 10/15/2030	255,000.00	05/12/2026 4.41%	254,944.46 254,949.09	98.78 5.15%	251,900.99 494.13	0.26% (3,048.10)	NA/AAA AAA	4.04 1.63
58769MAD2	MBART 261 A3 4.36 10/15/2030	260,000.00	05/12/2026 4.41%	259,943.37 259,948.09	98.78 5.15%	256,840.22 503.82	0.26% (3,107.87)	NA/AAA AAA	4.04 1.63
43814YAD3	HAROT 2026-2 A3 4.3 11/15/2030	265,000.00	05/05/2026 4.34%	264,992.34 264,993.00	98.48 5.20%	260,970.15 506.44	0.26% (4,022.85)	Aaa/AAA NA	4.13 1.77
44935KAD5	HART 2026-B A3 4.51 02/18/2031	200,000.00	06/09/2026 4.86%	199,975.86 199,977.36	98.77 5.16%	197,536.80 400.89	0.20% (2,440.56)	NA/AAA AAA	4.39 2.04
448981AD2	HART 2026-A A3 3.79 02/18/2031	230,000.00	02/10/2026 4.30%	229,984.48 229,986.39	97.78 5.06%	224,886.87 387.42	0.23% (5,099.52)	NA/AAA AAA	4.39 1.80
44935KAD5	HART 2026-B A3 4.51 02/18/2031	200,000.00	06/09/2026 4.86%	199,975.86 199,977.36	98.77 5.16%	197,536.80 400.89	0.20% (2,440.56)	NA/AAA AAA	4.39 2.04
89231DAD7	TAOT 2026-C A3 4.51 03/17/2031	175,000.00	07/14/2026 4.80%	174,974.56 174,975.64	98.67 5.20%	172,677.75 350.78	0.18% (2,297.89)	NA/AAA AAA	4.46 2.07

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
92970QAK1	WFCIT 2026-1 A 4.08 04/16/2029	125,000.00	04/21/2026 4.12%	124,982.48 124,984.99	97.44 5.21%	121,802.50 226.67	0.12% (3,182.49)	Aaa/NA AAA	2.54 2.35
92970QAK1	WFCIT 2026-1 A 4.08 04/16/2029	255,000.00	04/21/2026 4.12%	254,964.25 254,969.38	97.44 5.21%	248,477.10 462.40	0.25% (6,492.28)	Aaa/NA AAA	2.54 2.35
161571JA3	CHAIT 2026-1 A 4.4 05/15/2029	275,000.00	05/21/2026 4.45%	274,934.94 274,942.51	98.20 5.19%	270,037.90 537.78	0.27% (4,904.61)	NA/AAA AAA	2.62 2.41
Total ABS		**6,394,193.41**	**4.39%**	**6,395,299.01 6,394,762.41**	**98.83 4.98%**	**6,319,029.77 14,863.36**	**6.41% (75,732.64)**		**3.20 1.41**
AGENCY									
3130B3A29	FEDERAL HOME LOAN BANKS 4.0 10/09/2026	600,000.00	10/21/2024 4.00%	599,994.00 599,999.93	99.99 4.17%	599,967.00 11,466.67	0.61% (32.93)	Aa1/AA+ AA+	0.02 0.02
3133ERFJ5	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 05/20/2027	330,000.00	05/23/2024 4.79%	327,333.60 329,435.44	100.07 4.39%	330,218.13 5,403.75	0.34% 782.69	Aa1/AA+ AA+	0.64 0.61
3130ATS57	FEDERAL HOME LOAN BANKS 4.5 03/10/2028	700,000.00	03/21/2023 3.99%	715,799.00 704,578.66	99.55 4.82%	696,873.10 1,837.50	0.71% (7,705.56)	Aa1/AA+ AA+	1.44 1.38
3133ERGL9	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 06/07/2028	450,000.00	06/25/2024 4.44%	450,984.50 450,419.88	99.59 4.75%	448,146.00 6,412.50	0.45% (2,273.88)	Aa1/AA+ AA+	1.69 1.58
3133EPN50	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.25 12/15/2028	650,000.00	12/28/2023 3.89%	660,575.50 654,701.52	98.59 4.93%	640,847.35 8,134.03	0.65% (13,854.17)	Aa1/AA+ AA+	2.21 2.05
Total Agency		**2,730,000.00**	**4.14%**	**2,754,686.60 2,739,135.43**	**99.49 4.64%**	**2,716,051.58 33,254.44**	**2.76% (23,083.85)**		**1.25 1.18**
AGENCY CMBS									
3137BVZ82	FHMS K-063 A2 3.43 01/25/2027	248,140.60	02/06/2024 4.48%	240,948.40 247,514.60	99.57 4.40%	247,073.10 709.27	0.25% (441.50)	Aa1/AA+ AAA	0.32 0.21
3137FTFK8	FHMS K-738 A2 1.545 01/25/2027	257,384.16	09/22/2025 3.84%	250,406.64 255,997.70	99.17 4.27%	255,247.36 331.38	0.26% (750.34)	Aa1/AA+ AAA	0.32 0.27
3137F2LJ3	FHMS K-066 A2 3.117 06/25/2027	170,109.03	09/19/2025 3.85%	167,909.57 169,239.97	98.98 4.57%	168,372.89 441.86	0.17% (867.08)	Aa1/AA+ AAA	0.73 0.57
3137FEBQ2	FHMS K-072 A2 3.444 12/25/2027	464,895.77	08/22/2023 4.98%	437,401.54 457,382.91	98.28 4.84%	456,918.62 1,334.25	0.46% (464.29)	Aa1/AA+ AAA	1.24 1.09
3137FEBQ2	FHMS K-072 A2 3.444 12/25/2027	325,427.04	08/14/2025 4.01%	320,914.27 323,121.96	98.28 4.84%	319,843.03 933.98	0.32% (3,278.92)	Aa1/AA+ AAA	1.24 1.09
3137FETN0	FHMS K-073 A2 3.35 01/25/2028	464,101.60	05/24/2023 4.34%	446,045.14 459,181.02	98.04 4.88%	455,024.23 1,295.62	0.46% (4,156.79)	Aa1/AA+ AAA	1.32 1.16

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
3137FHPJ6	FHMS K-080 A2 3.926 07/25/2028	325,000.00	01/23/2024 4.45%	317,814.45 322,162.20	97.86 5.08%	318,038.18 1,063.29	0.32% (4,124.02)	Aaa/AA+ AA+	1.82 1.69
3137FJEH8	FHMS K-081 A2 3.9 08/25/2028	155,000.00	09/15/2023 4.86%	148,436.72 152,525.38	97.74 5.08%	151,494.68 503.75	0.15% (1,030.71)	Aa1/AA+ AAA	1.90 1.76
3137H4BY5	FHMS K-746 A2 2.031 09/25/2028	315,000.00	10/03/2023 5.30%	270,973.83 297,777.71	94.27 5.13%	296,956.80 533.14	0.30% (820.91)	Aa1/AA+ AAA	1.99 1.85
3137FJXV6	FHMS K-083 A2 4.05 09/25/2028	297,000.00	12/07/2023 4.60%	289,783.83 294,067.52	97.74 5.17%	290,294.33 1,002.38	0.29% (3,773.18)	Aa1/AA+ AAA	1.99 1.84
3137FJKE8	FHMS K-082 A2 3.92 09/25/2028	220,000.00	09/20/2024 3.81%	220,575.78 220,280.88	97.72 5.09%	214,979.60 718.67	0.22% (5,301.28)	Aa1/AA+ AAA	1.99 1.79
3137FJKE8	FHMS K-082 A2 3.92 09/25/2028	460,000.00	07/25/2025 4.14%	456,334.38 457,724.00	97.72 5.09%	449,502.80 1,502.67	0.46% (8,221.20)	Aa1/AA+ AAA	1.99 1.79
3137FJZ93	FHMS K-084 A2 3.78 10/25/2028	240,000.00	10/20/2023 5.40%	223,818.75 233,439.55	97.16 5.20%	233,192.40 756.00	0.24% (247.15)	Aaa/AA+ AA+	2.07 1.89
3137FK4M5	FHMS K-085 A2 4.06 10/25/2028	350,000.00	07/23/2025 4.11%	348,865.23 349,285.52	97.80 5.12%	342,302.80 1,184.17	0.35% (6,982.72)	Aaa/AA+ AA+	2.07 1.90
3137FKUP9	FHMS K-087 A2 3.771 12/25/2028	336,441.75	07/23/2025 4.11%	332,485.94 333,877.92	97.04 5.18%	326,498.22 1,057.27	0.33% (7,379.70)	Aa1/AAA AA+	2.24 1.99
3137FLN91	FHMS K-091 A2 3.505 03/25/2029	350,000.00	07/23/2025 4.13%	342,384.77 344,880.62	96.09 5.22%	336,319.55 1,022.29	0.34% (8,561.07)	Aa1/AAA AA+	2.48 2.22
3137FMTY8	FHMS K-094 A2 2.903 06/25/2029	700,000.00	12/05/2025 3.87%	677,496.09 682,727.50	94.11 5.27%	658,769.30 1,693.42	0.67% (23,958.20)	Aa1/AA+ AAA	2.73 2.49
3137FRUT6	FHMS K-106 A2 2.069 01/25/2030	350,000.00	07/14/2025 4.28%	318,609.38 327,107.39	90.30 5.31%	316,051.40 603.46	0.32% (11,055.99)	Aa1/AA+ AAA	3.32 3.09
3137HB2L7	FHMS K-753 A2 4.4 10/25/2030	325,000.00	07/16/2026 4.53%	323,032.23 323,124.65	96.50 5.36%	313,612.33 1,191.67	0.32% (9,512.32)	Aa1/AA+ AAA	4.07 3.53
Total Agency CMBS		**6,353,499.94**	**4.35%**	**6,134,236.94** **6,251,418.98**	**96.85** **5.03%**	**6,150,491.61** **17,878.51**	**6.24%** **(100,927.37)**		**1.96** **1.77**
CASH									
CCYUSD	Receivable	3,567.30	--	3,567.30 3,567.30	1.00	3,567.30 0.00	0.00% 0.00	Aaa/AAA AAA	0.00 0.00
CCYUSD	Receivable	61,215.73	--	61,215.73 61,215.73	1.00	61,215.73 0.00	0.06% 0.00	Aaa/AAA AAA	0.00 0.00
CCYUSD	Receivable	1,158.18	--	1,158.18 1,158.18	1.00	1,158.18 0.00	0.00% 0.00	Aaa/AAA AAA	0.00 0.00

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
				65,941.21	**1.00**	**65,941.21**	**0.07%**		**0.00**
Total Cash		**65,941.21**		**65,941.21**		**0.00**	**0.00**		**0.00**
CORPORATE									
63743HFK3	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 5.6 11/13/2026	390,000.00	11/14/2023 5.25%	393,666.00 390,041.42	100.05 4.07%	390,187.59 8,372.00	0.40% 146.17	A2/A- A	0.12 0.03
94988J6F9	WELLS FARGO BANK NA 5.254 12/11/2026	250,000.00	10/22/2025 3.76%	253,795.00 250,396.34	100.09 4.69%	250,236.00 4,013.47	0.25% (160.34)	Aa2/A+ AA-	0.20 0.11
17275RBQ4	CISCO SYSTEMS INC 4.8 02/26/2027	170,000.00	02/21/2024 4.85%	169,779.00 169,970.16	100.06 4.63%	170,098.43 793.33	0.17% 128.27	A1/AA- NA	0.41 0.31
857477CL5	STATE STREET CORP 4.993 03/18/2027	365,000.00	03/13/2024 4.99%	365,000.00 365,000.00	100.18 4.60%	365,644.96 658.11	0.37% 644.96	Aa3/A AA-	0.46 0.37
665859AW4	NORTHERN TRUST CORP 4.0 05/10/2027	450,000.00	10/05/2022 4.70%	436,909.50 448,273.87	99.65 4.58%	448,434.45 7,050.00	0.45% 160.58	A2/A+ A+	0.61 0.59
14913UAL4	CATERPILLAR FINANCIAL SERVICES CORP 5.0 05/14/2027	405,000.00	05/21/2024 4.93%	405,743.58 405,154.06	100.19 4.68%	405,759.78 7,706.25	0.41% 605.72	A1/A A+	0.62 0.59
571748BY7	MARSH & MCLENNAN COMPANIES INC 4.55 11/08/2027	250,000.00	09/12/2025 3.92%	253,065.00 251,514.18	99.52 5.00%	248,803.50 4,518.40	0.25% (2,710.68)	A3/A- A-	1.11 1.04
24422EXZ7	JOHN DEERE CAPITAL CORP 4.65 01/07/2028	280,000.00	01/06/2025 4.66%	279,916.00 279,964.42	99.66 4.93%	279,045.76 3,038.00	0.28% (918.66)	A1/A A+	1.27 1.20
808513AU9	THE CHARLES SCHWAB CORPORATION 3.2 01/25/2028	250,000.00	09/18/2025 3.94%	245,890.00 247,695.91	97.52 5.17%	243,802.25 1,466.67	0.25% (3,893.66)	A2/A- A	1.32 1.26
06406RAF4	BANK OF NEW YORK MELLON CORP 3.4 01/29/2028	250,000.00	09/18/2025 3.82%	247,665.00 248,686.22	98.06 4.92%	245,160.25 1,463.89	0.25% (3,525.97)	Aa3/A AA-	1.33 1.27
57636QAW4	MASTERCARD INC 4.875 03/09/2028	290,000.00	04/19/2023 4.17%	298,833.40 292,496.51	99.85 4.98%	289,573.70 863.96	0.29% (2,922.81)	Aa3/A+ NA	1.44 1.37
64110LAS5	NETFLIX, INC. 4.875 04/15/2028	240,000.00	09/22/2025 3.88%	245,791.20 243,480.91	99.70 5.08%	239,275.44 5,395.00	0.24% (4,205.47)	A2/A NA	1.54 1.43
91159HHS2	U.S. BANCORP 3.9 04/26/2028	250,000.00	09/12/2025 3.88%	250,102.50 250,060.10	98.18 5.12%	245,447.00 4,197.92	0.25% (4,613.10)	A3/A A	1.57 1.47
46647PDA1	JPMORGAN CHASE & CO 4.323 04/26/2028	250,000.00	09/22/2025 4.10%	250,835.00 250,298.01	99.61 5.31%	249,031.50 4,653.23	0.25% (1,266.51)	A1/A AA-	1.57 0.55
74456QBU9	PUBLIC SERVICE ELECTRIC AND GAS CO 3.7 05/01/2028	300,000.00	09/06/2023 5.10%	282,801.00 294,142.00	97.88 5.11%	293,634.90 4,625.00	0.30% (507.10)	A1/A NA	1.59 1.49

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
58933YBH7	MERCK & CO INC 4.05 05/17/2028	90,000.00	05/08/2023 4.07%	89,927.10 89,976.30	98.54 4.99%	88,683.48 1,356.75	0.09% (1,292.82)	Aa3/A+ NA	1.63 1.53
009158BN5	AIR PRODUCTS AND CHEMICALS, INC. 4.3 06/11/2028	240,000.00	07/17/2025 4.29%	240,043.20 240,024.71	98.85 5.01%	237,230.16 3,153.33	0.24% (2,794.55)	A3/A NA	1.70 1.59
87612EBU9	TARGET CORP 4.35 06/15/2028	250,000.00	09/18/2025 3.88%	252,955.00 251,805.33	98.87 5.05%	247,170.75 3,202.08	0.25% (4,634.58)	A2/A NA	1.71 1.60
29379VCJ0	ENTERPRISE PRODUCTS OPERATING LLC 4.3 06/20/2028	250,000.00	09/12/2025 3.94%	252,262.50 251,381.10	98.61 5.15%	246,524.50 3,015.97	0.25% (4,856.60)	A3/A- A-	1.72 1.62
61776NVE0	MORGAN STANLEY PRIVATE BANK NA 4.466 07/06/2028	250,000.00	08/05/2025 4.30%	250,737.50 250,293.31	99.55 4.85%	248,875.50 2,636.18	0.25% (1,417.81)	Aa3/A+ AA	1.77 0.73
61776NVE0	MORGAN STANLEY PRIVATE BANK NA 4.466 07/06/2028	250,000.00	08/05/2025 4.30%	250,737.50 250,293.31	99.55 4.85%	248,875.50 2,636.18	0.25% (1,417.81)	Aa3/A+ AA	1.77 0.73
14913UBB5	CATERPILLAR FINANCIAL SERVICES CORP 4.1 08/15/2028	250,000.00	08/12/2025 4.05%	250,322.50 250,201.27	98.24 5.09%	245,611.75 1,309.72	0.25% (4,589.52)	A1/A A+	1.88 1.77
63743HFJ6	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 5.05 09/15/2028	240,000.00	07/14/2025 4.40%	244,425.60 242,685.99	99.49 5.33%	238,764.48 538.67	0.24% (3,921.51)	A2/A- A	1.96 1.83
532457DB1	ELI LILLY AND COMPANY 4.0 10/15/2028	250,000.00	09/12/2025 3.89%	250,767.50 250,500.70	98.13 4.98%	245,320.75 4,611.11	0.25% (5,179.95)	Aa3/AA- NA	2.04 1.89
532457DB1	ELI LILLY AND COMPANY 4.0 10/15/2028	250,000.00	09/12/2025 3.89%	250,767.50 250,500.70	98.13 4.98%	245,320.75 4,611.11	0.25% (5,179.95)	Aa3/AA- NA	2.04 1.89
00287YBF5	ABBVIE INC. 4.25 11/14/2028	250,000.00	09/18/2025 3.89%	252,420.00 251,559.30	98.14 5.19%	245,339.75 4,043.40	0.25% (6,219.55)	A2/A- NA	2.12 1.97
91324PEU2	UNITEDHEALTH GROUP INC 4.25 01/15/2029	350,000.00	02/13/2025 4.77%	343,563.50 346,235.25	97.69 5.33%	341,913.25 3,140.28	0.35% (4,322.00)	A2/A+ A	2.29 2.13
69371RS80	PACCAR FINANCIAL CORP 4.6 01/31/2029	410,000.00	01/24/2024 4.64%	409,331.70 409,687.98	98.69 5.20%	404,634.33 3,195.72	0.41% (5,053.65)	A1/A+ NA	2.34 2.16
009158BH8	AIR PRODUCTS AND CHEMICALS INC 4.6 02/08/2029	250,000.00	09/18/2025 3.95%	254,982.50 253,426.24	98.49 5.29%	246,219.00 1,693.06	0.25% (7,207.24)	A3/A NA	2.36 2.18
002824BR0	ABBOTT LABORATORIES 3.7 03/09/2029	275,000.00	03/17/2026 4.05%	272,362.75 272,840.71	96.51 5.24%	265,393.15 621.81	0.27% (7,447.56)	Aa3/A+ NA	2.44 2.29
693475AW5	THE PNC FINANCIAL SERVICES GROUP, INC. 3.45 04/23/2029	250,000.00	07/16/2025 4.34%	242,315.00 244,778.00	95.47 5.36%	238,678.50 3,785.42	0.24% (6,099.50)	A3/A- A	2.56 2.37
693475AW5	THE PNC FINANCIAL SERVICES GROUP, INC. 3.45 04/23/2029	250,000.00	07/16/2025 4.34%	242,315.00 244,778.00	95.47 5.36%	238,678.50 3,785.42	0.24% (6,099.50)	A3/A- A	2.56 2.37

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74456QBY1	PUBLIC SERVICE ELECTRIC AND GAS CO 3.2 05/15/2029	250,000.00	07/14/2025 4.40%	239,555.00 242,860.10	94.81 5.35%	237,025.75 3,022.22	0.24% (5,834.35)	A1/A NA	2.62 2.44
89236TMF9	TOYOTA MOTOR CREDIT CORP 5.05 05/16/2029	400,000.00	06/25/2024 4.88%	402,872.00 401,541.39	99.30 5.34%	397,210.40 7,575.00	0.40% (4,330.99)	A1/A+ A+	2.62 2.38
532457DK1	ELI LILLY AND CO 4.15 05/20/2029	95,000.00	05/06/2026 4.17%	94,943.95 94,950.80	97.58 5.14%	92,705.37 1,434.63	0.09% (2,245.43)	Aa3/AA- NA	2.64 2.42
90331HPV9	US BANK NA 4.535 05/20/2029	265,000.00	05/14/2026 4.42%	265,129.85 265,113.53	98.79 5.47%	261,788.73 4,373.13	0.27% (3,324.80)	A2/A+ A+	2.64 1.53
341081GT8	FLORIDA POWER & LIGHT CO 5.15 06/15/2029	330,000.00	09/19/2024 4.03%	345,331.80 338,520.73	99.76 5.24%	329,210.31 5,004.08	0.33% (9,310.42)	Aa2/A+ AA-	2.71 2.46
67066GAQ7	NVIDIA CORP 4.35 06/15/2029	225,000.00	06/15/2026 4.37%	224,894.25 224,904.41	97.60 5.31%	219,593.70 2,800.31	0.22% (5,310.71)	Aa1/AA NA	2.71 2.48
437076DC3	HOME DEPOT INC 4.75 06/25/2029	295,000.00	-- 4.74%	295,110.25 295,059.70	98.78 5.23%	291,399.82 3,736.67	0.30% (3,659.88)	A2/A A	2.73 2.50
713448FX1	PEPSICO, INC. 4.5 07/17/2029	295,000.00	07/15/2024 4.53%	294,542.75 294,744.58	98.14 5.22%	289,501.20 2,728.75	0.29% (5,243.38)	A1/A+ NA	2.79 2.57
025816EJ4	AMERICAN EXPRESS COMPANY 4.351 07/20/2029	285,000.00	07/21/2025 4.35%	285,000.00 285,000.00	98.41 5.09%	280,471.07 2,445.62	0.28% (4,528.94)	A2/A- A	2.80 1.69
025816EJ4	AMERICAN EXPRESS COMPANY 4.351 07/20/2029	290,000.00	07/21/2025 4.35%	290,000.00 290,000.00	98.41 5.09%	285,391.61 2,488.53	0.29% (4,608.39)	A2/A- A	2.80 1.69
171239AL0	CHUBB INA HOLDINGS LLC 4.65 08/15/2029	250,000.00	08/14/2025 4.14%	254,592.50 253,269.35	98.12 5.36%	245,296.25 1,485.42	0.25% (7,973.10)	A2/A A	2.87 2.63
26444HAH4	DUKE ENERGY FLORIDA LLC 2.5 12/01/2029	450,000.00	12/16/2024 4.72%	406,363.50 422,106.39	91.60 5.42%	412,186.05 3,750.00	0.42% (9,920.34)	A1/A NA	3.17 2.95
023135CQ7	AMAZON.COM INC 4.65 12/01/2029	250,000.00	09/18/2025 3.88%	257,150.00 255,320.03	98.10 5.31%	245,247.50 3,875.00	0.25% (10,072.53)	A1/AA AA-	3.17 2.86
06406RCG0	BANK OF NEW YORK MELLON CORP 4.026 01/22/2030	245,000.00	01/14/2026 4.05%	245,060.00 245,046.20	96.99 5.83%	237,616.19 1,890.54	0.24% (7,430.01)	Aa3/A AA-	3.31 2.15
95000U4D2	WELLS FARGO & CO 4.182 01/23/2030	250,000.00	01/16/2026 4.21%	249,812.50 249,844.71	96.89 5.35%	242,235.50 1,974.83	0.25% (7,609.21)	A1/A- A+	3.31 2.15
17275RBX9	CISCO SYSTEMS INC 4.75 02/24/2030	250,000.00	08/21/2025 4.24%	255,120.00 253,836.83	98.25 5.32%	245,620.25 1,220.49	0.25% (8,216.58)	A1/AA- NA	3.40 3.08
12572QAL9	CME GROUP INC. 4.4 03/15/2030	250,000.00	07/16/2025 4.39%	250,047.50 250,034.99	97.07 5.34%	242,673.50 488.89	0.25% (7,361.49)	Aa3/AA- AA-	3.45 3.15
743315AW3	THE PROGRESSIVE CORPORATION 3.2 03/26/2030	300,000.00	02/24/2026 4.00%	291,039.00 292,350.07	92.64 5.55%	277,913.40 133.33	0.28% (14,436.67)	A2/A A	3.48 3.23

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743315AW3	THE PROGRESSIVE CORPORATION 3.2 03/26/2030	250,000.00	09/12/2025 4.03%	241,522.50 243,476.48	92.64 5.55%	231,594.50 111.11	0.23% (11,881.98)	A2/A A	3.48 3.23
06051GMY2	BANK OF AMERICA CORPORATION 4.477 04/23/2030	250,000.00	05/26/2026 4.63%	248,585.00 248,710.93	97.30 5.40%	243,250.75 4,912.26	0.25% (5,460.18)	A1/A- AA-	3.56 2.33
857477DB6	STATE STREET CORPORATION 4.834 04/24/2030	240,000.00	07/14/2025 4.54%	242,992.80 242,218.83	97.98 5.47%	235,142.88 5,059.59	0.24% (7,075.95)	Aa3/A AA-	3.56 3.16
931142FN8	WALMART INC. 4.35 04/28/2030	310,000.00	04/23/2025 4.39%	309,463.70 309,616.72	97.29 5.19%	301,613.26 5,731.13	0.31% (8,003.46)	Aa2/AA AA	3.57 3.20
09247XAQ4	BLACKROCK FINANCE INC 2.4 04/30/2030	275,000.00	09/18/2025 4.04%	256,214.75 260,420.24	90.12 5.48%	247,818.73 2,768.33	0.25% (12,601.51)	Aa3/AA- NA	3.58 3.32
665859AV6	NORTHERN TRUST CORP 1.95 05/01/2030	275,000.00	12/22/2025 4.11%	251,545.25 255,705.15	88.62 5.49%	243,692.90 2,234.38	0.25% (12,012.25)	A2/A+ A+	3.58 3.35
69371RT71	PACCAR FINANCIAL CORP 4.55 05/08/2030	250,000.00	09/18/2025 4.03%	255,457.50 254,241.50	97.58 5.29%	243,961.00 4,518.40	0.25% (10,280.50)	A1/A+ NA	3.60 3.21
89236TNJ0	TOYOTA MOTOR CREDIT CORP 4.8 05/15/2030	240,000.00	07/15/2025 4.58%	242,239.20 241,678.13	97.68 5.51%	234,441.84 4,352.00	0.24% (7,236.29)	A1/A+ A+	3.62 3.22
747525BU6	QUALCOMM INC 4.5 05/20/2030	250,000.00	09/18/2025 4.03%	254,890.00 253,788.73	97.45 5.28%	243,636.75 4,093.75	0.25% (10,151.98)	A2/A NA	3.64 3.25
808513CQ6	THE CHARLES SCHWAB CORPORATION 4.744 05/21/2030	265,000.00	05/19/2026 4.76%	264,896.65 264,906.06	98.02 5.33%	259,765.19 4,539.74	0.26% (5,140.87)	A2/A- A	3.64 2.40
24422EYE3	JOHN DEERE CAPITAL CORP 4.55 06/05/2030	250,000.00	08/25/2025 4.25%	253,152.50 252,427.64	97.00 5.46%	242,498.50 3,665.28	0.25% (9,929.14)	A1/A A+	3.68 3.28
26444HAJ0	DUKE ENERGY FLORIDA LLC 1.75 06/15/2030	275,000.00	07/14/2025 4.56%	241,290.50 249,605.26	87.55 5.51%	240,752.05 1,417.01	0.24% (8,853.21)	A1/A NA	3.71 3.48
74464AAC5	PUBLIC STORAGE OPERATING CO 4.375 07/01/2030	215,000.00	07/17/2025 4.58%	213,052.10 213,525.88	96.30 5.48%	207,051.67 2,351.56	0.21% (6,474.22)	A2/A NA	3.75 3.36
713448GH5	PEPSICO, INC. 4.3 07/23/2030	250,000.00	08/12/2025 4.28%	250,205.00 250,157.19	96.95 5.19%	242,369.25 2,030.56	0.25% (7,787.94)	A1/A+ NA	3.81 3.43
437076DJ8	THE HOME DEPOT, INC. 3.95 09/15/2030	250,000.00	09/09/2025 4.02%	249,225.00 249,386.71	95.04 5.36%	237,596.25 438.89	0.24% (11,790.46)	A2/A A	3.96 3.59
58933YBQ7	MERCK & CO INC 4.15 09/15/2030	250,000.00	09/12/2025 4.03%	251,332.50 251,049.67	95.54 5.42%	238,859.25 461.11	0.24% (12,190.42)	Aa3/A+ NA	3.96 3.58
92826CAZ5	VISA INC. 4.1 02/12/2031	235,000.00	02/03/2026 4.13%	234,685.10 234,724.94	95.59 5.24%	224,629.92 1,311.43	0.23% (10,095.02)	Aa3/AA- NA	4.37 3.91

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
532457DL9	ELI LILLY AND CO 4.375 05/20/2031	125,000.00	05/06/2026 4.40%	124,866.25 124,876.07	95.63 5.45%	119,540.00 1,990.02	0.12% (5,336.07)	Aa3/AA- NA	4.64 4.06
57636QBL7	MASTERCARD INCORPORATED 4.6 06/08/2031	305,000.00	06/04/2026 4.62%	304,756.00 304,771.37	96.21 5.53%	293,436.23 4,403.86	0.30% (11,335.14)	Aa3/A+ NA	4.69 4.08
67066GAR5	NVIDIA CORP 4.5 06/15/2031	185,000.00	06/15/2026 4.54%	184,648.50 184,668.75	95.63 5.57%	176,908.10 2,381.88	0.18% (7,760.65)	Aa1/AA NA	4.71 4.11
023135EC6	AMAZON.COM INC 4.8 07/09/2031	160,000.00	07/07/2026 4.83%	159,796.80 159,806.15	96.74 5.59%	154,783.20 1,749.33	0.16% (5,022.95)	A1/AA AA-	4.77 4.15
Total Corporate		**18,825,000.00**	**4.35%**	**18,711,410.98** **18,742,408.47**	**97.46** **5.19%**	**18,333,798.41** **217,100.50**	**18.60%** **(408,610.06)**		**2.52** **2.17**
LAIF									
90LAIF$00	Local Agency Investment Fund State Pool	6,069,489.88	-- 3.94%	6,069,489.88 6,069,489.88	1.00 3.94%	6,069,489.88 0.00	6.16% 0.00	NA/NA NA	0.00 0.00
Total LAIF		**6,069,489.88**	**3.94%**	**6,069,489.88** **6,069,489.88**	**1.00** **3.94%**	**6,069,489.88** **0.00**	**6.16%** **0.00**		**0.00** **0.00**
LOCAL GOV INVESTMENT POOL									
09CATR$05	CalTrust MTF	765,515.36	-- 3.97%	7,672,678.10 7,672,678.10	9.65 3.97%	7,387,223.22 0.00	7.49% (285,454.88)	NA/AAAm NA	0.00 0.00
90CAMP$00	CAMP	14,233,532.69	-- 3.87%	14,233,532.69 14,233,532.69	1.00 3.87%	14,233,532.69 0.00	14.44% 0.00	NA/AAAm NA	0.00 0.00
Total Local Gov Investment Pool		**14,999,048.05**	**3.90%**	**21,906,210.79** **21,906,210.79**	**3.96** **3.90%**	**21,620,755.91** **0.00**	**21.94%** **(285,454.88)**		**0.00** **0.00**
MONEY MARKET FUND									
31846V203	FIRST AMER:GVT OBLG Y	2,049,698.57	-- 3.46%	2,049,698.57 2,049,698.57	1.00 3.46%	2,049,698.57 0.00	2.08% 0.00	Aaa/ AAAm AAA	0.00 0.00
31846V203	FIRST AMER:GVT OBLG Y	532,672.86	-- 3.46%	532,672.86 532,672.86	1.00 3.46%	532,672.86 0.00	0.54% 0.00	Aaa/ AAAm AAA	0.00 0.00

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
Total Money Market Fund		**2,582,371.43**	**3.46%**	**2,582,371.43** **2,582,371.43**	**1.00** **3.46%**	**2,582,371.43** **0.00**	**2.62%** **0.00**		**0.00** **0.00**
SUPRANATIONAL									
459058KT9	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.5 07/12/2028	250,000.00	11/28/2023 4.53%	239,372.50 245,902.80	97.65 4.89%	244,114.00 1,920.14	0.25% (1,788.80)	Aaa/AAA NA	1.78 1.69
459058KW2	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.625 08/01/2028	250,000.00	-- 4.97%	246,407.00 248,623.42	99.52 4.90%	248,794.25 1,927.08	0.25% 170.83	Aaa/AAA NA	1.84 1.72
459058LN1	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.875 10/16/2029	300,000.00	10/08/2024 3.93%	299,217.00 299,523.60	96.80 5.02%	290,385.30 5,328.00	0.29% (9,138.30)	Aaa/AAA NA	3.04 2.77
459058KQ5	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.875 02/14/2030	350,000.00	10/09/2025 3.75%	351,711.50 351,327.81	96.43 5.04%	337,498.35 1,770.66	0.34% (13,829.46)	Aaa/AAA NA	3.38 3.09
459058LR2	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.125 03/20/2030	205,000.00	03/14/2025 4.20%	204,268.15 204,492.59	97.11 5.04%	199,079.60 258.39	0.20% (5,412.99)	Aaa/AAA NA	3.47 3.18
Total Supranational		**1,355,000.00**	**4.23%**	**1,340,976.15** **1,349,870.22**	**97.42** **4.98%**	**1,319,871.50** **11,204.27**	**1.34%** **(29,998.72)**		**2.73** **2.52**
US TREASURY									
91282CJC6	UNITED STATES TREASURY 4.625 10/15/2026	475,000.00	08/26/2024 3.84%	482,514.65 475,135.05	100.01 4.22%	475,057.00 10,144.04	0.48% (78.05)	Aa1/AA+ AA+	0.04 0.04
912828U24	UNITED STATES TREASURY 2.0 11/15/2026	625,000.00	03/29/2022 2.55%	609,912.11 624,598.49	99.72 4.30%	623,230.63 4,721.47	0.63% (1,367.86)	Aa1/AA+ AA+	0.13 0.12
91282CJP7	UNITED STATES TREASURY 4.375 12/15/2026	300,000.00	12/27/2023 4.02%	302,906.25 300,201.26	100.05 4.06%	300,162.00 3,872.95	0.30% (39.26)	Aa1/AA+ AA+	0.21 0.20
912828V98	UNITED STATES TREASURY 2.25 02/15/2027	700,000.00	12/16/2025 3.51%	690,019.53 696,782.77	99.26 4.24%	694,852.20 2,011.55	0.70% (1,930.57)	Aa1/AA+ AA+	0.38 0.37
91282CEF4	UNITED STATES TREASURY 2.5 03/31/2027	750,000.00	-- 2.90%	736,449.21 748,605.68	99.13 4.29%	743,475.00 51.51	0.75% (5,130.68)	Aa1/AA+ AA+	0.50 0.49
91282CKJ9	UNITED STATES TREASURY 4.5 04/15/2027	400,000.00	05/26/2026 3.83%	402,312.50 401,403.25	100.09 4.32%	400,367.20 8,311.48	0.41% (1,036.05)	Aa1/AA+ AA+	0.54 0.52

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912828X88	UNITED STATES TREASURY 2.375 05/15/2027	350,000.00	06/09/2022 3.08%	338,666.02 348,576.96	98.75 4.43%	345,621.50 3,139.78	0.35% (2,955.46)	Aa1/AA+ AA+	0.62 0.60
91282CNL1	UNITED STATES TREASURY 3.75 06/30/2027	800,000.00	03/30/2026 3.82%	799,281.25 799,571.27	99.48 4.46%	795,838.40 7,581.52	0.81% (3,732.87)	Aa1/AA+ AA+	0.75 0.72
91282CKZ3	UNITED STATES TREASURY 4.375 07/15/2027	500,000.00	11/18/2024 4.29%	501,035.16 500,306.91	99.90 4.50%	499,500.00 4,636.55	0.51% (806.91)	Aa1/AA+ AA+	0.79 0.76
91282CLG4	UNITED STATES TREASURY 3.75 08/15/2027	700,000.00	09/12/2025 3.57%	702,242.19 701,020.05	99.31 4.56%	695,154.60 3,352.58	0.71% (5,865.45)	Aa1/AA+ AA+	0.87 0.84
91282CLG4	UNITED STATES TREASURY 3.75 08/15/2027	700,000.00	09/25/2025 3.68%	700,902.34 700,417.07	99.31 4.56%	695,154.60 3,352.58	0.71% (5,262.47)	Aa1/AA+ AA+	0.87 0.84
91282CLL3	UNITED STATES TREASURY 3.375 09/15/2027	700,000.00	09/25/2025 3.66%	696,226.56 698,168.39	98.87 4.59%	692,103.30 1,044.20	0.70% (6,065.09)	Aa1/AA+ AA+	0.96 0.93
91282CFM8	UNITED STATES TREASURY 4.125 09/30/2027	570,000.00	10/26/2022 4.19%	568,419.14 569,680.14	99.54 4.60%	567,390.54 64.59	0.58% (2,289.60)	Aa1/AA+ AA+	1.00 0.96
91282CLQ2	UNITED STATES TREASURY 3.875 10/15/2027	700,000.00	09/16/2025 3.51%	705,003.91 702,501.96	99.26 4.61%	694,802.50 12,524.93	0.70% (7,699.46)	Aa1/AA+ AA+	1.04 0.99
9128283F5	UNITED STATES TREASURY 2.25 11/15/2027	800,000.00	12/20/2022 3.84%	743,625.00 787,087.29	97.38 4.68%	779,000.00 6,798.91	0.79% (8,087.29)	Aa1/AA+ AA+	1.13 1.08
9128283F5	UNITED STATES TREASURY 2.25 11/15/2027	700,000.00	09/25/2025 3.66%	679,875.00 689,421.47	97.38 4.68%	681,625.00 5,949.05	0.69% (7,796.47)	Aa1/AA+ AA+	1.13 1.08
91282CMB4	UNITED STATES TREASURY 4.0 12/15/2027	700,000.00	09/25/2025 3.64%	705,222.66 702,837.00	99.19 4.69%	694,339.80 8,262.30	0.70% (8,497.20)	Aa1/AA+ AA+	1.21 1.15
91282CGC9	UNITED STATES TREASURY 3.875 12/31/2027	500,000.00	05/25/2023 3.98%	497,890.63 499,427.46	98.99 4.72%	494,941.50 4,896.40	0.50% (4,485.96)	Aa1/AA+ AA+	1.25 1.19
91282CGH8	UNITED STATES TREASURY 3.5 01/31/2028	700,000.00	07/30/2025 3.87%	693,847.66 696,721.90	98.40 4.75%	688,788.80 4,127.72	0.70% (7,933.10)	Aa1/AA+ AA+	1.34 1.28
9128283W8	UNITED STATES TREASURY 2.75 02/15/2028	700,000.00	09/25/2025 3.66%	685,507.81 691,657.02	97.35 4.76%	681,461.20 2,458.56	0.69% (10,195.82)	Aa1/AA+ AA+	1.38 1.32
91282CMS7	UNITED STATES TREASURY 3.875 03/15/2028	700,000.00	09/25/2025 3.64%	703,773.44 702,223.86	98.74 4.78%	691,168.10 1,198.90	0.70% (11,055.76)	Aa1/AA+ AA+	1.46 1.39
91282CGT2	UNITED STATES TREASURY 3.625 03/31/2028	600,000.00	01/10/2025 4.46%	585,117.19 593,059.76	98.32 4.80%	589,945.20 59.75	0.60% (3,114.56)	Aa1/AA+ AA+	1.50 1.44
91282CMW8	UNITED STATES TREASURY 3.75 04/15/2028	700,000.00	09/25/2025 3.66%	701,531.25 700,923.35	98.45 4.81%	689,144.40 12,120.90	0.70% (11,778.95)	Aa1/AA+ AA+	1.54 1.45
91282CND9	UNITED STATES TREASURY 3.75 05/15/2028	700,000.00	07/30/2025 3.86%	698,031.25 698,856.23	98.35 4.82%	688,433.90 9,915.08	0.70% (10,422.33)	Aa1/AA+ AA+	1.62 1.53

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91282CNM9	UNITED STATES TREASURY 3.875 07/15/2028	700,000.00	07/30/2025 3.86%	700,300.78 700,181.86	98.34 4.85%	688,351.30 5,749.32	0.70% (11,830.56)	Aa1/AA+ AA+	1.79 1.69
9128285M8	UNITED STATES TREASURY 3.125 11/15/2028	400,000.00	04/10/2025 3.89%	389,765.63 393,955.96	96.48 4.89%	385,906.40 4,721.47	0.39% (8,049.56)	Aa1/AA+ AA+	2.13 2.00
9128285M8	UNITED STATES TREASURY 3.125 11/15/2028	700,000.00	07/30/2025 3.87%	683,949.22 689,646.38	96.48 4.89%	675,336.20 8,262.57	0.69% (14,310.18)	Aa1/AA+ AA+	2.13 2.00
91282CPT2	UNITED STATES TREASURY 3.5 01/15/2029	500,000.00	01/16/2026 3.66%	497,753.91 498,276.83	96.94 4.93%	484,687.50 3,709.24	0.49% (13,589.33)	Aa1/AA+ AA+	2.29 2.15
91282CJW2	UNITED STATES TREASURY 4.0 01/31/2029	700,000.00	07/30/2025 3.88%	702,789.06 701,858.65	97.96 4.93%	685,753.60 4,717.39	0.70% (16,105.05)	Aa1/AA+ AA+	2.34 2.18
91282CKG5	UNITED STATES TREASURY 4.125 03/31/2029	700,000.00	07/30/2025 3.88%	705,742.19 703,911.04	98.09 4.95%	686,628.60 79.33	0.70% (17,282.44)	Aa1/AA+ AA+	2.50 2.34
91282CQJ3	UNITED STATES TREASURY 3.875 04/15/2029	425,000.00	04/16/2026 3.79%	426,062.50 425,900.31	97.45 4.96%	414,142.53 7,604.42	0.42% (11,757.78)	Aa1/AA+ AA+	2.54 2.34
91282CKP5	UNITED STATES TREASURY 4.625 04/30/2029	380,000.00	06/25/2025 3.82%	390,835.94 387,270.27	99.23 4.95%	377,061.08 7,354.76	0.38% (10,209.19)	Aa1/AA+ AA+	2.58 2.36
91282CEV9	UNITED STATES TREASURY 3.25 06/30/2029	700,000.00	07/30/2025 3.90%	683,675.78 688,550.21	95.63 4.97%	669,429.60 5,749.32	0.68% (19,120.61)	Aa1/AA+ AA+	2.75 2.56
912828YB0	UNITED STATES TREASURY 1.625 08/15/2029	150,000.00	09/24/2024 3.49%	137,542.97 142,679.31	91.19 4.95%	136,781.25 311.31	0.14% (5,898.06)	Aa1/AA+ AA+	2.87 2.74
91282CLK5	UNITED STATES TREASURY 3.625 08/31/2029	700,000.00	07/30/2025 3.90%	692,671.88 694,769.14	96.35 4.99%	674,433.90 2,173.00	0.68% (20,335.24)	Aa1/AA+ AA+	2.92 2.71
91282CFT3	UNITED STATES TREASURY 4.0 10/31/2029	700,000.00	07/30/2025 3.91%	702,488.28 701,804.12	97.18 5.00%	680,285.20 11,717.39	0.69% (21,518.92)	Aa1/AA+ AA+	3.08 2.81
91282CMA6	UNITED STATES TREASURY 4.125 11/30/2029	200,000.00	12/17/2024 4.25%	198,929.69 199,315.66	97.46 5.00%	194,921.80 2,772.54	0.20% (4,393.86)	Aa1/AA+ AA+	3.17 2.88
91282CGB1	UNITED STATES TREASURY 3.875 12/31/2029	700,000.00	07/30/2025 3.91%	698,878.91 699,175.51	96.63 5.01%	676,375.00 6,854.96	0.69% (22,800.51)	Aa1/AA+ AA+	3.25 2.98
912828Z94	UNITED STATES TREASURY 1.5 02/15/2030	400,000.00	02/24/2026 3.52%	370,234.38 374,706.40	89.23 5.01%	356,922.00 766.30	0.36% (17,784.40)	Aa1/AA+ AA+	3.38 3.21
91282CGQ8	UNITED STATES TREASURY 4.0 02/28/2030	380,000.00	06/25/2025 3.86%	382,315.63 381,689.27	96.86 5.01%	368,065.72 1,301.66	0.37% (13,623.55)	Aa1/AA+ AA+	3.41 3.13
91282CGQ8	UNITED STATES TREASURY 4.0 02/28/2030	700,000.00	07/30/2025 3.91%	702,460.94 701,832.83	96.86 5.01%	678,015.80 2,397.79	0.69% (23,817.03)	Aa1/AA+ AA+	3.41 3.13
91282CMU2	UNITED STATES TREASURY 4.0 03/31/2030	250,000.00	03/28/2025 4.02%	249,804.69 249,863.41	96.77 5.02%	241,914.00 27.47	0.25% (7,949.41)	Aa1/AA+ AA+	3.50 3.21

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91282CMZ1	UNITED STATES TREASURY 3.875 04/30/2030	400,000.00	05/22/2025 4.11%	395,906.25 397,032.43	96.29 5.02%	385,140.80 6,486.41	0.39% (11,891.63)	Aa1/AA+ AA+	3.58 3.24
91282CMZ1	UNITED STATES TREASURY 3.875 04/30/2030	700,000.00	07/30/2025 3.93%	698,195.31 698,639.72	96.29 5.02%	673,996.40 11,351.22	0.68% (24,643.32)	Aa1/AA+ AA+	3.58 3.24
91282CHF1	UNITED STATES TREASURY 3.75 05/31/2030	700,000.00	07/30/2025 3.95%	693,847.66 695,336.07	95.75 5.03%	670,250.00 8,821.72	0.68% (25,086.07)	Aa1/AA+ AA+	3.67 3.32
91282CNK3	UNITED STATES TREASURY 3.875 06/30/2030	700,000.00	07/15/2025 4.05%	694,667.97 695,970.05	96.09 5.03%	672,628.60 6,854.96	0.68% (23,341.45)	Aa1/AA+ AA+	3.75 3.40
91282CNN7	UNITED STATES TREASURY 3.875 07/31/2030	200,000.00	08/28/2025 3.71%	201,492.19 201,161.70	95.99 5.04%	191,984.40 1,305.71	0.19% (9,177.30)	Aa1/AA+ AA+	3.83 3.48
91282CNN7	UNITED STATES TREASURY 3.875 07/31/2030	700,000.00	07/30/2025 3.95%	697,675.78 698,219.29	95.99 5.04%	671,945.40 4,569.97	0.68% (26,273.89)	Aa1/AA+ AA+	3.83 3.48
91282CPA3	UNITED STATES TREASURY 3.625 09/30/2030	350,000.00	10/23/2025 3.58%	350,724.61 350,587.09	94.92 5.04%	332,213.00 34.86	0.34% (18,374.09)	Aa1/AA+ AA+	4.00 3.66
91282CPD7	UNITED STATES TREASURY 3.625 10/31/2030	550,000.00	11/17/2025 3.72%	547,636.72 548,051.08	94.80 5.05%	521,404.40 8,343.41	0.53% (26,646.68)	Aa1/AA+ AA+	4.08 3.67
91282CPN5	UNITED STATES TREASURY 3.5 11/30/2030	700,000.00	12/05/2025 3.71%	693,519.53 694,578.22	94.21 5.06%	659,476.30 8,233.61	0.67% (35,101.92)	Aa1/AA+ AA+	4.17 3.76
91282CPN5	UNITED STATES TREASURY 3.5 11/30/2030	250,000.00	12/22/2025 3.71%	247,607.42 247,981.63	94.21 5.06%	235,527.25 2,940.57	0.24% (12,454.38)	Aa1/AA+ AA+	4.17 3.76
91282CPR6	UNITED STATES TREASURY 3.625 12/31/2030	250,000.00	01/27/2026 3.81%	247,968.75 248,246.66	94.57 5.06%	236,435.50 2,290.25	0.24% (11,811.16)	Aa1/AA+ AA+	4.25 3.83
91282CPW5	UNITED STATES TREASURY 3.75 01/31/2031	350,000.00	02/25/2026 3.60%	352,269.53 351,995.93	94.95 5.06%	332,308.55 2,211.28	0.34% (19,687.38)	Aa1/AA+ AA+	4.34 3.90
91282CQD6	UNITED STATES TREASURY 3.5 02/28/2031	700,000.00	03/25/2026 3.97%	685,425.78 686,956.07	93.91 5.05%	657,398.70 2,098.07	0.67% (29,557.37)	Aa1/AA+ AA+	4.41 4.00
91282CQD6	UNITED STATES TREASURY 3.5 02/28/2031	700,000.00	03/05/2026 3.72%	692,972.66 693,779.65	93.91 5.05%	657,398.70 2,098.07	0.67% (36,380.95)	Aa1/AA+ AA+	4.41 4.00
91282CQG9	UNITED STATES TREASURY 3.875 03/31/2031	500,000.00	04/17/2026 3.84%	500,800.78 500,728.06	95.25 5.07%	476,269.50 53.23	0.48% (24,458.56)	Aa1/AA+ AA+	4.50 4.06
91282CQK0	UNITED STATES TREASURY 3.875 04/30/2031	500,000.00	05/28/2026 4.15%	493,886.72 494,311.96	95.18 5.07%	475,898.50 8,108.02	0.48% (18,413.46)	Aa1/AA+ AA+	4.58 4.06
91282CQU8	UNITED STATES TREASURY 4.125 05/31/2031	700,000.00	06/17/2026 4.17%	698,632.81 698,712.21	96.11 5.07%	672,738.50 9,703.89	0.68% (25,973.71)	Aa1/AA+ AA+	4.67 4.12
91282CQU8	UNITED STATES TREASURY 4.125 05/31/2031	700,000.00	06/23/2026 4.24%	696,335.94 696,537.24	96.11 5.07%	672,738.50 9,703.89	0.68% (23,798.74)	Aa1/AA+ AA+	4.67 4.12

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Par Value/ Units	Purchase Date Purchase Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody's/ S&P/ Fitch	Maturity Duration
91282CQX2	UNITED STATES TREASURY 4.125 06/30/2031	225,000.00	07/16/2026 4.29%	223,365.23 223,433.91	96.04 5.07%	216,096.75 2,345.53	0.22% (7,337.16)	Aa1/AA+ AA+	4.75 4.20
Total US Treasury		**34,330,000.00**	**3.80%**	**34,059,446.73** **34,186,830.71**	**97.30** **4.81%**	**33,388,418.59** **294,422.20**	**33.87%** **(798,412.12)**		**2.34** **2.15**
Total Portfolio		**93,704,543.92**	**4.01%**	**100,020,069.72** **100,288,439.54**	**68.47** **4.62%**	**98,566,219.90** **588,723.28**	**100.00%** **(1,722,219.64)**		**1.66** **1.40**
Total Market Value + Accrued						**99,154,943.18**			

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
ACQUISITIONS										
Purchase	09/02/2026	31846V203	1,484.05	FIRST AMER:GVT OBLG Y	1.000	3.27%	(1,484.05)	0.00	(1,484.05)	0.00
Purchase	09/02/2026	31846V203	679.86	FIRST AMER:GVT OBLG Y	1.000	3.27%	(679.86)	0.00	(679.86)	0.00
Purchase	09/09/2026	31846V203	5,087.50	FIRST AMER:GVT OBLG Y	1.000	3.27%	(5,087.50)	0.00	(5,087.50)	0.00
Purchase	09/09/2026	31846V203	7,068.75	FIRST AMER:GVT OBLG Y	1.000	3.27%	(7,068.75)	0.00	(7,068.75)	0.00
Purchase	09/10/2026	31846V203	15,750.00	FIRST AMER:GVT OBLG Y	1.000	3.27%	(15,750.00)	0.00	(15,750.00)	0.00
Purchase	09/15/2026	31846V203	703,055.38	FIRST AMER:GVT OBLG Y	1.000	3.27%	(703,055.38)	0.00	(703,055.38)	0.00
Purchase	09/15/2026	31846V203	21,500.18	FIRST AMER:GVT OBLG Y	1.000	3.27%	(21,500.18)	0.00	(21,500.18)	0.00
Purchase	09/15/2026	31846V203	53,728.42	FIRST AMER:GVT OBLG Y	1.000	3.27%	(53,728.42)	0.00	(53,728.42)	0.00
Purchase	09/15/2026	31846V203	2,182.09	FIRST AMER:GVT OBLG Y	1.000	3.27%	(2,182.09)	0.00	(2,182.09)	0.00
Purchase	09/16/2026	31846V203	9,871.33	FIRST AMER:GVT OBLG Y	1.000	3.28%	(9,871.33)	0.00	(9,871.33)	0.00
Purchase	09/17/2026	31846V203	40,210.00	FIRST AMER:GVT OBLG Y	1.000	3.36%	(40,210.00)	0.00	(40,210.00)	0.00
Purchase	09/18/2026	31846V203	9,112.23	FIRST AMER:GVT OBLG Y	1.000	3.41%	(9,112.23)	0.00	(9,112.23)	0.00
Purchase	09/21/2026	31846V203	5,778.08	FIRST AMER:GVT OBLG Y	1.000	3.41%	(5,778.08)	0.00	(5,778.08)	0.00
Purchase	09/21/2026	31846V203	2,132.46	FIRST AMER:GVT OBLG Y	1.000	3.41%	(2,132.46)	0.00	(2,132.46)	0.00
Purchase	09/23/2026	31846V203	1.02	FIRST AMER:GVT OBLG Y	1.000	3.43%	(1.02)	0.00	(1.02)	0.00
Purchase	09/25/2026	31846V203	6,106.02	FIRST AMER:GVT OBLG Y	1.000	3.45%	(6,106.02)	0.00	(6,106.02)	0.00

TRANSACTION LEDGER

City of Gardena Cons | Account #10647 | As of September 30, 2026

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Purchase	09/25/2026	31846V203	45,166.14	FIRST AMER:GVT OBLG Y	1.000	3.45%	(45,166.14)	0.00	(45,166.14)	0.00
Purchase	09/25/2026	31846V203	68,025.38	FIRST AMER:GVT OBLG Y	1.000	3.45%	(68,025.38)	0.00	(68,025.38)	0.00
Purchase	09/25/2026	31846V203	4,496.63	FIRST AMER:GVT OBLG Y	1.000	3.45%	(4,496.63)	0.00	(4,496.63)	0.00
Purchase	09/28/2026	31846V203	4,800.00	FIRST AMER:GVT OBLG Y	1.000	3.46%	(4,800.00)	0.00	(4,800.00)	0.00
Purchase	09/28/2026	31846V203	4,000.00	FIRST AMER:GVT OBLG Y	1.000	3.46%	(4,000.00)	0.00	(4,000.00)	0.00
Purchase	09/30/2026	09CATR$05	2,488.71	CalTrust MTF	9.650	3.97%	(24,016.06)	0.00	(24,016.06)	0.00
Purchase	09/30/2026	90CAMP$00	45,100.58	CAMP	1.000	3.87%	(45,100.58)	0.00	(45,100.58)	0.00
Purchase	09/30/2026	31846V203	345,787.50	FIRST AMER:GVT OBLG Y	1.000	3.46%	(345,787.50)	0.00	(345,787.50)	0.00
Purchase	09/30/2026	31846V203	24,125.00	FIRST AMER:GVT OBLG Y	1.000	3.46%	(24,125.00)	0.00	(24,125.00)	0.00
Total Purchase			**1,427,737.31**				**(1,449,264.66)**	**0.00**	**(1,449,264.66)**	**0.00**
TOTAL ACQUISITIONS			**1,427,737.31**				**(1,449,264.66)**	**0.00**	**(1,449,264.66)**	**0.00**
DISPOSITIONS										
Maturity	09/15/2026	02582JKD1	(340,000.00)	AMXCA 2023-3 A 5.23 09/15/2026	100.000	5.29%	0.00	0.00	0.00	0.00
Maturity	09/17/2026	931142ER0	(40,000.00)	WALMART INC 1.05 09/17/2026	100.000	1.09%	40,000.00	0.00	40,000.00	0.00
Maturity	09/30/2026	912828YG9	(300,000.00)	UNITED STATES TREASURY 1.625 09/30/2026	100.000	1.24%	300,000.00	0.00	300,000.00	0.00
Total Maturity			**(680,000.00)**				**340,000.00**	**0.00**	**340,000.00**	**0.00**
TOTAL DISPOSITIONS			**(680,000.00)**				**340,000.00**	**0.00**	**340,000.00**	**0.00**

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
OTHER TRANSACTIONS										
Coupon	09/01/2026	3137FJZ93	0.00	FHMS K-084 A2 3.78 10/25/2028		5.40%	756.00	0.00	756.00	0.00
Coupon	09/01/2026	3137H4BY5	0.00	FHMS K-746 A2 2.031 09/25/2028		5.30%	533.14	0.00	533.14	0.00
Coupon	09/01/2026	3137FEBQ2	0.00	FHMS K-072 A2 3.444 12/25/2027		4.98%	1,336.75	0.00	1,336.75	0.00
Coupon	09/01/2026	3137FJEH8	0.00	FHMS K-081 A2 3.9 08/25/2028		4.86%	503.75	0.00	503.75	0.00
Coupon	09/01/2026	3137FJXV6	0.00	FHMS K-083 A2 4.05 09/25/2028		4.60%	1,002.38	0.00	1,002.38	0.00
Coupon	09/01/2026	3137HB2L7	0.00	FHMS K-753 A2 4.4 10/25/2030		4.53%	1,191.67	0.00	1,191.67	0.00
Coupon	09/01/2026	3137BVZ82	0.00	FHMS K-063 A2 3.43 01/25/2027		4.48%	877.88	0.00	877.88	0.00
Coupon	09/01/2026	3137FHPJ6	0.00	FHMS K-080 A2 3.926 07/25/2028		4.45%	1,063.29	0.00	1,063.29	0.00
Coupon	09/01/2026	3137FETN0	0.00	FHMS K-073 A2 3.35 01/25/2028		4.34%	1,297.91	0.00	1,297.91	0.00
Coupon	09/01/2026	3137FRUT6	0.00	FHMS K-106 A2 2.069 01/25/2030		4.28%	603.46	0.00	603.46	0.00
Coupon	09/01/2026	3137FJKE8	0.00	FHMS K-082 A2 3.92 09/25/2028		4.14%	1,502.67	0.00	1,502.67	0.00
Coupon	09/01/2026	3137FLN91	0.00	FHMS K-091 A2 3.505 03/25/2029		4.13%	1,022.29	0.00	1,022.29	0.00
Coupon	09/01/2026	3137FK4M5	0.00	FHMS K-085 A2 4.06 10/25/2028		4.11%	1,184.17	0.00	1,184.17	0.00
Coupon	09/01/2026	3137FKUP9	0.00	FHMS K-087 A2 3.771 12/25/2028		4.11%	1,058.50	0.00	1,058.50	0.00
Coupon	09/01/2026	3137FEBQ2	0.00	FHMS K-072 A2 3.444 12/25/2027		4.01%	935.72	0.00	935.72	0.00
Coupon	09/01/2026	3137FMTY8	0.00	FHMS K-094 A2 2.903 06/25/2029		3.87%	1,693.42	0.00	1,693.42	0.00

TRANSACTION LEDGER

City of Gardena Cons | Account #10647 | As of September 30, 2026

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	09/01/2026	3137F2LJ3	0.00	FHMS K-066 A2 3.117 06/25/2027		3.85%	458.95	0.00	458.95	0.00
Coupon	09/01/2026	3137FTFK8	0.00	FHMS K-738 A2 1.545 01/25/2027		3.84%	402.11	0.00	402.11	0.00
Coupon	09/01/2026	3137FJKE8	0.00	FHMS K-082 A2 3.92 09/25/2028		3.81%	718.67	0.00	718.67	0.00
Coupon	09/09/2026	57636QAW4	0.00	MASTERCARD INC 4.875 03/09/2028		4.17%	7,068.75	0.00	7,068.75	0.00
Coupon	09/09/2026	002824BR0	0.00	ABBOTT LABORATORIES 3.7 03/09/2029		4.05%	5,087.50	0.00	5,087.50	0.00
Coupon	09/10/2026	3130ATS57	0.00	FEDERAL HOME LOAN BANKS 4.5 03/10/2028		3.99%	15,750.00	0.00	15,750.00	0.00
Coupon	09/15/2026	47787CAC7	0.00	JDOT 2023-C A3 5.48 05/15/2028		5.55%	374.46	0.00	374.46	0.00
Coupon	09/15/2026	44934QAD3	0.00	HART 2024-B A3 4.84 03/15/2029		5.45%	255.27	0.00	255.27	0.00
Coupon	09/15/2026	02582JKD1	0.00	AMXCA 2023-3 A 5.23 09/15/2026		5.29%	1,481.83	0.00	1,481.83	0.00
Coupon	09/15/2026	161571HT4	0.00	CHAIT 2023-1 A 5.16 09/15/2028		5.23%	1,462.00	0.00	1,462.00	0.00
Coupon	09/15/2026	44935KAD5	0.00	HART 2026-B A3 4.51 02/18/2031		4.86%	751.67	0.00	751.67	0.00
Coupon	09/15/2026	44935KAD5	0.00	HART 2026-B A3 4.51 02/18/2031		4.86%	751.67	0.00	751.67	0.00
Coupon	09/15/2026	89231DAD7	0.00	TAOT 2026-C A3 4.51 03/17/2031		4.80%	657.71	0.00	657.71	0.00
Coupon	09/15/2026	58770XAD5	0.00	MBALT 2025-B A3 3.88 04/16/2029		4.57%	1,164.00	0.00	1,164.00	0.00
Coupon	09/15/2026	58770AAC7	0.00	MBART 2023-1 A3 4.51 11/15/2027		4.56%	4.26	0.00	4.26	0.00
Coupon	09/15/2026	89239TAD4	0.00	TAOT 2024-D A3 4.4 06/15/2029		4.51%	320.00	0.00	320.00	0.00
Coupon	09/15/2026	47787DAD3	0.00	JDOT 2026 A3 3.87 08/15/2030		4.49%	387.00	0.00	387.00	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	09/15/2026	448976AD2	0.00	HART 2024-C A3 4.41 05/15/2029		4.46%	459.00	0.00	459.00	0.00
Coupon	09/15/2026	161571JA3	0.00	CHAIT 2026-1 A 4.4 05/15/2029		4.45%	1,008.33	0.00	1,008.33	0.00
Coupon	09/15/2026	58769MAD2	0.00	MBART 261 A3 4.36 10/15/2030		4.41%	926.50	0.00	926.50	0.00
Coupon	09/15/2026	58769MAD2	0.00	MBART 261 A3 4.36 10/15/2030		4.41%	944.67	0.00	944.67	0.00
Coupon	09/15/2026	63743HFJ6	0.00	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 5.05 09/15/2028		4.40%	6,060.00	0.00	6,060.00	0.00
Coupon	09/15/2026	12572QAL9	0.00	CME GROUP INC. 4.4 03/15/2030		4.39%	5,500.00	0.00	5,500.00	0.00
Coupon	09/15/2026	43814YAD3	0.00	HAROT 2026-2 A3 4.3 11/15/2030		4.34%	949.58	0.00	949.58	0.00
Coupon	09/15/2026	448981AD2	0.00	HART 2026-A A3 3.79 02/18/2031		4.30%	726.42	0.00	726.42	0.00
Coupon	09/15/2026	89231GAD0	0.00	TAOT 2025-D A3 3.84 06/17/2030		4.27%	704.00	0.00	704.00	0.00
Coupon	09/15/2026	34532BAG6	0.00	FORDO 2025-B A3 3.91 04/15/2030		4.27%	553.92	0.00	553.92	0.00
Coupon	09/15/2026	58769GAD5	0.00	MBALT 2024-B A3 4.23 02/15/2028		4.24%	235.04	0.00	235.04	0.00
Coupon	09/15/2026	437921AD1	0.00	HAROT 252 A3 4.15 10/15/2029		4.15%	363.12	0.00	363.12	0.00
Coupon	09/15/2026	89240KAD0	0.00	TAOT 2026-A A3 3.86 09/15/2030		4.13%	466.42	0.00	466.42	0.00
Coupon	09/15/2026	92970QAK1	0.00	WFCIT 2026-1 A 4.08 04/16/2029		4.12%	425.00	0.00	425.00	0.00
Coupon	09/15/2026	92970QAK1	0.00	WFCIT 2026-1 A 4.08 04/16/2029		4.12%	867.00	0.00	867.00	0.00
Coupon	09/15/2026	58933YBQ7	0.00	MERCK & CO INC 4.15 09/15/2030		4.03%	5,187.50	0.00	5,187.50	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	09/15/2026	437076DJ8	0.00	THE HOME DEPOT, INC. 3.95 09/15/2030		4.02%	4,937.50	0.00	4,937.50	0.00
Coupon	09/15/2026	58770YAD3	0.00	MBALT 2026-A A3 3.93 01/15/2030		3.97%	311.13	0.00	311.13	0.00
Coupon	09/15/2026	58770YAD3	0.00	MBALT 2026-A A3 3.93 01/15/2030		3.97%	327.50	0.00	327.50	0.00
Coupon	09/15/2026	91282CLL3	0.00	UNITED STATES TREASURY 3.375 09/15/2027		3.66%	11,812.50	0.00	11,812.50	0.00
Coupon	09/15/2026	91282CMS7	0.00	UNITED STATES TREASURY 3.875 03/15/2028		3.64%	13,562.50	0.00	13,562.50	0.00
Coupon	09/16/2026	362583AD8	0.00	GMCAR 2023-2 A3 4.47 02/16/2028		4.51%	34.27	0.00	34.27	0.00
Coupon	09/16/2026	38014AAD3	0.00	GMCAR 2024-4 A3 4.4 08/16/2029		4.32%	273.92	0.00	273.92	0.00
Coupon	09/17/2026	931142ER0	0.00	WALMART INC 1.05 09/17/2026		1.09%	210.00	0.00	210.00	0.00
Coupon	09/18/2026	857477CL5	0.00	STATE STREET CORP 4.993 03/18/2027		4.99%	9,112.23	0.00	9,112.23	0.00
Coupon	09/20/2026	362962AD4	0.00	GMALT 2025-2 A3 4.58 05/22/2028		4.84%	591.58	0.00	591.58	0.00
Coupon	09/20/2026	92348KDY6	0.00	VZMT 2025-3 A1A 4.51 03/20/2030		4.51%	958.37	0.00	958.37	0.00
Coupon	09/20/2026	36275AAD1	0.00	GMALT 2026-2 A3 4.3 03/20/2029		4.40%	412.08	0.00	412.08	0.00
Coupon	09/20/2026	459058LR2	0.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.125 03/20/2030		4.20%	4,229.15	0.00	4,229.15	0.00
Coupon	09/20/2026	379965AD8	0.00	GMALT 2025-3 A3 4.17 08/21/2028		4.18%	538.63	0.00	538.63	0.00
Coupon	09/20/2026	36273VAD7	0.00	GMALT 2026-1 A3 3.88 01/22/2029		4.11%	630.50	0.00	630.50	0.00

City of Gardena Cons | Account #10647 | As of September 30, 2026

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	09/21/2026	43815CAD0	0.00	HAROT 2026-1 A3 3.78 09/23/2030		3.03%	551.25	0.00	551.25	0.00
Coupon	09/25/2026	05594YAD8	0.00	BMWLT 2026-1 A3 4.15 05/25/2029		4.85%	553.33	0.00	553.33	0.00
Coupon	09/25/2026	05594YAD8	0.00	BMWLT 2026-1 A3 4.15 05/25/2029		4.85%	553.33	0.00	553.33	0.00
Coupon	09/25/2026	096924AD7	0.00	BMWOT 2025-A A3 4.56 09/25/2029		4.56%	775.58	0.00	775.58	0.00
Coupon	09/25/2026	05594HAD5	0.00	BMWLT 2025-2 A3 3.97 09/25/2028		4.32%	595.50	0.00	595.50	0.00
Coupon	09/25/2026	05594HAD5	0.00	BMWLT 2025-2 A3 3.97 09/25/2028		4.32%	595.50	0.00	595.50	0.00
Coupon	09/26/2026	743315AW3	0.00	THE PROGRESSIVE CORPORATION 3.2 03/26/2030		4.03%	4,000.00	0.00	4,000.00	0.00
Coupon	09/26/2026	743315AW3	0.00	THE PROGRESSIVE CORPORATION 3.2 03/26/2030		4.00%	4,800.00	0.00	4,800.00	0.00
Coupon	09/30/2026	91282CGT2	0.00	UNITED STATES TREASURY 3.625 03/31/2028		4.46%	10,875.00	0.00	10,875.00	0.00
Coupon	09/30/2026	91282CFM8	0.00	UNITED STATES TREASURY 4.125 09/30/2027		4.19%	11,756.25	0.00	11,756.25	0.00
Coupon	09/30/2026	91282CMU2	0.00	UNITED STATES TREASURY 4.0 03/31/2030		4.02%	5,000.00	0.00	5,000.00	0.00
Coupon	09/30/2026	91282CKG5	0.00	UNITED STATES TREASURY 4.125 03/31/2029		3.88%	14,437.50	0.00	14,437.50	0.00
Coupon	09/30/2026	91282CQG9	0.00	UNITED STATES TREASURY 3.875 03/31/2031		3.84%	9,687.50	0.00	9,687.50	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Coupon	09/30/2026	91282CPA3	0.00	UNITED STATES TREASURY 3.625 09/30/2030		3.58%	6,343.75	0.00	6,343.75	0.00
Coupon	09/30/2026	91282CEF4	0.00	UNITED STATES TREASURY 2.5 03/31/2027		2.90%	9,375.00	0.00	9,375.00	0.00
Coupon	09/30/2026	912828YG9	0.00	UNITED STATES TREASURY 1.625 09/30/2026		1.24%	2,437.50	0.00	2,437.50	0.00
Total Coupon			**0.00**				**209,314.20**	**0.00**	**209,314.20**	**0.00**
Dividend	09/30/2026	09CATR$05	0.00	CalTrust MTF		3.97%	24,016.06	0.00	24,016.06	0.00
Dividend	09/30/2026	90CAMP$00	0.00	CAMP		3.87%	45,100.58	0.00	45,100.58	0.00
Dividend	09/30/2026	31846V203	0.00	FIRST AMER:GVT OBLG Y		3.45%	4,725.48	0.00	4,725.48	0.00
Total Dividend			**0.00**				**73,842.12**	**0.00**	**73,842.12**	**0.00**
Principal Paydown	09/01/2026	3137FEBQ2	869.26	FHMS K-072 A2 3.444 12/25/2027		4.98%	869.26	--	869.26	0.01
Principal Paydown	09/01/2026	3137BVZ82	25,387.16	FHMS K-063 A2 3.43 01/25/2027		4.48%	25,387.16	--	25,387.16	0.00
Principal Paydown	09/01/2026	3137FETN0	820.14	FHMS K-073 A2 3.35 01/25/2028		4.34%	820.14	--	820.14	0.00
Principal Paydown	09/01/2026	3137FKUP9	391.26	FHMS K-087 A2 3.771 12/25/2028		4.11%	391.26	--	391.26	(0.00)
Principal Paydown	09/01/2026	3137FEBQ2	608.48	FHMS K-072 A2 3.444 12/25/2027		4.01%	608.48	--	608.48	0.01
Principal Paydown	09/01/2026	3137F2LJ3	6,578.36	FHMS K-066 A2 3.117 06/25/2027		3.85%	6,578.36	--	6,578.36	0.00
Principal Paydown	09/01/2026	3137FTFK8	54,933.79	FHMS K-738 A2 1.545 01/25/2027		3.84%	54,933.79	--	54,933.79	(0.00)
Principal Paydown	09/15/2026	47787CAC7	7,992.91	JDOT 2023-C A3 5.48 05/15/2028		5.55%	7,992.91	--	7,992.91	0.00
Principal Paydown	09/15/2026	44934QAD3	4,832.40	HART 2024-B A3 4.84 03/15/2029		5.45%	4,832.40	--	4,832.40	0.00

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/ Disp Yield	Amount	Interest Pur/ Sold	Total Amount	Gain/Loss
Principal Paydown	09/15/2026	02582JKD1	340,000.00	AMXCA 2023-3 A 5.23 09/15/2026		5.29%	340,000.00	--	340,000.00	0.00
Principal Paydown	09/15/2026	161571HT4	340,000.00	CHAIT 2023-1 A 5.16 09/15/2028		5.23%	340,000.00	--	340,000.00	0.00
Principal Paydown	09/15/2026	58770AAC7	1,132.17	MBART 2023-1 A3 4.51 11/15/2027		4.56%	1,132.17	--	1,132.17	(0.01)
Principal Paydown	09/15/2026	89239TAD4	5,910.26	TAOT 2024-D A3 4.4 06/15/2029		4.51%	5,910.26	--	5,910.26	(0.00)
Principal Paydown	09/15/2026	448976AD2	8,736.90	HART 2024-C A3 4.41 05/15/2029		4.46%	8,736.90	--	8,736.90	0.00
Principal Paydown	09/15/2026	58769GAD5	7,923.93	MBALT 2024-B A3 4.23 02/15/2028		4.24%	7,923.93	--	7,923.93	(0.00)
Principal Paydown	09/16/2026	362583AD8	3,761.37	GMCAR 2023-2 A3 4.47 02/16/2028		4.51%	3,761.37	--	3,761.37	(0.00)
Principal Paydown	09/16/2026	38014AAD3	5,801.77	GMCAR 2024-4 A3 4.4 08/16/2029		4.32%	5,801.77	--	5,801.77	(0.00)
Principal Paydown	09/25/2026	096924AD7	12,989.75	BMWOT 2025-A A3 4.56 09/25/2029		4.56%	12,989.75	--	12,989.75	0.00
Total Principal Paydown			**828,669.91**				**828,669.91**	**--**	**828,669.91**	**0.01**
TOTAL OTHER TRANSACTIONS			**828,669.91**				**1,111,826.23**	**0.00**	**1,111,826.23**	**0.01**

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
CASH & EQUIVALENTS						
31846V203	FIRST AMER:GVT OBLG Y	2,582,371.43	1,202,223.41 1,380,148.02 0.00 2,582,371.43	0.00 2,163.91 0.00 2,163.91	0.00 0.00 0.00 2,163.91	2,163.91
CCYUSD	Receivable	65,941.21	44,068.68 0.00 0.00 65,941.21	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00
Total Cash & Equivalents		**2,648,312.64**	**1,246,292.09** **1,380,148.02** **0.00** **2,648,312.64**	**0.00** **2,163.91** **0.00** **2,163.91**	**0.00** **0.00** **0.00** **2,163.91**	**2,163.91**
FIXED INCOME						
002824BR0	ABBOTT LABORATORIES 3.7 03/09/2029	03/17/2026 03/18/2026 275,000.00	272,767.92 0.00 0.00 272,840.71	4,861.39 5,087.50 621.81 847.92	72.79 0.00 72.79 920.70	920.70
00287YBF5	ABBVIE INC. 4.25 11/14/2028	09/18/2025 09/19/2025 250,000.00	251,627.79 0.00 0.00 251,559.30	3,157.99 0.00 4,043.40 885.42	0.00 (68.49) (68.49) 816.93	816.93
009158BH8	AIR PRODUCTS AND CHEMICALS INC 4.6 02/08/2029	09/18/2025 09/19/2025 250,000.00	253,550.08 0.00 0.00 253,426.24	734.72 0.00 1,693.06 958.33	0.00 (123.84) (123.84) 834.49	834.49
009158BN5	AIR PRODUCTS AND CHEMICALS, INC. 4.3 06/11/2028	07/17/2025 07/18/2025 240,000.00	240,025.97 0.00 0.00 240,024.71	2,293.33 0.00 3,153.33 860.00	0.00 (1.26) (1.26) 858.74	858.74
023135CQ7	AMAZON.COM INC 4.65 12/01/2029	09/18/2025 09/19/2025 250,000.00	255,465.65 0.00 0.00 255,320.03	2,906.25 0.00 3,875.00 968.75	0.00 (145.62) (145.62) 823.13	823.13

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
023135EC6	AMAZON.COM INC 4.8 07/09/2031	07/07/2026 07/09/2026 160,000.00	159,802.81 0.00 0.00 159,806.15	1,109.33 0.00 1,749.33 640.00	3.34 0.00 3.34 643.34	643.34
025816EJ4	AMERICAN EXPRESS COMPANY 4.351 07/20/2029	07/21/2025 07/25/2025 575,000.00	575,000.00 0.00 0.00 575,000.00	2,849.30 0.00 4,934.15 2,084.85	0.00 0.00 0.00 2,084.85	2,084.85
02582JKD1	AMXCA 2023-3 A 5.23 09/15/2026	09/12/2023 09/19/2023 0.00	339,999.80 0.00 (340,000.00) 0.00	790.31 1,481.83 0.00 691.52	0.20 0.00 0.20 691.72	691.72
05594HAD5	BMWLT 2025-2 A3 3.97 09/25/2028	10/08/2025 10/15/2025 360,000.00	359,999.30 0.00 0.00 359,999.33	238.20 1,191.00 238.20 1,191.00	0.03 0.00 0.03 1,191.03	1,191.03
05594YAD8	BMWLT 2026-1 A3 4.15 05/25/2029	04/14/2026 04/22/2026 320,000.00	319,968.77 0.00 0.00 319,969.71	221.33 1,106.66 221.33 1,106.66	0.94 0.00 0.94 1,107.60	1,107.60
06051GMY2	BANK OF AMERICA CORPORATION 4.477 04/23/2030	05/26/2026 05/27/2026 250,000.00	248,681.18 0.00 0.00 248,710.93	3,979.56 0.00 4,912.26 932.71	29.75 0.00 29.75 962.46	962.46
06406RAF4	BANK OF NEW YORK MELLON CORP 3.4 01/29/2028	09/18/2025 09/19/2025 250,000.00	248,604.96 0.00 0.00 248,686.22	755.56 0.00 1,463.89 708.33	81.26 0.00 81.26 789.60	789.60
06406RCG0	BANK OF NEW YORK MELLON CORP 4.026 01/22/2030	01/14/2026 01/22/2026 245,000.00	245,047.85 0.00 0.00 245,046.20	1,068.57 0.00 1,890.54 821.98	0.00 (1.64) (1.64) 820.33	820.33
09247XAQ4	BLACKROCK FINANCE INC 2.4 04/30/2030	09/18/2025 09/19/2025 275,000.00	260,085.58 0.00 0.00 260,420.24	2,218.33 0.00 2,768.33 550.00	334.65 0.00 334.65 884.65	884.65

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
096924AD7	BMWOT 2025-A A3 4.56 09/25/2029	02/04/2025 02/12/2025 191,111.41	204,087.80 0.00 (12,989.75) 191,099.24	155.12 775.58 145.24 765.71	1.18 0.00 1.18 766.89	766.89
12572QAL9	CME GROUP INC. 4.4 03/15/2030	07/16/2025 07/17/2025 250,000.00	250,035.84 0.00 0.00 250,034.99	5,072.22 5,500.00 488.89 916.67	0.00 (0.85) (0.85) 915.82	915.82
14913UAL4	CATERPILLAR FINANCIAL SERVICES CORP 5.0 05/14/2027	05/21/2024 05/23/2024 405,000.00	405,174.60 0.00 0.00 405,154.06	6,018.75 0.00 7,706.25 1,687.50	0.00 (20.54) (20.54) 1,666.96	1,666.96
14913UBB5	CATERPILLAR FINANCIAL SERVICES CORP 4.1 08/15/2028	08/12/2025 08/15/2025 250,000.00	250,210.10 0.00 0.00 250,201.27	455.56 0.00 1,309.72 854.17	0.00 (8.83) (8.83) 845.34	845.34
161571HT4	CHAIT 2023-1 A 5.16 09/15/2028	09/07/2023 09/15/2023 0.00	339,961.57 0.00 (340,000.00) 0.00	779.73 1,462.00 0.00 682.27	38.43 0.00 38.43 720.70	720.70
161571JA3	CHAIT 2026-1 A 4.4 05/15/2029	05/21/2026 05/28/2026 275,000.00	274,940.71 0.00 0.00 274,942.51	537.78 1,008.33 537.78 1,008.33	1.80 0.00 1.80 1,010.13	1,010.13
171239AL0	CHUBB INA HOLDINGS LLC 4.65 08/15/2029	08/14/2025 08/15/2025 250,000.00	253,365.69 0.00 0.00 253,269.35	516.67 0.00 1,485.42 968.75	0.00 (96.35) (96.35) 872.40	872.40
17275RBQ4	CISCO SYSTEMS INC 4.8 02/26/2027	02/21/2024 02/26/2024 170,000.00	169,964.11 0.00 0.00 169,970.16	113.33 0.00 793.33 680.00	6.05 0.00 6.05 686.05	686.05
17275RBX9	CISCO SYSTEMS INC 4.75 02/24/2030	08/21/2025 08/22/2025 250,000.00	253,931.88 0.00 0.00 253,836.83	230.90 0.00 1,220.49 989.58	0.00 (95.05) (95.05) 894.53	894.53

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
17305EHA6	CCCIT 2025-A1 A1 4.3 06/21/2030	 455,000.00	456,216.33 0.00 0.00 456,159.65	3,804.31 0.00 5,434.72 1,630.42	1.18 (57.87) (56.68) 1,573.73	1,573.73
24422EXZ7	JOHN DEERE CAPITAL CORP 4.65 01/07/2028	01/06/2025 01/09/2025 280,000.00	279,962.11 0.00 0.00 279,964.42	1,953.00 0.00 3,038.00 1,085.00	2.31 0.00 2.31 1,087.31	1,087.31
24422EYE3	JOHN DEERE CAPITAL CORP 4.55 06/05/2030	08/25/2025 08/26/2025 250,000.00	252,481.87 0.00 0.00 252,427.64	2,717.36 0.00 3,665.28 947.92	0.00 (54.23) (54.23) 893.69	893.69
26444HAH4	DUKE ENERGY FLORIDA LLC 2.5 12/01/2029	12/16/2024 12/17/2024 450,000.00	421,383.14 0.00 0.00 422,106.39	2,812.50 0.00 3,750.00 937.50	723.26 0.00 723.26 1,660.76	1,660.76
26444HAJ0	DUKE ENERGY FLORIDA LLC 1.75 06/15/2030	07/14/2025 07/15/2025 275,000.00	249,042.18 0.00 0.00 249,605.26	1,015.97 0.00 1,417.01 401.04	563.08 0.00 563.08 964.12	964.12
29379VCJ0	ENTERPRISE PRODUCTS OPERATING LLC 4.3 06/20/2028	09/12/2025 09/15/2025 250,000.00	251,450.50 0.00 0.00 251,381.10	2,120.14 0.00 3,015.97 895.83	0.00 (69.40) (69.40) 826.43	826.43
3130ATS57	FEDERAL HOME LOAN BANKS 4.5 03/10/2028	03/21/2023 03/22/2023 700,000.00	704,839.80 0.00 0.00 704,578.66	14,962.50 15,750.00 1,837.50 2,625.00	0.00 (261.14) (261.14) 2,363.86	2,363.86
3130B3A29	FEDERAL HOME LOAN BANKS 4.0 10/09/2026	10/21/2024 10/22/2024 600,000.00	599,999.68 0.00 0.00 599,999.93	9,466.67 0.00 11,466.67 2,000.00	0.25 0.00 0.25 2,000.25	2,000.25
3133EPN50	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.25 12/15/2028	12/28/2023 12/29/2023 650,000.00	654,876.51 0.00 0.00 654,701.52	5,831.94 0.00 8,134.03 2,302.08	0.00 (174.99) (174.99) 2,127.09	2,127.09

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
3133ERFJ5	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 05/20/2027	05/23/2024 05/24/2024 330,000.00	329,362.12 0.00 0.00 329,435.44	4,166.25 0.00 5,403.75 1,237.50	73.32 0.00 73.32 1,310.82	1,310.82
3133ERGL9	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 06/07/2028	06/25/2024 06/26/2024 450,000.00	450,440.36 0.00 0.00 450,419.88	4,725.00 0.00 6,412.50 1,687.50	0.00 (20.48) (20.48) 1,667.02	1,667.02
3137BVZ82	FHMS K-063 A2 3.43 01/25/2027	02/06/2024 02/09/2024 248,140.60	272,612.70 0.00 (25,387.16) 247,514.60	781.83 877.88 709.27 805.32	289.06 0.00 289.06 1,094.38	1,094.38
3137F2LJ3	FHMS K-066 A2 3.117 06/25/2027	09/19/2025 09/24/2025 170,109.03	175,673.28 0.00 (6,578.36) 169,239.97	458.95 458.95 441.86 441.86	145.05 0.00 145.05 586.91	586.91
3137FEBQ2	FHMS K-072 A2 3.444 12/25/2027	790,322.80	781,271.54 0.00 (1,477.73) 780,504.87	2,272.47 2,272.47 2,268.23 2,268.23	711.05 0.00 711.05 2,979.28	2,979.28
3137FETN0	FHMS K-073 A2 3.35 01/25/2028	05/24/2023 05/30/2023 464,101.60	459,668.88 0.00 (820.14) 459,181.02	1,297.91 1,297.91 1,295.62 1,295.62	332.28 0.00 332.28 1,627.90	1,627.90
3137FHPJ6	FHMS K-080 A2 3.926 07/25/2028	01/23/2024 01/26/2024 325,000.00	322,028.97 0.00 0.00 322,162.20	1,063.29 1,063.29 1,063.29 1,063.29	133.23 0.00 133.23 1,196.52	1,196.52
3137FJEH8	FHMS K-081 A2 3.9 08/25/2028	09/15/2023 09/20/2023 155,000.00	152,414.58 0.00 0.00 152,525.38	503.75 503.75 503.75 503.75	110.80 0.00 110.80 614.55	614.55
3137FJKE8	FHMS K-082 A2 3.92 09/25/2028	680,000.00	677,919.50 0.00 0.00 678,004.88	2,221.33 2,221.34 2,221.33 2,221.34	97.40 (12.02) 85.38 2,306.72	2,306.72

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
3137FJXV6	FHMS K-083 A2 4.05 09/25/2028	12/07/2023 12/12/2023 297,000.00	293,942.02 0.00 0.00 294,067.52	1,002.38 1,002.38 1,002.38 1,002.38	125.50 0.00 125.50 1,127.88	1,127.88
3137FJZ93	FHMS K-084 A2 3.78 10/25/2028	10/20/2023 10/25/2023 240,000.00	233,170.31 0.00 0.00 233,439.55	756.00 756.00 756.00 756.00	269.24 0.00 269.24 1,025.24	1,025.24
3137FK4M5	FHMS K-085 A2 4.06 10/25/2028	07/23/2025 07/28/2025 350,000.00	349,256.19 0.00 0.00 349,285.52	1,184.17 1,184.17 1,184.17 1,184.17	29.32 0.00 29.32 1,213.49	1,213.49
3137FKUP9	FHMS K-087 A2 3.771 12/25/2028	07/23/2025 07/28/2025 336,441.75	334,168.97 0.00 (391.26) 333,877.92	1,058.50 1,058.50 1,057.27 1,057.27	100.21 0.00 100.21 1,157.48	1,157.48
3137FLN91	FHMS K-091 A2 3.505 03/25/2029	07/23/2025 07/28/2025 350,000.00	344,706.49 0.00 0.00 344,880.62	1,022.29 1,022.29 1,022.29 1,022.29	174.13 0.00 174.13 1,196.42	1,196.42
3137FMTY8	FHMS K-094 A2 2.903 06/25/2029	12/05/2025 12/10/2025 700,000.00	682,195.49 0.00 0.00 682,727.50	1,693.42 1,693.42 1,693.42 1,693.42	532.01 0.00 532.01 2,225.43	2,225.43
3137FRUT6	FHMS K-106 A2 2.069 01/25/2030	07/14/2025 07/17/2025 350,000.00	326,529.30 0.00 0.00 327,107.39	603.46 603.46 603.46 603.46	578.10 0.00 578.10 1,181.56	1,181.56
3137FTFK8	FHMS K-738 A2 1.545 01/25/2027	09/22/2025 09/25/2025 257,384.16	310,086.98 0.00 (54,933.79) 255,997.70	402.11 402.11 331.38 331.38	844.52 0.00 844.52 1,175.90	1,175.90
3137H4BY5	FHMS K-746 A2 2.031 09/25/2028	10/03/2023 10/06/2023 315,000.00	297,040.66 0.00 0.00 297,777.71	533.14 533.14 533.14 533.14	737.05 0.00 737.05 1,270.19	1,270.19

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
3137HB2L7	FHMS K-753 A2 4.4 10/25/2030	07/16/2026 07/21/2026 325,000.00	323,086.14 0.00 0.00 323,124.65	1,191.67 1,191.67 1,191.67 1,191.67	38.51 0.00 38.51 1,230.18	1,230.18
341081GT8	FLORIDA POWER & LIGHT CO 5.15 06/15/2029	09/19/2024 09/20/2024 330,000.00	338,796.48 0.00 0.00 338,520.73	3,587.83 0.00 5,004.08 1,416.25	0.00 (275.75) (275.75) 1,140.50	1,140.50
34532BAG6	FORDO 2025-B A3 3.91 04/15/2030	09/23/2025 09/26/2025 170,000.00	169,985.41 0.00 0.00 169,985.74	295.42 553.92 295.42 553.92	0.33 0.00 0.33 554.25	554.25
362583AD8	GMCAR 2023-2 A3 4.47 02/16/2028	04/04/2023 04/12/2023 5,438.13	9,199.43 0.00 (3,761.37) 5,438.09	17.13 34.27 10.13 27.26	0.03 0.00 0.03 27.30	27.30
36273VAD7	GMALT 2026-1 A3 3.88 01/22/2029	02/03/2026 02/12/2026 195,000.00	194,979.24 0.00 0.00 194,979.96	231.18 630.50 231.18 630.50	0.71 0.00 0.71 631.21	631.21
36275AAD1	GMALT 2026-2 A3 4.3 03/20/2029	05/05/2026 05/14/2026 115,000.00	114,988.87 0.00 0.00 114,989.23	151.10 412.08 151.10 412.08	0.36 0.00 0.36 412.44	412.44
362962AD4	GMALT 2025-2 A3 4.58 05/22/2028	05/20/2025 05/29/2025 155,000.00	154,998.52 0.00 0.00 154,998.59	216.91 591.58 216.91 591.58	0.07 0.00 0.07 591.65	591.65
379965AD8	GMALT 2025-3 A3 4.17 08/21/2028	08/05/2025 08/13/2025 155,000.00	154,984.63 0.00 0.00 154,985.28	197.50 538.63 197.50 538.63	0.64 0.00 0.64 539.27	539.27
38014AAD3	GMCAR 2024-4 A3 4.4 08/16/2029	10/08/2024 10/16/2024 68,903.53	74,696.50 0.00 (5,801.77) 68,895.64	136.96 273.92 126.32 263.28	0.91 0.00 0.91 264.19	264.19

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
437076DC3	HOME DEPOT INC 4.75 06/25/2029	 295,000.00	295,062.05 0.00 0.00 295,059.70	2,568.96 0.00 3,736.67 1,167.71	15.37 (17.71) (2.34) 1,165.36	1,165.36
437076DJ8	THE HOME DEPOT, INC. 3.95 09/15/2030	09/09/2025 09/15/2025 250,000.00	249,373.97 0.00 0.00 249,386.71	4,553.47 4,937.50 438.89 822.92	12.73 0.00 12.73 835.65	835.65
437921AD1	HAROT 252 A3 4.15 10/15/2029	04/29/2025 05/08/2025 105,000.00	104,991.75 0.00 0.00 104,991.97	193.67 363.12 193.67 363.12	0.22 0.00 0.22 363.34	363.34
43814YAD3	HAROT 2026-2 A3 4.3 11/15/2030	05/05/2026 05/13/2026 265,000.00	264,992.86 0.00 0.00 264,993.00	506.44 949.58 506.44 949.58	0.14 0.00 0.14 949.72	949.72
43815CAD0	HAROT 2026-1 A3 3.78 09/23/2030	02/10/2026 02/18/2026 175,000.00	174,975.36 0.00 0.00 174,975.86	183.75 551.25 183.75 551.25	0.50 0.00 0.50 551.75	551.75
448976AD2	HART 2024-C A3 4.41 05/15/2029	10/08/2024 10/16/2024 116,159.92	124,891.42 0.00 (8,736.90) 116,155.05	244.80 459.00 227.67 441.88	0.53 0.00 0.53 442.41	442.41
448981AD2	HART 2026-A A3 3.79 02/18/2031	02/10/2026 02/18/2026 230,000.00	229,986.14 0.00 0.00 229,986.39	387.42 726.42 387.42 726.42	0.26 0.00 0.26 726.68	726.68
44934QAD3	HART 2024-B A3 4.84 03/15/2029	07/16/2024 07/24/2024 58,457.95	63,285.13 0.00 (4,832.40) 58,453.28	136.14 255.27 125.75 244.87	0.55 0.00 0.55 245.43	245.43
44935KAD5	HART 2026-B A3 4.51 02/18/2031	06/09/2026 06/17/2026 400,000.00	399,953.87 0.00 0.00 399,954.72	801.78 1,503.34 801.78 1,503.34	0.85 0.00 0.85 1,504.19	1,504.19

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459058KQ5	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.875 02/14/2030	10/09/2025 10/10/2025 350,000.00	351,360.15 0.00 0.00 351,327.81	640.45 0.00 1,770.66 1,130.21	0.00 (32.33) (32.33) 1,097.88	1,097.88
459058KT9	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.5 07/12/2028	11/28/2023 11/30/2023 250,000.00	245,713.70 0.00 0.00 245,902.80	1,190.97 0.00 1,920.14 729.17	189.10 0.00 189.10 918.27	918.27
459058KW2	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.625 08/01/2028	250,000.00	248,561.78 0.00 0.00 248,623.42	963.54 0.00 1,927.08 963.54	61.64 0.00 61.64 1,025.18	1,025.18
459058LN1	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.875 10/16/2029	10/08/2024 10/16/2024 300,000.00	299,510.73 0.00 0.00 299,523.60	4,359.00 0.00 5,328.00 969.00	12.86 0.00 12.86 981.86	981.86
459058LR2	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.125 03/20/2030	03/14/2025 03/20/2025 205,000.00	204,480.57 0.00 0.00 204,492.59	3,781.82 4,229.15 258.39 705.71	12.02 0.00 12.02 717.74	717.74
46647PDA1	JPMORGAN CHASE & CO 4.323 04/26/2028	09/22/2025 09/23/2025 250,000.00	250,341.20 0.00 0.00 250,298.01	3,752.60 0.00 4,653.23 900.63	0.00 (43.19) (43.19) 857.44	857.44
47787CAC7	JDOT 2023-C A3 5.48 05/15/2028	09/12/2023 09/19/2023 74,005.77	81,996.61 0.00 (7,992.91) 74,004.00	199.71 374.46 180.25 354.99	0.29 0.00 0.29 355.28	355.28
47787DAD3	JDOT 2026 A3 3.87 08/15/2030	03/10/2026 03/18/2026 120,000.00	119,980.94 0.00 0.00 119,981.34	206.40 387.00 206.40 387.00	0.40 0.00 0.40 387.40	387.40
532457DB1	ELI LILLY AND COMPANY 4.0 10/15/2028	09/12/2025 09/15/2025 500,000.00	501,043.41 0.00 0.00 501,001.39	7,555.56 0.00 9,222.22 1,666.67	0.00 (42.02) (42.02) 1,624.65	1,624.65

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532457DK1	ELI LILLY AND CO 4.15 05/20/2029	05/06/2026 05/20/2026 95,000.00	94,949.27 0.00 0.00 94,950.80	1,106.09 0.00 1,434.63 328.54	1.53 0.00 1.53 330.08	330.08
532457DL9	ELI LILLY AND CO 4.375 05/20/2031	05/06/2026 05/20/2026 125,000.00	124,873.87 0.00 0.00 124,876.07	1,534.29 0.00 1,990.02 455.73	2.20 0.00 2.20 457.93	457.93
571748BY7	MARSH & MCLENNAN COMPANIES INC 4.55 11/08/2027	09/12/2025 09/15/2025 250,000.00	251,636.29 0.00 0.00 251,514.18	3,570.49 0.00 4,518.40 947.92	0.00 (122.11) (122.11) 825.81	825.81
57636QAW4	MASTERCARD INC 4.875 03/09/2028	04/19/2023 04/21/2023 290,000.00	292,647.50 0.00 0.00 292,496.51	6,754.58 7,068.75 863.96 1,178.13	0.00 (151.00) (151.00) 1,027.13	1,027.13
57636QBL7	MASTERCARD INCORPORATED 4.6 06/08/2031	06/04/2026 06/08/2026 305,000.00	304,767.36 0.00 0.00 304,771.37	3,234.69 0.00 4,403.86 1,169.17	4.01 0.00 4.01 1,173.18	1,173.18
58769GAD5	MBALT 2024-B A3 4.23 02/15/2028	09/17/2024 09/25/2024 58,754.84	66,673.95 0.00 (7,923.93) 58,750.83	125.36 235.04 110.46 220.14	0.81 0.00 0.81 220.96	220.96
58769MAD2	MBART 261 A3 4.36 10/15/2030	05/12/2026 05/20/2026 515,000.00	514,895.08 0.00 0.00 514,897.17	997.96 1,871.17 997.96 1,871.17	2.09 0.00 2.09 1,873.26	1,873.26
58770AAC7	MBART 2023-1 A3 4.51 11/15/2027	01/18/2023 01/25/2023 0.00	1,132.14 0.00 (1,132.18) 0.00	2.27 4.26 0.00 1.99	0.03 0.00 0.03 2.02	2.02
58770XAD5	MBALT 2025-B A3 3.88 04/16/2029	10/16/2025 10/22/2025 360,000.00	359,955.50 0.00 0.00 359,956.90	620.80 1,164.00 620.80 1,164.00	1.39 0.00 1.39 1,165.39	1,165.39

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58770YAD3	MBALT 2026-A A3 3.93 01/15/2030	01/13/2026 01/21/2026 195,000.00	194,967.26 0.00 0.00 194,968.05	340.60 638.63 340.60 638.63	0.80 0.00 0.80 639.43	639.43
58933YBH7	MERCK & CO INC 4.05 05/17/2028	05/08/2023 05/17/2023 90,000.00	89,975.10 0.00 0.00 89,976.30	1,053.00 0.00 1,356.75 303.75	1.20 0.00 1.20 304.95	304.95
58933YBQ7	MERCK & CO INC 4.15 09/15/2030	09/12/2025 09/15/2025 250,000.00	251,071.94 0.00 0.00 251,049.67	4,784.03 5,187.50 461.11 864.58	0.00 (22.27) (22.27) 842.31	842.31
61776NVE0	MORGAN STANLEY PRIVATE BANK NA 4.466 07/06/2028	08/05/2025 08/06/2025 500,000.00	500,649.93 0.00 0.00 500,586.62	3,411.53 0.00 5,272.36 1,860.83	0.00 (63.30) (63.30) 1,797.53	1,797.53
63743HFJ6	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 5.05 09/15/2028	07/14/2025 07/15/2025 240,000.00	242,803.80 0.00 0.00 242,685.99	5,588.67 6,060.00 538.67 1,010.00	0.00 (117.81) (117.81) 892.19	892.19
63743HFK3	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 5.6 11/13/2026	11/14/2023 11/16/2023 390,000.00	390,144.98 0.00 0.00 390,041.42	6,552.00 0.00 8,372.00 1,820.00	0.00 (103.56) (103.56) 1,716.44	1,716.44
64110LAS5	NETFLIX, INC. 4.875 04/15/2028	09/22/2025 09/23/2025 240,000.00	243,666.73 0.00 0.00 243,480.91	4,420.00 0.00 5,395.00 975.00	0.00 (185.81) (185.81) 789.19	789.19
665859AV6	NORTHERN TRUST CORP 1.95 05/01/2030	12/22/2025 12/23/2025 275,000.00	255,262.61 0.00 0.00 255,705.15	1,787.50 0.00 2,234.38 446.88	442.54 0.00 442.54 889.42	889.42
665859AW4	NORTHERN TRUST CORP 4.0 05/10/2027	10/05/2022 10/07/2022 450,000.00	448,039.55 0.00 0.00 448,273.87	5,550.00 0.00 7,050.00 1,500.00	234.32 0.00 234.32 1,734.32	1,734.32

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67066GAQ7	NVIDIA CORP 4.35 06/15/2029	06/15/2026 06/18/2026 225,000.00	224,901.51 0.00 0.00 224,904.41	1,984.69 0.00 2,800.31 815.63	2.90 0.00 2.90 818.53	818.53
67066GAR5	NVIDIA CORP 4.5 06/15/2031	06/15/2026 06/18/2026 185,000.00	184,662.96 0.00 0.00 184,668.75	1,688.13 0.00 2,381.88 693.75	5.78 0.00 5.78 699.53	699.53
693475AW5	THE PNC FINANCIAL SERVICES GROUP, INC. 3.45 04/23/2029	07/16/2025 07/17/2025 500,000.00	489,220.89 0.00 0.00 489,556.00	6,133.33 0.00 7,570.83 1,437.50	335.10 0.00 335.10 1,772.60	1,772.60
69371RS80	PACCAR FINANCIAL CORP 4.6 01/31/2029	01/24/2024 01/31/2024 410,000.00	409,677.01 0.00 0.00 409,687.98	1,624.06 0.00 3,195.72 1,571.67	10.97 0.00 10.97 1,582.64	1,582.64
69371RT71	PACCAR FINANCIAL CORP 4.55 05/08/2030	09/18/2025 09/19/2025 250,000.00	254,338.26 0.00 0.00 254,241.50	3,570.49 0.00 4,518.40 947.92	0.00 (96.76) (96.76) 851.15	851.15
713448FX1	PEPSICO, INC. 4.5 07/17/2029	07/15/2024 07/17/2024 295,000.00	294,737.07 0.00 0.00 294,744.58	1,622.50 0.00 2,728.75 1,106.25	7.51 0.00 7.51 1,113.76	1,113.76
713448GH5	PEPSICO, INC. 4.3 07/23/2030	08/12/2025 08/13/2025 250,000.00	250,160.65 0.00 0.00 250,157.19	1,134.72 0.00 2,030.56 895.83	0.00 (3.46) (3.46) 892.37	892.37
743315AW3	THE PROGRESSIVE CORPORATION 3.2 03/26/2030	550,000.00	535,492.27 0.00 0.00 535,826.55	7,577.78 8,800.00 244.44 1,466.67	334.28 0.00 334.28 1,800.95	1,800.95
74456QBU9	PUBLIC SERVICE ELECTRIC AND GAS CO 3.7 05/01/2028	09/06/2023 09/08/2023 300,000.00	293,837.95 0.00 0.00 294,142.00	3,700.00 0.00 4,625.00 925.00	304.05 0.00 304.05 1,229.05	1,229.05

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74456QBY1	PUBLIC SERVICE ELECTRIC AND GAS CO 3.2 05/15/2029	07/14/2025 07/15/2025 250,000.00	242,636.28 0.00 0.00 242,860.10	2,355.56 0.00 3,022.22 666.67	223.82 0.00 223.82 890.49	890.49
74464AAC5	PUBLIC STORAGE OPERATING CO 4.375 07/01/2030	07/17/2025 07/18/2025 215,000.00	213,493.58 0.00 0.00 213,525.88	1,567.71 0.00 2,351.56 783.85	32.30 0.00 32.30 816.16	816.16
747525BU6	QUALCOMM INC 4.5 05/20/2030	09/18/2025 09/19/2025 250,000.00	253,876.36 0.00 0.00 253,788.73	3,156.25 0.00 4,093.75 937.50	0.00 (87.63) (87.63) 849.87	849.87
808513AU9	THE CHARLES SCHWAB CORPORATION 3.2 01/25/2028	09/18/2025 09/19/2025 250,000.00	247,552.20 0.00 0.00 247,695.91	800.00 0.00 1,466.67 666.67	143.71 0.00 143.71 810.37	810.37
808513CQ6	THE CHARLES SCHWAB CORPORATION 4.744 05/21/2030	05/19/2026 05/21/2026 265,000.00	264,903.94 0.00 0.00 264,906.06	3,492.11 0.00 4,539.74 1,047.63	2.12 0.00 2.12 1,049.76	1,049.76
857477CL5	STATE STREET CORP 4.993 03/18/2027	03/13/2024 03/18/2024 365,000.00	365,000.00 0.00 0.00 365,000.00	8,251.63 9,112.23 658.11 1,518.71	0.00 0.00 0.00 1,518.71	1,518.71
857477DB6	STATE STREET CORPORATION 4.834 04/24/2030	07/14/2025 07/15/2025 240,000.00	242,271.24 0.00 0.00 242,218.83	4,092.79 0.00 5,059.59 966.80	0.00 (52.41) (52.41) 914.39	914.39
87612EBU9	TARGET CORP 4.35 06/15/2028	09/18/2025 09/19/2025 250,000.00	251,896.81 0.00 0.00 251,805.33	2,295.83 0.00 3,202.08 906.25	0.00 (91.49) (91.49) 814.76	814.76
89231DAD7	TAOT 2026-C A3 4.51 03/17/2031	07/14/2026 07/21/2026 175,000.00	174,975.19 0.00 0.00 174,975.64	350.78 657.71 350.78 657.71	0.45 0.00 0.45 658.16	658.16

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
89231GAD0	TAOT 2025-D A3 3.84 06/17/2030	10/15/2025 10/23/2025 220,000.00	219,979.36 0.00 0.00 219,979.81	375.47 704.00 375.47 704.00	0.45 0.00 0.45 704.45	704.45
89236TMF9	TOYOTA MOTOR CREDIT CORP 5.05 05/16/2029	06/25/2024 06/26/2024 400,000.00	401,589.66 0.00 0.00 401,541.39	5,891.67 0.00 7,575.00 1,683.33	0.00 (48.27) (48.27) 1,635.06	1,635.06
89236TNJ0	TOYOTA MOTOR CREDIT CORP 4.8 05/15/2030	07/15/2025 07/16/2025 240,000.00	241,716.21 0.00 0.00 241,678.13	3,392.00 0.00 4,352.00 960.00	0.00 (38.08) (38.08) 921.92	921.92
89239TAD4	TAOT 2024-D A3 4.4 06/15/2029	10/10/2024 10/17/2024 81,361.87	87,269.22 0.00 (5,910.26) 81,359.23	170.67 320.00 159.11 308.44	0.28 0.00 0.28 308.72	308.72
89240KAD0	TAOT 2026-A A3 3.86 09/15/2030	01/13/2026 01/21/2026 145,000.00	144,989.27 0.00 0.00 144,989.49	248.76 466.42 248.76 466.42	0.22 0.00 0.22 466.64	466.64
90331HPV9	US BANK NA 4.535 05/20/2029	05/14/2026 05/20/2026 265,000.00	265,117.18 0.00 0.00 265,113.53	3,371.65 0.00 4,373.13 1,001.48	0.00 (3.65) (3.65) 997.82	997.82
91159HHS2	U.S. BANCORP 3.9 04/26/2028	09/12/2025 09/15/2025 250,000.00	250,063.44 0.00 0.00 250,060.10	3,385.42 0.00 4,197.92 812.50	0.00 (3.34) (3.34) 809.16	809.16
9128283F5	UNITED STATES TREASURY 2.25 11/15/2027	1,500,000.00	1,474,789.89 0.00 0.00 1,476,508.77	9,996.60 0.00 12,747.96 2,751.36	1,718.87 0.00 1,718.87 4,470.23	4,470.23
9128283W8	UNITED STATES TREASURY 2.75 02/15/2028	09/25/2025 09/26/2025 700,000.00	691,158.43 0.00 0.00 691,657.02	889.27 0.00 2,458.56 1,569.29	498.58 0.00 498.58 2,067.88	2,067.88

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
9128285M8	UNITED STATES TREASURY 3.125 11/15/2028	 1,100,000.00	1,082,968.41 0.00 0.00 1,083,602.34	10,181.73 0.00 12,984.04 2,802.31	633.93 0.00 633.93 3,436.24	3,436.24
912828U24	UNITED STATES TREASURY 2.0 11/15/2026	03/29/2022 03/30/2022 625,000.00	624,330.82 0.00 0.00 624,598.49	3,702.45 0.00 4,721.47 1,019.02	267.67 0.00 267.67 1,286.70	1,286.70
912828V98	UNITED STATES TREASURY 2.25 02/15/2027	12/16/2025 12/17/2025 700,000.00	696,078.26 0.00 0.00 696,782.77	727.58 0.00 2,011.55 1,283.97	704.50 0.00 704.50 1,988.47	1,988.47
912828X88	UNITED STATES TREASURY 2.375 05/15/2027	06/09/2022 06/10/2022 350,000.00	348,388.06 0.00 0.00 348,576.96	2,462.13 0.00 3,139.78 677.65	188.90 0.00 188.90 866.55	866.55
912828YB0	UNITED STATES TREASURY 1.625 08/15/2029	09/24/2024 09/25/2024 150,000.00	142,469.95 0.00 0.00 142,679.31	112.60 0.00 311.31 198.71	209.36 0.00 209.36 408.07	408.07
912828YG9	UNITED STATES TREASURY 1.625 09/30/2026	12/28/2021 12/29/2021 0.00	300,088.48 0.00 (300,000.00) 0.00	2,051.23 2,437.50 0.00 386.27	0.00 (88.48) (88.48) 297.79	297.79
912828Z94	UNITED STATES TREASURY 1.5 02/15/2030	02/24/2026 02/25/2026 400,000.00	374,090.99 0.00 0.00 374,706.40	277.17 0.00 766.30 489.13	615.42 0.00 615.42 1,104.55	1,104.55
91282CEF4	UNITED STATES TREASURY 2.5 03/31/2027	 750,000.00	748,374.58 0.00 0.00 748,605.68	7,889.34 9,375.00 51.51 1,537.17	231.10 0.00 231.10 1,768.27	1,768.27
91282CEV9	UNITED STATES TREASURY 3.25 06/30/2029	07/30/2025 07/31/2025 700,000.00	688,207.75 0.00 0.00 688,550.21	3,894.70 0.00 5,749.32 1,854.62	342.47 0.00 342.47 2,197.09	2,197.09

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
91282CFM8	UNITED STATES TREASURY 4.125 09/30/2027	10/26/2022 10/27/2022 570,000.00	569,653.77 0.00 0.00 569,680.14	9,893.24 11,756.25 64.59 1,927.61	26.36 0.00 26.36 1,953.97	1,953.97
91282CFT3	UNITED STATES TREASURY 4.0 10/31/2029	07/30/2025 07/31/2025 700,000.00	701,852.19 0.00 0.00 701,804.12	9,434.78 0.00 11,717.39 2,282.61	0.00 (48.07) (48.07) 2,234.54	2,234.54
91282CGB1	UNITED STATES TREASURY 3.875 12/31/2029	07/30/2025 07/31/2025 700,000.00	699,154.67 0.00 0.00 699,175.51	4,643.68 0.00 6,854.96 2,211.28	20.84 0.00 20.84 2,232.12	2,232.12
91282CGC9	UNITED STATES TREASURY 3.875 12/31/2027	05/25/2023 05/26/2023 500,000.00	499,389.79 0.00 0.00 499,427.46	3,316.92 0.00 4,896.40 1,579.48	37.67 0.00 37.67 1,617.15	1,617.15
91282CGH8	UNITED STATES TREASURY 3.5 01/31/2028	07/30/2025 07/31/2025 700,000.00	696,519.96 0.00 0.00 696,721.90	2,130.43 0.00 4,127.72 1,997.28	201.94 0.00 201.94 2,199.22	2,199.22
91282CGQ8	UNITED STATES TREASURY 4.0 02/28/2030	1,080,000.00	1,083,606.91 0.00 0.00 1,083,522.11	119.34 0.00 3,699.45 3,580.11	0.00 (84.80) (84.80) 3,495.31	3,495.31
91282CGT2	UNITED STATES TREASURY 3.625 03/31/2028	01/10/2025 01/13/2025 600,000.00	592,679.13 0.00 0.00 593,059.76	9,151.64 10,875.00 59.75 1,783.11	380.63 0.00 380.63 2,163.75	2,163.75
91282CHF1	UNITED STATES TREASURY 3.75 05/31/2030	07/30/2025 07/31/2025 700,000.00	695,231.50 0.00 0.00 695,336.07	6,670.08 0.00 8,821.72 2,151.64	104.57 0.00 104.57 2,256.21	2,256.21
91282CJC6	UNITED STATES TREASURY 4.625 10/15/2026	08/26/2024 08/27/2024 475,000.00	475,424.45 0.00 0.00 475,135.05	8,343.32 0.00 10,144.04 1,800.72	0.00 (289.40) (289.40) 1,511.32	1,511.32

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
91282CJP7	UNITED STATES TREASURY 4.375 12/15/2026	12/27/2023 12/28/2023 300,000.00	300,281.77 0.00 0.00 300,201.26	2,797.13 0.00 3,872.95 1,075.82	0.00 (80.51) (80.51) 995.31	995.31
91282CJW2	UNITED STATES TREASURY 4.0 01/31/2029	07/30/2025 07/31/2025 700,000.00	701,924.01 0.00 0.00 701,858.65	2,434.78 0.00 4,717.39 2,282.61	0.00 (65.37) (65.37) 2,217.24	2,217.24
91282CKG5	UNITED STATES TREASURY 4.125 03/31/2029	07/30/2025 07/31/2025 700,000.00	704,039.69 0.00 0.00 703,911.04	12,149.59 14,437.50 79.33 2,367.24	0.00 (128.65) (128.65) 2,238.58	2,238.58
91282CKJ9	UNITED STATES TREASURY 4.5 04/15/2027	05/26/2026 05/27/2026 400,000.00	401,618.03 0.00 0.00 401,403.25	6,836.07 0.00 8,311.48 1,475.41	0.00 (214.78) (214.78) 1,260.63	1,260.63
91282CKP5	UNITED STATES TREASURY 4.625 04/30/2029	06/25/2025 06/26/2025 380,000.00	387,501.80 0.00 0.00 387,270.27	5,922.01 0.00 7,354.76 1,432.74	0.00 (231.54) (231.54) 1,201.21	1,201.21
91282CKZ3	UNITED STATES TREASURY 4.375 07/15/2027	11/18/2024 11/19/2024 500,000.00	500,338.99 0.00 0.00 500,306.91	2,853.26 0.00 4,636.55 1,783.29	0.00 (32.08) (32.08) 1,751.21	1,751.21
91282CLG4	UNITED STATES TREASURY 3.75 08/15/2027	1,400,000.00	1,401,572.70 0.00 0.00 1,401,437.12	2,425.27 0.00 6,705.16 4,279.89	0.00 (135.58) (135.58) 4,144.31	4,144.31
91282CLK5	UNITED STATES TREASURY 3.625 08/31/2029	07/30/2025 07/31/2025 700,000.00	694,621.79 0.00 0.00 694,769.14	70.10 0.00 2,173.00 2,102.90	147.35 0.00 147.35 2,250.25	2,250.25
91282CLL3	UNITED STATES TREASURY 3.375 09/15/2027	09/25/2025 09/26/2025 700,000.00	698,010.94 0.00 0.00 698,168.39	10,913.72 11,812.50 1,044.20 1,942.98	157.45 0.00 157.45 2,100.42	2,100.42

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
91282CLQ2	UNITED STATES TREASURY 3.875 10/15/2027	09/16/2025 09/17/2025 700,000.00	702,700.00 0.00 0.00 702,501.96	10,301.57 0.00 12,524.93 2,223.36	0.00 (198.04) (198.04) 2,025.32	2,025.32
91282CMA6	UNITED STATES TREASURY 4.125 11/30/2029	12/17/2024 12/18/2024 200,000.00	199,297.91 0.00 0.00 199,315.66	2,096.31 0.00 2,772.54 676.23	17.76 0.00 17.76 693.99	693.99
91282CMB4	UNITED STATES TREASURY 4.0 12/15/2027	09/25/2025 09/26/2025 700,000.00	703,030.43 0.00 0.00 702,837.00	5,967.21 0.00 8,262.30 2,295.08	0.00 (193.43) (193.43) 2,101.65	2,101.65
91282CMS7	UNITED STATES TREASURY 3.875 03/15/2028	09/25/2025 09/26/2025 700,000.00	702,349.50 0.00 0.00 702,223.86	12,530.57 13,562.50 1,198.90 2,230.82	0.00 (125.64) (125.64) 2,105.18	2,105.18
91282CMU2	UNITED STATES TREASURY 4.0 03/31/2030	03/28/2025 03/31/2025 250,000.00	249,860.20 0.00 0.00 249,863.41	4,207.65 5,000.00 27.47 819.82	3.21 0.00 3.21 823.03	823.03
91282CMW8	UNITED STATES TREASURY 3.75 04/15/2028	09/25/2025 09/26/2025 700,000.00	700,972.64 0.00 0.00 700,923.35	9,969.26 0.00 12,120.90 2,151.64	0.00 (49.29) (49.29) 2,102.35	2,102.35
91282CMZ1	UNITED STATES TREASURY 3.875 04/30/2030	1,100,000.00	1,095,572.81 0.00 0.00 1,095,672.15	14,362.77 0.00 17,837.64 3,474.86	99.34 0.00 99.34 3,574.20	3,574.20
91282CND9	UNITED STATES TREASURY 3.75 05/15/2028	07/30/2025 07/31/2025 700,000.00	698,798.27 0.00 0.00 698,856.23	7,775.14 0.00 9,915.08 2,139.95	57.96 0.00 57.96 2,197.91	2,197.91
91282CNK3	UNITED STATES TREASURY 3.875 06/30/2030	07/15/2025 07/16/2025 700,000.00	695,881.67 0.00 0.00 695,970.05	4,643.68 0.00 6,854.96 2,211.28	88.38 0.00 88.38 2,299.65	2,299.65

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91282CNL1	UNITED STATES TREASURY 3.75 06/30/2027	03/30/2026 03/31/2026 800,000.00	799,523.99 0.00 0.00 799,571.27	5,135.87 0.00 7,581.52 2,445.65	47.29 0.00 47.29 2,492.94	2,492.94
91282CNM9	UNITED STATES TREASURY 3.875 07/15/2028	07/30/2025 07/31/2025 700,000.00	700,190.22 0.00 0.00 700,181.86	3,538.04 0.00 5,749.32 2,211.28	0.00 (8.36) (8.36) 2,202.92	2,202.92
91282CNN7	UNITED STATES TREASURY 3.875 07/31/2030	900,000.00	899,367.71 0.00 0.00 899,380.99	3,032.61 0.00 5,875.68 2,843.07	38.19 (24.91) 13.27 2,856.34	2,856.34
91282CPA3	UNITED STATES TREASURY 3.625 09/30/2030	10/23/2025 10/24/2025 350,000.00	350,599.15 0.00 0.00 350,587.09	5,338.46 6,343.75 34.86 1,040.15	0.00 (12.06) (12.06) 1,028.09	1,028.09
91282CPD7	UNITED STATES TREASURY 3.625 10/31/2030	11/17/2025 11/18/2025 550,000.00	548,011.86 0.00 0.00 548,051.08	6,718.07 0.00 8,343.41 1,625.34	39.21 0.00 39.21 1,664.55	1,664.55
91282CPN5	UNITED STATES TREASURY 3.5 11/30/2030	950,000.00	942,413.11 0.00 0.00 942,559.85	8,448.77 0.00 11,174.18 2,725.41	146.75 0.00 146.75 2,872.16	2,872.16
91282CPR6	UNITED STATES TREASURY 3.625 12/31/2030	01/27/2026 01/28/2026 250,000.00	248,212.77 0.00 0.00 248,246.66	1,551.46 0.00 2,290.25 738.79	33.89 0.00 33.89 772.68	772.68
91282CPT2	UNITED STATES TREASURY 3.5 01/15/2029	01/16/2026 01/20/2026 500,000.00	498,215.07 0.00 0.00 498,276.83	2,282.61 0.00 3,709.24 1,426.63	61.76 0.00 61.76 1,488.39	1,488.39
91282CPW5	UNITED STATES TREASURY 3.75 01/31/2031	02/25/2026 02/26/2026 350,000.00	352,033.75 0.00 0.00 351,995.93	1,141.30 0.00 2,211.28 1,069.97	0.00 (37.83) (37.83) 1,032.15	1,032.15

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
91282CQD6	UNITED STATES TREASURY 3.5 02/28/2031	1,400,000.00	1,380,376.98 0.00 0.00 1,380,735.72	135.36 0.00 4,196.13 4,060.77	358.74 0.00 358.74 4,419.51	4,419.51
91282CQG9	UNITED STATES TREASURY 3.875 03/31/2031	04/17/2026 04/20/2026 500,000.00	500,741.36 0.00 0.00 500,728.06	8,152.32 9,687.50 53.23 1,588.41	0.00 (13.30) (13.30) 1,575.10	1,575.10
91282CQJ3	UNITED STATES TREASURY 3.875 04/15/2029	04/16/2026 04/17/2026 425,000.00	425,929.44 0.00 0.00 425,900.31	6,254.53 0.00 7,604.42 1,349.90	0.00 (29.14) (29.14) 1,320.76	1,320.76
91282CQK0	UNITED STATES TREASURY 3.875 04/30/2031	05/28/2026 05/29/2026 500,000.00	494,209.90 0.00 0.00 494,311.96	6,528.53 0.00 8,108.02 1,579.48	102.06 0.00 102.06 1,681.54	1,681.54
91282CQU8	UNITED STATES TREASURY 4.125 05/31/2031	1,400,000.00	1,395,165.76 0.00 0.00 1,395,249.45	14,674.18 0.00 19,407.79 4,733.61	83.69 0.00 83.69 4,817.29	4,817.29
91282CQX2	UNITED STATES TREASURY 4.125 06/30/2031	07/16/2026 07/17/2026 225,000.00	223,406.80 0.00 0.00 223,433.91	1,588.91 0.00 2,345.53 756.62	27.11 0.00 27.11 783.73	783.73
91324PEU2	UNITEDHEALTH GROUP INC 4.25 01/15/2029	02/13/2025 02/14/2025 350,000.00	346,100.32 0.00 0.00 346,235.25	1,900.69 0.00 3,140.28 1,239.58	134.94 0.00 134.94 1,374.52	1,374.52
92348KDY6	VZMT 2025-3 A1A 4.51 03/20/2030	03/25/2025 03/31/2025 255,000.00	254,992.18 0.00 0.00 254,992.36	351.40 958.37 351.40 958.37	0.18 0.00 0.18 958.55	958.55
92826CAZ5	VISA INC. 4.1 02/12/2031	02/03/2026 02/12/2026 235,000.00	234,719.76 0.00 0.00 234,724.94	508.51 0.00 1,311.43 802.92	5.17 0.00 5.17 808.09	808.09

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92970QAK1	WFCIT 2026-1 A 4.08 04/16/2029	04/21/2026 04/27/2026 380,000.00	379,952.90 0.00 0.00 379,954.37	689.07 1,292.00 689.07 1,292.00	1.48 0.00 1.48 1,293.48	1,293.48
931142ER0	WALMART INC 1.05 09/17/2026	09/08/2021 09/17/2021 0.00	39,999.34 0.00 (40,000.00) 0.00	191.33 210.00 0.00 18.67	0.66 0.00 0.66 19.33	19.33
931142FN8	WALMART INC. 4.35 04/28/2030	04/23/2025 04/28/2025 310,000.00	309,607.91 0.00 0.00 309,616.72	4,607.38 0.00 5,731.13 1,123.75	8.81 0.00 8.81 1,132.56	1,132.56
94988J6F9	WELLS FARGO BANK NA 5.254 12/11/2026	10/22/2025 10/23/2025 250,000.00	250,693.60 0.00 0.00 250,396.34	2,918.89 0.00 4,013.47 1,094.58	0.00 (297.26) (297.26) 797.32	797.32
95000U4D2	WELLS FARGO & CO 4.182 01/23/2030	01/16/2026 01/23/2026 250,000.00	249,840.86 0.00 0.00 249,844.71	1,103.58 0.00 1,974.83 871.25	3.85 0.00 3.85 875.10	875.10
			70,820,864.54 **0.00** **(1,168,669.90)**	**574,351.07** **209,314.20** **588,723.28**	**17,434.68** **(5,203.09)** **12,231.59**	
Total Fixed Income		**69,987,693.35**	**69,664,426.23**	**223,686.41**	**235,918.00**	**235,918.00**
LAIF						
90LAIF$00	Local Agency Investment Fund State Pool	6,069,489.88	6,069,489.88 0.00 0.00 6,069,489.88	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00
			6,069,489.88 **0.00** **0.00**	**0.00** **0.00** **0.00**	**0.00** **0.00** **0.00**	
Total LAIF		**6,069,489.88**	**6,069,489.88**	**0.00**	**0.00**	**0.00**
LOCAL GOV INVESTMENT POOL						

INCOME EARNED

City of Gardena Cons | Account #10647 | As of September 30, 2026

CUSIP	Security Description	Trade Date Settle Date Units	Book Value: Begin Book Value: Acq Book Value: Disp Book Value: End	Prior Accrued Inc. Received Ending Accrued Total Interest	Accr. Of Discount Amort. Of Premium Net Accret/Amort Income Earned	Total Income
09CATR$05	CalTrust MTF	765,515.36	7,648,662.04 24,016.06 0.00 7,672,678.10	0.00 24,016.06 0.00 24,016.06	0.00 0.00 0.00 24,016.06	24,016.06
90CAMP$00	CAMP	14,233,532.69	14,188,432.11 45,100.58 0.00 14,233,532.69	0.00 45,100.58 0.00 45,100.58	0.00 0.00 0.00 45,100.58	45,100.58
Total Local Gov Investment Pool		**14,999,048.05**	**21,837,094.15** **69,116.64** **0.00** **21,906,210.79**	**0.00** **69,116.64** **0.00** **69,116.64**	**0.00** **0.00** **0.00** **69,116.64**	**69,116.64**
TOTAL PORTFOLIO		**93,704,543.92**	**99,973,740.66** **1,449,264.66** **(1,168,669.90)** **100,288,439.54**	**574,351.07** **280,594.75** **588,723.28** **294,966.96**	**17,434.68** **(5,203.09)** **12,231.59** **307,198.55**	**307,198.55**

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
OCTOBER 2026							
10/01/2026	Dividend	31846V203	0.00	FIRST AMER:GVT OBLG Y	3,567.30		3,567.30
10/01/2026	Dividend	31846V203	0.00	FIRST AMER:GVT OBLG Y	1,158.18		1,158.18
10/09/2026	Coupon	3130B3A29	0.00	FEDERAL HOME LOAN BANKS 4.0 10/09/2026		12,000.00	12,000.00
10/09/2026	Maturity	3130B3A29	(600,000.00)	FEDERAL HOME LOAN BANKS 4.0 10/09/2026	600,000.00		600,000.00
10/13/2026	Coupon	63743HFK3	0.00	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 5.6 11/13/2026		9,099.99	9,099.99
10/13/2026	Call Redemption	63743HFK3	(390,000.00)	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 5.6 11/13/2026	390,000.00		390,000.00
10/15/2026	Coupon	92970QAK1	0.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
10/15/2026	Coupon	92970QAK1	0.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
10/15/2026	Coupon	91282CQJ3	0.00	UNITED STATES TREASURY 3.875 04/15/2029		8,234.38	8,234.38
10/15/2026	Coupon	91282CMW8	0.00	UNITED STATES TREASURY 3.75 04/15/2028		13,125.00	13,125.00
10/15/2026	Coupon	91282CLQ2	0.00	UNITED STATES TREASURY 3.875 10/15/2027		13,562.50	13,562.50
10/15/2026	Coupon	91282CKJ9	0.00	UNITED STATES TREASURY 4.5 04/15/2027		9,000.00	9,000.00
10/15/2026	Coupon	91282CJC6	0.00	UNITED STATES TREASURY 4.625 10/15/2026		10,984.38	10,984.38
10/15/2026	Maturity	91282CJC6	(475,000.00)	UNITED STATES TREASURY 4.625 10/15/2026	475,000.00		475,000.00
10/15/2026	Coupon	89240KAD0	0.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
10/15/2026	Coupon	89239TAD4	0.00	TAOT 2024-D A3 4.4 06/15/2029		298.33	298.33
10/15/2026	Principal Paydown	89239TAD4	(5,683.53)	TAOT 2024-D A3 4.4 06/15/2029	5,683.53		5,683.53
10/15/2026	Coupon	89231GAD0	0.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
10/15/2026	Coupon	89231DAD7	0.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
10/15/2026	Coupon	64110LAS5	0.00	NETFLIX, INC. 4.875 04/15/2028		5,850.00	5,850.00
10/15/2026	Coupon	58770YAD3	0.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
10/15/2026	Coupon	58770YAD3	0.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
10/15/2026	Coupon	58770XAD5	0.00	MBALT 2025-B A3 3.88 04/16/2029		1,164.00	1,164.00
10/15/2026	Coupon	58769MAD2	0.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
10/15/2026	Coupon	58769MAD2	0.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
10/15/2026	Coupon	58769GAD5	0.00	MBALT 2024-B A3 4.23 02/15/2028		207.11	207.11
10/15/2026	Principal Paydown	58769GAD5	(7,827.72)	MBALT 2024-B A3 4.23 02/15/2028	7,827.72		7,827.72
10/15/2026	Coupon	532457DB1	0.00	ELI LILLY AND COMPANY 4.0 10/15/2028		5,000.00	5,000.00
10/15/2026	Coupon	532457DB1	0.00	ELI LILLY AND COMPANY 4.0 10/15/2028		5,000.00	5,000.00

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
10/15/2026	Coupon	47787DAD3	0.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
10/15/2026	Coupon	47787CAC7	0.00	JDOT 2023-C A3 5.48 05/15/2028		337.96	337.96
10/15/2026	Principal Paydown	47787CAC7	(8,386.05)	JDOT 2023-C A3 5.48 05/15/2028	8,386.05		8,386.05
10/15/2026	Coupon	44935KAD5	0.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
10/15/2026	Coupon	44935KAD5	0.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
10/15/2026	Coupon	44934QAD3	0.00	HART 2024-B A3 4.84 03/15/2029		235.78	235.78
10/15/2026	Principal Paydown	44934QAD3	(4,443.80)	HART 2024-B A3 4.84 03/15/2029	4,443.80		4,443.80
10/15/2026	Coupon	448981AD2	0.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
10/15/2026	Coupon	448976AD2	0.00	HART 2024-C A3 4.41 05/15/2029		426.89	426.89
10/15/2026	Principal Paydown	448976AD2	(8,366.25)	HART 2024-C A3 4.41 05/15/2029	8,366.25		8,366.25
10/15/2026	Coupon	43814YAD3	0.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
10/15/2026	Coupon	437921AD1	0.00	HAROT 252 A3 4.15 10/15/2029		363.12	363.12
10/15/2026	Coupon	34532BAG6	0.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
10/15/2026	Coupon	161571JA3	0.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
10/15/2026	Dividend	90LAIF$00	0.00	Local Agency Investment Fund State Pool	21,915.36		21,915.36
10/15/2026	Dividend	90LAIF$00	0.00	Local Agency Investment Fund State Pool	19,989.41		19,989.41
10/15/2026	Dividend	90LAIF$00	0.00	Local Agency Investment Fund State Pool	19,310.96		19,310.96
10/16/2026	Coupon	459058LN1	0.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.875 10/16/2029		5,814.00	5,814.00
10/16/2026	Coupon	38014AAD3	0.00	GMCAR 2024-4 A3 4.4 08/16/2029		252.65	252.65
10/16/2026	Principal Paydown	38014AAD3	(5,697.16)	GMCAR 2024-4 A3 4.4 08/16/2029	5,697.16		5,697.16
10/16/2026	Coupon	362583AD8	0.00	GMCAR 2023-2 A3 4.47 02/16/2028		20.26	20.26
10/16/2026	Principal Paydown	362583AD8	(3,491.83)	GMCAR 2023-2 A3 4.47 02/16/2028	3,491.83		3,491.83
10/20/2026	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
10/20/2026	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
10/20/2026	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		591.58	591.58
10/20/2026	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	8,233.99		8,233.99
10/20/2026	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		538.63	538.63
10/20/2026	Coupon	92348KDY6	255,000.00	VZMT 2025-3 A1A 4.51 03/20/2030		958.38	958.38
10/21/2026	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
10/23/2026	Coupon	06051GMY2	250,000.00	BANK OF AMERICA CORPORATION 4.477 04/23/2030		5,596.25	5,596.25

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
10/23/2026	Coupon	693475AW5	250,000.00	THE PNC FINANCIAL SERVICES GROUP, INC. 3.45 04/23/2029		4,312.50	4,312.50
10/23/2026	Coupon	693475AW5	250,000.00	THE PNC FINANCIAL SERVICES GROUP, INC. 3.45 04/23/2029		4,312.50	4,312.50
10/26/2026	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		595.50	595.50
10/26/2026	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		595.50	595.50
10/26/2026	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
10/26/2026	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
10/26/2026	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		726.22	726.22
10/26/2026	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	11,805.36		11,805.36
10/26/2026	Coupon	3137BVZ82	248,140.60	FHMS K-063 A2 3.43 01/25/2027		709.27	709.27
10/26/2026	Principal Paydown	3137BVZ82	248,140.60	FHMS K-063 A2 3.43 01/25/2027	25,927.53		25,927.53
10/26/2026	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		441.86	441.86
10/26/2026	Principal Paydown	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	294.87		294.87
10/26/2026	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		933.98	933.98
10/26/2026	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,334.25	1,334.25
10/26/2026	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,295.62	1,295.62
10/26/2026	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	875.65		875.65
10/26/2026	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
10/26/2026	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
10/26/2026	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
10/26/2026	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
10/26/2026	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
10/26/2026	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
10/26/2026	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,184.17	1,184.17
10/26/2026	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,057.27	1,057.27
10/26/2026	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	425.29		425.29
10/26/2026	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
10/26/2026	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
10/26/2026	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
10/26/2026	Coupon	3137FTFK8	257,384.16	FHMS K-738 A2 1.545 01/25/2027		331.38	331.38
10/26/2026	Principal Paydown	3137FTFK8	257,384.16	FHMS K-738 A2 1.545 01/25/2027	323.39		323.39

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
10/26/2026	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
10/26/2026	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
10/26/2026	Coupon	46647PDA1	250,000.00	JPMORGAN CHASE & CO 4.323 04/26/2028		5,403.75	5,403.75
10/26/2026	Coupon	857477DB6	240,000.00	STATE STREET CORPORATION 4.834 04/24/2030		5,800.80	5,800.80
10/26/2026	Coupon	91159HHS2	250,000.00	U.S. BANCORP 3.9 04/26/2028		4,875.00	4,875.00
10/28/2026	Coupon	931142FN8	310,000.00	WALMART INC. 4.35 04/28/2030		6,742.50	6,742.50
10/30/2026	Coupon	09247XAQ4	275,000.00	BLACKROCK FINANCE INC 2.4 04/30/2030		3,300.00	3,300.00
October 2026 Total					**1,622,723.63**	**176,662.99**	**1,799,386.62**
NOVEMBER 2026							
11/02/2026	Coupon	665859AV6	275,000.00	NORTHERN TRUST CORP 1.95 05/01/2030		2,681.25	2,681.25
11/02/2026	Coupon	74456QBU9	300,000.00	PUBLIC SERVICE ELECTRIC AND GAS CO 3.7 05/01/2028		5,550.00	5,550.00
11/02/2026	Coupon	91282CFT3	700,000.00	UNITED STATES TREASURY 4.0 10/31/2029		14,000.00	14,000.00
11/02/2026	Coupon	91282CKP5	380,000.00	UNITED STATES TREASURY 4.625 04/30/2029		8,787.50	8,787.50
11/02/2026	Coupon	91282CMZ1	400,000.00	UNITED STATES TREASURY 3.875 04/30/2030		7,750.00	7,750.00
11/02/2026	Coupon	91282CMZ1	700,000.00	UNITED STATES TREASURY 3.875 04/30/2030		13,562.50	13,562.50
11/02/2026	Coupon	91282CPD7	550,000.00	UNITED STATES TREASURY 3.625 10/31/2030		9,968.75	9,968.75
11/02/2026	Coupon	91282CQK0	500,000.00	UNITED STATES TREASURY 3.875 04/30/2031		9,687.50	9,687.50
11/09/2026	Coupon	571748BY7	250,000.00	MARSH & MCLENNAN COMPANIES INC 4.55 11/08/2027		5,687.50	5,687.50
11/09/2026	Coupon	69371RT71	250,000.00	PACCAR FINANCIAL CORP 4.55 05/08/2030		5,687.50	5,687.50
11/10/2026	Coupon	665859AW4	450,000.00	NORTHERN TRUST CORP 4.0 05/10/2027		9,000.00	9,000.00
11/16/2026	Coupon	00287YBF5	250,000.00	ABBVIE INC. 4.25 11/14/2028		5,312.50	5,312.50
11/16/2026	Coupon	14913UAL4	405,000.00	CATERPILLAR FINANCIAL SERVICES CORP 5.0 05/14/2027		10,125.00	10,125.00
11/16/2026	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
11/16/2026	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
11/16/2026	Coupon	362583AD8	1,946.30	GMCAR 2023-2 A3 4.47 02/16/2028		23.63	23.63
11/16/2026	Principal Paydown	362583AD8	1,946.30	GMCAR 2023-2 A3 4.47 02/16/2028	3,129.84		3,129.84
11/16/2026	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		259.20	259.20
11/16/2026	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	4,778.06		4,778.06

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
11/16/2026	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		363.13	363.13
11/16/2026	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
11/16/2026	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		396.14	396.14
11/16/2026	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	7,037.80		7,037.80
11/16/2026	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
11/16/2026	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		217.86	217.86
11/16/2026	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	4,046.60		4,046.60
11/16/2026	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
11/16/2026	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
11/16/2026	Coupon	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028		299.66	299.66
11/16/2026	Principal Paydown	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028	10,491.71		10,491.71
11/16/2026	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
11/16/2026	Coupon	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028		179.52	179.52
11/16/2026	Principal Paydown	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028	13,777.28		13,777.28
11/16/2026	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
11/16/2026	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
11/16/2026	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		1,164.00	1,164.00
11/16/2026	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
11/16/2026	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
11/16/2026	Coupon	74456QBY1	250,000.00	PUBLIC SERVICE ELECTRIC AND GAS CO 3.2 05/15/2029		4,000.00	4,000.00
11/16/2026	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
11/16/2026	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
11/16/2026	Coupon	89236TMF9	400,000.00	TOYOTA MOTOR CREDIT CORP 5.05 05/16/2029		10,100.00	10,100.00
11/16/2026	Coupon	89236TNJ0	240,000.00	TOYOTA MOTOR CREDIT CORP 4.8 05/15/2030		5,760.00	5,760.00
11/16/2026	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		277.49	277.49
11/16/2026	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	5,217.43		5,217.43
11/16/2026	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
11/16/2026	Coupon	9128283F5	700,000.00	UNITED STATES TREASURY 2.25 11/15/2027		7,875.00	7,875.00
11/16/2026	Coupon	9128283F5	800,000.00	UNITED STATES TREASURY 2.25 11/15/2027		9,000.00	9,000.00
11/16/2026	Coupon	9128285M8	400,000.00	UNITED STATES TREASURY 3.125 11/15/2028		6,250.00	6,250.00
11/16/2026	Coupon	9128285M8	700,000.00	UNITED STATES TREASURY 3.125 11/15/2028		10,937.50	10,937.50

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
11/16/2026	Coupon	912828U24	625,000.00	UNITED STATES TREASURY 2.0 11/15/2026		6,250.00	6,250.00
11/16/2026	Final Maturity	912828U24	625,000.00	UNITED STATES TREASURY 2.0 11/15/2026	625,000.00		625,000.00
11/16/2026	Coupon	912828X88	350,000.00	UNITED STATES TREASURY 2.375 05/15/2027		4,156.25	4,156.25
11/16/2026	Coupon	91282CND9	700,000.00	UNITED STATES TREASURY 3.75 05/15/2028		13,125.00	13,125.00
11/16/2026	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
11/16/2026	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
11/16/2026	Coupon	94988J6F9	250,000.00	WELLS FARGO BANK NA 5.254 12/11/2026		5,655.35	5,655.35
11/16/2026	Effective Maturity	94988J6F9	250,000.00	WELLS FARGO BANK NA 5.254 12/11/2026	250,000.00		250,000.00
11/17/2026	Coupon	58933YBH7	90,000.00	MERCK & CO INC 4.05 05/17/2028		1,822.50	1,822.50
11/20/2026	Coupon	3133ERFJ5	330,000.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 05/20/2027		7,425.00	7,425.00
11/20/2026	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
11/20/2026	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
11/20/2026	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		560.16	560.16
11/20/2026	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	17,372.20		17,372.20
11/20/2026	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		538.63	538.63
11/20/2026	Coupon	532457DK1	95,000.00	ELI LILLY AND CO 4.15 05/20/2029		1,971.25	1,971.25
11/20/2026	Coupon	532457DL9	125,000.00	ELI LILLY AND CO 4.375 05/20/2031		2,734.38	2,734.38
11/20/2026	Coupon	747525BU6	250,000.00	QUALCOMM INC 4.5 05/20/2030		5,625.00	5,625.00
11/20/2026	Coupon	90331HPV9	265,000.00	US BANK NA 4.535 05/20/2029		6,008.88	6,008.88
11/20/2026	Coupon	92348KDY6	255,000.00	VZMT 2025-3 A1A 4.51 03/20/2030		958.38	958.38
11/23/2026	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
11/23/2026	Coupon	808513CQ6	265,000.00	THE CHARLES SCHWAB CORPORATION 4.744 05/21/2030		6,285.80	6,285.80
11/25/2026	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		595.50	595.50
11/25/2026	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		595.50	595.50
11/25/2026	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
11/25/2026	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
11/25/2026	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		681.36	681.36
11/25/2026	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	11,521.14		11,521.14
11/25/2026	Coupon	3137BVZ82	248,140.60	FHMS K-063 A2 3.43 01/25/2027		791.67	791.67
11/25/2026	Principal Paydown	3137BVZ82	248,140.60	FHMS K-063 A2 3.43 01/25/2027	53,736.70		53,736.70

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
11/25/2026	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		457.48	457.48
11/25/2026	Principal Paydown	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	276.45		276.45
11/25/2026	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		1,004.50	1,004.50
11/25/2026	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,435.00	1,435.00
11/25/2026	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,293.18	1,293.18
11/25/2026	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	823.81		823.81
11/25/2026	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
11/25/2026	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
11/25/2026	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
11/25/2026	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
11/25/2026	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
11/25/2026	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
11/25/2026	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,184.17	1,184.17
11/25/2026	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,055.94	1,055.94
11/25/2026	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	392.88		392.88
11/25/2026	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
11/25/2026	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
11/25/2026	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
11/25/2026	Coupon	3137FTFK8	257,384.16	FHMS K-738 A2 1.545 01/25/2027		401.30	401.30
11/25/2026	Principal Paydown	3137FTFK8	257,384.16	FHMS K-738 A2 1.545 01/25/2027	304.97		304.97
11/25/2026	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
11/25/2026	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
11/30/2026	Coupon	91282CHF1	700,000.00	UNITED STATES TREASURY 3.75 05/31/2030		13,125.00	13,125.00
11/30/2026	Coupon	91282CMA6	200,000.00	UNITED STATES TREASURY 4.125 11/30/2029		4,125.00	4,125.00
11/30/2026	Coupon	91282CPN5	250,000.00	UNITED STATES TREASURY 3.5 11/30/2030		4,375.00	4,375.00
11/30/2026	Coupon	91282CPN5	700,000.00	UNITED STATES TREASURY 3.5 11/30/2030		12,250.00	12,250.00
11/30/2026	Coupon	91282CQU8	700,000.00	UNITED STATES TREASURY 4.125 05/31/2031		14,437.50	14,437.50
11/30/2026	Coupon	91282CQU8	700,000.00	UNITED STATES TREASURY 4.125 05/31/2031		14,437.50	14,437.50
November 2026 Total					**1,007,906.86**	**324,314.99**	**1,332,221.85**
DECEMBER 2026							
12/01/2026	Coupon	023135CQ7	250,000.00	AMAZON.COM INC 4.65 12/01/2029		5,812.50	5,812.50

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
12/01/2026	Coupon	26444HAH4	450,000.00	DUKE ENERGY FLORIDA LLC 2.5 12/01/2029		5,625.00	5,625.00
12/07/2026	Coupon	24422EYE3	250,000.00	JOHN DEERE CAPITAL CORP 4.55 06/05/2030		5,687.50	5,687.50
12/07/2026	Coupon	3133ERGL9	450,000.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 06/07/2028		10,125.00	10,125.00
12/08/2026	Coupon	57636QBL7	305,000.00	MASTERCARD INCORPORATED 4.6 06/08/2031		7,015.00	7,015.00
12/11/2026	Coupon	009158BN5	240,000.00	AIR PRODUCTS AND CHEMICALS, INC. 4.3 06/11/2028		5,160.00	5,160.00
12/15/2026	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
12/15/2026	Coupon	26444HAJ0	275,000.00	DUKE ENERGY FLORIDA LLC 1.75 06/15/2030		2,406.25	2,406.25
12/15/2026	Coupon	3133EPN50	650,000.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.25 12/15/2028		13,812.50	13,812.50
12/15/2026	Coupon	341081GT8	330,000.00	FLORIDA POWER & LIGHT CO 5.15 06/15/2029		8,497.50	8,497.50
12/15/2026	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
12/15/2026	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		363.13	363.13
12/15/2026	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
12/15/2026	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		370.28	370.28
12/15/2026	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	6,689.20		6,689.20
12/15/2026	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
12/15/2026	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		201.54	201.54
12/15/2026	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,857.93		3,857.93
12/15/2026	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
12/15/2026	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
12/15/2026	Coupon	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028		251.75	251.75
12/15/2026	Principal Paydown	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028	7,356.32		7,356.32
12/15/2026	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
12/15/2026	Coupon	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028		130.95	130.95
12/15/2026	Principal Paydown	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028	12,208.90		12,208.90
12/15/2026	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
12/15/2026	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
12/15/2026	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		1,164.00	1,164.00
12/15/2026	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
12/15/2026	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
12/15/2026	Coupon	67066GAQ7	225,000.00	NVIDIA CORP 4.35 06/15/2029		4,812.19	4,812.19
12/15/2026	Coupon	67066GAR5	185,000.00	NVIDIA CORP 4.5 06/15/2031		4,093.13	4,093.13
12/15/2026	Coupon	87612EBU9	250,000.00	TARGET CORP 4.35 06/15/2028		5,437.50	5,437.50
12/15/2026	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
12/15/2026	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
12/15/2026	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		258.36	258.36
12/15/2026	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	4,951.55		4,951.55
12/15/2026	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
12/15/2026	Coupon	91282CJP7	300,000.00	UNITED STATES TREASURY 4.375 12/15/2026		6,562.50	6,562.50
12/15/2026	Final Maturity	91282CJP7	300,000.00	UNITED STATES TREASURY 4.375 12/15/2026	300,000.00		300,000.00
12/15/2026	Coupon	91282CMB4	700,000.00	UNITED STATES TREASURY 4.0 12/15/2027		14,000.00	14,000.00
12/15/2026	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
12/15/2026	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
12/16/2026	Coupon	362583AD8	1,946.30	GMCAR 2023-2 A3 4.47 02/16/2028		11.97	11.97
12/16/2026	Principal Paydown	362583AD8	1,946.30	GMCAR 2023-2 A3 4.47 02/16/2028	2,992.63		2,992.63
12/16/2026	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		241.68	241.68
12/16/2026	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	4,530.75		4,530.75
12/21/2026	Coupon	17305EHA6	190,000.00	CCCIT 2025-A1 A1 4.3 06/21/2030		4,085.00	4,085.00
12/21/2026	Coupon	17305EHA6	265,000.00	CCCIT 2025-A1 A1 4.3 06/21/2030		5,697.50	5,697.50
12/21/2026	Coupon	29379VCJ0	250,000.00	ENTERPRISE PRODUCTS OPERATING LLC 4.3 06/20/2028		5,375.00	5,375.00
12/21/2026	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
12/21/2026	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
12/21/2026	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		493.85	493.85
12/21/2026	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	22,011.37		22,011.37
12/21/2026	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		538.63	538.63
12/21/2026	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
12/21/2026	Coupon	92348KDY6	255,000.00	VZMT 2025-3 A1A 4.51 03/20/2030		958.38	958.38
12/25/2026	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		595.50	595.50
12/25/2026	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		595.50	595.50
12/25/2026	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
12/25/2026	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
12/25/2026	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		637.58	637.58
12/25/2026	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	10,512.12		10,512.12
12/25/2026	Coupon	3137BVZ82	248,140.60	FHMS K-063 A2 3.43 01/25/2027		638.07	638.07
12/25/2026	Principal Paydown	3137BVZ82	248,140.60	FHMS K-063 A2 3.43 01/25/2027	156,962.36		156,962.36
12/25/2026	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		456.76	456.76
12/25/2026	Principal Paydown	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	5,194.14		5,194.14
12/25/2026	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		1,004.50	1,004.50
12/25/2026	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,435.00	1,435.00
12/25/2026	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,290.88	1,290.88
12/25/2026	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	880.48		880.48
12/25/2026	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
12/25/2026	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
12/25/2026	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
12/25/2026	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
12/25/2026	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
12/25/2026	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
12/25/2026	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,184.17	1,184.17
12/25/2026	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,054.71	1,054.71
12/25/2026	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	427.96		427.96
12/25/2026	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
12/25/2026	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
12/25/2026	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
12/25/2026	Coupon	3137FTFK8	257,384.16	FHMS K-738 A2 1.545 01/25/2027		400.91	400.91
12/25/2026	Principal Paydown	3137FTFK8	257,384.16	FHMS K-738 A2 1.545 01/25/2027	104,859.13		104,859.13
12/25/2026	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
12/25/2026	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
12/28/2026	Coupon	437076DC3	295,000.00	HOME DEPOT INC 4.75 06/25/2029		7,006.25	7,006.25
12/31/2026	Coupon	91282CEV9	700,000.00	UNITED STATES TREASURY 3.25 06/30/2029		11,375.00	11,375.00
12/31/2026	Coupon	91282CGB1	700,000.00	UNITED STATES TREASURY 3.875 12/31/2029		13,562.50	13,562.50
12/31/2026	Coupon	91282CGC9	500,000.00	UNITED STATES TREASURY 3.875 12/31/2027		9,687.50	9,687.50
12/31/2026	Coupon	91282CNK3	700,000.00	UNITED STATES TREASURY 3.875 06/30/2030		13,562.50	13,562.50
12/31/2026	Coupon	91282CNL1	800,000.00	UNITED STATES TREASURY 3.75 06/30/2027		15,000.00	15,000.00

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
12/31/2026	Coupon	91282CPR6	250,000.00	UNITED STATES TREASURY 3.625 12/31/2030		4,531.25	4,531.25
12/31/2026	Coupon	91282CQX2	225,000.00	UNITED STATES TREASURY 4.125 06/30/2031		4,640.63	4,640.63
December 2026 Total					**643,434.84**	**231,897.49**	**875,332.33**
JANUARY 2027							
01/04/2027	Coupon	74464AAC5	215,000.00	PUBLIC STORAGE OPERATING CO 4.375 07/01/2030		4,703.13	4,703.13
01/06/2027	Coupon	61776NVE0	250,000.00	MORGAN STANLEY PRIVATE BANK NA 4.466 07/06/2028		5,582.50	5,582.50
01/06/2027	Coupon	61776NVE0	250,000.00	MORGAN STANLEY PRIVATE BANK NA 4.466 07/06/2028		5,582.50	5,582.50
01/07/2027	Coupon	24422EXZ7	280,000.00	JOHN DEERE CAPITAL CORP 4.65 01/07/2028		6,510.00	6,510.00
01/11/2027	Coupon	023135EC6	160,000.00	AMAZON.COM INC 4.8 07/09/2031		3,840.00	3,840.00
01/12/2027	Coupon	459058KT9	250,000.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.5 07/12/2028		4,375.00	4,375.00
01/15/2027	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
01/15/2027	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
01/15/2027	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		363.13	363.13
01/15/2027	Principal Paydown	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029	1,394.68		1,394.68
01/15/2027	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
01/15/2027	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		345.70	345.70
01/15/2027	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	6,584.87		6,584.87
01/15/2027	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
01/15/2027	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		185.98	185.98
01/15/2027	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,792.43		3,792.43
01/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
01/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
01/15/2027	Coupon	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028		218.16	218.16
01/15/2027	Principal Paydown	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028	11,337.50		11,337.50
01/15/2027	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
01/15/2027	Coupon	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028		87.92	87.92
01/15/2027	Principal Paydown	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028	12,047.56		12,047.56
01/15/2027	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
01/15/2027	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
01/15/2027	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		1,164.00	1,164.00
01/15/2027	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
01/15/2027	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
01/15/2027	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
01/15/2027	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
01/15/2027	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		240.20	240.20
01/15/2027	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	4,856.60		4,856.60
01/15/2027	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
01/15/2027	Coupon	91282CKZ3	500,000.00	UNITED STATES TREASURY 4.375 07/15/2027		10,937.50	10,937.50
01/15/2027	Coupon	91282CNM9	700,000.00	UNITED STATES TREASURY 3.875 07/15/2028		13,562.50	13,562.50
01/15/2027	Coupon	91282CPT2	500,000.00	UNITED STATES TREASURY 3.5 01/15/2029		8,750.00	8,750.00
01/15/2027	Coupon	91324PEU2	350,000.00	UNITEDHEALTH GROUP INC 4.25 01/15/2029		7,437.50	7,437.50
01/15/2027	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
01/15/2027	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
01/18/2027	Coupon	362583AD8	1,946.30	GMCAR 2023-2 A3 4.47 02/16/2028		0.82	0.82
01/18/2027	Effective Maturity	362583AD8	1,946.30	GMCAR 2023-2 A3 4.47 02/16/2028	221.25		221.25
01/18/2027	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		225.07	225.07
01/18/2027	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	4,457.28		4,457.28
01/19/2027	Coupon	713448FX1	295,000.00	PEPSICO, INC. 4.5 07/17/2029		6,637.50	6,637.50
01/20/2027	Coupon	025816EJ4	285,000.00	AMERICAN EXPRESS COMPANY 4.351 07/20/2029		6,200.18	6,200.18
01/20/2027	Coupon	025816EJ4	290,000.00	AMERICAN EXPRESS COMPANY 4.351 07/20/2029		6,308.95	6,308.95
01/20/2027	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
01/20/2027	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
01/20/2027	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		409.84	409.84
01/20/2027	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	22,545.22		22,545.22
01/20/2027	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		538.63	538.63
01/20/2027	Principal Paydown	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028	8,409.19		8,409.19
01/20/2027	Coupon	92348KDY6	255,000.00	VZMT 2025-3 A1A 4.51 03/20/2030		958.38	958.38
01/21/2027	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
01/22/2027	Coupon	06406RCG0	245,000.00	BANK OF NEW YORK MELLON CORP 4.026 01/22/2030		4,931.85	4,931.85
01/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		595.50	595.50
01/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		595.50	595.50
01/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	20,922.83		20,922.83
01/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	20,922.83		20,922.83
01/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
01/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
01/25/2027	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		597.64	597.64
01/25/2027	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	10,332.95		10,332.95
01/25/2027	Coupon	3137BVZ82	248,140.60	FHMS K-063 A2 3.43 01/25/2027		189.42	189.42
01/25/2027	Final Maturity	3137BVZ82	248,140.60	FHMS K-063 A2 3.43 01/25/2027	66,268.28		66,268.28
01/25/2027	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		443.27	443.27
01/25/2027	Principal Paydown	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	8,302.91		8,302.91
01/25/2027	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		1,004.50	1,004.50
01/25/2027	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,435.00	1,435.00
01/25/2027	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,288.42	1,288.42
01/25/2027	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	828.90		828.90
01/25/2027	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
01/25/2027	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
01/25/2027	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
01/25/2027	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
01/25/2027	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
01/25/2027	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
01/25/2027	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,184.17	1,184.17
01/25/2027	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,053.36	1,053.36
01/25/2027	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	395.70		395.70
01/25/2027	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
01/25/2027	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
01/25/2027	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
01/25/2027	Coupon	3137FTFK8	257,384.16	FHMS K-738 A2 1.545 01/25/2027		265.90	265.90
01/25/2027	Final Maturity	3137FTFK8	257,384.16	FHMS K-738 A2 1.545 01/25/2027	206,524.30		206,524.30

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
01/25/2027	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
01/25/2027	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
01/25/2027	Coupon	713448GH5	250,000.00	PEPSICO, INC. 4.3 07/23/2030		5,375.00	5,375.00
01/25/2027	Coupon	808513AU9	250,000.00	THE CHARLES SCHWAB CORPORATION 3.2 01/25/2028		4,000.00	4,000.00
01/25/2027	Coupon	95000U4D2	250,000.00	WELLS FARGO & CO 4.182 01/23/2030		5,227.50	5,227.50
01/26/2027	Coupon	17275RBQ4	170,000.00	CISCO SYSTEMS INC 4.8 02/26/2027		3,400.00	3,400.00
01/26/2027	Effective Maturity	17275RBQ4	170,000.00	CISCO SYSTEMS INC 4.8 02/26/2027	170,000.00		170,000.00
01/29/2027	Coupon	06406RAF4	250,000.00	BANK OF NEW YORK MELLON CORP 3.4 01/29/2028		4,250.00	4,250.00
January 2027 Total					**580,145.29**	**155,051.80**	**735,197.09**
FEBRUARY 2027							
02/01/2027	Coupon	459058KW2	250,000.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.625 08/01/2028		5,781.25	5,781.25
02/01/2027	Coupon	69371RS80	410,000.00	PACCAR FINANCIAL CORP 4.6 01/31/2029		9,430.00	9,430.00
02/01/2027	Coupon	91282CGH8	700,000.00	UNITED STATES TREASURY 3.5 01/31/2028		12,250.00	12,250.00
02/01/2027	Coupon	91282CJW2	700,000.00	UNITED STATES TREASURY 4.0 01/31/2029		14,000.00	14,000.00
02/01/2027	Coupon	91282CNN7	200,000.00	UNITED STATES TREASURY 3.875 07/31/2030		3,875.00	3,875.00
02/01/2027	Coupon	91282CNN7	700,000.00	UNITED STATES TREASURY 3.875 07/31/2030		13,562.50	13,562.50
02/01/2027	Coupon	91282CPW5	350,000.00	UNITED STATES TREASURY 3.75 01/31/2031		6,562.50	6,562.50
02/08/2027	Coupon	009158BH8	250,000.00	AIR PRODUCTS AND CHEMICALS INC 4.6 02/08/2029		5,750.00	5,750.00
02/12/2027	Coupon	92826CAZ5	235,000.00	VISA INC. 4.1 02/12/2031		4,817.50	4,817.50
02/15/2027	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
02/15/2027	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		358.30	358.30
02/15/2027	Principal Paydown	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029	6,252.96		6,252.96
02/15/2027	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
02/15/2027	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		321.50	321.50
02/15/2027	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	6,513.01		6,513.01
02/15/2027	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
02/15/2027	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		170.68	170.68
02/15/2027	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,574.85		3,574.85

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
02/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
02/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
02/15/2027	Coupon	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028		166.38	166.38
02/15/2027	Principal Paydown	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028	10,579.18		10,579.18
02/15/2027	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
02/15/2027	Coupon	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028		45.45	45.45
02/15/2027	Principal Paydown	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028	9,750.68		9,750.68
02/15/2027	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
02/15/2027	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
02/15/2027	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		1,164.00	1,164.00
02/15/2027	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
02/15/2027	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
02/15/2027	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
02/15/2027	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
02/15/2027	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		222.39	222.39
02/15/2027	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	4,794.74		4,794.74
02/15/2027	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
02/16/2027	Coupon	14913UBB5	250,000.00	CATERPILLAR FINANCIAL SERVICES CORP 4.1 08/15/2028		5,125.00	5,125.00
02/16/2027	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
02/16/2027	Coupon	171239AL0	250,000.00	CHUBB INA HOLDINGS LLC 4.65 08/15/2029		5,812.50	5,812.50
02/16/2027	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		208.72	208.72
02/16/2027	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	4,413.29		4,413.29
02/16/2027	Coupon	459058KQ5	350,000.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.875 02/14/2030		6,781.25	6,781.25
02/16/2027	Coupon	9128283W8	700,000.00	UNITED STATES TREASURY 2.75 02/15/2028		9,625.00	9,625.00
02/16/2027	Coupon	912828V98	700,000.00	UNITED STATES TREASURY 2.25 02/15/2027		7,875.00	7,875.00
02/16/2027	Final Maturity	912828V98	700,000.00	UNITED STATES TREASURY 2.25 02/15/2027	700,000.00		700,000.00
02/16/2027	Coupon	912828YB0	150,000.00	UNITED STATES TREASURY 1.625 08/15/2029		1,218.75	1,218.75
02/16/2027	Coupon	912828Z94	400,000.00	UNITED STATES TREASURY 1.5 02/15/2030		3,000.00	3,000.00
02/16/2027	Coupon	91282CLG4	700,000.00	UNITED STATES TREASURY 3.75 08/15/2027		13,125.00	13,125.00
02/16/2027	Coupon	91282CLG4	700,000.00	UNITED STATES TREASURY 3.75 08/15/2027		13,125.00	13,125.00

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
02/16/2027	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
02/16/2027	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
02/18/2027	Coupon	857477CL5	365,000.00	STATE STREET CORP 4.993 03/18/2027		7,593.52	7,593.52
02/18/2027	Effective Maturity	857477CL5	365,000.00	STATE STREET CORP 4.993 03/18/2027	365,000.00		365,000.00
02/22/2027	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
02/22/2027	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
02/22/2027	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		323.80	323.80
02/22/2027	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	18,247.52		18,247.52
02/22/2027	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		509.40	509.40
02/22/2027	Principal Paydown	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028	17,026.21		17,026.21
02/22/2027	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
02/22/2027	Coupon	92348KDY6	255,000.00	VZMT 2025-3 A1A 4.51 03/20/2030		958.38	958.38
02/24/2027	Coupon	17275RBX9	250,000.00	CISCO SYSTEMS INC 4.75 02/24/2030		5,937.50	5,937.50
02/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		526.28	526.28
02/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		526.28	526.28
02/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	17,057.70		17,057.70
02/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	17,057.70		17,057.70
02/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
02/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
02/25/2027	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		558.37	558.37
02/25/2027	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	10,209.92		10,209.92
02/25/2027	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		421.70	421.70
02/25/2027	Principal Paydown	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	2,608.91		2,608.91
02/25/2027	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		1,004.50	1,004.50
02/25/2027	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,435.00	1,435.00
02/25/2027	Principal Paydown	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027	347.74		347.74
02/25/2027	Principal Paydown	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027	496.77		496.77
02/25/2027	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,286.11	1,286.11
02/25/2027	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	831.35		831.35
02/25/2027	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
02/25/2027	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
02/25/2027	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
02/25/2027	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
02/25/2027	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
02/25/2027	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
02/25/2027	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,184.17	1,184.17
02/25/2027	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,052.12	1,052.12
02/25/2027	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	397.05		397.05
02/25/2027	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
02/25/2027	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
02/25/2027	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
02/25/2027	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
02/25/2027	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
February 2027 Total					**1,195,159.56**	**191,740.52**	**1,386,900.08**
MARCH 2027							
03/01/2027	Coupon	91282CGQ8	380,000.00	UNITED STATES TREASURY 4.0 02/28/2030		7,600.00	7,600.00
03/01/2027	Coupon	91282CGQ8	700,000.00	UNITED STATES TREASURY 4.0 02/28/2030		14,000.00	14,000.00
03/01/2027	Coupon	91282CLK5	700,000.00	UNITED STATES TREASURY 3.625 08/31/2029		12,687.50	12,687.50
03/01/2027	Coupon	91282CQD6	700,000.00	UNITED STATES TREASURY 3.5 02/28/2031		12,250.00	12,250.00
03/01/2027	Coupon	91282CQD6	700,000.00	UNITED STATES TREASURY 3.5 02/28/2031		12,250.00	12,250.00
03/09/2027	Coupon	002824BR0	275,000.00	ABBOTT LABORATORIES 3.7 03/09/2029		5,087.50	5,087.50
03/09/2027	Coupon	57636QAW4	290,000.00	MASTERCARD INC 4.875 03/09/2028		7,068.75	7,068.75
03/10/2027	Coupon	3130ATS57	700,000.00	FEDERAL HOME LOAN BANKS 4.5 03/10/2028		15,750.00	15,750.00
03/15/2027	Coupon	12572QAL9	250,000.00	CME GROUP INC. 4.4 03/15/2030		5,500.00	5,500.00
03/15/2027	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
03/15/2027	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
03/15/2027	Coupon	437076DJ8	250,000.00	THE HOME DEPOT, INC. 3.95 09/15/2030		4,937.50	4,937.50
03/15/2027	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		336.68	336.68
03/15/2027	Principal Paydown	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029	6,063.82		6,063.82
03/15/2027	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
03/15/2027	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		297.56	297.56
03/15/2027	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	6,321.58		6,321.58
03/15/2027	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
03/15/2027	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		156.26	156.26
03/15/2027	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,394.78		3,394.78
03/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
03/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
03/15/2027	Coupon	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028		118.07	118.07
03/15/2027	Principal Paydown	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028	7,980.89		7,980.89
03/15/2027	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
03/15/2027	Coupon	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028		11.08	11.08
03/15/2027	Effective Maturity	58769GAD5	50,927.12	MBALT 2024-B A3 4.23 02/15/2028	3,142.71		3,142.71
03/15/2027	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
03/15/2027	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
03/15/2027	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		1,164.00	1,164.00
03/15/2027	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
03/15/2027	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
03/15/2027	Coupon	58933YBQ7	250,000.00	MERCK & CO INC 4.15 09/15/2030		5,187.50	5,187.50
03/15/2027	Coupon	63743HFJ6	240,000.00	NATIONAL RURAL UTILITIES COOPERATIVE FINANCE CORP 5.05 09/15/2028		6,060.00	6,060.00
03/15/2027	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
03/15/2027	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
03/15/2027	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		204.81	204.81
03/15/2027	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	4,669.51		4,669.51
03/15/2027	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
03/15/2027	Coupon	91282CLL3	700,000.00	UNITED STATES TREASURY 3.375 09/15/2027		11,812.50	11,812.50
03/15/2027	Coupon	91282CMS7	700,000.00	UNITED STATES TREASURY 3.875 03/15/2028		13,562.50	13,562.50
03/15/2027	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
03/15/2027	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
03/16/2027	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		192.54	192.54
03/16/2027	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	4,288.37		4,288.37
03/22/2027	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
03/22/2027	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
03/22/2027	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		254.15	254.15
03/22/2027	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	16,216.69		16,216.69

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
03/22/2027	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		450.24	450.24
03/22/2027	Principal Paydown	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028	21,984.15		21,984.15
03/22/2027	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
03/22/2027	Coupon	459058LR2	205,000.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.125 03/20/2030		4,228.13	4,228.13
03/22/2027	Coupon	92348KDY6	255,000.00	VZMT 2025-3 A1A 4.51 03/20/2030		958.38	958.38
03/22/2027	Effective Maturity	92348KDY6	255,000.00	VZMT 2025-3 A1A 4.51 03/20/2030	255,000.00		255,000.00
03/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		469.85	469.85
03/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		469.85	469.85
03/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	17,343.93		17,343.93
03/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	17,343.93		17,343.93
03/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
03/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
03/25/2027	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		519.57	519.57
03/25/2027	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	9,932.30		9,932.30
03/25/2027	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		414.93	414.93
03/25/2027	Principal Paydown	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	29,524.57		29,524.57
03/25/2027	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		1,003.50	1,003.50
03/25/2027	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,433.57	1,433.57
03/25/2027	Principal Paydown	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027	737.35		737.35
03/25/2027	Principal Paydown	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027	1,053.36		1,053.36
03/25/2027	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,283.79	1,283.79
03/25/2027	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	995.38		995.38
03/25/2027	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
03/25/2027	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
03/25/2027	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
03/25/2027	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
03/25/2027	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
03/25/2027	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
03/25/2027	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,184.17	1,184.17
03/25/2027	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,050.87	1,050.87
03/25/2027	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	498.99		498.99

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
03/25/2027	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
03/25/2027	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
03/25/2027	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
03/25/2027	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
03/25/2027	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
03/26/2027	Coupon	743315AW3	250,000.00	THE PROGRESSIVE CORPORATION 3.2 03/26/2030		4,000.00	4,000.00
03/26/2027	Coupon	743315AW3	300,000.00	THE PROGRESSIVE CORPORATION 3.2 03/26/2030		4,800.00	4,800.00
03/31/2027	Coupon	91282CEF4	750,000.00	UNITED STATES TREASURY 2.5 03/31/2027		9,375.00	9,375.00
03/31/2027	Final Maturity	91282CEF4	750,000.00	UNITED STATES TREASURY 2.5 03/31/2027	750,000.00		750,000.00
03/31/2027	Coupon	91282CFM8	570,000.00	UNITED STATES TREASURY 4.125 09/30/2027		11,756.25	11,756.25
03/31/2027	Coupon	91282CGT2	600,000.00	UNITED STATES TREASURY 3.625 03/31/2028		10,875.00	10,875.00
03/31/2027	Coupon	91282CKG5	700,000.00	UNITED STATES TREASURY 4.125 03/31/2029		14,437.50	14,437.50
03/31/2027	Coupon	91282CMU2	250,000.00	UNITED STATES TREASURY 4.0 03/31/2030		5,000.00	5,000.00
03/31/2027	Coupon	91282CPA3	350,000.00	UNITED STATES TREASURY 3.625 09/30/2030		6,343.75	6,343.75
03/31/2027	Coupon	91282CQG9	500,000.00	UNITED STATES TREASURY 3.875 03/31/2031		9,687.50	9,687.50
March 2027 Total					**1,156,492.32**	**250,280.46**	**1,406,772.78**
APRIL 2027							
04/15/2027	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
04/15/2027	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
04/15/2027	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		315.71	315.71
04/15/2027	Principal Paydown	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029	6,276.75		6,276.75
04/15/2027	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
04/15/2027	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		274.33	274.33
04/15/2027	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	6,579.92		6,579.92
04/15/2027	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
04/15/2027	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		142.57	142.57
04/15/2027	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,534.89		3,534.89
04/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
04/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
04/15/2027	Coupon	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028		81.63	81.63

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
04/15/2027	Principal Paydown	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028	10,727.36		10,727.36
04/15/2027	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
04/15/2027	Coupon	532457DB1	250,000.00	ELI LILLY AND COMPANY 4.0 10/15/2028		5,000.00	5,000.00
04/15/2027	Coupon	532457DB1	250,000.00	ELI LILLY AND COMPANY 4.0 10/15/2028		5,000.00	5,000.00
04/15/2027	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
04/15/2027	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
04/15/2027	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		1,164.00	1,164.00
04/15/2027	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
04/15/2027	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
04/15/2027	Coupon	64110LAS5	240,000.00	NETFLIX, INC. 4.875 04/15/2028		5,850.00	5,850.00
04/15/2027	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
04/15/2027	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
04/15/2027	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		187.69	187.69
04/15/2027	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	4,544.56		4,544.56
04/15/2027	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
04/15/2027	Coupon	91282CKJ9	400,000.00	UNITED STATES TREASURY 4.5 04/15/2027		9,000.00	9,000.00
04/15/2027	Final Maturity	91282CKJ9	400,000.00	UNITED STATES TREASURY 4.5 04/15/2027	400,000.00		400,000.00
04/15/2027	Coupon	91282CLQ2	700,000.00	UNITED STATES TREASURY 3.875 10/15/2027		13,562.50	13,562.50
04/15/2027	Coupon	91282CMW8	700,000.00	UNITED STATES TREASURY 3.75 04/15/2028		13,125.00	13,125.00
04/15/2027	Coupon	91282CQJ3	425,000.00	UNITED STATES TREASURY 3.875 04/15/2029		8,234.38	8,234.38
04/15/2027	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
04/15/2027	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
04/16/2027	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		176.82	176.82
04/16/2027	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	4,460.65		4,460.65
04/16/2027	Coupon	459058LN1	300,000.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.875 10/16/2029		5,812.50	5,812.50
04/20/2027	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
04/20/2027	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
04/20/2027	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		192.26	192.26
04/20/2027	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	15,855.29		15,855.29
04/20/2027	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		373.84	373.84
04/20/2027	Principal Paydown	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028	24,741.33		24,741.33

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
04/21/2027	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
04/23/2027	Coupon	06051GMY2	250,000.00	BANK OF AMERICA CORPORATION 4.477 04/23/2030		5,596.25	5,596.25
04/23/2027	Coupon	693475AW5	250,000.00	THE PNC FINANCIAL SERVICES GROUP, INC. 3.45 04/23/2029		4,312.50	4,312.50
04/23/2027	Coupon	693475AW5	250,000.00	THE PNC FINANCIAL SERVICES GROUP, INC. 3.45 04/23/2029		4,312.50	4,312.50
04/26/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		412.47	412.47
04/26/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		412.47	412.47
04/26/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	18,324.11		18,324.11
04/26/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	18,324.11		18,324.11
04/26/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
04/26/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
04/26/2027	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		481.83	481.83
04/26/2027	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	10,207.30		10,207.30
04/26/2027	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		338.24	338.24
04/26/2027	Principal Paydown	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	25,970.97		25,970.97
04/26/2027	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		1,001.39	1,001.39
04/26/2027	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,430.55	1,430.55
04/26/2027	Principal Paydown	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027	624.93		624.93
04/26/2027	Principal Paydown	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027	892.76		892.76
04/26/2027	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,281.01	1,281.01
04/26/2027	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	836.85		836.85
04/26/2027	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
04/26/2027	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
04/26/2027	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
04/26/2027	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
04/26/2027	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
04/26/2027	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
04/26/2027	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,184.17	1,184.17
04/26/2027	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,049.30	1,049.30
04/26/2027	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	400.17		400.17

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
04/26/2027	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
04/26/2027	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
04/26/2027	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
04/26/2027	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
04/26/2027	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
04/26/2027	Coupon	46647PDA1	250,000.00	JPMORGAN CHASE & CO 4.323 04/26/2028		5,403.75	5,403.75
04/26/2027	Effective Maturity	46647PDA1	250,000.00	JPMORGAN CHASE & CO 4.323 04/26/2028	250,000.00		250,000.00
04/26/2027	Coupon	857477DB6	240,000.00	STATE STREET CORPORATION 4.834 04/24/2030		5,800.80	5,800.80
04/26/2027	Coupon	91159HHS2	250,000.00	U.S. BANCORP 3.9 04/26/2028		4,875.00	4,875.00
04/28/2027	Coupon	931142FN8	310,000.00	WALMART INC. 4.35 04/28/2030		6,742.50	6,742.50
04/30/2027	Coupon	09247XAQ4	275,000.00	BLACKROCK FINANCE INC 2.4 04/30/2030		3,300.00	3,300.00
04/30/2027	Coupon	91282CFT3	700,000.00	UNITED STATES TREASURY 4.0 10/31/2029		14,000.00	14,000.00
04/30/2027	Coupon	91282CKP5	380,000.00	UNITED STATES TREASURY 4.625 04/30/2029		8,787.50	8,787.50
04/30/2027	Coupon	91282CMZ1	400,000.00	UNITED STATES TREASURY 3.875 04/30/2030		7,750.00	7,750.00
04/30/2027	Coupon	91282CMZ1	700,000.00	UNITED STATES TREASURY 3.875 04/30/2030		13,562.50	13,562.50
04/30/2027	Coupon	91282CPD7	550,000.00	UNITED STATES TREASURY 3.625 10/31/2030		9,968.75	9,968.75
04/30/2027	Coupon	91282CQK0	500,000.00	UNITED STATES TREASURY 3.875 04/30/2031		9,687.50	9,687.50
April 2027 Total					**802,301.95**	**204,233.90**	**1,006,535.86**
MAY 2027							
05/03/2027	Coupon	665859AV6	275,000.00	NORTHERN TRUST CORP 1.95 05/01/2030		2,681.25	2,681.25
05/03/2027	Coupon	74456QBU9	300,000.00	PUBLIC SERVICE ELECTRIC AND GAS CO 3.7 05/01/2028		5,550.00	5,550.00
05/10/2027	Coupon	571748BY7	250,000.00	MARSH & MCLENNAN COMPANIES INC 4.55 11/08/2027		5,687.50	5,687.50
05/10/2027	Coupon	665859AW4	450,000.00	NORTHERN TRUST CORP 4.0 05/10/2027		9,000.00	9,000.00
05/10/2027	Final Maturity	665859AW4	450,000.00	NORTHERN TRUST CORP 4.0 05/10/2027	450,000.00		450,000.00
05/10/2027	Coupon	69371RT71	250,000.00	PACCAR FINANCIAL CORP 4.55 05/08/2030		5,687.50	5,687.50
05/14/2027	Coupon	00287YBF5	250,000.00	ABBVIE INC. 4.25 11/14/2028		5,312.50	5,312.50
05/14/2027	Coupon	14913UAL4	405,000.00	CATERPILLAR FINANCIAL SERVICES CORP 5.0 05/14/2027		10,125.00	10,125.00
05/14/2027	Final Maturity	14913UAL4	405,000.00	CATERPILLAR FINANCIAL SERVICES CORP 5.0 05/14/2027	405,000.00		405,000.00

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
05/17/2027	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
05/17/2027	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
05/17/2027	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		160.46	160.46
05/17/2027	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	3,945.31		3,945.31
05/17/2027	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		294.00	294.00
05/17/2027	Principal Paydown	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029	6,029.45		6,029.45
05/17/2027	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
05/17/2027	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		250.15	250.15
05/17/2027	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	6,323.21		6,323.21
05/17/2027	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
05/17/2027	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		128.31	128.31
05/17/2027	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,400.36		3,400.36
05/17/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
05/17/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
05/17/2027	Coupon	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028		32.64	32.64
05/17/2027	Effective Maturity	47787CAC7	65,619.72	JDOT 2023-C A3 5.48 05/15/2028	7,146.75		7,146.75
05/17/2027	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
05/17/2027	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
05/17/2027	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
05/17/2027	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		1,164.00	1,164.00
05/17/2027	Principal Paydown	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029	34,663.76		34,663.76
05/17/2027	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
05/17/2027	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
05/17/2027	Coupon	58933YBH7	90,000.00	MERCK & CO INC 4.05 05/17/2028		1,822.50	1,822.50
05/17/2027	Coupon	74456QBY1	250,000.00	PUBLIC SERVICE ELECTRIC AND GAS CO 3.2 05/15/2029		4,000.00	4,000.00
05/17/2027	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
05/17/2027	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
05/17/2027	Coupon	89236TMF9	400,000.00	TOYOTA MOTOR CREDIT CORP 5.05 05/16/2029		10,100.00	10,100.00
05/17/2027	Coupon	89236TNJ0	240,000.00	TOYOTA MOTOR CREDIT CORP 4.8 05/15/2030		5,760.00	5,760.00
05/17/2027	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		171.03	171.03
05/17/2027	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	4,265.31		4,265.31

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
05/17/2027	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
05/17/2027	Coupon	9128283F5	700,000.00	UNITED STATES TREASURY 2.25 11/15/2027		7,875.00	7,875.00
05/17/2027	Coupon	9128283F5	800,000.00	UNITED STATES TREASURY 2.25 11/15/2027		9,000.00	9,000.00
05/17/2027	Coupon	9128285M8	400,000.00	UNITED STATES TREASURY 3.125 11/15/2028		6,250.00	6,250.00
05/17/2027	Coupon	9128285M8	700,000.00	UNITED STATES TREASURY 3.125 11/15/2028		10,937.50	10,937.50
05/17/2027	Coupon	912828X88	350,000.00	UNITED STATES TREASURY 2.375 05/15/2027		4,156.25	4,156.25
05/17/2027	Final Maturity	912828X88	350,000.00	UNITED STATES TREASURY 2.375 05/15/2027	350,000.00		350,000.00
05/17/2027	Coupon	91282CND9	700,000.00	UNITED STATES TREASURY 3.75 05/15/2028		13,125.00	13,125.00
05/17/2027	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
05/17/2027	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
05/20/2027	Coupon	3133ERFJ5	330,000.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 05/20/2027		7,425.00	7,425.00
05/20/2027	Final Maturity	3133ERFJ5	330,000.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 05/20/2027	330,000.00		330,000.00
05/20/2027	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
05/20/2027	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
05/20/2027	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		131.74	131.74
05/20/2027	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	15,819.35		15,819.35
05/20/2027	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		287.87	287.87
05/20/2027	Principal Paydown	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028	21,857.65		21,857.65
05/20/2027	Coupon	532457DK1	95,000.00	ELI LILLY AND CO 4.15 05/20/2029		1,971.25	1,971.25
05/20/2027	Coupon	532457DL9	125,000.00	ELI LILLY AND CO 4.375 05/20/2031		2,734.38	2,734.38
05/20/2027	Coupon	747525BU6	250,000.00	QUALCOMM INC 4.5 05/20/2030		5,625.00	5,625.00
05/20/2027	Coupon	90331HPV9	265,000.00	US BANK NA 4.535 05/20/2029		6,008.88	6,008.88
05/21/2027	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
05/21/2027	Coupon	808513CQ6	265,000.00	THE CHARLES SCHWAB CORPORATION 4.744 05/21/2030		6,285.80	6,285.80
05/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		351.85	351.85
05/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		351.85	351.85
05/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	17,267.33		17,267.33
05/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	17,267.33		17,267.33
05/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
05/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
05/25/2027	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		443.04	443.04
05/25/2027	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	9,328.64		9,328.64
05/25/2027	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		270.78	270.78
05/25/2027	Principal Paydown	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	70,586.76		70,586.76
05/25/2027	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		999.59	999.59
05/25/2027	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,427.99	1,427.99
05/25/2027	Principal Paydown	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027	664.95		664.95
05/25/2027	Principal Paydown	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027	949.93		949.93
05/25/2027	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,278.67	1,278.67
05/25/2027	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	892.93		892.93
05/25/2027	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
05/25/2027	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
05/25/2027	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
05/25/2027	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
05/25/2027	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
05/25/2027	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
05/25/2027	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,184.17	1,184.17
05/25/2027	Principal Paydown	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028	323.90		323.90
05/25/2027	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,048.05	1,048.05
05/25/2027	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	434.96		434.96
05/25/2027	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
05/25/2027	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
05/25/2027	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
05/25/2027	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
05/25/2027	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
May 2027 Total					**1,756,167.88**	**181,146.19**	**1,937,314.08**
JUNE 2027							
06/01/2027	Coupon	023135CQ7	250,000.00	AMAZON.COM INC 4.65 12/01/2029		5,812.50	5,812.50
06/01/2027	Coupon	26444HAH4	450,000.00	DUKE ENERGY FLORIDA LLC 2.5 12/01/2029		5,625.00	5,625.00
06/01/2027	Coupon	91282CHF1	700,000.00	UNITED STATES TREASURY 3.75 05/31/2030		13,125.00	13,125.00
06/01/2027	Coupon	91282CMA6	200,000.00	UNITED STATES TREASURY 4.125 11/30/2029		4,125.00	4,125.00

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
06/01/2027	Coupon	91282CPN5	250,000.00	UNITED STATES TREASURY 3.5 11/30/2030		4,375.00	4,375.00
06/01/2027	Coupon	91282CPN5	700,000.00	UNITED STATES TREASURY 3.5 11/30/2030		12,250.00	12,250.00
06/01/2027	Coupon	91282CQU8	700,000.00	UNITED STATES TREASURY 4.125 05/31/2031		14,437.50	14,437.50
06/01/2027	Coupon	91282CQU8	700,000.00	UNITED STATES TREASURY 4.125 05/31/2031		14,437.50	14,437.50
06/07/2027	Coupon	24422EYE3	250,000.00	JOHN DEERE CAPITAL CORP 4.55 06/05/2030		5,687.50	5,687.50
06/07/2027	Coupon	3133ERGL9	450,000.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.5 06/07/2028		10,125.00	10,125.00
06/08/2027	Coupon	57636QBL7	305,000.00	MASTERCARD INCORPORATED 4.6 06/08/2031		7,015.00	7,015.00
06/11/2027	Coupon	009158BN5	240,000.00	AIR PRODUCTS AND CHEMICALS, INC. 4.3 06/11/2028		5,160.00	5,160.00
06/15/2027	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
06/15/2027	Coupon	26444HAJ0	275,000.00	DUKE ENERGY FLORIDA LLC 1.75 06/15/2030		2,406.25	2,406.25
06/15/2027	Coupon	3133EPN50	650,000.00	FEDERAL FARM CREDIT BANKS FUNDING CORP 4.25 12/15/2028		13,812.50	13,812.50
06/15/2027	Coupon	341081GT8	330,000.00	FLORIDA POWER & LIGHT CO 5.15 06/15/2029		8,497.50	8,497.50
06/15/2027	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		553.92	553.92
06/15/2027	Principal Paydown	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030	9,407.20		9,407.20
06/15/2027	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		273.15	273.15
06/15/2027	Principal Paydown	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029	5,922.01		5,922.01
06/15/2027	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
06/15/2027	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		226.91	226.91
06/15/2027	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	6,223.09		6,223.09
06/15/2027	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
06/15/2027	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		114.60	114.60
06/15/2027	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,349.19		3,349.19
06/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
06/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
06/15/2027	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
06/15/2027	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
06/15/2027	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
06/15/2027	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		1,051.92	1,051.92
06/15/2027	Principal Paydown	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029	34,453.88		34,453.88

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
06/15/2027	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
06/15/2027	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
06/15/2027	Coupon	67066GAQ7	225,000.00	NVIDIA CORP 4.35 06/15/2029		4,893.75	4,893.75
06/15/2027	Coupon	67066GAR5	185,000.00	NVIDIA CORP 4.5 06/15/2031		4,162.50	4,162.50
06/15/2027	Coupon	87612EBU9	250,000.00	TARGET CORP 4.35 06/15/2028		5,437.50	5,437.50
06/15/2027	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
06/15/2027	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		704.00	704.00
06/15/2027	Principal Paydown	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030	3,739.83		3,739.83
06/15/2027	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		155.39	155.39
06/15/2027	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	3,857.95		3,857.95
06/15/2027	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
06/15/2027	Coupon	91282CMB4	700,000.00	UNITED STATES TREASURY 4.0 12/15/2027		14,000.00	14,000.00
06/15/2027	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
06/15/2027	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
06/16/2027	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		146.00	146.00
06/16/2027	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	3,761.04		3,761.04
06/21/2027	Coupon	17305EHA6	190,000.00	CCCIT 2025-A1 A1 4.3 06/21/2030		4,085.00	4,085.00
06/21/2027	Coupon	17305EHA6	265,000.00	CCCIT 2025-A1 A1 4.3 06/21/2030		5,697.50	5,697.50
06/21/2027	Coupon	29379VCJ0	250,000.00	ENTERPRISE PRODUCTS OPERATING LLC 4.3 06/20/2028		5,375.00	5,375.00
06/21/2027	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		630.50	630.50
06/21/2027	Principal Paydown	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029	8,576.58		8,576.58
06/21/2027	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
06/21/2027	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		71.37	71.37
06/21/2027	Principal Paydown	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	17,666.74		17,666.74
06/21/2027	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		211.91	211.91
06/21/2027	Principal Paydown	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028	16,782.28		16,782.28
06/21/2027	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
06/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		294.72	294.72
06/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		294.72	294.72
06/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	17,779.70		17,779.70
06/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	17,779.70		17,779.70

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
06/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
06/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
06/25/2027	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		407.59	407.59
06/25/2027	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	8,681.99		8,681.99
06/25/2027	Coupon	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027		87.43	87.43
06/25/2027	Final Maturity	3137F2LJ3	170,109.03	FHMS K-066 A2 3.117 06/25/2027	33,658.34		33,658.34
06/25/2027	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		997.68	997.68
06/25/2027	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,425.26	1,425.26
06/25/2027	Principal Paydown	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027	628.97		628.97
06/25/2027	Principal Paydown	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027	898.53		898.53
06/25/2027	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,276.18	1,276.18
06/25/2027	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	842.00		842.00
06/25/2027	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
06/25/2027	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
06/25/2027	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
06/25/2027	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
06/25/2027	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
06/25/2027	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
06/25/2027	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,183.07	1,183.07
06/25/2027	Principal Paydown	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028	529.34		529.34
06/25/2027	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,046.68	1,046.68
06/25/2027	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	403.14		403.14
06/25/2027	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
06/25/2027	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
06/25/2027	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
06/25/2027	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
06/25/2027	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
06/25/2027	Coupon	437076DC3	295,000.00	HOME DEPOT INC 4.75 06/25/2029		7,006.25	7,006.25
06/30/2027	Coupon	91282CEV9	700,000.00	UNITED STATES TREASURY 3.25 06/30/2029		11,375.00	11,375.00
06/30/2027	Coupon	91282CGB1	700,000.00	UNITED STATES TREASURY 3.875 12/31/2029		13,562.50	13,562.50
06/30/2027	Coupon	91282CGC9	500,000.00	UNITED STATES TREASURY 3.875 12/31/2027		9,687.50	9,687.50
06/30/2027	Coupon	91282CNK3	700,000.00	UNITED STATES TREASURY 3.875 06/30/2030		13,562.50	13,562.50

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
06/30/2027	Coupon	91282CNL1	800,000.00	UNITED STATES TREASURY 3.75 06/30/2027		15,000.00	15,000.00
06/30/2027	Final Maturity	91282CNL1	800,000.00	UNITED STATES TREASURY 3.75 06/30/2027	800,000.00		800,000.00
06/30/2027	Coupon	91282CPR6	250,000.00	UNITED STATES TREASURY 3.625 12/31/2030		4,531.25	4,531.25
06/30/2027	Coupon	91282CQX2	225,000.00	UNITED STATES TREASURY 4.125 06/30/2031		4,640.63	4,640.63
June 2027 Total					**994,941.50**	**283,222.42**	**1,278,163.92**
JULY 2027							
07/01/2027	Coupon	74464AAC5	215,000.00	PUBLIC STORAGE OPERATING CO 4.375 07/01/2030		4,703.13	4,703.13
07/06/2027	Coupon	61776NVE0	250,000.00	MORGAN STANLEY PRIVATE BANK NA 4.466 07/06/2028		5,582.50	5,582.50
07/06/2027	Coupon	61776NVE0	250,000.00	MORGAN STANLEY PRIVATE BANK NA 4.466 07/06/2028		5,582.50	5,582.50
07/07/2027	Coupon	24422EXZ7	280,000.00	JOHN DEERE CAPITAL CORP 4.65 01/07/2028		6,510.00	6,510.00
07/09/2027	Coupon	023135EC6	160,000.00	AMAZON.COM INC 4.8 07/09/2031		3,840.00	3,840.00
07/12/2027	Coupon	459058KT9	250,000.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.5 07/12/2028		4,375.00	4,375.00
07/15/2027	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
07/15/2027	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		523.26	523.26
07/15/2027	Principal Paydown	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030	7,303.54		7,303.54
07/15/2027	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		252.67	252.67
07/15/2027	Principal Paydown	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029	5,789.70		5,789.70
07/15/2027	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
07/15/2027	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		204.04	204.04
07/15/2027	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	5,911.51		5,911.51
07/15/2027	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
07/15/2027	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		101.09	101.09
07/15/2027	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,282.93		3,282.93
07/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
07/15/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
07/15/2027	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
07/15/2027	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
07/15/2027	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
07/15/2027	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		940.52	940.52
07/15/2027	Principal Paydown	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029	34,802.66		34,802.66
07/15/2027	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
07/15/2027	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
07/15/2027	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
07/15/2027	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		692.03	692.03
07/15/2027	Principal Paydown	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030	12,074.55		12,074.55
07/15/2027	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		141.24	141.24
07/15/2027	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	3,780.38		3,780.38
07/15/2027	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
07/15/2027	Coupon	91282CKZ3	500,000.00	UNITED STATES TREASURY 4.375 07/15/2027		10,937.50	10,937.50
07/15/2027	Final Maturity	91282CKZ3	500,000.00	UNITED STATES TREASURY 4.375 07/15/2027	500,000.00		500,000.00
07/15/2027	Coupon	91282CNM9	700,000.00	UNITED STATES TREASURY 3.875 07/15/2028		13,562.50	13,562.50
07/15/2027	Coupon	91282CPT2	500,000.00	UNITED STATES TREASURY 3.5 01/15/2029		8,750.00	8,750.00
07/15/2027	Coupon	91324PEU2	350,000.00	UNITEDHEALTH GROUP INC 4.25 01/15/2029		7,437.50	7,437.50
07/15/2027	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
07/15/2027	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
07/16/2027	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		132.21	132.21
07/16/2027	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	3,691.05		3,691.05
07/19/2027	Coupon	713448FX1	295,000.00	PEPSICO, INC. 4.5 07/17/2029		6,637.50	6,637.50
07/20/2027	Coupon	025816EJ4	285,000.00	AMERICAN EXPRESS COMPANY 4.351 07/20/2029		6,200.18	6,200.18
07/20/2027	Coupon	025816EJ4	290,000.00	AMERICAN EXPRESS COMPANY 4.351 07/20/2029		6,308.95	6,308.95
07/20/2027	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		602.77	602.77
07/20/2027	Principal Paydown	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029	24,854.64		24,854.64
07/20/2027	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08
07/20/2027	Coupon	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028		3.94	3.94
07/20/2027	Effective Maturity	362962AD4	155,000.00	GMALT 2025-2 A3 4.58 05/22/2028	1,031.64		1,031.64
07/20/2027	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		153.59	153.59
07/20/2027	Principal Paydown	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028	16,364.73		16,364.73
07/21/2027	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
07/22/2027	Coupon	06406RCG0	245,000.00	BANK OF NEW YORK MELLON CORP 4.026 01/22/2030		4,931.85	4,931.85
07/23/2027	Coupon	713448GH5	250,000.00	PEPSICO, INC. 4.3 07/23/2030		5,375.00	5,375.00
07/23/2027	Coupon	95000U4D2	250,000.00	WELLS FARGO & CO 4.182 01/23/2030		5,227.50	5,227.50
07/26/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		235.90	235.90
07/26/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		235.90	235.90
07/26/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	15,584.08		15,584.08
07/26/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	15,584.08		15,584.08
07/26/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
07/26/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
07/26/2027	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		374.60	374.60
07/26/2027	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	8,504.53		8,504.53
07/26/2027	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		995.88	995.88
07/26/2027	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,422.68	1,422.68
07/26/2027	Principal Paydown	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027	666.26		666.26
07/26/2027	Principal Paydown	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027	951.80		951.80
07/26/2027	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,273.83	1,273.83
07/26/2027	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	894.77		894.77
07/26/2027	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
07/26/2027	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
07/26/2027	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
07/26/2027	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
07/26/2027	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
07/26/2027	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
07/26/2027	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,181.28	1,181.28
07/26/2027	Principal Paydown	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028	573.09		573.09
07/26/2027	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,045.41	1,045.41
07/26/2027	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	437.80		437.80
07/26/2027	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
07/26/2027	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42
07/26/2027	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
07/26/2027	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
07/26/2027	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
07/26/2027	Coupon	808513AU9	250,000.00	THE CHARLES SCHWAB CORPORATION 3.2 01/25/2028		4,000.00	4,000.00
07/29/2027	Coupon	06406RAF4	250,000.00	BANK OF NEW YORK MELLON CORP 3.4 01/29/2028		4,250.00	4,250.00
July 2027 Total					**662,083.76**	**146,885.75**	**808,969.50**
AUGUST 2027							
08/02/2027	Coupon	459058KW2	250,000.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 4.625 08/01/2028		5,781.25	5,781.25
08/02/2027	Coupon	69371RS80	410,000.00	PACCAR FINANCIAL CORP 4.6 01/31/2029		9,430.00	9,430.00
08/02/2027	Coupon	91282CGH8	700,000.00	UNITED STATES TREASURY 3.5 01/31/2028		12,250.00	12,250.00
08/02/2027	Coupon	91282CJW2	700,000.00	UNITED STATES TREASURY 4.0 01/31/2029		14,000.00	14,000.00
08/02/2027	Coupon	91282CNN7	200,000.00	UNITED STATES TREASURY 3.875 07/31/2030		3,875.00	3,875.00
08/02/2027	Coupon	91282CNN7	700,000.00	UNITED STATES TREASURY 3.875 07/31/2030		13,562.50	13,562.50
08/02/2027	Coupon	91282CPW5	350,000.00	UNITED STATES TREASURY 3.75 01/31/2031		6,562.50	6,562.50
08/09/2027	Coupon	009158BH8	250,000.00	AIR PRODUCTS AND CHEMICALS INC 4.6 02/08/2029		5,750.00	5,750.00
08/12/2027	Coupon	92826CAZ5	235,000.00	VISA INC. 4.1 02/12/2031		4,817.50	4,817.50
08/16/2027	Coupon	14913UBB5	250,000.00	CATERPILLAR FINANCIAL SERVICES CORP 4.1 08/15/2028		5,125.00	5,125.00
08/16/2027	Coupon	161571JA3	275,000.00	CHAIT 2026-1 A 4.4 05/15/2029		1,008.33	1,008.33
08/16/2027	Coupon	171239AL0	250,000.00	CHUBB INA HOLDINGS LLC 4.65 08/15/2029		5,812.50	5,812.50
08/16/2027	Coupon	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030		499.47	499.47
08/16/2027	Principal Paydown	34532BAG6	170,000.00	FORDO 2025-B A3 3.91 04/15/2030	9,421.35		9,421.35
08/16/2027	Coupon	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029		118.67	118.67
08/16/2027	Principal Paydown	38014AAD3	63,206.37	GMCAR 2024-4 A3 4.4 08/16/2029	3,597.75		3,597.75
08/16/2027	Coupon	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029		232.64	232.64
08/16/2027	Principal Paydown	437921AD1	105,000.00	HAROT 252 A3 4.15 10/15/2029	5,628.48		5,628.48
08/16/2027	Coupon	43814YAD3	265,000.00	HAROT 2026-2 A3 4.3 11/15/2030		949.58	949.58
08/16/2027	Coupon	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029		182.31	182.31
08/16/2027	Principal Paydown	448976AD2	107,793.67	HART 2024-C A3 4.41 05/15/2029	5,757.01		5,757.01
08/16/2027	Coupon	448981AD2	230,000.00	HART 2026-A A3 3.79 02/18/2031		726.42	726.42
08/16/2027	Coupon	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029		87.85	87.85

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
08/16/2027	Principal Paydown	44934QAD3	54,014.15	HART 2024-B A3 4.84 03/15/2029	3,199.00		3,199.00
08/16/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
08/16/2027	Coupon	44935KAD5	200,000.00	HART 2026-B A3 4.51 02/18/2031		751.67	751.67
08/16/2027	Coupon	459058KQ5	350,000.00	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPM 3.875 02/14/2030		6,781.25	6,781.25
08/16/2027	Coupon	47787DAD3	120,000.00	JDOT 2026 A3 3.87 08/15/2030		387.00	387.00
08/16/2027	Coupon	58769MAD2	255,000.00	MBART 261 A3 4.36 10/15/2030		926.50	926.50
08/16/2027	Coupon	58769MAD2	260,000.00	MBART 261 A3 4.36 10/15/2030		944.67	944.67
08/16/2027	Coupon	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029		827.99	827.99
08/16/2027	Principal Paydown	58770XAD5	360,000.00	MBALT 2025-B A3 3.88 04/16/2029	32,548.61		32,548.61
08/16/2027	Coupon	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030		311.13	311.13
08/16/2027	Coupon	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030		327.50	327.50
08/16/2027	Principal Paydown	58770YAD3	95,000.00	MBALT 2026-A A3 3.93 01/15/2030	3,728.99		3,728.99
08/16/2027	Principal Paydown	58770YAD3	100,000.00	MBALT 2026-A A3 3.93 01/15/2030	3,925.25		3,925.25
08/16/2027	Coupon	89231DAD7	175,000.00	TAOT 2026-C A3 4.51 03/17/2031		657.71	657.71
08/16/2027	Coupon	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030		653.39	653.39
08/16/2027	Principal Paydown	89231GAD0	220,000.00	TAOT 2025-D A3 3.84 06/17/2030	11,743.62		11,743.62
08/16/2027	Coupon	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029		127.38	127.38
08/16/2027	Principal Paydown	89239TAD4	75,678.33	TAOT 2024-D A3 4.4 06/15/2029	3,683.15		3,683.15
08/16/2027	Coupon	89240KAD0	145,000.00	TAOT 2026-A A3 3.86 09/15/2030		466.42	466.42
08/16/2027	Coupon	9128283W8	700,000.00	UNITED STATES TREASURY 2.75 02/15/2028		9,625.00	9,625.00
08/16/2027	Coupon	912828YB0	150,000.00	UNITED STATES TREASURY 1.625 08/15/2029		1,218.75	1,218.75
08/16/2027	Coupon	912828Z94	400,000.00	UNITED STATES TREASURY 1.5 02/15/2030		3,000.00	3,000.00
08/16/2027	Coupon	91282CLG4	700,000.00	UNITED STATES TREASURY 3.75 08/15/2027		13,125.00	13,125.00
08/16/2027	Coupon	91282CLG4	700,000.00	UNITED STATES TREASURY 3.75 08/15/2027		13,125.00	13,125.00
08/16/2027	Final Maturity	91282CLG4	700,000.00	UNITED STATES TREASURY 3.75 08/15/2027	700,000.00		700,000.00
08/16/2027	Final Maturity	91282CLG4	700,000.00	UNITED STATES TREASURY 3.75 08/15/2027	700,000.00		700,000.00
08/16/2027	Coupon	92970QAK1	125,000.00	WFCIT 2026-1 A 4.08 04/16/2029		425.00	425.00
08/16/2027	Coupon	92970QAK1	255,000.00	WFCIT 2026-1 A 4.08 04/16/2029		867.00	867.00
08/20/2027	Coupon	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029		522.41	522.41
08/20/2027	Principal Paydown	36273VAD7	195,000.00	GMALT 2026-1 A3 3.88 01/22/2029	24,276.54		24,276.54
08/20/2027	Coupon	36275AAD1	115,000.00	GMALT 2026-2 A3 4.3 03/20/2029		412.08	412.08

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
08/20/2027	Coupon	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028		96.72	96.72
08/20/2027	Principal Paydown	379965AD8	155,000.00	GMALT 2025-3 A3 4.17 08/21/2028	13,824.86		13,824.86
08/23/2027	Coupon	43815CAD0	175,000.00	HAROT 2026-1 A3 3.78 09/23/2030		551.25	551.25
08/24/2027	Coupon	17275RBX9	250,000.00	CISCO SYSTEMS INC 4.75 02/24/2030		5,937.50	5,937.50
08/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		184.34	184.34
08/25/2027	Coupon	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028		184.34	184.34
08/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	19,416.23		19,416.23
08/25/2027	Principal Paydown	05594HAD5	180,000.00	BMWLT 2025-2 A3 3.97 09/25/2028	19,416.23		19,416.23
08/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
08/25/2027	Coupon	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029		553.33	553.33
08/25/2027	Principal Paydown	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029	11,413.52		11,413.52
08/25/2027	Principal Paydown	05594YAD8	160,000.00	BMWLT 2026-1 A3 4.15 05/25/2029	11,413.52		11,413.52
08/25/2027	Coupon	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029		342.29	342.29
08/25/2027	Principal Paydown	096924AD7	191,111.41	BMWOT 2025-A A3 4.56 09/25/2029	8,277.79		8,277.79
08/25/2027	Coupon	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027		993.97	993.97
08/25/2027	Coupon	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027		1,419.95	1,419.95
08/25/2027	Principal Paydown	3137FEBQ2	325,427.04	FHMS K-072 A2 3.444 12/25/2027	628.20		628.20
08/25/2027	Principal Paydown	3137FEBQ2	464,895.77	FHMS K-072 A2 3.444 12/25/2027	897.42		897.42
08/25/2027	Coupon	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028		1,271.33	1,271.33
08/25/2027	Principal Paydown	3137FETN0	464,101.60	FHMS K-073 A2 3.35 01/25/2028	841.37		841.37
08/25/2027	Coupon	3137FHPJ6	325,000.00	FHMS K-080 A2 3.926 07/25/2028		1,063.29	1,063.29
08/25/2027	Coupon	3137FJEH8	155,000.00	FHMS K-081 A2 3.9 08/25/2028		503.75	503.75
08/25/2027	Coupon	3137FJKE8	220,000.00	FHMS K-082 A2 3.92 09/25/2028		718.67	718.67
08/25/2027	Coupon	3137FJKE8	460,000.00	FHMS K-082 A2 3.92 09/25/2028		1,502.67	1,502.67
08/25/2027	Coupon	3137FJXV6	297,000.00	FHMS K-083 A2 4.05 09/25/2028		1,002.38	1,002.38
08/25/2027	Coupon	3137FJZ93	240,000.00	FHMS K-084 A2 3.78 10/25/2028		756.00	756.00
08/25/2027	Coupon	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028		1,179.34	1,179.34
08/25/2027	Principal Paydown	3137FK4M5	350,000.00	FHMS K-085 A2 4.06 10/25/2028	532.75		532.75
08/25/2027	Coupon	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028		1,044.04	1,044.04
08/25/2027	Principal Paydown	3137FKUP9	336,441.75	FHMS K-087 A2 3.771 12/25/2028	406.13		406.13
08/25/2027	Coupon	3137FLN91	350,000.00	FHMS K-091 A2 3.505 03/25/2029		1,022.29	1,022.29
08/25/2027	Coupon	3137FMTY8	700,000.00	FHMS K-094 A2 2.903 06/25/2029		1,693.42	1,693.42

Payment Date	Transaction Type	CUSIP	Quantity	Security Description	Principal Amount	Income	Total Amount
08/25/2027	Coupon	3137FRUT6	350,000.00	FHMS K-106 A2 2.069 01/25/2030		603.46	603.46
08/25/2027	Coupon	3137H4BY5	315,000.00	FHMS K-746 A2 2.031 09/25/2028		533.14	533.14
08/25/2027	Coupon	3137HB2L7	325,000.00	FHMS K-753 A2 4.4 10/25/2030		1,191.67	1,191.67
August 2027 Total					**1,594,577.77**	**171,908.49**	**1,766,486.26**
Grand Total			**262,594,954.61**		**12,015,935.37**	**2,317,345.01**	**14,333,280.38**

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.

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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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Index returns assume reinvestment of all distributions. Historical performance results for investment indexes generally do not reflect the deduction of transaction and/or custodial charges or the deduction of an investment management fee, the incurrence of which would have the effect of decreasing historical performance results. It is not possible to invest directly in an index.

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.

LGIP Yields: Reported yields for local government investment pools may be presented as either the 30-day yield or the monthly distribution yield, as applicable. For certain funds, the 30-day yield is calculated using reported daily yield data. Yield calculations are subject to change and may not be directly comparable across funds.

LAIF Yields: Additional Disclosure for CA Clients - As a result of a reporting lag from the Local Agency Investment Fund (LAIF), reported LAIF yields represent the most recently available Daily Effective Yield and may reflect data from approximately 7–10 days prior to month-end.

CITY of GARDENA

Report No. P-2026-17

TO: THE HONORABLE MAYOR AND CITY COUNCIL

SUBJECT: PERSONNEL REPORT

1. Request City Council approval to revise the City's Classification and Compensation Schedule (Attachment #1) to add new classification, Senior Public Works Inspector (Job Description attached; Attachment #2), to Schedule 59 ($7,992 - $10,202/month). The position will be located within the Public Works Department.

2. Request City Council approval to revise the City's Classification and Compensation Schedule (Attachment #3) to add new classification, Transit Maintenance & Facilities Manager (Job Description attached; Attachment #4), to Schedule 131 ($11,061 - $14,117/month). The position will be located within the Transportation Department.

3. Request City Council approval to revise the City's Classification and Compensation Schedule *(*Attachment #1*)* to adjust classification, Transportation Administrative Manager (Job Description attached; Attachment #5) from Schedule 126 ($9,777 - $12,478/month) to Schedule 130 ($10,791 - $13,774/month). The position will be located within the Transportation Department.

4. Request City Council approval to revise the City's Class Specification for the position of Nutrition Services Coordinator (Job Description attached; Attachment #6), at Schedule 37 ($4,642 – $5,925/month; Attachment #1). The position will be located within the Recreation and Human Services Department.

5. Request City Council approval to revise the City's Class Specification for the position of Meal Services Coordinator (Job Description attached; Attachment #7), at Schedule 28 ($3,716 – $4,743/month; Attachment #1). The position will be located within the Recreation and Human Services Department.

6. Report the appointment of the following individuals:
    a. ***CHRISTOPHER CORTEZ*** to the position of Police Trainee Schedule 200 ($7,278/month), with the Police Department, effective October 11, 2026.
    b. ***JOSEPH KRYNEN*** to the position of Police Trainee Schedule 200 ($7,278/month), with the Police Department, effective October 11, 2026.
    c. ***TYLER SPUNT-KONA*** to the position of Police Trainee Schedule 200 ($7,278/month), with the Police Department, effective October 11, 2026.
    d. ***CAITLYN JAQUEZ*** to the position of Human Resources Coordinator Schedule 43 ($5,382 - $6,870/month), with the Administrative Services Department, effective October 12, 2026.
    e. ***JOCELYN PEREZ*** to the position of Human Resources Coordinator Schedule 43 ($5,382 - $6,870/month), with the Administrative Services Department, effective October 12, 2026.

7. Report the promotion of the following individuals:
    a. ***ANTHONY CROW*** to the position of Senior Building Maintenance Worker Schedule 47 ($5,940 – $7,581/month), with the Public Works Department, effective October 12, 2026.
    b. ***BRANDON DURAN*** to the position of Street Traffic Painter Schedule 46 ($5,796 – $7,398/month), with the Public Works Department, effective October 12, 2026.

8. Report the Recruitment for the Open/Competitive position of Police Trainee (Police Department). This recruitment is scheduled to close November 6, 2026.

9. Report the Recruitment for the Open/Competitive position of Police Officer/Lateral (Police Department). This is a continuous recruitment.

10. Report the Recruitment for the Open/Competitive position of Lifeguard (Recreation and Human Services Department). This is a continuous recruitment.

11. Report the Recruitment for the Open/Competitive position of Lifeguard/Instructor (Recreation and Human Services Department). This is a continuous recruitment.

12. Report the Recruitment for the Open/Competitive position of Transit Mechanic II (Transportation Department). This recruitment is scheduled to close on November 3, 2026.

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
FOR NON-CONFIDENTIAL CLASSIFICATIONS
Adopted October 27, 2026; Effective July 5, 2026

SMART - 3% COLA increase per Employment Contract; effective July 5, 2026
GPMA - Salary shift down by 1 step; effective July 5, 2026
Add New Classification: Senior Public Works Inspector, Schedule 59
Revised: Transportation Administrative Manager, From Schedule 126 to 130

4 Lifeguard Trainee

	1
HOURLY	[redacted]

5 Recreation Instructor

HOURLY RANGE	20.00 - 35.00

6 Clerical Aide I
6 Police Aide

	[redacted]	*6*
STEP	*4*	
ANNUAL	34,704.00	38,268.00
MONTHLY	2,892.00	3,189.00
BI-WEEKLY	1,334.77	1,471.85
HOURLY	16.6846	18.3981

7 Peer Advocate Counselor II
7 Storeroom Aide

	[redacted]	*6*
STEP		
ANNUAL		37,368.00
MONTHLY		3,114.00
BI-WEEKLY		1,437.23
HOURLY		17.9654

8 Community Aide I

	[redacted]	*5*	*6*
STEP			
ANNUAL		36,480.00	38,304.00
MONTHLY		3,040.00	3,192.00
BI-WEEKLY		1,403.08	1,473.23
HOURLY		17.5385	18.4154

13

	[redacted]	*5*	*6*
STEP			
ANNUAL		37,452.00	39,324.00
MONTHLY		3,121.00	3,277.00
BI-WEEKLY		1,440.46	1,512.46
HOURLY		18.0058	18.9058

14 Pool Cashier

	[redacted]	*5*	*6*
STEP	*4*		
ANNUAL	36,552.00	38,376.00	40,296.00
MONTHLY	3,046.00	3,198.00	3,358.00
BI-WEEKLY	1,405.85	1,476.00	1,549.85
HOURLY	17.5731	18.4500	19.3731

15

STEP	*4*	*5*	*6*
ANNUAL	37,488.00	39,360.00	41,328.00
MONTHLY	3,124.00	3,280.00	3,444.00
BI-WEEKLY	1,441.85	1,513.85	1,589.54
HOURLY	18.0231	18.9231	19.8692

16

STEP	*3*	*4*	*5*	*6*
ANNUAL	36,564.00	38,388.00	40,308.00	42,324.00
MONTHLY	3,047.00	3,199.00	3,359.00	3,527.00
BI-WEEKLY	1,406.31	1,476.46	1,550.31	1,627.85
HOURLY	17.5788	18.4558	19.3788	20.3481

17 Clerk Typist

STEP	*3*	*4*	*5*	*6*
ANNUAL	37,500.00	39,372.00	41,340.00	43,404.00
MONTHLY	3,125.00	3,281.00	3,445.00	3,617.00
BI-WEEKLY	1,442.31	1,514.31	1,590.00	1,669.38
HOURLY	18.0288	18.9288	19.8750	20.8673

18

STEP	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,600.00	38,436.00	40,356.00	42,372.00	44,496.00
MONTHLY	3,050.00	3,203.00	3,363.00	3,531.00	3,708.00
BI-WEEKLY	1,407.69	1,478.31	1,552.15	1,629.69	1,711.38
HOURLY	17.5962	18.4788	19.4019	20.3712	21.3923

19

STEP	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,500.00	39,372.00	41,340.00	43,404.00	45,576.00
MONTHLY	3,125.00	3,281.00	3,445.00	3,617.00	3,798.00
BI-WEEKLY	1,442.31	1,514.31	1,590.00	1,669.38	1,752.92
HOURLY	18.0288	18.9288	19.8750	20.8673	21.9115

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,612.00	38,448.00	40,368.00	42,384.00	44,508.00	46,728.00
MONTHLY	3,051.00	3,204.00	3,364.00	3,532.00	3,709.00	3,894.00
BI-WEEKLY	1,408.15	1,478.77	1,552.62	1,630.15	1,711.85	1,797.23
HOURLY	17.6019	18.4846	19.4077	20.3769	21.3981	22.4654

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,524.00	39,396.00	41,364.00	43,428.00	45,600.00	47,880.00
MONTHLY	3,127.00	3,283.00	3,447.00	3,619.00	3,800.00	3,990.00
BI-WEEKLY	1,443.23	1,515.23	1,590.92	1,670.31	1,753.85	1,841.54
HOURLY	18.0404	18.9404	19.8865	20.8788	21.9231	23.0192

22 FCC Program Assistant I
22 Geriatric Aide
22 Human Services Aide
22 Recreation Leader I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,460.00	40,380.00	42,396.00	44,520.00	46,752.00	49,092.00
MONTHLY	3,205.00	3,365.00	3,533.00	3,710.00	3,896.00	4,091.00
BI-WEEKLY	1,479.23	1,553.08	1,630.62	1,712.31	1,798.15	1,888.15
HOURLY	18.4904	19.4135	20.3827	21.4038	22.4769	23.6019

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,420.00	41,388.00	43,452.00	45,624.00	47,904.00	50,304.00
MONTHLY	3,285.00	3,449.00	3,621.00	3,802.00	3,992.00	4,192.00
BI-WEEKLY	1,516.15	1,591.85	1,671.23	1,754.77	1,842.46	1,934.77
HOURLY	18.9519	19.8981	20.8904	21.9346	23.0308	24.1846

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,416.00	42,432.00	44,556.00	46,788.00	49,128.00	51,588.00
MONTHLY	3,368.00	3,536.00	3,713.00	3,899.00	4,094.00	4,299.00
BI-WEEKLY	1,554.46	1,632.00	1,713.69	1,799.54	1,889.54	1,984.15
HOURLY	19.4308	20.4000	21.4212	22.4942	23.6192	24.8019

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,436.00	43,512.00	45,684.00	47,964.00	50,364.00	52,884.00
MONTHLY	3,453.00	3,626.00	3,807.00	3,997.00	4,197.00	4,407.00
BI-WEEKLY	1,593.69	1,673.54	1,757.08	1,844.77	1,937.08	2,034.00
HOURLY	19.9212	20.9192	21.9635	23.0596	24.2135	25.4250

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,456.00	44,580.00	46,812.00	49,152.00	51,612.00	54,192.00
MONTHLY	3,538.00	3,715.00	3,901.00	4,096.00	4,301.00	4,516.00
BI-WEEKLY	1,632.92	1,714.62	1,800.46	1,890.46	1,985.08	2,084.31
HOURLY	20.4115	21.4327	22.5058	23.6308	24.8135	26.0538

27 Lifeguard

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,512.00	45,684.00	47,964.00	50,364.00	52,884.00	55,524.00
MONTHLY	3,626.00	3,807.00	3,997.00	4,197.00	4,407.00	4,627.00
BI-WEEKLY	1,673.54	1,757.08	1,844.77	1,937.08	2,034.00	2,135.54
HOURLY	20.9192	21.9635	23.0596	24.2135	25.4250	26.6942

28 Meal Services Coordinator
28 Police Assistant
28 Recreation Leader II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	44,592.00	46,824.00	49,164.00	51,624.00	54,204.00	56,916.00
MONTHLY	3,716.00	3,902.00	4,097.00	4,302.00	4,517.00	4,743.00
BI-WEEKLY	1,715.08	1,800.92	1,890.92	1,985.54	2,084.77	2,189.08
HOURLY	21.4385	22.5115	23.6365	24.8192	26.0596	27.3635

29 Account Clerk
29 Customer Service Clerk I
29 Printing & Technology Intern
29 Recreation Therapist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	45,720.00	48,012.00	50,412.00	52,932.00	55,584.00	58,368.00
MONTHLY	3,810.00	4,001.00	4,201.00	4,411.00	4,632.00	4,864.00
BI-WEEKLY	1,758.46	1,846.62	1,938.92	2,035.85	2,137.85	2,244.92
HOURLY	21.9808	23.0827	24.2365	25.4481	26.7231	28.0615

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Lifeguard/Swim Instuctor
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	46,836.00	49,176.00	51,636.00	54,216.00	56,928.00	59,772.00
MONTHLY	3,903.00	4,098.00	4,303.00	4,518.00	4,744.00	4,981.00
BI-WEEKLY	1,801.38	1,891.38	1,986.00	2,085.23	2,189.54	2,298.92
HOURLY	22.5173	23.6423	24.8250	26.0654	27.3692	28.7365

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	48,024.00	50,424.00	52,944.00	55,596.00	58,380.00	61,296.00
MONTHLY	4,002.00	4,202.00	4,412.00	4,633.00	4,865.00	5,108.00
BI-WEEKLY	1,847.08	1,939.38	2,036.31	2,138.31	2,245.38	2,357.54
HOURLY	23.0885	24.2423	25.4538	26.7288	28.0673	29.4692

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,224.00	51,684.00	54,264.00	56,976.00	59,820.00	62,808.00
MONTHLY	4,102.00	4,307.00	4,522.00	4,748.00	4,985.00	5,234.00
BI-WEEKLY	1,893.23	1,987.85	2,087.08	2,191.38	2,300.77	2,415.69
HOURLY	23.6654	24.8481	26.0885	27.3923	28.7596	30.1962

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,460.00	52,980.00	55,632.00	58,416.00	61,332.00	64,404.00
MONTHLY	4,205.00	4,415.00	4,636.00	4,868.00	5,111.00	5,367.00
BI-WEEKLY	1,940.77	2,037.69	2,139.69	2,246.77	2,358.92	2,477.08
HOURLY	24.2596	25.4712	26.7462	28.0846	29.4865	30.9635

33 Relief Bus Operator Trainee (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	4,043.00	4,245.00	4,457.00	4,680.00	4,914.00	5,160.00
BI-WEEKLY	1,866.00	1,959.23	2,057.08	2,160.00	2,268.00	2,381.54
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,720.00	54,312.00	57,024.00	59,880.00	62,880.00	66,024.00
MONTHLY	4,310.00	4,526.00	4,752.00	4,990.00	5,240.00	5,502.00
BI-WEEKLY	1,989.23	2,088.92	2,193.23	2,303.08	2,418.46	2,539.38
HOURLY	24.8654	26.1115	27.4154	28.7885	30.2308	31.7423

35 Community Aide III
35 Street Maintenance Worker

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,016.00	55,668.00	58,452.00	61,380.00	64,452.00	67,680.00
MONTHLY	4,418.00	4,639.00	4,871.00	5,115.00	5,371.00	5,640.00
BI-WEEKLY	2,039.08	2,141.08	2,248.15	2,360.77	2,478.92	2,603.08
HOURLY	25.4885	26.7635	28.1019	29.5096	30.9865	32.5385

36 Court Liaison
36 Intermediate Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,336.00	57,048.00	59,904.00	62,904.00	66,048.00	69,348.00
MONTHLY	4,528.00	4,754.00	4,992.00	5,242.00	5,504.00	5,779.00
BI-WEEKLY	2,089.85	2,194.15	2,304.00	2,419.38	2,540.31	2,667.23
HOURLY	26.1231	27.4269	28.8000	30.2423	31.7538	33.3404

37 Nutrition Services Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,704.00	58,488.00	61,416.00	64,488.00	67,716.00	71,100.00
MONTHLY	4,642.00	4,874.00	5,118.00	5,374.00	5,643.00	5,925.00
BI-WEEKLY	2,142.46	2,249.54	2,362.15	2,480.31	2,604.46	2,734.62
HOURLY	26.7808	28.1192	29.5269	31.0038	32.5558	34.1827

37 Relief Bus Operator (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,463.00	4,686.00	4,920.00	5,166.00	5,424.00	5,695.00
BI-WEEKLY	2,059.85	2,162.77	2,270.77	2,384.31	2,503.38	2,628.46
HOURLY	25.7481	27.0346	28.3846	29.8038	31.2923	32.8558

38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,084.00	59,940.00	62,940.00	66,084.00	69,384.00	72,852.00
MONTHLY	4,757.00	4,995.00	5,245.00	5,507.00	5,782.00	6,071.00
BI-WEEKLY	2,195.54	2,305.38	2,420.77	2,541.69	2,668.62	2,802.00
HOURLY	27.4442	28.8173	30.2596	31.7712	33.3577	35.0250

39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,524.00	61,452.00	64,524.00	67,752.00	71,136.00	74,688.00
MONTHLY	4,877.00	5,121.00	5,377.00	5,646.00	5,928.00	6,224.00
BI-WEEKLY	2,250.92	2,363.54	2,481.69	2,605.85	2,736.00	2,872.62
HOURLY	28.1365	29.5442	31.0212	32.5731	34.2000	35.9077

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,964.00	62,964.00	66,108.00	69,408.00	72,876.00	76,524.00
MONTHLY	4,997.00	5,247.00	5,509.00	5,784.00	6,073.00	6,377.00
BI-WEEKLY	2,306.31	2,421.69	2,542.62	2,669.54	2,802.92	2,943.23
HOURLY	28.8288	30.2712	31.7827	33.3692	35.0365	36.7904

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,464.00	64,536.00	67,764.00	71,148.00	74,700.00	78,432.00
MONTHLY	5,122.00	5,378.00	5,647.00	5,929.00	6,225.00	6,536.00
BI-WEEKLY	2,364.00	2,482.15	2,606.31	2,736.46	2,873.08	3,016.62
HOURLY	29.5500	31.0269	32.5788	34.2058	35.9135	37.7077

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary
42 Social Services Coordinator
42 Tree Trimmer I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,012.00	66,168.00	69,480.00	72,960.00	76,608.00	80,436.00
MONTHLY	5,251.00	5,514.00	5,790.00	6,080.00	6,384.00	6,703.00
BI-WEEKLY	2,423.54	2,544.92	2,672.31	2,806.15	2,946.46	3,093.69
HOURLY	30.2942	31.8115	33.4038	35.0769	36.8308	38.6712

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator
43 Transit Mechanic I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,584.00	67,812.00	71,208.00	74,772.00	78,516.00	82,440.00
MONTHLY	5,382.00	5,651.00	5,934.00	6,231.00	6,543.00	6,870.00
BI-WEEKLY	2,484.00	2,608.15	2,738.77	2,875.85	3,019.85	3,170.77
HOURLY	31.0500	32.6019	34.2346	35.9481	37.7481	39.6346

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,204.00	69,516.00	72,996.00	76,644.00	80,472.00	84,492.00
MONTHLY	5,517.00	5,793.00	6,083.00	6,387.00	6,706.00	7,041.00
BI-WEEKLY	2,546.31	2,673.69	2,807.54	2,947.85	3,095.08	3,249.69
HOURLY	31.8288	33.4212	35.0942	36.8481	38.6885	40.6212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,848.00	71,244.00	74,808.00	78,552.00	82,476.00	86,604.00
MONTHLY	5,654.00	5,937.00	6,234.00	6,546.00	6,873.00	7,217.00
BI-WEEKLY	2,609.54	2,740.15	2,877.23	3,021.23	3,172.15	3,330.92
HOURLY	32.6192	34.2519	35.9654	37.7654	39.6519	41.6365

46 Heavy Equipment Operator
46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,552.00	73,032.00	76,680.00	80,520.00	84,552.00	88,776.00
MONTHLY	5,796.00	6,086.00	6,390.00	6,710.00	7,046.00	7,398.00
BI-WEEKLY	2,675.08	2,808.92	2,949.23	3,096.92	3,252.00	3,414.46
HOURLY	33.4385	35.1115	36.8654	38.7115	40.6500	42.6808

47 Equipment Mechanic
47 Graphics Technician
47 Maintenance Painter
47 Senior Building Maintenance Worker
47 Transit Mechanic II
47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,280.00	74,844.00	78,588.00	82,512.00	86,640.00	90,972.00
MONTHLY	5,940.00	6,237.00	6,549.00	6,876.00	7,220.00	7,581.00
BI-WEEKLY	2,741.54	2,878.62	3,022.62	3,173.54	3,332.31	3,498.92
HOURLY	34.2692	35.9827	37.7827	39.6692	41.6538	43.7365

48 Custodian-Lead
48 Junior Accountant
48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,080.00	76,740.00	80,580.00	84,612.00	88,848.00	93,288.00
MONTHLY	6,090.00	6,395.00	6,715.00	7,051.00	7,404.00	7,774.00
BI-WEEKLY	2,810.77	2,951.54	3,099.23	3,254.31	3,417.23	3,588.00
HOURLY	35.1346	36.8942	38.7404	40.6788	42.7154	44.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,904.00	78,648.00	82,584.00	86,712.00	91,044.00	95,592.00
MONTHLY	6,242.00	6,554.00	6,882.00	7,226.00	7,587.00	7,966.00
BI-WEEKLY	2,880.92	3,024.92	3,176.31	3,335.08	3,501.69	3,676.62
HOURLY	36.0115	37.8115	39.7038	41.6885	43.7712	45.9577

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,776.00	80,616.00	84,648.00	88,884.00	93,324.00	97,992.00
MONTHLY	6,398.00	6,718.00	7,054.00	7,407.00	7,777.00	8,166.00
BI-WEEKLY	2,952.92	3,100.62	3,255.69	3,418.62	3,589.38	3,768.92
HOURLY	36.9115	38.7577	40.6962	42.7327	44.8673	47.1115

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 General Building Inspector
51 Lead Equipment Mechanic
51 Lead Mechanic
51 Planning Assistant
51 Warehouse and Custodial Lead

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,696.00	82,632.00	86,760.00	91,104.00	95,664.00	100,452.00
MONTHLY	6,558.00	6,886.00	7,230.00	7,592.00	7,972.00	8,371.00
BI-WEEKLY	3,026.77	3,178.15	3,336.92	3,504.00	3,679.38	3,863.54
HOURLY	37.8346	39.7269	41.7115	43.8000	45.9923	48.2942

52 Purchasing Specialist
52 Senior Services Program Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,664.00	84,696.00	88,932.00	93,384.00	98,052.00	102,960.00
MONTHLY	6,722.00	7,058.00	7,411.00	7,782.00	8,171.00	8,580.00
BI-WEEKLY	3,102.46	3,257.54	3,420.46	3,591.69	3,771.23	3,960.00
HOURLY	38.7808	40.7192	42.7558	44.8962	47.1404	49.5000

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead
53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	82,680.00	86,820.00	91,164.00	95,724.00	100,512.00	105,540.00
MONTHLY	6,890.00	7,235.00	7,597.00	7,977.00	8,376.00	8,795.00
BI-WEEKLY	3,180.00	3,339.23	3,506.31	3,681.69	3,865.85	4,059.23
HOURLY	39.7500	41.7404	43.8288	46.0212	48.3231	50.7404

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	84,768.00	89,004.00	93,456.00	98,124.00	103,032.00	108,180.00
MONTHLY	7,064.00	7,417.00	7,788.00	8,177.00	8,586.00	9,015.00
BI-WEEKLY	3,260.31	3,423.23	3,594.46	3,774.00	3,962.77	4,160.77
HOURLY	40.7538	42.7904	44.9308	47.1750	49.5346	52.0096

55 Crime Analyst
55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,880.00	91,224.00	95,784.00	100,572.00	105,600.00	110,880.00
MONTHLY	7,240.00	7,602.00	7,982.00	8,381.00	8,800.00	9,240.00
BI-WEEKLY	3,341.54	3,508.62	3,684.00	3,868.15	4,061.54	4,264.62
HOURLY	41.7692	43.8577	46.0500	48.3519	50.7692	53.3077

56 Administrative Coordinator
56 Assistant Engineer
56 FCC Program Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,040.00	93,492.00	98,172.00	103,080.00	108,240.00	113,652.00
MONTHLY	7,420.00	7,791.00	8,181.00	8,590.00	9,020.00	9,471.00
BI-WEEKLY	3,424.62	3,595.85	3,775.85	3,964.62	4,163.08	4,371.23
HOURLY	42.8077	44.9481	47.1981	49.5577	52.0385	54.6404

57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,284.00	95,844.00	100,632.00	105,660.00	110,940.00	116,484.00
MONTHLY	7,607.00	7,987.00	8,386.00	8,805.00	9,245.00	9,707.00
BI-WEEKLY	3,510.92	3,686.31	3,870.46	4,063.85	4,266.92	4,480.15
HOURLY	43.8865	46.0788	48.3808	50.7981	53.3365	56.0019

58 Associate Planner
58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,564.00	98,244.00	103,152.00	108,312.00	113,724.00	119,412.00
MONTHLY	7,797.00	8,187.00	8,596.00	9,026.00	9,477.00	9,951.00
BI-WEEKLY	3,598.62	3,778.62	3,967.38	4,165.85	4,374.00	4,592.77
HOURLY	44.9827	47.2327	49.5923	52.0731	54.6750	57.4096

59 Administrative Support Services Supervisor
59 Senior Public Works Inspector

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,904.00	100,704.00	105,744.00	111,036.00	116,592.00	122,424.00
MONTHLY	7,992.00	8,392.00	8,812.00	9,253.00	9,716.00	10,202.00
BI-WEEKLY	3,688.62	3,873.23	4,067.08	4,270.62	4,484.31	4,708.62
HOURLY	46.1077	48.4154	50.8385	53.3827	56.0538	58.8577

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,292.00	103,212.00	108,372.00	113,796.00	119,484.00	125,460.00
MONTHLY	8,191.00	8,601.00	9,031.00	9,483.00	9,957.00	10,455.00
BI-WEEKLY	3,780.46	3,969.69	4,168.15	4,376.77	4,595.54	4,825.38
HOURLY	47.2558	49.6212	52.1019	54.7096	57.4442	60.3173

61 Administrative Analyst III
61 Associate Engineer
61 Information Technology Systems Analyst - Transit
61 Transit Planning and Scheduling Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	100,752.00	105,792.00	111,084.00	116,640.00	122,472.00	128,592.00
MONTHLY	8,396.00	8,816.00	9,257.00	9,720.00	10,206.00	10,716.00
BI-WEEKLY	3,875.08	4,068.92	4,272.46	4,486.15	4,710.46	4,945.85
HOURLY	48.4385	50.8615	53.4058	56.0769	58.8808	61.8231

62

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,272.00	108,432.00	113,856.00	119,544.00	125,520.00	131,796.00
MONTHLY	8,606.00	9,036.00	9,488.00	9,962.00	10,460.00	10,983.00
BI-WEEKLY	3,972.00	4,170.46	4,379.08	4,597.85	4,827.69	5,069.08
HOURLY	49.6500	52.1308	54.7385	57.4731	60.3462	63.3635

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	105,852.00	111,144.00	116,700.00	122,532.00	128,664.00	135,096.00
MONTHLY	8,821.00	9,262.00	9,725.00	10,211.00	10,722.00	11,258.00
BI-WEEKLY	4,071.23	4,274.77	4,488.46	4,712.77	4,948.62	5,196.00
HOURLY	50.8904	53.4346	56.1058	58.9096	61.8577	64.9500

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	108,504.00	113,928.00	119,628.00	125,604.00	131,880.00	138,480.00
MONTHLY	9,042.00	9,494.00	9,969.00	10,467.00	10,990.00	11,540.00
BI-WEEKLY	4,173.23	4,381.85	4,601.08	4,830.92	5,072.31	5,326.15
HOURLY	52.1654	54.7731	57.5135	60.3865	63.4038	66.5769

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,216.00	116,772.00	122,616.00	128,748.00	135,180.00	141,936.00
MONTHLY	9,268.00	9,731.00	10,218.00	10,729.00	11,265.00	11,828.00
BI-WEEKLY	4,277.54	4,491.23	4,716.00	4,951.85	5,199.23	5,459.08
HOURLY	53.4692	56.1404	58.9500	61.8981	64.9904	68.2385

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	113,988.00	119,688.00	125,676.00	131,964.00	138,564.00	145,488.00
MONTHLY	9,499.00	9,974.00	10,473.00	10,997.00	11,547.00	12,124.00
BI-WEEKLY	4,384.15	4,603.38	4,833.69	5,075.54	5,329.38	5,595.69
HOURLY	54.8019	57.5423	60.4212	63.4442	66.6173	69.9462

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	116,856.00	122,700.00	128,832.00	135,276.00	142,044.00	149,148.00
MONTHLY	9,738.00	10,225.00	10,736.00	11,273.00	11,837.00	12,429.00
BI-WEEKLY	4,494.46	4,719.23	4,955.08	5,202.92	5,463.23	5,736.46
HOURLY	56.1808	58.9904	61.9385	65.0365	68.2904	71.7058

90 Bus Operator (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,212.00	64,272.00	67,488.00	70,860.00	74,400.00	78,120.00
MONTHLY	5,101.00	5,356.00	5,624.00	5,905.00	6,200.00	6,510.00
BI-WEEKLY	2,354.31	2472.00	2595.69	2,725.38	2,861.54	3,004.62
HOURLY	29.4288	30.9000	32.4462	34.0673	35.7692	37.5577
Specialty - 5% Monthly	255.05	267.80	281.20	295.25	310.00	325.50

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,124.00	71,532.00	75,108.00	78,864.00	82,812.00	86,952.00
MONTHLY	5,677.00	5,961.00	6,259.00	6,572.00	6,901.00	7,246.00
BI-WEEKLY	2,620.15	2,751.23	2,888.77	3,033.23	3,185.08	3,344.31
HOURLY	32.7519	34.3904	36.1096	37.9154	39.8135	41.8038
Monthly						
Lgy Bonus 10	141.93	149.03	156.48	164.30	172.53	181.15
Lgy Bonus 20	283.85	298.05	312.95	328.60	345.05	362.30
Lgy Bonus 25	425.78	447.08	469.43	492.90	517.58	543.45

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,828.00	73,320.00	76,992.00	80,844.00	84,888.00	89,136.00
MONTHLY	5,819.00	6,110.00	6,416.00	6,737.00	7,074.00	7,428.00
BI-WEEKLY	2,685.69	2820.00	2961.23	3109.38	3264.92	3428.31
HOURLY	33.5712	35.2500	37.0154	38.8673	40.8115	42.8538
Monthly						
Lgy Bonus 10	145.48	152.75	160.40	168.43	176.85	185.70
Lgy Bonus 20	290.95	305.50	320.80	336.85	353.70	371.40
Lgy Bonus 25	436.43	458.25	481.20	505.28	530.55	557.10

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,568.00	75,144.00	78,900.00	82,848.00	86,988.00	91,332.00
MONTHLY	5,964.00	6,262.00	6,575.00	6,904.00	7,249.00	7,611.00
BI-WEEKLY	2,752.62	2,890.15	3,034.62	3,186.46	3,345.69	3,512.77
HOURLY	34.4077	36.1269	37.9327	39.8308	41.8212	43.9096
Monthly						
Lgy Bonus 10	149.10	156.55	164.38	172.60	181.23	190.28
Lgy Bonus 20	298.20	313.10	328.75	345.20	362.45	380.55
Lgy Bonus 25	447.30	469.65	493.13	517.80	543.68	570.83

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,368.00	77,040.00	80,892.00	84,936.00	89,184.00	93,648.00
MONTHLY	6,114.00	6,420.00	6,741.00	7,078.00	7,432.00	7,804.00
BI-WEEKLY	2,821.85	2,963.08	3,111.23	3,266.77	3,430.15	3,601.85
HOURLY	35.2731	37.0385	38.8904	40.8346	42.8769	45.0231
Monthly						
Lgy Bonus 10	152.85	160.50	168.53	176.95	185.80	195.10
Lgy Bonus 20	305.70	321.00	337.05	353.90	371.60	390.20
Lgy Bonus 25	458.55	481.50	505.58	530.85	557.40	585.30

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,204.00	78,960.00	82,908.00	87,048.00	91,404.00	95,976.00
MONTHLY	6,267.00	6,580.00	6,909.00	7,254.00	7,617.00	7,998.00
BI-WEEKLY	2,892.46	3,036.92	3,188.77	3,348.00	3,515.54	3,691.38
HOURLY	36.1558	37.9615	39.8596	41.8500	43.9442	46.1423
Monthly						
Lgy Bonus 10	156.68	164.50	172.73	181.35	190.43	199.95
Lgy Bonus 20	313.35	329.00	345.45	362.70	380.85	399.90
Lgy Bonus 25	470.03	493.50	518.18	544.05	571.28	599.85

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,088.00	80,940.00	84,984.00	89,232.00	93,696.00	98,376.00
MONTHLY	6,424.00	6,745.00	7,082.00	7,436.00	7,808.00	8,198.00
BI-WEEKLY	2,964.92	3,113.08	3,268.62	3,432.00	3,603.69	3,783.69
HOURLY	37.0615	38.9135	40.8577	42.9000	45.0462	47.2962
Monthly						
Lgy Bonus 10	160.60	168.63	177.05	185.90	195.20	204.95
Lgy Bonus 20	321.20	337.25	354.10	371.80	390.40	409.90
Lgy Bonus 25	481.80	505.88	531.15	557.70	585.60	614.85

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,996.00	82,944.00	87,096.00	91,452.00	96,024.00	100,824.00
MONTHLY	6,583.00	6,912.00	7,258.00	7,621.00	8,002.00	8,402.00
BI-WEEKLY	3,038.31	3,190.15	3,349.85	3,517.38	3,693.23	3,877.85
HOURLY	37.9788	39.8769	41.8731	43.9673	46.1654	48.4731
Monthly						
Lgy Bonus 10	164.58	172.80	181.45	190.53	200.05	210.05
Lgy Bonus 20	329.15	345.60	362.90	381.05	400.10	420.10
Lgy Bonus 25	493.73	518.40	544.35	571.58	600.15	630.15

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,988.00	85,032.00	89,280.00	93,744.00	98,436.00	103,356.00
MONTHLY	6,749.00	7,086.00	7,440.00	7,812.00	8,203.00	8,613.00
BI-WEEKLY	3,114.92	3,270.46	3,433.85	3,605.54	3,786.00	3,975.23
HOURLY	38.9365	40.8808	42.9231	45.0692	47.3250	49.6904
Monthly						
Lgy Bonus 10	168.73	177.15	186.00	195.30	205.08	215.33
Lgy Bonus 20	337.45	354.30	372.00	390.60	410.15	430.65
Lgy Bonus 25	506.18	531.45	558.00	585.90	615.23	645.98

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,028.00	87,180.00	91,536.00	96,108.00	100,908.00	105,948.00
MONTHLY	6,919.00	7,265.00	7,628.00	8,009.00	8,409.00	8,829.00
BI-WEEKLY	3,193.38	3,353.08	3,520.62	3,696.46	3,881.08	4,074.92
HOURLY	39.9173	41.9135	44.0077	46.2058	48.5135	50.9365
Monthly						
Lgy Bonus 10	172.98	181.63	190.70	200.23	210.23	220.73
Lgy Bonus 20	345.95	363.25	381.40	400.45	420.45	441.45
Lgy Bonus 25	518.93	544.88	572.10	600.68	630.68	662.18

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,116.00	89,376.00	93,840.00	98,532.00	103,464.00	108,636.00
MONTHLY	7,093.00	7,448.00	7,820.00	8,211.00	8,622.00	9,053.00
BI-WEEKLY	3,273.69	3,437.54	3,609.23	3,789.69	3,979.38	4,178.31
HOURLY	40.9212	42.9692	45.1154	47.3712	49.7423	52.2288
Monthly						
Lgy Bonus 10	177.33	186.20	195.50	205.28	215.55	226.33
Lgy Bonus 20	354.65	372.40	391.00	410.55	431.10	452.65
Lgy Bonus 25	531.98	558.60	586.50	615.83	646.65	678.98

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,240.00	91,608.00	96,192.00	101,004.00	106,056.00	111,360.00
MONTHLY	7,270.00	7,634.00	8,016.00	8,417.00	8,838.00	9,280.00
BI-WEEKLY	3,355.38	3,523.38	3,699.69	3,884.77	4,079.08	4,283.08
HOURLY	41.9423	44.0423	46.2462	48.5596	50.9885	53.5385
Monthly						
Lgy Bonus 10	181.75	190.85	200.40	210.43	220.95	232.00
Lgy Bonus 20	363.50	381.70	400.80	420.85	441.90	464.00
Lgy Bonus 25	545.25	572.55	601.20	631.28	662.85	696.00

115

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,424.00	93,900.00	98,592.00	103,524.00	108,696.00	114,132.00
MONTHLY	7,452.00	7,825.00	8,216.00	8,627.00	9,058.00	9,511.00
BI-WEEKLY	3,439.38	3,611.54	3,792.00	3,981.69	4,180.62	4,389.69
HOURLY	42.9923	45.1442	47.4000	49.7712	52.2577	54.8712
Monthly						
Lgy Bonus 10	186.30	195.63	205.40	215.68	226.45	237.78
Lgy Bonus 20	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 25	558.90	586.88	616.20	647.03	679.35	713.33

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,644.00	96,228.00	101,040.00	106,092.00	111,396.00	116,964.00
MONTHLY	7,637.00	8,019.00	8,420.00	8,841.00	9,283.00	9,747.00
BI-WEEKLY	3,524.77	3,701.08	3,886.15	4,080.46	4,284.46	4,498.62
HOURLY	44.0596	46.2635	48.5769	51.0058	53.5558	56.2327
Monthly						
Lgy Bonus 10	190.93	200.48	210.50	221.03	232.08	243.68
Lgy Bonus 20	381.85	400.95	421.00	442.05	464.15	487.35
Lgy Bonus 25	572.78	601.43	631.50	663.08	696.23	731.03

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,924.00	98,616.00	103,548.00	108,720.00	114,156.00	119,868.00
MONTHLY	7,827.00	8,218.00	8,629.00	9,060.00	9,513.00	9,989.00
BI-WEEKLY	3,612.46	3,792.92	3,982.62	4,181.54	4,390.62	4,610.31
HOURLY	45.1558	47.4115	49.7827	52.2692	54.8827	57.6288
Monthly						
Lgy Bonus 10	195.68	205.45	215.73	226.50	237.83	249.73
Lgy Bonus 20	391.35	410.90	431.45	453.00	475.65	499.45
Lgy Bonus 25	587.03	616.35	647.18	679.50	713.48	749.18

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,288.00	101,100.00	106,152.00	111,456.00	117,024.00	122,880.00
MONTHLY	8,024.00	8,425.00	8,846.00	9,288.00	9,752.00	10,240.00
BI-WEEKLY	3,703.38	3,888.46	4,082.77	4,286.77	4,500.92	4,726.15
HOURLY	46.2923	48.6058	51.0346	53.5846	56.2615	59.0769
Monthly						
Lgy Bonus 10	200.60	210.63	221.15	232.20	243.80	256.00
Lgy Bonus 20	401.20	421.25	442.30	464.40	487.60	512.00
Lgy Bonus 25	601.80	631.88	663.45	696.60	731.40	768.00

119 Fleet Maintenance Supervisor
119 Transit Administrative Supervisor
119 Transit Training and Safety Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,676.00	103,608.00	108,792.00	114,228.00	119,940.00	125,940.00
MONTHLY	8,223.00	8,634.00	9,066.00	9,519.00	9,995.00	10,495.00
BI-WEEKLY	3,795.23	3,984.92	4,184.31	4,393.38	4,613.08	4,843.85
HOURLY	47.4404	49.8115	52.3038	54.9173	57.6635	60.5481
Monthly						
Lgy Bonus 10	205.58	215.85	226.65	237.98	249.88	262.38
Lgy Bonus 20	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 25	616.73	647.55	679.95	713.93	749.63	787.13

120 Administrative Management Analyst II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,160.00	106,224.00	111,540.00	117,120.00	122,976.00	129,120.00
MONTHLY	8,430.00	8,852.00	9,295.00	9,760.00	10,248.00	10,760.00
BI-WEEKLY	3,890.77	4,085.54	4,290.00	4,504.62	4,729.85	4,966.15
HOURLY	48.6346	51.0692	53.6250	56.3077	59.1231	62.0769
Monthly						
Lgy Bonus 10	210.75	221.30	232.38	244.00	256.20	269.00
Lgy Bonus 20	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 25	632.25	663.90	697.13	732.00	768.60	807.00

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,680.00	108,864.00	114,312.00	120,024.00	126,024.00	132,324.00
MONTHLY	8,640.00	9,072.00	9,526.00	10,002.00	10,502.00	11,027.00
BI-WEEKLY	3,987.69	4,187.08	4,396.62	4,616.31	4,847.08	5,089.38
HOURLY	49.8462	52.3385	54.9577	57.7038	60.5885	63.6173
Monthly						
Lgy Bonus 10	216.00	226.80	238.15	250.05	262.55	275.68
Lgy Bonus 20	432.00	453.60	476.30	500.10	525.10	551.35
Lgy Bonus 25	648.00	680.40	714.45	750.15	787.65	827.03

122 Facilities Maintenance Supervisor
122 Senior Planner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,284.00	111,600.00	117,180.00	123,036.00	129,192.00	135,648.00
MONTHLY	8,857.00	9,300.00	9,765.00	10,253.00	10,766.00	11,304.00
BI-WEEKLY	4,087.85	4,292.31	4,506.92	4,732.15	4,968.92	5,217.23
HOURLY	51.0981	53.6538	56.3365	59.1519	62.1115	65.2154
Monthly						
Lgy Bonus 10	221.43	232.50	244.13	256.33	269.15	282.60
Lgy Bonus 20	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 25	664.28	697.50	732.38	768.98	807.45	847.80

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	108,936.00	114,384.00	120,108.00	126,108.00	132,408.00	139,032.00
MONTHLY	9,078.00	9,532.00	10,009.00	10,509.00	11,034.00	11,586.00
BI-WEEKLY	4,189.85	4,399.38	4,619.54	4,850.31	5,092.62	5,347.38
HOURLY	52.3731	54.9923	57.7442	60.6288	63.6577	66.8423
Monthly						
Lgy Bonus 10	226.95	238.30	250.23	262.73	275.85	289.65
Lgy Bonus 20	453.90	476.60	500.45	525.45	551.70	579.30
Lgy Bonus 25	680.85	714.90	750.68	788.18	827.55	868.95

124 Senior Administrative Analyst
124 Transit Training and Safety Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,672.00	117,252.00	123,120.00	129,276.00	135,744.00	142,536.00
MONTHLY	9,306.00	9,771.00	10,260.00	10,773.00	11,312.00	11,878.00
BI-WEEKLY	4,295.08	4,509.69	4,735.38	4,972.15	5,220.92	5,482.15
HOURLY	53.6885	56.3712	59.1923	62.1519	65.2615	68.5269
Monthly						
Lgy Bonus 10	232.65	244.28	256.50	269.33	282.80	296.95
Lgy Bonus 20	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 25	697.95	732.83	769.50	807.98	848.40	890.85

125

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	114,456.00	120,180.00	126,192.00	132,504.00	139,128.00	146,088.00
MONTHLY	9,538.00	10,015.00	10,516.00	11,042.00	11,594.00	12,174.00
BI-WEEKLY	4,402.15	4,622.31	4,853.54	5,096.31	5,351.08	5,618.77
HOURLY	55.0269	57.7788	60.6692	63.7038	66.8885	70.2346
Monthly						
Lgy Bonus 10	238.45	250.38	262.90	276.05	289.85	304.35
Lgy Bonus 20	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 25	715.35	751.13	788.70	828.15	869.55	913.05

126 Administrative Services Manager
126 Community Development Manager
126 Economic Development Manager
126 Family Child Care Manager
126 Recreation & Human Services Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,324.00	123,192.00	129,348.00	135,816.00	142,608.00	149,736.00
MONTHLY	9,777.00	10,266.00	10,779.00	11,318.00	11,884.00	12,478.00
BI-WEEKLY	4,512.46	4,738.15	4,974.92	5,223.69	5,484.92	5,759.08
HOURLY	56.4058	59.2269	62.1865	65.2962	68.5615	71.9885
Monthly						
Lgy Bonus 10	244.43	256.65	269.48	282.95	297.10	311.95
Lgy Bonus 20	488.85	513.30	538.95	565.90	594.20	623.90
Lgy Bonus 25	733.28	769.95	808.43	848.85	891.30	935.85

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,252.00	126,264.00	132,576.00	139,200.00	146,160.00	153,468.00
MONTHLY	10,021.00	10,522.00	11,048.00	11,600.00	12,180.00	12,789.00
BI-WEEKLY	4,625.08	4,856.31	5,099.08	5,353.85	5,621.54	5,902.62
HOURLY	57.8135	60.7038	63.7385	66.9231	70.2692	73.7827
Monthly						
Lgy Bonus 10	250.53	263.05	276.20	290.00	304.50	319.73
Lgy Bonus 20	501.05	526.10	552.40	580.00	609.00	639.45
Lgy Bonus 25	751.58	789.15	828.60	870.00	913.50	959.18

128 Equipment Maintenance Superintendent
128 Finance and Administrative Services Manager
128 Senior Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,264.00	129,432.00	135,900.00	142,692.00	149,832.00	157,320.00
MONTHLY	10,272.00	10,786.00	11,325.00	11,891.00	12,486.00	13,110.00
BI-WEEKLY	4,740.92	4,978.15	5,226.92	5,488.15	5,762.77	6,050.77
HOURLY	59.2615	62.2269	65.3365	68.6019	72.0346	75.6346
Monthly						
Lgy Bonus 10	256.80	269.65	283.13	297.28	312.15	327.75
Lgy Bonus 20	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 25	770.40	808.95	849.38	891.83	936.45	983.25

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	126,348.00	132,660.00	139,296.00	146,256.00	153,564.00	161,244.00
MONTHLY	10,529.00	11,055.00	11,608.00	12,188.00	12,797.00	13,437.00
BI-WEEKLY	4,859.54	5,102.31	5,357.54	5,625.23	5,906.31	6,201.69
HOURLY	60.7442	63.7788	66.9692	70.3154	73.8288	77.5212
Monthly						
Lgy Bonus 10	263.23	276.38	290.20	304.70	319.93	335.93
Lgy Bonus 20	526.45	552.75	580.40	609.40	639.85	671.85
Lgy Bonus 25	789.68	829.13	870.60	914.10	959.78	1007.78

130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent
130 Transportation Administrative Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	129,492.00	135,972.00	142,776.00	149,916.00	157,416.00	165,288.00
MONTHLY	10,791.00	11,331.00	11,898.00	12,493.00	13,118.00	13,774.00
BI-WEEKLY	4,980.46	5,229.69	5,491.38	5,766.00	6,054.46	6,357.23
HOURLY	62.2558	65.3712	68.6423	72.0750	75.6808	79.4654
Monthly						
Lgy Bonus 10	269.78	283.28	297.45	312.33	327.95	344.35
Lgy Bonus 20	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 25	809.33	849.83	892.35	936.98	983.85	1033.05

131 Plan Check Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	132,732.00	139,368.00	146,340.00	153,660.00	161,340.00	169,404.00
MONTHLY	11,061.00	11,614.00	12,195.00	12,805.00	13,445.00	14,117.00
BI-WEEKLY	5,105.08	5,360.31	5,628.46	5,910.00	6,205.38	6,515.54
HOURLY	63.8135	67.0038	70.3558	73.8750	77.5673	81.4442
Monthly						
Lgy Bonus 10	276.53	290.35	304.88	320.13	336.13	352.93
Lgy Bonus 20	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 25	829.58	871.05	914.63	960.38	1008.38	1058.78

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,056.00	142,860.00	150,000.00	157,500.00	165,372.00	173,640.00
MONTHLY	11,338.00	11,905.00	12,500.00	13,125.00	13,781.00	14,470.00
BI-WEEKLY	5,232.92	5,494.62	5,769.23	6,057.69	6,360.46	6,678.46
HOURLY	65.4115	68.6827	72.1154	75.7212	79.5058	83.4808
Monthly						
Lgy Bonus 10	283.45	297.63	312.50	328.13	344.53	361.75
Lgy Bonus 20	566.90	595.25	625.00	656.25	689.05	723.50
Lgy Bonus 25	850.35	892.88	937.50	984.38	1033.58	1085.25

133 Public Works Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	139,440.00	146,412.00	153,732.00	161,424.00	169,500.00	177,972.00
MONTHLY	11,620.00	12,201.00	12,811.00	13,452.00	14,125.00	14,831.00
BI-WEEKLY	5,363.08	5,631.23	5,912.77	6,208.62	6,519.23	6,845.08
HOURLY	67.0385	70.3904	73.9096	77.6077	81.4904	85.5635
Monthly						
Lgy Bonus 10	290.50	305.03	320.28	336.30	353.13	370.78
Lgy Bonus 20	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 25	871.50	915.08	960.83	1008.90	1059.38	1112.33

134

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	142,944.00	150,096.00	157,596.00	165,480.00	173,760.00	182,448.00
MONTHLY	11,912.00	12,508.00	13,133.00	13,790.00	14,480.00	15,204.00
BI-WEEKLY	5,497.85	5,772.92	6,061.38	6,364.62	6,683.08	7,017.23
HOURLY	68.7231	72.1615	75.7673	79.5577	83.5385	87.7154
Monthly						
Lgy Bonus 10	297.80	312.70	328.33	344.75	362.00	380.10
Lgy Bonus 20	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 25	893.40	938.10	984.98	1034.25	1086.00	1140.30

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	146,508.00	153,828.00	161,520.00	169,596.00	178,080.00	186,984.00
MONTHLY	12,209.00	12,819.00	13,460.00	14,133.00	14,840.00	15,582.00
BI-WEEKLY	5,634.92	5,916.46	6,212.31	6,522.92	6,849.23	7,191.69
HOURLY	70.4365	73.9558	77.6538	81.5365	85.6154	89.8962
Monthly						
Lgy Bonus 10	305.23	320.48	336.50	353.33	371.00	389.55
Lgy Bonus 20	610.45	640.95	673.00	706.65	742.00	779.10
Lgy Bonus 25	915.68	961.43	1009.50	1059.98	1113.00	1168.65

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,156.00	157,668.00	165,552.00	173,832.00	182,520.00	191,652.00
MONTHLY	12,513.00	13,139.00	13,796.00	14,486.00	15,210.00	15,971.00
BI-WEEKLY	5,775.23	6,064.15	6,367.38	6,685.85	7,020.00	7,371.23
HOURLY	72.1904	75.8019	79.5923	83.5731	87.7500	92.1404
Monthly						
Lgy Bonus 10	312.83	328.48	344.90	362.15	380.25	399.28
Lgy Bonus 20	625.65	656.95	689.80	724.30	760.50	798.55
Lgy Bonus 25	938.48	985.43	1034.70	1086.45	1140.75	1197.83

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	153,924.00	161,616.00	169,692.00	178,176.00	187,080.00	196,440.00
MONTHLY	12,827.00	13,468.00	14,141.00	14,848.00	15,590.00	16,370.00
BI-WEEKLY	5,920.15	6,216.00	6,526.62	6,852.92	7,195.38	7,555.38
HOURLY	74.0019	77.7000	81.5827	85.6615	89.9423	94.4423
Monthly						
Lgy Bonus 10	320.68	336.70	353.53	371.20	389.75	409.25
Lgy Bonus 20	641.35	673.40	707.05	742.40	779.50	818.50
Lgy Bonus 25	962.03	1010.10	1060.58	1113.60	1169.25	1227.75

138 Principal Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	157,776.00	165,660.00	173,940.00	182,640.00	191,772.00	201,360.00
MONTHLY	13,148.00	13,805.00	14,495.00	15,220.00	15,981.00	16,780.00
BI-WEEKLY	6,068.31	6,371.54	6,690.00	7,024.62	7,375.85	7,744.62
HOURLY	75.8538	79.6442	83.6250	87.8077	92.1981	96.8077
Monthly						
Lgy Bonus 10	328.70	345.13	362.38	380.50	399.53	419.50
Lgy Bonus 20	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 25	986.10	1035.38	1087.13	1141.50	1198.58	1258.50

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	161,712.00	169,800.00	178,296.00	187,212.00	196,572.00	206,400.00
MONTHLY	13,476.00	14,150.00	14,858.00	15,601.00	16,381.00	17,200.00
BI-WEEKLY	6,219.69	6,530.77	6,857.54	7,200.46	7,560.46	7,938.46
HOURLY	77.7462	81.6346	85.7192	90.0058	94.5058	99.2308
Monthly						
Lgy Bonus 10	336.90	353.75	371.45	390.03	409.53	430.00
Lgy Bonus 20	673.80	707.50	742.90	780.05	819.05	860.00
Lgy Bonus 25	1010.70	1061.25	1114.35	1170.08	1228.58	1290.00

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	165,756.00	174,048.00	182,748.00	191,880.00	201,480.00	211,560.00
MONTHLY	13,813.00	14,504.00	15,229.00	15,990.00	16,790.00	17,630.00
BI-WEEKLY	6,375.23	6,694.15	7,028.77	7,380.00	7,749.23	8,136.92
HOURLY	79.6904	83.6769	87.8596	92.2500	96.8654	101.7115
Monthly						
Lgy Bonus 10	345.33	362.60	380.73	399.75	419.75	440.75
Lgy Bonus 20	690.65	725.20	761.45	799.50	839.50	881.50
Lgy Bonus 25	1035.98	1087.80	1142.18	1199.25	1259.25	1322.25

141

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	169,908.00	178,404.00	187,320.00	196,692.00	206,532.00	216,864.00
MONTHLY	14,159.00	14,867.00	15,610.00	16,391.00	17,211.00	18,072.00
BI-WEEKLY	6,534.92	6,861.69	7,204.62	7,565.08	7,943.54	8,340.92
HOURLY	81.6865	85.7712	90.0577	94.5635	99.2942	104.2615
Monthly						
Lgy Bonus 10	353.98	371.68	390.25	409.78	430.28	451.80
Lgy Bonus 20	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 25	1061.93	1115.03	1170.75	1229.33	1290.83	1355.40

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	174,144.00	182,856.00	192,000.00	201,600.00	211,680.00	222,264.00
MONTHLY	14,512.00	15,238.00	16,000.00	16,800.00	17,640.00	18,522.00
BI-WEEKLY	6,697.85	7,032.92	7,384.62	7,753.85	8,141.54	8,548.62
HOURLY	83.7231	87.9115	92.3077	96.9231	101.7692	106.8577
Monthly						
Lgy Bonus 10	362.80	380.95	400.00	420.00	441.00	463.05
Lgy Bonus 20	725.60	761.90	800.00	840.00	882.00	926.10
Lgy Bonus 25	1088.40	1142.85	1200.00	1260.00	1323.00	1389.15

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	178,512.00	187,440.00	196,812.00	206,652.00	216,984.00	227,832.00
MONTHLY	14,876.00	15,620.00	16,401.00	17,221.00	18,082.00	18,986.00
BI-WEEKLY	6,865.85	7,209.23	7,569.69	7,948.15	8,345.54	8,762.77
HOURLY	85.8231	90.1154	94.6212	99.3519	104.3192	109.5346
Monthly						
Lgy Bonus 10	371.90	390.50	410.03	430.53	452.05	474.65
Lgy Bonus 20	743.80	781.00	820.05	861.05	904.10	949.30
Lgy Bonus 25	1115.70	1171.50	1230.08	1291.58	1356.15	1423.95

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	182,964.00	192,108.00	201,708.00	211,788.00	222,372.00	233,496.00
MONTHLY	15,247.00	16,009.00	16,809.00	17,649.00	18,531.00	19,458.00
BI-WEEKLY	7,037.08	7,388.77	7,758.00	8,145.69	8,552.77	8,980.62
HOURLY	87.9635	92.3596	96.9750	101.8212	106.9096	112.2577
Monthly						
Lgy Bonus 10	381.18	400.23	420.23	441.23	463.28	486.45
Lgy Bonus 20	762.35	800.45	840.45	882.45	926.55	972.90
Lgy Bonus 25	1143.53	1200.68	1260.68	1323.68	1389.83	1459.35

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	187,548.00	196,920.00	206,772.00	217,116.00	227,976.00	239,376.00
MONTHLY	15,629.00	16,410.00	17,231.00	18,093.00	18,998.00	19,948.00
BI-WEEKLY	7,213.38	7,573.85	7,952.77	8,350.62	8,768.31	9,206.77
HOURLY	90.1673	94.6731	99.4096	104.3827	109.6038	115.0846
Monthly						
Lgy Bonus 10	390.73	410.25	430.78	452.33	474.95	498.70
Lgy Bonus 20	781.45	820.50	861.55	904.65	949.90	997.40
Lgy Bonus 25	1172.18	1230.75	1292.33	1356.98	1424.85	1496.10

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577
Monthly						
Lgy Bonus 10	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 20	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 25	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	197,064.00	206,916.00	217,260.00	228,120.00	239,532.00	251,508.00
MONTHLY	16,422.00	17,243.00	18,105.00	19,010.00	19,961.00	20,959.00
BI-WEEKLY	7,579.38	7,958.31	8,356.15	8,773.85	9,212.77	9,673.38
HOURLY	94.7423	99.4788	104.4519	109.6731	115.1596	120.9173
Monthly						
Lgy Bonus 10	410.55	431.08	452.63	475.25	499.03	523.98
Lgy Bonus 20	821.10	862.15	905.25	950.50	998.05	1047.95
Lgy Bonus 25	1231.65	1293.23	1357.88	1425.75	1497.08	1571.93

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	201,972.00	212,076.00	222,684.00	233,820.00	245,508.00	257,784.00
MONTHLY	16,831.00	17,673.00	18,557.00	19,485.00	20,459.00	21,482.00
BI-WEEKLY	7,768.15	8,156.77	8,564.77	8,993.08	9,442.62	9,914.77
HOURLY	97.1019	101.9596	107.0596	112.4135	118.0327	123.9346
Monthly						
Lgy Bonus 10	420.78	441.83	463.93	487.13	511.48	537.05
Lgy Bonus 20	841.55	883.65	927.85	974.25	1022.95	1074.10
Lgy Bonus 25	1262.33	1325.48	1391.78	1461.38	1534.43	1611.15

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	207,036.00	217,392.00	228,264.00	239,676.00	251,664.00	264,252.00
MONTHLY	17,253.00	18,116.00	19,022.00	19,973.00	20,972.00	22,021.00
BI-WEEKLY	7,962.92	8,361.23	8,779.38	9,218.31	9,679.38	10,163.54
HOURLY	99.5365	104.5154	109.7423	115.2288	120.9923	127.0442
Monthly						
Lgy Bonus 10	431.33	452.90	475.55	499.33	524.30	550.53
Lgy Bonus 20	862.65	905.80	951.10	998.65	1048.60	1101.05
Lgy Bonus 25	1293.98	1358.70	1426.65	1497.98	1572.90	1651.58

150

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,336.00	-	-	-	-	-
MONTHLY	7,278.00	-	-	-	-	-
BI-WEEKLY	3,359.08	-	-	-	-	-
HOURLY	41.9885	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,744.00	107,868.00	113,268.00	118,920.00	124,884.00	131,124.00
MONTHLY	8,562.00	8,989.00	9,439.00	9,910.00	10,407.00	10,927.00
BI-WEEKLY	3,951.69	4,148.77	4,356.46	4,573.85	4,803.23	5,043.23
HOURLY	49.3962	51.8596	54.4558	57.1731	60.0404	63.0404

Monthly Rates

EDUCATIONAL INCENTIVE BONUS						
AA	1,310.41	1,310.41	1,310.41	1,310.41	1,310.41	1,310.41
BA	1,826.41	1,826.41	1,826.41	1,826.41	1,826.41	1,826.41
SPECIALIST	694.67	694.67	694.67	694.67	694.67	694.67
Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	948.10	969.45	991.95	1,015.50	1,040.35	1,066.35
Lgy Bonus 26	1,376.20	1,418.90	1,463.90	1,511.00	1,560.70	1,612.70

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,212.00	139,884.00	146,856.00	154,200.00	161,928.00	170,028.00
MONTHLY	11,101.00	11,657.00	12,238.00	12,850.00	13,494.00	14,169.00
BI-WEEKLY	5,123.54	5,380.15	5,648.31	5,930.77	6,228.00	6,539.54
HOURLY	64.0442	67.2519	70.6038	74.1346	77.8500	81.7442

Monthly Rates

EDUCATIONAL INCENTIVE BONUS						
AA	1,783.48	1,783.48	1,783.48	1,783.48	1,783.48	1,783.48
BA	2,401.48	2,401.48	2,401.48	2,401.48	2,401.48	2,401.48
SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00
Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,075.05	1,102.85	1,131.90	1,162.50	1,194.70	1,228.45
Lgy Bonus 26	1,630.10	1,685.70	1,743.80	1,805.00	1,869.40	1,936.90

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00	218,064.00
MONTHLY	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00	18,172.00
BI-WEEKLY	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85	8,387.08
HOURLY	82.1423	86.2500	90.5654	95.0942	99.8481	104.8385
			Monthly Rates			
CA POST Supervisory/Adv.	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00	2,252.00
CA POST Mgmt. Cert.	711.90	747.50	784.90	824.15	865.35	908.60
Lgy Bonus 20	711.90	747.50	784.90	824.15	865.35	908.60
Lgy Bonus 25	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70	1,817.20
Mgmt Incentive Pay	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17	1,726.34

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00	259,272.00
MONTHLY	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00	21,606.00
BI-WEEKLY	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08	9,972.00
HOURLY	97.6673	102.5481	107.6769	113.0596	118.7135	124.6500
			Monthly Rates			
CA POST Supervisory/Adv.	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04	2,613.50
CA POST Mgmt. Cert.	846.45	888.75	933.20	979.85	1,028.85	1,080.30
Lgy Bonus 20	846.45	888.75	933.20	979.85	1,028.85	1,080.30
Lgy Bonus 25	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70	2,160.60
Mgmt Incentive Pay	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82	2,052.57

232 Deputy Police Chief

STEP	*1*
ANNUAL	272,232.00
MONTHLY	22,686.00
BI-WEEKLY	10,470.46
HOURLY	130.8808
Monthly Rates	
CA POST Supervisory/Adv.	2,727.00
CA POST Mgmt. Cert.	1,134.30
Lgy Bonus 20	1,134.30
Lgy Bonus 25	2,268.60
Mgmt Incentive Pay	2,155.17

Senior Public Works Inspector

Job Summary

Description

Under limited supervision and direction, performs complex and specialized inspections of public works construction projects performed by City-hired contractors and private developers on public right-of-way and private property for compliance with City codes, regulations, and requirements. Provides lead-level technical guidance and training to inspection staff, coordinates with contractors, engineers, and the public, and performs related work as required.

Representative Duties

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

- Serves as lead inspector on assigned public works and private development projects; coordinates, assigns, and reviews the work of inspection staff to ensure consistency, accuracy, and compliance with standards.
- Conducts and documents detailed field inspections of grading, paving, curb and gutter, storm drains, sewers, water systems, traffic signals, street lighting, and other civil improvements.
- Reviews engineering plans, specifications, and construction drawings for conformance with approved design, applicable codes, and City standards.
- Monitors, inspects, and verifies construction methods, materials, and workmanship; performs or coordinates field testing and sampling of soils, concrete, asphalt, and related materials.
- Observes, measures, and examines subgrade material placement, trenching, compaction, backfilling, concrete form alignment, asphalt placement, and pavement thickness.
- Ensures compliance with environmental, safety, and stormwater pollution prevention requirements, including NPDES and erosion control measures.
- Coordinates and conducts pre-construction and progress meetings with contractors, utility agencies, and City staff; reviews schedules, submittals, and field changes.
- Reviews contractor requests for information (RFIs), submittals, and change orders for field accuracy and provides recommendations to engineering staff.
- Prepares, reviews, and maintains inspection records, field memos, photographs, daily reports, material logs, and quantity measurements.
- Monitors project progress and verifies work completed for contract payments; assists in resolving field conflicts and recommends corrective action as necessary.
- Provides professional and courteous communication with residents, businesses, contractors, and other stakeholders to address inquiries, complaints, and construction impacts.
- Provides technical assistance, training, and guidance to other inspection staff on work procedures, construction practices, and documentation standards.
- Assists in developing and updating inspection procedures, checklists, and City standard specifications.
- Ensures proper placement and maintenance of construction signs, barricades, and warning devices per the WATCH Manual or approved traffic control plans.
- Uses survey and measuring equipment, computers, and related software for inspection documentation and reporting.
- Performs related duties as assigned or required to support the effective operation of the Public Works Department.
- May be required to work shifts, weekends, and/or holidays to accommodate construction schedules, emergency repairs, or inspection coverage for critical infrastructure projects.

Organizational Responsibilities

Positions in this class report to a Division Manager or designee and are responsible for performing advanced-level inspection and coordination duties for complex construction projects. The Senior Public Works Inspector acts as a lead worker over lower-level inspectors and provides field direction, technical expertise, and quality assurance for public works construction and private development activities.

Qualifications Guide

Education and Experience

Education: High school graduation or equivalent G.E.D., preferably supplemented by vocational, technical, or college-level coursework in civil engineering, construction technology, or a closely related field.

Experience: Five (5) years of increasingly responsible experience performing public works construction inspection duties, including experience with streets, sewers, storm drains, grading, and utilities. Experience in a lead or supervisory inspection capacity is desirable.

Knowledge and Abilities

Knowledge of:

- Methods, materials, and techniques used in public works construction, inspection, and testing.
- Applicable federal, state, and local codes, regulations, and standards, including Caltrans Standard Specifications and City Standard Plans.
- Construction safety standards and traffic control requirements per the WATCH Manual.
- Stormwater pollution prevention and NPDES compliance requirements.
- Principles and practices of contract administration, materials testing, and quality control.
- Recordkeeping, documentation, and report writing techniques.
- Principles of training, mentoring, and field leadership.
- Basic computer software and applications related to inspection and reporting.

Ability to:

- Perform complex field inspections and determine compliance with approved plans and specifications.
- Lead, train, and mentor other inspection staff in construction inspection practices.
- Identify and resolve field issues effectively with sound judgment and technical expertise.
- Read, interpret, and explain engineering drawings, maps, and construction documents.
- Communicate effectively and professionally with contractors, engineers, and the public.
- Prepare accurate field notes, daily reports, and quantity measurements.
- Work independently and exercise initiative while maintaining clear communication with supervisors and project managers.
- Operate field and office equipment including computers, tablets, survey instruments, and hand tools.
- Work safely under varying field conditions and enforce safety and traffic control standards.

Physical Demands and Working Conditions

Work is performed primarily outdoors and occasionally in an office environment. When performed outdoors, incumbents are exposed to varying weather conditions, construction noise, dust, fumes, traffic, and other hazards.

An incumbent must be able to:

- Walk, stand, and climb on uneven terrain or in trenches.
- Lift, carry, push, or pull objects weighing up to 50 pounds.
- Work in confined spaces and elevated areas.
- Operate inspection tools and testing equipment.
- Sit and use a computer for recordkeeping and report preparation.

Evening, weekend, and holiday work may be required to inspect projects during off-hours or emergencies.

License

Must possess and maintain a valid California Class C Driver's License. Certification as an APWA Certified Public Infrastructure Inspector (CPII), or Public Works Inspector, or other relevant certification is highly desirable.

Special Condition

Must file a State of Economic Interest (Form 700) with the City Clerk; Subject to background checks and verifications; Must be able to pass a job-related medical exam that includes drug and alcohol testing.

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
FOR CONFIDENTIAL & UNREPRESENTED POSITIONS
Adopted October 27, 2026; Effective July 5, 2026

Add New Classification: Transit Maintenance & Facilities Manager, Schedule 131
Schedule 340, Chief of Police, Changed Longevity 26 to Longevity 25

35 Help Desk Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,016.00	55,668.00	58,452.00	61,380.00	64,452.00	67,680.00
MONTHLY	4,418.00	4,639.00	4,871.00	5,115.00	5,371.00	5,640.00
BI-WEEKLY	2,039.08	2,141.08	2,248.15	2,360.77	2,478.92	2,603.08
HOURLY	25.4885	26.7635	28.1019	29.5096	30.9865	32.5385

43 Administrative Aide
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,584.00	67,812.00	71,208.00	74,772.00	78,516.00	82,440.00
MONTHLY	5,382.00	5,651.00	5,934.00	6,231.00	6,543.00	6,870.00
BI-WEEKLY	2,484.00	2,608.15	2,738.77	2,875.85	3,019.85	3,170.77
HOURLY	31.0500	32.6019	34.2346	35.9481	37.7481	39.6346

48 Financial Services Technician
48 Human Resources Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,080.00	76,740.00	80,580.00	84,612.00	88,848.00	93,288.00
MONTHLY	6,090.00	6,395.00	6,715.00	7,051.00	7,404.00	7,774.00
BI-WEEKLY	2,810.77	2,951.54	3,099.23	3,254.31	3,417.23	3,588.00
HOURLY	35.1346	36.8942	38.7404	40.6788	42.7154	44.8500

51 Executive Assistant to Chief of Police
51 Information Technology Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,696.00	82,632.00	86,760.00	91,104.00	95,664.00	100,452.00
MONTHLY	6,558.00	6,886.00	7,230.00	7,592.00	7,972.00	8,371.00
BI-WEEKLY	3,026.77	3,178.15	3,336.92	3,504.00	3,679.38	3,863.54
HOURLY	37.8346	39.7269	41.7115	43.8000	45.9923	48.2942

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,664.00	84,696.00	88,932.00	93,384.00	98,052.00	102,960.00
MONTHLY	6,722.00	7,058.00	7,411.00	7,782.00	8,171.00	8,580.00
BI-WEEKLY	3,102.46	3,257.54	3,420.46	3,591.69	3,771.23	3,960.00
HOURLY	38.7808	40.7192	42.7558	44.8962	47.1404	49.5000

56 Administrative Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,040.00	93,492.00	98,172.00	103,080.00	108,240.00	113,652.00
MONTHLY	7,420.00	7,791.00	8,181.00	8,590.00	9,020.00	9,471.00
BI-WEEKLY	3,424.62	3,595.85	3,775.85	3,964.62	4,163.08	4,371.23
HOURLY	42.8077	44.9481	47.1981	49.5577	52.0385	54.6404

57 Communications Liaison Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,284.00	95,844.00	100,632.00	105,660.00	110,940.00	116,484.00
MONTHLY	7,607.00	7,987.00	8,386.00	8,805.00	9,245.00	9,707.00
BI-WEEKLY	3,510.92	3,686.31	3,870.46	4,063.85	4,266.92	4,480.15
HOURLY	43.8865	46.0788	48.3808	50.7981	53.3365	56.0019

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,272.00	108,432.00	113,856.00	119,544.00	125,520.00	131,796.00
MONTHLY	8,606.00	9,036.00	9,488.00	9,962.00	10,460.00	10,983.00
BI-WEEKLY	3,972.00	4,170.46	4,379.08	4,597.85	4,827.69	5,069.08
HOURLY	49.6500	52.1308	54.7385	57.4731	60.3462	63.3635

115 Deputy City Clerk/Records Management Officer
115 Deputy City Treasurer
115 Human Resources Analyst
115 Risk Management Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,424.00	93,900.00	98,592.00	103,524.00	108,696.00	114,132.00
MONTHLY	7,452.00	7,825.00	8,216.00	8,627.00	9,058.00	9,511.00
BI-WEEKLY	3,439.38	3,611.54	3,792.00	3,981.69	4,180.62	4,389.69
HOURLY	42.9923	45.1442	47.4000	49.7712	52.2577	54.8712
Monthly						
Educational Incentive Pay	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 10	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 15	558.90	586.88	616.20	647.03	679.35	713.33
Lgy Bonus 20	745.20	782.50	821.60	862.70	905.80	951.10
Lgy Bonus 25	931.50	978.13	1,027.00	1,078.38	1,132.25	1,188.88

119 Accountant/Cost Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,676.00	103,608.00	108,792.00	114,228.00	119,940.00	125,940.00
MONTHLY	8,223.00	8,634.00	9,066.00	9,519.00	9,995.00	10,495.00
BI-WEEKLY	3,795.23	3,984.92	4,184.31	4,393.38	4,613.08	4,843.85
HOURLY	47.4404	49.8115	52.3038	54.9173	57.6635	60.5481
Monthly						
Educational Incentive Pay	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 10	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 15	616.73	647.55	679.95	713.93	749.63	787.13
Lgy Bonus 20	822.30	863.40	906.60	951.90	999.50	1049.50
Lgy Bonus 25	1,027.88	1,079.25	1,133.25	1,189.88	1,249.38	1,311.88

120 Executive Office Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,160.00	106,224.00	111,540.00	117,120.00	122,976.00	129,120.00
MONTHLY	8,430.00	8,852.00	9,295.00	9,760.00	10,248.00	10,760.00
BI-WEEKLY	3,890.77	4,085.54	4,290.00	4,504.62	4,729.85	4,966.15
HOURLY	48.6346	51.0692	53.6250	56.3077	59.1231	62.0769
Monthly						
Educational Incentive Pay	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 10	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 15	632.25	663.90	697.13	732.00	768.60	807.00
Lgy Bonus 20	843.00	885.20	929.50	976.00	1,024.80	1,076.00
Lgy Bonus 25	1,053.75	1,106.50	1,161.88	1,220.00	1,281.00	1,345.00

122 Assistant City Clerk
122 Senior Human Resources Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,284.00	111,600.00	117,180.00	123,036.00	129,192.00	135,648.00
MONTHLY	8,857.00	9,300.00	9,765.00	10,253.00	10,766.00	11,304.00
BI-WEEKLY	4,087.85	4,292.31	4,506.92	4,732.15	4,968.92	5,217.23
HOURLY	51.0981	53.6538	56.3365	59.1519	62.1115	65.2154
Monthly						
Educational Incentive Pay	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 10	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 15	664.28	697.50	732.38	768.98	807.45	847.80
Lgy Bonus 20	885.70	930.00	976.50	1,025.30	1,076.60	1,130.40
Lgy Bonus 25	1,107.13	1,162.50	1,220.63	1,281.63	1,345.75	1,413.00

124 Assistant Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,672.00	117,252.00	123,120.00	129,276.00	135,744.00	142,536.00
MONTHLY	9,306.00	9,771.00	10,260.00	10,773.00	11,312.00	11,878.00
BI-WEEKLY	4,295.08	4,509.69	4,735.38	4,972.15	5,220.92	5,482.15
HOURLY	53.6885	56.3712	59.1923	62.1519	65.2615	68.5269
Monthly						
Educational Incentive Pay	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 10	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 15	697.95	732.83	769.50	807.98	848.40	890.85
Lgy Bonus 20	930.60	977.10	1,026.00	1,077.30	1,131.20	1,187.80
Lgy Bonus 25	1,163.25	1,221.38	1,282.50	1,346.63	1,414.00	1,484.75

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	114,456.00	120,180.00	126,192.00	132,504.00	139,128.00	146,088.00
MONTHLY	9,538.00	10,015.00	10,516.00	11,042.00	11,594.00	12,174.00
BI-WEEKLY	4,402.15	4,622.31	4,853.54	5,096.31	5,351.08	5,618.77
HOURLY	55.0269	57.7788	60.6692	63.7038	66.8885	70.2346
Monthly						
Educational Incentive Pay	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 10	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 15	715.35	751.13	788.70	828.15	869.55	913.05
Lgy Bonus 20	953.80	1,001.50	1,051.60	1,104.20	1,159.40	1,217.40
Lgy Bonus 25	1,192.25	1,251.88	1,314.50	1,380.25	1,449.25	1,521.75

128 Financial Services Manager
128 Transit Maintenance Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,264.00	129,432.00	135,900.00	142,692.00	149,832.00	157,320.00
MONTHLY	10,272.00	10,786.00	11,325.00	11,891.00	12,486.00	13,110.00
BI-WEEKLY	4,740.92	4,978.15	5,226.92	5,488.15	5,762.77	6,050.77
HOURLY	59.2615	62.2269	65.3365	68.6019	72.0346	75.6346
Monthly						
Educational Incentive Pay	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 10	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 15	770.40	808.95	849.38	891.83	936.45	983.25
Lgy Bonus 20	1,027.20	1,078.60	1,132.50	1,189.10	1,248.60	1,311.00
Lgy Bonus 25	1,284.00	1,348.25	1,415.63	1,486.38	1,560.75	1,638.75

130 Accounting/Finance Manager
130 Information Technology Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	129,492.00	135,972.00	142,776.00	149,916.00	157,416.00	165,288.00
MONTHLY	10,791.00	11,331.00	11,898.00	12,493.00	13,118.00	13,774.00
BI-WEEKLY	4,980.46	5,229.69	5,491.38	5,766.00	6,054.46	6,357.23
HOURLY	62.2558	65.3712	68.6423	72.0750	75.6808	79.4654
Monthly						
Educational Incentive Pay	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 10	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 15	809.33	849.83	892.35	936.98	983.85	1,033.05
Lgy Bonus 20	1,079.10	1,133.10	1,189.80	1,249.30	1,311.80	1,377.40
Lgy Bonus 25	1,348.88	1,416.38	1,487.25	1,561.63	1,639.75	1,721.75

131 Transit Maintenance & Facilities Manager
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	132,732.00	139,368.00	146,340.00	153,660.00	161,340.00	169,404.00
MONTHLY	11,061.00	11,614.00	12,195.00	12,805.00	13,445.00	14,117.00
BI-WEEKLY	5,105.08	5,360.31	5,628.46	5,910.00	6,205.38	6,515.54
HOURLY	63.8135	67.0038	70.3558	73.8750	77.5673	81.4442
Monthly						
Educational Incentive Pay	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 10	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 15	829.58	871.05	914.63	960.38	1,008.38	1,058.78
Lgy Bonus 20	1,106.10	1,161.40	1,219.50	1,280.50	1,344.50	1,411.70
Lgy Bonus 25	1,382.63	1,451.75	1,524.38	1,600.63	1,680.63	1,764.63

133 Human Resources Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	139,440.00	146,412.00	153,732.00	161,424.00	169,500.00	177,972.00
MONTHLY	11,620.00	12,201.00	12,811.00	13,452.00	14,125.00	14,831.00
BI-WEEKLY	5,363.08	5,631.23	5,912.77	6,208.62	6,519.23	6,845.08
HOURLY	67.0385	70.3904	73.9096	77.6077	81.4904	85.5635
Monthly						
Educational Incentive Pay	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 10	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 15	871.50	915.08	960.83	1,008.90	1,059.38	1,112.33
Lgy Bonus 20	1,162.00	1,220.10	1,281.10	1,345.20	1,412.50	1,483.10
Lgy Bonus 25	1,452.50	1,525.13	1,601.38	1,681.50	1,765.63	1,853.88

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	142,944.00	150,096.00	157,596.00	165,480.00	173,760.00	182,448.00
MONTHLY	11,912.00	12,508.00	13,133.00	13,790.00	14,480.00	15,204.00
BI-WEEKLY	5,497.85	5,772.92	6,061.38	6,364.62	6,683.08	7,017.23
HOURLY	68.7231	72.1615	75.7673	79.5577	83.5385	87.7154
Monthly						
Educational Incentive Pay	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 10	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 15	893.40	938.10	984.98	1,034.25	1,086.00	1,140.30
Lgy Bonus 20	1,191.20	1,250.80	1,313.30	1,379.00	1,448.00	1,520.40
Lgy Bonus 25	1,489.00	1,563.50	1,641.63	1,723.75	1,810.00	1,900.50

138 Chief Fiscal Officer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	157,776.00	165,660.00	173,940.00	182,640.00	191,772.00	201,360.00
MONTHLY	13,148.00	13,805.00	14,495.00	15,220.00	15,981.00	16,780.00
BI-WEEKLY	6,068.31	6,371.54	6,690.00	7,024.62	7,375.85	7,744.62
HOURLY	75.8538	79.6442	83.6250	87.8077	92.1981	96.8077
Monthly						
Educational Incentive Pay	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 10	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 15	986.10	1,035.38	1,087.13	1,141.50	1,198.58	1,258.50
Lgy Bonus 20	1,314.80	1,380.50	1,449.50	1,522.00	1,598.10	1,678.00
Lgy Bonus 25	1,643.50	1,725.63	1,811.88	1,902.50	1,997.63	2,097.50

141 Assistant Director of Community Development
141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	169,908.00	178,404.00	187,320.00	196,692.00	206,532.00	216,864.00
MONTHLY	14,159.00	14,867.00	15,610.00	16,391.00	17,211.00	18,072.00
BI-WEEKLY	6,534.92	6,861.69	7,204.62	7,565.08	7,943.54	8,340.92
HOURLY	81.6865	85.7712	90.0577	94.5635	99.2942	104.2615
Monthly						
Educational Incentive Pay	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 10	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 15	1,061.93	1,115.03	1,170.75	1,229.33	1,290.83	1,355.40
Lgy Bonus 20	1,415.90	1,486.70	1,561.00	1,639.10	1,721.10	1,807.20
Lgy Bonus 25	1,769.88	1,858.38	1,951.25	2,048.88	2,151.38	2,259.00

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Director of Administrative Services
330 Director of Community Development
330 Director of Public Works/City Engineer
330 Director of Recreation and Human Services
330 Director of Transportation

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	196,128.00	205,932.00	216,228.00	227,040.00	238,392.00	250,308.00
MONTHLY	16,344.00	17,161.00	18,019.00	18,920.00	19,866.00	20,859.00
BI-WEEKLY	7,543.38	7,920.46	8,316.46	8,732.31	9,168.92	9,627.23
HOURLY	94.2923	99.0058	103.9558	109.1538	114.6115	120.3404
Monthly						
Educational Incentive Pay	817.20	858.05	900.95	946.00	993.30	1,042.95
Lgy Bonus 10	1,634.40	1,716.10	1,801.90	1,892.00	1,986.60	2,085.90
Lgy Bonus 15	2,043.00	2,145.13	2,252.38	2,365.00	2,483.25	2,607.38
Lgy Bonus 20	2,451.60	2,574.15	2,702.85	2,838.00	2,979.90	3,128.85

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	205,932.00	216,228.00	227,040.00	238,392.00	250,308.00	262,824.00
MONTHLY	17,161.00	18,019.00	18,920.00	19,866.00	20,859.00	21,902.00
BI-WEEKLY	7,920.46	8,316.46	8,732.31	9,168.92	9,627.23	10,108.62
HOURLY	99.0058	103.9558	109.1538	114.6115	120.3404	126.3577
Monthly						
Educational Incentive Pay	858.05	900.95	946.00	993.30	1,042.95	1,095.10
Lgy Bonus 10	1,716.10	1,801.90	1,892.00	1,986.60	2,085.90	2,190.20
Lgy Bonus 15	2,145.13	2,252.38	2,365.00	2,483.25	2,607.38	2,737.75
Lgy Bonus 20	2,574.15	2,702.85	2,838.00	2,979.90	3,128.85	3,285.30

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	215,268.00	226,032.00	237,336.00	249,204.00	261,660.00	274,740.00
MONTHLY	17,939.00	18,836.00	19,778.00	20,767.00	21,805.00	22,895.00
BI-WEEKLY	8,279.54	8,693.54	9,128.31	9,584.77	10,063.85	10,566.92
HOURLY	103.4942	108.6692	114.1038	119.8096	125.7981	132.0865
Monthly						
Educational Incentive Pay	896.95	941.80	988.90	1,038.35	1,090.25	1,144.75
Lgy Bonus 10	1,793.90	1,883.60	1,977.80	2,076.70	2,180.50	2,289.50
Lgy Bonus 15	2,242.38	2,354.50	2,472.25	2,595.88	2,725.63	2,861.88
Lgy Bonus 20	2,690.85	2,825.40	2,966.70	3,115.05	3,270.75	3,434.25

340 Police Chief

STEP	*1*
ANNUAL	283,128.00
MONTHLY	23,594.00
BI-WEEKLY	10,889.54
HOURLY	136.1192
Monthly	
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert.	1,179.70
Lgy Bonus 20	1,179.70
Lgy Bonus 25	2,359.40
Mgmt Incentive Pay	2,241.43

350 City Manager

STEP	*1*
ANNUAL	347,076.00
MONTHLY	28,923.00
BI-WEEKLY	13,349.08
HOURLY	166.8635
Monthly	
Educational Incentive Pay	3,470.76
Lgy Bonus 10	2,892.30
Lgy Bonus 15	3,615.38
Lgy Bonus 20	4,338.45

Transit Maintenance and Facilities Manager

Job Summary

Description

Under the direction of the Director of Transportation, plans and manages the daily operations of the Transportation Department's Maintenance and Facilities Divisions. Responsible for overseeing asset management to ensure safety, performance, resiliency, and the optimization of asset value. Ensure preventive maintenance and repair activities support the operational objectives of GTrans and the City, with the goal of maintaining all assets in a state of good repair. Coordinates, supervises, monitors, and directs staff performing vehicle, asset, and facilities maintenance. Oversee motor coach cleaning operations; the maintenance and repair of buses and various light and heavy vehicles, facilities, and equipment; and transit procurement activities. Leads capital projects related to equipment and infrastructure, and directs the purchasing of parts and other maintenance materials. Provides leadership and guidance to assigned personnel and performs related duties as required.

Representative Duties

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

- Provides direction and manages the operation and staff of the Maintenance and Facilities Divisions by setting goals and objectives, and by establishing performance and financial standards.
- Organize, coordinate, and oversee staff responsible for the repair, overhaul, and maintenance of gasoline, diesel, electric, natural gas, and future alternative fuel vehicles and equipment. Supervises interior and exterior bus cleaning operations and manages centralized purchasing activities for GTrans. Assigns work, evaluates results, and meets with staff to identify issues and implement solutions.
- Develops, reviews and approves policies and procedures for vehicle repairs, cleaning, servicing, maintenance training, and related operation activities i.e. responsible for meeting safety requirements, operational efficiency, and financial and managerial objectives.
- Inspects and diagnoses engine, mechanical and structural problems in automotive, transit buses and heavy equipment.
- Determines repairs to be made and inspects jobs in progress using modern testing equipment.
- Monitors and evaluates service delivery methods and standard operating procedures to improve the efficiency and effectiveness of the transit vehicle cleaning program, preventive maintenance schedules of vehicles, equipment; and related purchasing and warehousing activities.
- Prepares bid specifications, requests for proposal, contracts and other supporting documentation for vehicle and facility maintenance programs.
- Leads capital and infrastructure projects, ensuring projects are delivered on schedule, within budget, and in full compliance with federal, state, and local regulatory requirements.
- Develops fleet replacement schedules, vehicle specifications, repairs and upgrades. Develop specifications for parts and vehicle maintenance equipment.
- Manages projects and serves as lead technical expert with primary responsibility for vehicles, facility and other GTrans assets.
- Conducts a variety of organizational studies, investigations and operational analyses regarding vehicle cleaning programs, maintenance problems, equipment and facilities replacement strategies and applicable policies and procedures, and makes recommendations.
- Oversee the preparation of work orders, requisitions and the ordering of parts, materials and supplies. Prepares cost estimates, monitors expenditures, prepares and administers the division budget and implements cost-effective changes where appropriate.
- Prepares and maintains various records and reports, correspondence, bulletins, technical guides and other informational materials.
- Ensures that department vehicles, facilities and assets are in compliance with applicable Federal, State and Local laws, rules, and other regulatory programs.

- Approves procedures for receipt, storage use and distribution of equipment, parts and materials. Establishes and supervises the inventory control program.
- Communicates and implements safety rules, policies, and procedures in support of the agency's safety vision and goals; and maintains accountability for the safety performance of all assigned employees. Enforces safety regulations and trains employees on safety procedures and applicable work hazards.
- Receives and responds to difficult and sensitive inquiries and complaints. Coordinates and oversees the investigation and resolution of complaints.
- Participates in professional group meetings and keeps abreast of emerging trends and innovations in transit maintenance. Inform department management of changes and new developments and make recommendations, as necessary.
- Negotiates with vendors to ensure contract requirements meet vehicle and facility maintenance needs within financial and time constraints. Administers equipment warranty programs and ensures that proper warranty reimbursement is applied for and received.
- Oversee the implementation of the GTrans alternative fuel program.
- Prepares and maintains a variety of records and reports including financial reports.
- Provides leadership in creating a work environment that encourages process improvement, communication, collaborative problem solving and accountability.
- Oversee the completion and adherence of all maintenance audits.
- Applies and explains Memoranda of Understandings (MOUs) and the Department's policies and procedures. Monitors regulatory requirements for compliance with applicable Federal, State and local laws and regulations. Participates and assists in labor negotiations processes.
- Assists with the administration, preparation and/or writing of Standard Operating Procedures, RFP's, contract administration, applications for grants and subsidies, and personnel related matters.
- Conducts and oversees the design and development of complex studies, surveys and research, including, the preparation of a variety of reports and policy documents and recommends appropriate courses of action and solutions to problems.
- Develops and presents new programs to Executive Leadership Team.
- Resolves personnel issues and problems; recommends and implements employee discipline. Identifies and implements training and teambuilding programs and operational processes to enhance the Department's morale and service delivery capabilities.
- May drive a bus on streets/highways if/when needed. Performs other related duties as assigned.

Organizational Responsibilities

The Transit Maintenance and Facilities Manager reports directly to the Director of Transportation who outlines work and periodically reviews work in progress and upon completion. This is a management position within the Transportation Department and is responsible for the overall operation of a full-service garage facility and the supervision of a number of transit mechanics, apprentices, facilities and equipment utility workers and other support staff.

Exercises leadership and administrative supervision over division staff, outlining work assignments, occasionally reviewing work in progress and periodically reviews completed work.

Qualifications Guide

Education and Experience

Education: Graduation from an accredited college or university with a Bachelor's degree in Business Administration, Public Administration, Transportation Management or a closely related field.

Experience: Four (4) years of recent, paid and progressively responsible journey level work experience in maintenance operations involving the cleaning, maintenance and repair of buses and various light and heavy vehicles and equipment, and facilities maintenance related work. At least three years of recent paid work experience must have included supervisory responsibilities in a public agency transit system. Additional recent related work experience may be substituted for the educational requirement on a year-for-year basis (successful completion of 30 units or 45 quarter units is equal to one year of the additional required work experience).

Knowledge, Skills and Abilities

Knowledge of:

- Principles and practices of public transportation services.
- Operations, services and techniques of maintenance and repair of light and heavy diesel, gasoline, electric and natural gas vehicles and equipment.
- Electrical, hydraulic, and air conditioning systems.
- Principles and practices of preventive maintenance;
- Techniques and overhauls experience.
- General facilities maintenance, repair and maintenance materials, tools and procedures.
- Materials and methods used in cleaning various surfaces.
- Methods and techniques of record-keeping and scheduling.
- Report writing techniques including RFP's and scope of works.
- Principles and practices of budget preparation and administration.
- Methods and techniques of contract administration.
- Applicable federal, state and local laws, codes and regulations governing public transportation.
- Occupational hazards and standard safety practices.
- Natural gas station operation and fueling procedures.
- Complaint resolution procedures and progressive disciplinary processes.
- Effective supervisory and training techniques.
- Effective customer service techniques.

Skilled in:

- Supervising multiple staff members.
- Organizing, interpreting and presenting information orally and in writing.
- Interpreting mechanical diagrams, technical manuals and building plans
- Using a personal computer and applicable software applications.
- Working effectively with others.
- Establishing and maintaining effective and cooperative working relationships with City employees, vendors, outside agencies and the general public.
- Providing effective customer service to internal and external customers.

Ability to:

- Select, supervise and evaluate the work of staff.
- Motivate, train and develop assigned staff.
- Communicate effectively, both orally and in writing.
- Organize and prioritize work.
- Analyze situations, identify problems, and recommend alternative solutions.
- Safely operate electrical and electronic equipment, hand and power tools.
- Diagnose mechanical problems and direct mechanical repair and adjustment.
- Prepare cost estimates and bid specifications.
- Interpret, apply and communicate laws, rules and regulations, department policies and procedures, budgets and labor agreements.
- Develop and implement policies and procedures.
- Prepare and maintain accurate records and reports.

Physical Demands and Working Conditions

Work is generally performed indoors in an office environment. The incumbent may be required to perform field work which includes exposure to changing weather conditions, moving equipment, noise, vibrations, oil, grease, high electrical voltage, flammable liquids and gaseous fuel. Physical demands include long periods of sitting, standing, kneeling, bending, twisting, walking, climbing, reaching and grasping; may require repetitive motion in the use of a computer and monitor; may require lifting and/or moving heavy boxes and/or equipment up to 60 pounds. Work includes visiting City facilities and other work locations and attending off-site meetings. Required to work evenings and/or weekends, special events or holidays.

Evening, weekend, and holiday work may be required to inspect projects during off-hours or emergencies.

License

Must be able to obtain a valid Class B California Driver's License with Passenger and Airbrake Endorsement

within 120 days of employment. A current (within the past 30 days) K-4 printout is required upon submission of Employment Application.

Special Condition

Designated Management-level position; Must file a Statement of Economic Interest (Form 700) with the City Clerk's Office; Subject to background checks and verifications; Must be able to pass a job-related medical exam that includes pre-employment drug and alcohol testing. Designated safety sensitive positions as defined by the Federal Department of Transportation (DOT), Federal Transit Administration (FTA). Position requires random drug and alcohol testing.

Transportation Administrative Manager

Job Summary

Description

Under general direction, to plan, organize, develop, monitor and supervise the administrative division of the Transportation Department; to supervise professional and clerical staff; to perform related work as required.

Representative Duties

Provides supervision, direction and work coordination for staff assigned to the Transit Administrative Division including grants and project administration, intergovernmental coalitions and policy development; plans, organizes and coordinates ongoing department functions; liaisons with regulatory agencies regarding financial and grant administration issues; evaluates programs and services; prepares budgets and administers fiscal controls for assigned functions; assures compliance with all Federal, State and County regulatory requirements; plans, designs and implements a variety of management information and reporting systems; prepares verbal and written reports; makes presentations to department staff and governmental agencies; participates in staff selection and evaluation; provides training and development for assigned personnel; represents assigned functions with City staff and other governmental agencies as delegated.

Organizational Responsibilities

This is a supervisory position with responsibility for assigning, supervising and directing the work of staff assigned to the Administrative Division including grants and project administration, purchasing and customer service.

Qualifications Guide

Education and Experience

Graduation from an accredited four-year college or university with major course work in Accounting, Public Administration, Finance or a closely related field, and five (5) years of progressively responsible and varied professional administrative support experience, preferably with a government agency, including at least three (3) years in a management, supervisory or administrative function, or any combination of training and experience which would likely provide the required knowledge and abilities.

Knowledge and Abilities

Must have knowledge of modern principles, practices and techniques of public administration and accounting; of the principles of supervision and training; of applicable City, County, State and Federal laws, codes and regulations affecting public transportation; of public transit grant accounting and administration; of procurement and contract administration processes to ensure fair and reasonable competition for vendors and bidders; of the principles of local government, organization and financing; of computer applications, especially as related to accounting and grant administration; of budget development, preparation and administration, and of research methods and procedures. Must have the ability to plan, organize, coordinate and direct the City's Transit Administrative Division; to provide supervision, training and work evaluation for staff; to assist with formulating, implementing and evaluating grants and projects; to assist with the preparation and administration of Department budget and fiscal controls; to review statistical and financial reports; to skillfully use a computer and related software; to prepare a variety of reports and presentations; to research, collect and analyze information related to administrative functions; to effectively represent the Department with government agencies, concerned individuals and community organizations; to establish and maintain cooperative working relationships, and to communicate effectively verbally and in writing.

Physical Demands and Working Conditions

Work is performed in a busy office environment with frequent interruptions. Office work requires sitting for prolonged periods of time and using a computer keyboard and screen. Physical demands include standing, kneeling, bending, twisting, reaching and grasping in the performance of duties. Field work requires driving, sitting, standing and walking.

License

Must have and maintain a valid California Class C Driver's License.

Special Condition

Designated Management-exempt position.

Conflict of Interest Statement

CITY OF GARDENA
Gardena, CA

CLASS SPECIFICATION
Revised October 2026

NUTRITION SERVICES COORDINATOR

Job Summary

Description

Under direction of the Senior Services Program Supervisor, coordinates nutrition services and program activities within the Senior Services Division of the Recreation and Human Services Department specifically with the Home Delivered Meals Program, Congregate Meals, and Alzheimer's Day Care Center.

Representative Duties

- Provides direct supervision to staff and volunteers working within the assigned program;;
- Oversees recruitment and training of volunteers to assist with meal service and program activities;
- Oversees coordination of home delivered meals routes, deliveries, and scheduling of staff and volunteers;
- Ensures program policies and procedures comply with LA County and Community Care Licensing regulations and all compliance requirements are met including staffing ratios, facility postings, and other program specific requirements
- Responsible for timely completion of annual assessments and quarterly reassessments for HDM clients according to LA County and department requirements;
- Ensures active and waitlisted participants are accurately registered with timely follow-up completed and all services provided are accurately reported utilizing department and funder authorized software;
- Ensures accurate maintenance of files and participant charts according to LA County, California Community Care Licensing, and department compliance requirements;
- Performs detailed analysis of program functions and recommends improvements to the organization and documentation where indicated;
- Develops publicity and outreach programs to attract and inform the public about Senior Services programming;
- Oversees social, recreational, and educational activities/programs at assigned program to engage seniors and promote participation;
- Accurately tracks attendance and meals served to produce monthly and quarterly reports following division established procedures and deadlines;
- Works with catering staff to ensure high quality of food, product, safety, and sanitation;
- Collects date accurately tracks and records voluntary contributions, program fees, and donations
- Plans, coordinates, and implements special events and programs as required by department;
- Enforces program and department policy and procedures, rules, and regulations, documenting issues as they arise;
- Maintains positive and cooperative working relationships with participants, caregivers, and potential clients documenting interactions and communication for comprehensive record keeping;
- Maintains community resources and fosters positive relationships with community organizations. Works with Social Services Coordinator for case management as needed;
- Works cooperatively with other Senior Servies and department staff covering other sites/programs as needed;
- Attends trainings and meeting as required and assigned;
- Performs other appropriate tasks as assigned.

Qualifications Guide

Education and Experience

Minimum of 60 units of college course work, preferably completion of a Bachelor's Degree from an accredited college or university with emphasis in Human Services or Gerontology or a closely related field., and a minimum of two (2) years of related experience supervising staff and volunteers within a senor citizens nutrition, homecare, or adult day care program. Experience may also include certificates or specialized training pertaining to supporting the elderly population such as dementia related care and supporting homebound clients.

Knowledge and Abilities

Knowledge of philosophy, principles, practices, and methods of Senior Services programming, including elderly nutrition programs and dementia care, writes analytically and has the ability to draft comprehensive reports, letters, memos, and grant applications; ability to manage multiple projects and priorities while maintaining high levels of service; has the ability to monitor, coach, mediate disputes and motivate staff to enhance their performance; ability to manage multiple projects and priorities while maintaining high levels of service; effectively use Microsoft Office software including but not limited to Outlook, Word, Excel, and Teams. Utilize organizational skills to maintain documentation and meet deadlines.

Physical Demands and Working Conditions

Work is performed in an office environment and at indoor and outdoor facilities; incumbents may be exposed to inclement weather conditions; work and/or walk on various surfaces including slippery or uneven surfaces. Duties require the ability to speak, hear, touch, and see. Also required is the ability to exert a small amount of physical effort in sedentary to light work involving moving from one area to another; occasionally bending, stooping, kneeling, reaching, pushing, and pulling (drawers opened and closed to retrieve and file information); occasionally lifting or carrying materials that weigh up to 50 pounds. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard, typewriter, or calculator; requires sufficient hand/eye coordination to perform semi-skilled repetitive movements, such as typing on a keyboard, filing, data entry, and/or use of a personal computer or other office equipment and supplies; may involve sitting or standing for prolonged periods of time; must have the ability to operate a motor vehicle to travel to different sites and locations.

License

A valid California Class C Driver's License, have and maintain. Must have National Restaurant Association "ServSafe" Food Manager certificate as well as First Aid and CPR certified. Certification may be obtained within 6 months of employment.

Special Condition

Requires working some weekends, holidays, and evenings. This position is dependent upon Grant funding.

MEAL SERVICES COORDINATOR

Job Summary

Description

The Meal Services Coordinator position is within the Senior Services Division of the Recreation and Human Services Department. Under general supervision, the Meal Services Coordinator is responsible for coordinating the meal program and activities for the assigned meal/site program including participant registration, menu planning, ordering and reporting of meals, packaging and serving meals, managing the kitchen, delivering meals in the absence of volunteers, recruitment and training of volunteers, and organizing an effective schedule of social and recreational activities.

Representative Duties

- Receive food from caterer and maintains temperature logs for receiving, holding and serving food;
- Oversee and monitor all aspects of meal service at the assigned site/program including serving meals, performing cleaning and sanitizing requirements and ensure they are followed consistently, packaging meals for delivery, and supervising and interacting with participants;
- Recruit, interview, train and supervise volunteers to assist with meal service and program activities;
- Supervise part-time staff assigned to assist with meal services ensuring duties and tasks are effectively assigned, communicated, and monitored conducting follow up as needed and communicating concerns or issues with supervisor;
- Gather and compile participant comments and surveys and prepare monthly summary report as required;
- Maintain inventory of required program supplies including organization and timely submission of ordering requests;
- Collect and accurately record and report participant voluntary contributions in accordance with established division policies;
- Maintain neat and orderly files and participant charts which meet program guidelines and compliance requirements;
- Plan and lead social, recreational, and educational activities/programs at assigned meal site/program to engage seniors and promote participation;
- Coordinate home delivered meals routes and deliveries and arrange schedules for volunteers;
- Maintain inventory of required program supplies including organization and timely submission of ordering requests;
- Oversee use of program supplies and equipment supervising staff and volunteers to ensure proper handling and maintenance according to department standards;
- Ensure intake forms and/or assessments are completed following program requirements and eligibility criteria are met for all program participants;
- Accurately track attendance and meals serviced to produce monthly and quarterly reports following division established procedures and deadlines;
- Enforce program and department policy and procedures, rules and regulations, documenting issues as they arise;
- Respond to inquiries, complaints, or requests for information and services in person, via phone, and via email;
- Establish, maintain and foster positive and harmonious working relationships with fellow employees, volunteers, and participants;
- Work with supervisors and coworkers in planning special events and programs which will include tasks such

as producing flyers and creating staff assignments and event maps according to department expectations;

- Cover other site/programs as needed which may include driving to different sites or meal delivery routes;
- Attend trainings and meetings as required and assigned;
- Performs other appropriate tasks as assigned.

Qualifications Guide

Education and Experience

High school graduate or equivalent GED and a minimum of one year of paid or volunteer experience in social services programs, preferably with senior citizens, in projects similar to the Gardena Elderly Nutrition Program. Bilingual Spanish, Korean, Japanese, highly desirable.

Knowledge of:

Good customer service practices; Knowledge of safe food handling and health practices. Present a courteous, professional public image to the public and citizens; Read, write, communicate effectively and comprehend directions in English; Effectively use Microsoft Office software including but not limited to Outlook, Word, Excel, and Teams. Utilize organizational skills to maintain documentation and meet deadlines.

Ability to:

Apply common sense understanding; Exercise good judgment and discretion in routine and unusual situations in the work place; Deal calmly with individuals who may be rude, angry or uncooperative; Maintain composure during emergency situations; To make independent judgments and decisions based on standard policy or procedure; Accept guidance, direction and constructive criticism from supervisor; Resolve interpersonal conflicts; Maintain positive working relationships with other members of the department, city employees, volunteers and the public.

Working Conditions and Physical Demands:

Physical Demands:
The physical demands described here are representative of those typically expected to be performed by an employee to successfully complete the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work performed requires operation a variety of automated office machines, including a computer, fax, copy machine, etc.; hand-eye coordination is necessary to type, serve food, and participate in activities; exert light to moderate physical effort, and sufficient force to lift, carry, push, pull, or otherwise move objects up to 50 pounds, such as carrying steam table pans (with food) from ovens or refrigerator to steam table.

Working Conditions:
Indoor and outdoor working environment, as well as exposed to temperatures/vapor from food in steam tables or ovens. Work may entail occasional driving to various sites within and outside the City. May work out with exposure to dust, fumes, or high noise levels within regulatory standards and limits.

Special Requirements:

Possession of a valid Class "C" or higher California Driver's License with satisfactory driving record. Must be certified food handler (ServeSafe), as well as First Aid and CPR certified. Certifications may be obtained within 6 months of employment.

Special Conditions:

Requires working some weekends, holidays and evenings.

This position is dependent upon Grant funds.

City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 10H.
Section: CONSENT CALENDAR
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Amendment to Professional Services Agreement with UltraSystems Environmental, Inc. for Environmental Consulting Services for Ponce Recycling Project Located at 1937 West 169th Street for Additional Services Needed in an amount of $9,350 (Contract Totaling $155,030)

COUNCIL ACTION REQUIRED:

STAFF RECOMMENDATION: Approve the amendment to the professional services agreement with UltraSystems Environmental, Inc. for additional services needed in the amount of $9,350. The total contract amount will be $155,030.

RECOMMENDATION AND STAFF SUMMARY:

On July 19, 2023, Jose Ponce, the applicant and property owner, submitted a request for a conditional use permit and site plan review to remodel two existing 14,060-sf structures on-site and construct a new 7,000-sf warehouse building. The existing and new industrial buildings (totaling 21,060-sf) are designed to accommodate a proposed large collection facility use on a 1.42-acre property located at 1937 West 169th Street.

On November 18, 2025, the City approved an environmental consulting services agreement with UltraSystems Environmental, Inc. (UltraSystems) to conduct the required environmental technical studies and documents for the proposed project with a contract amount of $119,280. On July 28, 2026, the City Council approved an amendment to the agreement for additional technical services for geotechnical investigation.

UltraSystems has determined that a full vehicle miles traveled (VMT) analysis is needed to provide the technical studies in preparation of the environmental document. The proposed amendment to the Agreement revises the existing scope of services to include the VMT analysis, which UltraSystems would provide through a subconsultant, RK Engineering, for $9,350.

Staff respectfully recommends that the City Council approve the amendment to the agreement with UltraSystems Environmental, Inc. for the additional services needed and compensation for those services in the amount of $9,350.

FISCAL IMPACT/COST:

There will be no fiscal impact related to this contract. An additional allocation of an amount of up to $9,350 is designated to be reimbursed by the applicant through a paid deposit.

APPROVED:



_____

Clint Osorio, City Manager

Attachments

Staff Report - Ponce Recycling - UltraSystems Amendment No 2

Attachment 1 - Agreement with UltraSystems Environmental, Inc.

Attachment 2 - Amendment Number One to Agreement with UltraSystems Environmental, Inc.

Attachment 3 - Amendment Number Two to Agreement with UltraSystems Environmental, Inc.

Exhibit A: Letter from UltraSystems dated September 23, 2026

City of Gardena
City Council Meeting

Agenda Item No.: 10.C
Department: Community Development
Meeting Date: October 27, 2026

AGENDA STAFF REPORT

AGENDA TITLE: AMENDMENT TO AGREEMENT WITH ULTRASYSTEMS ENVIRONMENTAL, INC. FOR ENVIRONMENTAL CONSULTING SERVICES FOR PONCE RECYCLING PROJECT LOCATED AT 1937 WEST 169TH STREET FOR ADDITIONAL SERVICES NEEDED IN AN AMOUNT OF $9,350 (CONTRACT AMOUNT TOTALING $155,030.00).

RECOMMENDATION:

Staff respectfully recommends that the City Council approve the second amendment to the agreement with UltraSystems Environmental, Inc. for additional services needed in an amount of $9,350.00. The total contract amount will be $155,030.00.

BACKGROUND:

On July 19, 2023, Jose Ponce, the Applicant and property owner, submitted a request for a conditional use permit and site plan review to remodel two (2) existing 14,060-sf structures on-site and construct a new 7,000-sf warehouse building. The existing and new industrial buildings (totaling 21,060-sf) are designed to accommodate a proposed large collection facility use on a 1.42-acre property located at 1937 West 169th Street.

On November 18, 2025, the City approved an environmental consulting services agreement with UltraSystems Environmental, Inc. (UltraSystems) to conduct the required environmental technical studies and documents for the proposed project with a contract amount of $119,280.00. The agreement is attached hereto as Attachment 1.

On July 28, 2026, the City approved an amendment to the agreement with UltraSystems to provide additional technical services for geotechnical investigation through a subconsultant, NOVA Services, Inc., with an additional $26,400.00. The agreement is attached hereto as Attachment 2.

UltraSystems has determined that a full vehicle miles traveled (VMT) analysis is needed to provide the technical studies in preparation of the environmental document. The proposed amendment to the Agreement provides for a revision to the existing scope of services to include the VMT analysis, which UltraSystems would provide through a subconsultant, RK Engineering, with an additional $9,350.00 added to the total compensation amount for such services. The scope of the VMT analysis is set forth in the attachment to the proposed amendment to the Agreement, which is attached hereto as Attachment 3.

CONCLUSION:

Staff respectfully recommends that the City Council approve the amendment to the agreement with UltraSystems Environmental, Inc. for the additional services needed and compensation for those services in the amount of $9,350.00.

FISCAL IMPACT:

There will be no fiscal impact related to this contract. An additional allocation of an amount of up to $9,350.00 is designated to be reimbursed by the applicant, through a paid deposit.

ATTACHMENT:

1. Agreement with UltraSystems Environmental, Inc.
2. Amendment Number One to Agreement with UltraSystems Environmental, Inc.
3. Amendment Number Two to Agreement with UltraSystems Environmental, Inc.
    - Exhibit A: Letter from UltraSystems dated September 23, 2026

Submitted by: **Greg S. Tsujiuchi** **Date:** **October 27, 2026**

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AGREEMENT BETWEEN
THE CITY OF GARDENA
AND
ULTRASYSTEMS ENVIRONMENTAL, INC

This contract, hereinafter referred to as Agreement is entered into this 18th day of November, 2025, by and between THE CITY OF GARDENA ("City") and UltraSystems Environmental, Inc., a California environmental consulting agency ("Consultant"). Based on the mutual promises and covenants contained herein, the Parties hereto agree, as follows.

1. Recitals.

A. Whereas, City requires the services of a professional to provide environmental consulting for the Ponce Recycling Project located at 1937 West 169th Street (APN: 4094-003-018); and

B. Whereas, Consultant has represented that it is qualified by virtue of experience, training, education and expertise to provide these services; and

C. Whereas, City has determined that the public interest, convenience and necessity require the execution of this Agreement.

D. WHEREAS, no official or employee of City has a financial interest, within the provisions of sections 1090-1092 of the California Government Code, in the subject matter of this Agreement.

2. Services.

A. Consultant agrees to provide the professional services described in the City's Request for Proposals (RFP) and any associated addendum, attached hereto as **Exhibit "A"** and Consultant's Response to City's RFP ("Consultant's Proposal"), attached hereto as **Exhibit "B"**, both incorporated herein by this reference ("Services").

B. The Services shall be performed in accordance with the Project Schedule set forth in **Exhibit "B"**. Consultant shall not be liable for any failure or delay in furnishing proposed Services resulting from fire, explosion, flood, storm, Act of God, governmental acts, orders or regulations, hostilities, civil disturbances, strikes, labor difficulties, difficulty in obtaining parts, supplies, or shipping facilities, inability to obtain or delays in obtaining suitable material or facilities required for performance, temporary unavailability of qualified personnel, failure by City to provide appropriate access to equipment or personnel, or other causes beyond Consultant's reasonable control.

3. Additional Services. If City determines that additional Services are required to be provided by Consultant in addition to the Services set forth above, City shall authorize

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Consultant to perform such additional Services in writing ("Additional Services"). Such Additional Services shall be specifically described and approved by City in writing prior to the performance thereof. Consultant shall be compensated for such Additional Services in accordance with the amount agreed upon in writing by the Parties. No compensation shall be paid to Consultant for Additional Services which are not specifically approved by City in writing.

4. Consultant's Proposal. This Agreement shall include Consultant's proposal or bid which is incorporated herein as **Exhibit "B"**. In the event of any inconsistency between the terms of the proposal and this Agreement, this Agreement shall govern.

5. Timing of Performance. Time is of the essence with respect to Consultant's performance of the Services required by this Agreement. Consultant shall diligently and timely pursue and complete the performance of the Services required of it by this Agreement as set forth in **Exhibit "A".** City, in its sole discretion, may extend the time for performance of any Service.

6. Compensation. Compensation for the Services shall be billed as set forth in **Exhibit "C"**, attached hereto. The Compensation is inclusive of all costs that may be incurred by Consultant in performance of the Services, including but not limited to such items as travel, copies, delivery charges, phone charges, and facsimile charges, unless otherwise. In no event shall compensation under this Agreement exceed **ONE HUNDRED NINETEEN THOUSAND AND TWO HUNDRED EIGHTY DOLLARS and 00/00 ($119,280.00)** without the prior written authorization of the City Council.

7. Term of Agreement/Termination. This Agreement shall commence on the Effective Date and continue for a period of two (2) years, ending on November 18, 2027, unless previously terminated as provided herein or as otherwise agreed to in writing by the parties. This Agreement may be extended by two [2] additional one [1] year periods upon mutual written agreement of both parties.

A. This Agreement shall be effective as of the date of execution by the City and shall remain in effect until all Services are completed or until terminated as provided for herein.

B. City may terminate this Agreement without cause by providing written notice to Consultant not less than ten days prior to an effective termination date. City's only obligation in the event of termination will be payment of fees and allowed expenses incurred up to and including the effective date of termination.

C. Unless for cause, Consultant may not terminate this Agreement. If Consultant is terminating this Agreement for cause, it must provide the City with thirty (30) days written notice.

D. Upon receipt of a termination notice, Consultant shall: (1) promptly discontinue all Services, unless the notice directs otherwise; and (2) within ten (10)

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days, deliver to City all files, data, reports, estimates, summaries, and such other information and materials as may have been accumulated or prepared to date by Consultant in performing the Services under this Agreement, whether completed or in progress. Consultant shall provide these documents by both hard copy and in electronic format if available. In the event of termination for other than cause attributable to Consultant, Consultant shall be entitled to reasonable compensation for the Services it performs up to the date of termination and shall be deemed released from liability for any work assigned but not completed as of the effective date of termination.

8. Agreement Administrator. For purposes of this Agreement, City designates Jo-Anne Burns or designee as the Agreement Administrator who shall monitor Consultant's performance under this Agreement. Consultant shall be notified in writing of any deficiency in the performance of this Agreement in a timely manner by Agreement Administrator Consultant shall have five (5) business days from receipt of the notification to cure any deficiency to the reasonable satisfaction of the Agreement Administrator. All costs for such corrections shall be borne by Consultant and shall not increase Consultant's fees due hereunder. Should the Agreement Administrator determine that Consultant has not performed its obligation as stated in this Agreement in a satisfactory manner, City may terminate this Agreement for cause as specified in Section- Term of Agreement/Termination. All notices, invoices or other documents shall be addressed to the Agreement Administrator, as well as all substantive issues relating to this contract. City reserves the right to change this designation upon written notice to Consultant.

9. Invoices and Payments.

A. Payment shall be made upon receipt and approval of invoices for Services rendered. In order for payment to be made, Consultant's invoice must include an itemization as to the services rendered, date(s) of service, direct and/or subcontract costs, and be submitted on an official letterhead or invoice with Consultant's name, address, and telephone number referenced.

B. The Agreement Administrator shall review the invoices to determine whether services performed and documents submitted are consistent with this Agreement. Payment shall be made within forty-five (45) days following receipt of the invoice or the Agreement Administrator shall provide Consultant with a written statement objecting to the charges and stating the reasons therefore.

C. Payment by City under this Agreement shall not be deemed a waiver of defects, even if such defects were known to City at the time of payment.

10. Records/Audit.

A. Consultant shall be responsible for ensuring accuracy and propriety of all billings and shall maintain all supporting documentation for a minimum of three (3) years

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from the completion date of the Services under this agreement the following records:

1. All accounts and records, including personnel, property and financial, adequate to identify and account for all costs pertaining to this Agreement and assure proper accounting for all funds;

2. Records which establish that Consultant and any subconsultant who renders Services under this Agreement are in full compliance with the requirements of this Agreement and all federal, state and local laws and regulations

3. Any additional records deemed necessary by City to assume verification of full compliance with this Agreement.

B. City shall have the right to audit Consultant's invoices and all supporting documentation for purposes of compliance with this Agreement for a period of three years following the completion of Services under this Agreement.

C. Upon reasonable notice from City or any other governmental agency, Consultant shall cooperate fully with any audit of its billings conducted by, or of, City and shall permit access to its books, records and accounts as may be necessary to conduct such audits.

11. Successors and Assignment. This Agreement covers professional services of a specific and unique nature. Except as otherwise provided herein, Consultant shall not assign or transfer its interest in this Agreement or subcontract any services to be performed without amending this Agreement. This Agreement shall be binding upon the heirs, executors, administrators, successors and assigns of the parties hereto.

12. Change in Name, Ownership or Control. Consultant shall notify the Agreement Administrator, in writing, of any change in name, ownership or control of Consultant's firm or subconsultant. Change of ownership or control of Consultant's firm may require an amendment to the Agreement.

13. Key Personnel. City has relied upon the professional training and ability of Consultant to perform the Services hereunder as a material inducement to enter into this Agreement. Consultant shall provide properly skilled professional and technical personnel to perform all Services under this Agreement. In the event that City, in its sole discretion, at any time during the Agreement, desires the removal of any person or persons assigned by Consultant to perform Services pursuant to this Agreement, Consultant shall remove any such person immediately upon receiving notice from City.

14. Performance By Consultant. Consultant shall maintain or exceed the level of competency presently maintained by other similar practitioners in the State of California, for professional and technical soundness, accuracy and adequacy of all work, advice and material furnished under this Agreement.

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15. Use of Materials.

A. City shall make available to Consultant such materials from its files as may be required by Consultant to perform Services under this Agreement. Such materials shall remain the property of City while in Consultant's possession. Upon termination of this Agreement and payment of outstanding invoices of Consultant, or completion of work under this Agreement, Consultant shall return to City any property of City in its possession and any calculations, notes, reports, electronic files, or other materials prepared by Consultant in the course of performance of this Agreement.

B. City may utilize any material prepared or work performed by Consultant pursuant to this Agreement, including computer software, in any manner, which City deems proper without additional compensation to Consultant. Consultant shall have no responsibility or liability for any revisions, changes, or corrections made by City, or any use or reuse pursuant to this paragraph unless Consultant accepts such responsibility in writing.

16. Nonuse of Intellectual Property of Third Parties. Consultant shall not use, disclose or copy any intellectual property of any third parties in connection with work carried out under this Agreement, except for intellectual property for which Consultant has a license. Consultant shall indemnify and hold City harmless against all claims raised against City based upon allegations that Consultant has wrongfully used intellectual property of others in performing work for City, or that City has wrongfully used intellectual property developed by Consultant pursuant to this Agreement.

17. Ownership of Work Product. All documents or other information created, developed, or received by Consultant shall, for purposes of copyright law, be deemed works made for hire for City by Consultant and shall be the sole property of City. Consultant shall provide City with copies of these items upon demand, and in any event, upon termination of this Agreement.

18. Confidentiality Clause. Consultant acknowledges that some of the material and information that may come into its possession or knowledge in connection with this Agreement or its performance may consist of information that is exempt from disclosure to the public or other unauthorized persons under either state or federal statutes ("Confidential Information"). Confidential Information includes, but is not limited to, names, addresses, Social Security numbers, e-mail addresses, telephone numbers, financial profiles, credit card information, driver's license numbers, medical data, law enforcement records, agency source code or object code, agency security data, or information identifiable to an individual that relates to any of these types of information. Consultant agrees to hold Confidential Information in strictest confidence and not to make use of Confidential Information for any purpose other than the performance of this Agreement, to release it only to authorized employees or Sub-consultants requiring such information for the purposes of carrying out this Agreement, and not to release, divulge, publish, transfer, sell, disclose, or otherwise make the information known to any other party without City's express written consent or as provided by law. Consultant

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agrees to release such information or material only to employees or Sub-consultants who have signed a nondisclosure agreement, the terms of which have been previously approved by City. Consultant agrees to implement physical, electronic, and managerial safeguards to prevent unauthorized access to Confidential Information.

"Personal information" including, but not limited to, "Protected Health Information" (PHI) under Health Insurance Portability And Accountability Act (HIPAA), individuals' names, addresses, phone numbers, birth dates, and social security numbers collected, used, or acquired in connection with this Agreement shall be protected against unauthorized use, disclosure, modification or loss.

HIPAA establishes national minimum standards for the use and disclosure of certain health information. The Consultant must comply with all HIPAA requirements and rules when determined applicable by the City. If City determines that (1) City is a "covered entity" under HIPAA, and that (2) Consultant will perform "business associate" services and activities covered under HIPAA, then at City's request, Consultant agrees to execute City's Agreement in compliance with HIPAA.

Consultant shall ensure its directors, officers, employees, Sub-consultants or agents use personal information solely for the purposes of accomplishing the services set forth herein. Consultant and its Sub-consultants agree not to release, divulge, publish, transfer, sell or otherwise make known to unauthorized persons personal information without the express written consent of the City or as otherwise required by law.

Any breach of this provision may result in termination of the Agreement and demand for return of all personal information. Moreover, Consultant will indemnify and hold the City harmless from and against all losses and damages resulting from any unauthorized or improper disclosure, dissemination or use of the information as a result, in whole or in part, of Consultant's action or inaction.

19. Legal Requirements.

A. Consultant shall secure and maintain all licenses or permits required by law, including a City business license, and shall comply with all ordinances, laws, orders, rules, and regulations pertaining to the work.

B. Consultant warrants that it shall perform the Services required by this Agreement in compliance with all applicable Federal and California employment laws, including, but not limited to, those laws related to minimum hours and wages; occupational health and safety; fair employment and employment practices; workers' compensation insurance and safety in employment; and all other Federal, State and local laws and ordinances applicable to the services required under this Agreement. Consultant shall indemnify and hold harmless City from and against all claims, demands, payments, suits, actions, proceedings, and judgments of every nature and description including attorneys' fees and costs, presented, brought, or recovered against City for, or on account of any liability under any of the above-mentioned laws,

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which may be incurred by reason of Consultant's performance under this Agreement.

C. Consultant covenants that there shall be no discrimination based upon race, color, creed, religion, sex, marital status, age, handicap, national origin or ancestry, or any other category forbidden by law in performance of this Agreement.

20. Conflict of Interest and Reporting.

A. Consultant shall at all times avoid conflicts of interest or the appearance of a conflict of interest in the performance of this Agreement. If required, Consultant shall comply with the City's Conflict of Interest reporting requirements. Consultant understands that pursuant to Gardena Municipal Code sections 2.24.020H and 2.24.025G, it is forbidden to make any contribution to a candidate or committee of a candidate for a municipal office of the City, or to an officeholder, until the completion of Services to be performed under this Agreement.

B. Consultant and its representatives shall refrain from lobbying City of Gardena officials, employees and representatives for the duration of this Agreement.

21. Guarantee and Warranty. Consultant warrants to City that the material, analysis, data, programs and Services to be delivered or rendered hereunder will be of the kind and quality designated and will be performed by qualified personnel. Without waiver of City's other rights or remedies, City may require Consultant to re-perform any of said Services, which were not performed in accordance with these standards. Consultant shall perform the remedial Services at its sole expense.

22. Insurance.

A. Commencement of Work. Consultant shall not commence work under this Agreement until it has obtained City approved insurance. Before beginning work hereunder, during the entire period of this Agreement, for any extensions hereto, and for periods after the end of this Agreement as may be indicated below, Consultant must have and maintain in place all of the insurance coverage required in this Section. Consultant's insurance shall comply with all items specified by this Agreement. Any subcontractors shall be subject to all of the requirements of this Section and Consultant shall be responsible to obtain evidence of insurance from each subcontractor and provide it to City before the subcontractor commences work. Alternatively, Consultant's insurance may cover all subcontractors.

B. Insurance Company Requirements. All insurance policies used to satisfy the requirements imposed hereunder shall be issued by insurers admitted to do business in the State of California. Insurers shall have a current Best's rating of not less than A-:VII, unless otherwise approved by City.

C. Coverage, Limits and Policy Requirements. Consultant shall maintain the types of coverage and limits indicated below:

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1. Commercial General Liability Insurance - a policy for occurrence coverage for bodily injury, personal injury and property damage, with coverage at least as broad as Insurance Services Office Form CG 00 01, with no special limitations affecting City. The limit for all coverage under this policy shall be no less than one million dollars ($1,000,000.00) per occurrence.

2. Commercial Auto Liability Insurance - a policy with coverage at least as broad as Insurance Services Office form CA 0001, including Symbol 1 (any auto) with no special limitations affecting City. The limit for bodily injury and property damage liability shall be no less than one million dollars ($1,000,000.00) per accident.

3. Policy Requirements. The policies set forth above shall comply with the following, as evidenced by the policies or endorsements to the policies:

a. The City, its appointed and elected officers, employees, agents and volunteers shall be added as additional insured to the policy.

b. The insurer shall agree to provide City with thirty (30) days prior written notice, return receipt requested, of any cancellation, non-renewal or material change in coverage.

c. For any claims with respect to the Services covered by this Agreement, Consultant's insurance coverage shall be primary insurance as respects the City, its elected and appointed officers, employees, agents and volunteers. Any insurance or self-insurance maintained by the City, its elected and appointed officers, employees, agents and volunteers shall be excess of Consultant's insurance and shall not contribute with it.

4. Worker's Compensation and Employer's Liability Insurance - a policy which meets all statutory benefit requirements of the Labor Code, or other applicable law, of the State of California. The minimum coverage limits for said insurance shall be no less than one million dollars per claim. The policy shall be issued by an insurance company which is admitted to do business in the State of California and shall contain a clause that the policy may not be canceled without thirty (30) days prior written notice, return receipt requested, is mailed to City.

5. Professional Errors & Omissions - a policy with minimum limits of one million dollars ($1,000,000.00) per claim and aggregate. This policy shall be issued by an insurance company which is admitted to do business in the State of California and Consultant shall contain a clause that the policy may not be canceled until thirty (30) days written notice, return receipt requested, is mailed to City.

D. Additional Requirements. The procuring of such required policies of insurance shall not be construed to limit Consultant's liability hereunder or to fulfill the indemnification provisions and requirements of this Agreement. There shall be no

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recourse against City for payment of premiums or other amounts with respect thereto. City shall notify Consultant in writing of changes in the insurance requirements. If Consultant does not deposit copies of acceptable insurance policies or endorsements with City incorporating such changes within sixty (60) days of receipt of such notice, Consultant shall be deemed in default hereunder.

E. Deductibles. Any deductible or self-insured retention over $25,000 per occurrence must be declared to and approved by City. Any deductible exceeding an amount acceptable to City shall be subject to the following changes: either the insurer shall eliminate or reduce such deductibles or self-insured retentions with respect to City, its officers, employees, agents and volunteers (with additional premium, if any, to be paid by Consultant); or Consultant shall provide satisfactory financial guarantee for payment of losses and related investigations, claim administration and defense expenses.

F. Verification of Compliance. Consultant shall furnish City with original policies or certificates and endorsements effecting coverage required by this Agreement. The endorsements are to be signed by a person authorized by the insurer to bind coverage on its behalf. All endorsements are to be received and approved by City before work commences. Not less than fifteen (15) days prior to the expiration date of any policy of insurance required by this Agreement, Consultant shall deliver to City a binder or certificate of insurance with respect to each renewal policy, bearing a notation evidencing payment of the premium therefore, or accompanied by other proof of payment satisfactory to City. Consultant shall provide full copies of any requested policies to City within three (3) days of any such request by City.

G. Termination for Lack of Required Coverage. If Consultant, for any reason, fails to have in place, at all times during the term of this Agreement, including any extension hereto, all required insurance and coverage, City may immediately obtain such coverage at Consultant's expense and/or terminate this Agreement.

23. Indemnity.

A. Consultant assumes all risk of injury to its employees, agents, and contractors, including loss or damage to property.

B. Consultant agrees to defend, indemnify, hold free and harmless the City, its elected officials, officers, agents, employees and volunteers, at Consultant's sole expense, from and against any and all claims, actions, suits or other legal proceedings brought against the City, its elected officials, officers, agents, employees and volunteers arising out of the performance of the Consultant, its employees, and/or authorized subcontractors, of the work undertaken pursuant to this Agreement. The defense obligation provided for hereunder shall apply without any advance showing of negligence or wrongdoing by the Consultant, its employees, and/or authorized subcontractors, but shall be required whenever any claim, action, complaint, or suit asserts as its basis the negligence, errors, omissions or misconduct of the Consultant,

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its employees, and/or authorized subcontractors, and/or whenever any claim, action, complaint or suit asserts liability against the City, its elected officials, officers, agents, employees and volunteers based upon the work performed by the Consultant, its employees, and/or authorized subcontractors under this Agreement, whether or not the Consultant, its employees, and/or authorized subcontractors are specifically named or otherwise asserted to be liable. Notwithstanding the foregoing, the Consultant shall not be liable for the defense or indemnification of the City for claims, actions, complaints or suits arising out of the sole negligence or willful misconduct of the City. This provision shall supersede and replace all other indemnity provisions contained either in the City's specifications or Consultant's Proposal, which shall be of no force and effect.

C. No official, employee, agent or volunteer of City shall be personally liable for any default or liability under this Agreement.

24. Independent Contractor. Consultant agrees to furnish consulting services in the capacity of an independent contractor and neither Consultant nor any of its employees shall be considered to be an employee or agent of City.

25. PERS Eligibility Indemnification. In the event that Consultant or any employee, agent, or subcontractor of Consultant providing Services under this Agreement claims or is determined by a court of competent jurisdiction or the California Public Employees Retirement System (PERS) to be eligible for enrollment in PERS as an employee of the City, Consultant shall indemnify, defend, and hold harmless City for the payment of any employee and/or employer contributions for PERS benefits on behalf of Consultant or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of City.

Notwithstanding any other agency, state or federal policy, rule, regulation, law or ordinance to the contrary, Consultant and any of its employees, agents, and subcontractors providing service under this Agreement shall not qualify for or become entitled to, and hereby agree to waive any claims to, any compensation, benefit, or any incident of employment by City, including but not limited to eligibility to enroll in PERS as an employee of City and entitlement to any contribution to be paid by City for employer contribution and/or employee contributions for PERS benefits.

26. Notices. Any notice or communication given under this Agreement shall be effective when deposited, postage prepaid, with the United States Postal Service and addressed to the contracting parties. Name, address, telephone and facsimile numbers of the parties are as follows:

City of Gardena:
1700 West 162nd Street
Gardena, California 90247-3732
Attn: Jo-Anne Burns
Assistant Community Development Director
Email: jburns@cityofgardena.org

Docusign Envelope ID: 68E70236-CABA-4CD6-8BC9-F6E34044A200

Telephone: (310) 217-6110

To Consultant: UltraSystems Environmental, Inc.
16431 Scientific Way
Irvine, CA 92618
Attn: Betsy Lindsay, President/CEO
Email: blindsay@ultrasystems.com
Telephone: (949) 788-4900 ext. 227

Either party may change the information to which notice or communication is to be sent by providing advance written notice to the other party.

27. Severability. If any provision of this Agreement shall be held illegal, invalid, or unenforceable, in whole or in part, such provision shall be modified to the minimum extent necessary to make it legal, valid, and enforceable, and the legality, validity, and enforceability of the remaining provisions shall not be affected thereby.

28. Jurisdiction and Venue. This Agreement shall be deemed a contract under the laws of the State of California and for all purposes shall be interpreted in accordance with such laws. Both parties hereby agree and consent to the exclusive jurisdiction of the courts of the State of California and that the venue of any action brought hereunder shall be Los Angeles County, California.

29. Waiver. No delay or failure by either Party to exercise or enforce at any time any right or provision of this Agreement shall be considered a waiver thereof or of such Party's right thereafter to exercise or enforce each and every right and provision of this Agreement. To be valid a waiver shall be in writing but need not be supported by consideration. No single waiver shall constitute a continuing or subsequent waiver.

30. Electronic Signatures. The parties hereby acknowledge and agree that electronic records and electronic signatures, as well as facsimile signatures, used in connection with the execution of this Agreement and electronic signatures, facsimile signatures or signatures transmitted by electronic mail in so-called pdf format shall be legal and binding and shall have the same full force and effect as if a paper original of this Agreement had been delivered and had been signed using a handwritten signature. City and Consultant (i) agree that an electronic signature, whether digital or encrypted, of a party to this Agreement is intended to authenticate this writing and to have the same force and effect as a manual signature, (ii) intend to be bound by the signatures (whether original, faxed or electronic) on any document sent or delivered by facsimile or, electronic mail, or other electronic means, (iii) are aware that the other party will reply on such signatures, and (iv) hereby waive any defenses to the enforcement of the terms of this Agreement based on the foregoing forms of signature. If this Agreement has been executed by electronic signature, all parties executing this document are expressly consenting under the United States Federal Electronic Signatures in Global and National Commerce Act of 2000 ("E-SIGN") and California Uniform Electronic Transactions Act ("UETA")(Cal. Civ. Code § 1633.1, et seq.), that a signature by fax,

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email or other electronic means shall constitute an Electronic Signature to an Electronic Record under both E-SIGN and UETA with respect to this specific transaction.

31. Joint Drafting. Each party acknowledges that it has had an adequate opportunity to review each and every provision in this Agreement and to submit the same to counsel and other consultants for review and comment and that the parties jointly drafted this Agreement. No provision of this Agreement or any Assignment shall be construed more strictly against one party than the other party by reason that one or the other party proposed, drafted or modified such provision or any other existing or proposed provision.

32. Public Records Act Disclosure. Consultant has been advised and is aware that this Agreement and all reports, documents, information and data, including, but not limited to, computer tapes, discs or files furnished or prepared by Consultant, or any of its subcontractors, pursuant to this Agreement and provided to City may be subject to public disclosure as required by the California Public Records Act (California Government Code section 7920.000 *et seq*.). Exceptions to public disclosure may be those documents or information that qualify as trade secrets, as that term is defined in the California Government Code section 7924.510, and of which Consultant informs City of such trade secret. The City will endeavor to maintain as confidential all information obtained by it that is designated as a trade secret. The City shall not, in any way, be liable or responsible for the disclosure of any trade secret including, without limitation, those records so marked if disclosure is deemed to be required by law or by order of the Court.

33. Authority to Execute. The persons executing this Agreement on behalf of the parties warrant that they are duly authorized to execute this Agreement.

34. Attorney's Fees. In the event that legal action is necessary to enforce the provisions of this Agreement, or to declare the rights of the parties hereunder, the parties agree that the prevailing party in the legal action shall be entitled to recover attorney's fees and court costs from the opposing party.

35. Section Headings. The Section headings used in this Agreement are for reference purposes only and shall have no binding effect.

36. Entire Agreement. This Agreement contains the entire understanding between City and Consultant. Any prior agreement, promises, negotiations or representations not expressly set forth herein are of no force or effect. Subsequent modifications to this Agreement shall be effective only if in writing and signed by both parties. This Agreement may be signed by the parties hereto in separate counterparts, including both counterparts that are executed on paper and counterparts that are in the form of electronic signatures. Electronic signatures include facsimile or email electronic signatures. Each executed counterpart shall be deemed an original. All counterparts, taken together, constitute the executed Agreement.

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IN WITNESS WHEREOF, the parties have hereunto affixed their names as of the day and year written below.

"City"
City of Gardena

By: Tasha Cerda, Mayor
Tasha Cerda, Mayor

Date: 2/26/2026

"Consultant"
UltraSystems Environmental, Inc.

By: Betsy A. Lindsay
Betsy Lindsay, President/CEO

Date: 11/13/2025

By: _____
Robert Reicher, Senior Project Manager

Date: 11/13/2025

ATTEST:

Mina Semenza
Mina Semenza, City Clerk

APPROVED AS TO FORM:

Carmen Vasquez, City Attorney

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AMENDMENT NUMBER ONE TO ENVIRONMENTAL CONSULTANT AGREEMENT BETWEEN THE CITY OF GARDENA AND ULTRASYSTEMS ENVIRONMENTAL, INC.

This Amendment Number One ("Amendment") to the Environmental Consultant Agreement ("Agreement") is entered into as of July 28, 2026 ("Effective Date"), by and between the City of Gardena, a municipal corporation ("City"), and UltraSystems Environmental, Inc., a California municipal corporation ("Consultant") (each a "Party" and together, the "Parties"). Based on the mutual promises and covenants contained herein, the Parties hereto agree as follows:

1. **RECITALS.**

A. On November 18, 2025, the Parties entered into the Agreement for Consultant to perform environmental consulting services relating to an application for a conditional use permit and a site plan review for a large recycling center at 1937 W. 169th Street, Gardena, California (APN 4094-003-018) (the "Project").

B. The Parties desire to amend the Agreement for Consultant to provide additional technical services needed for the Project and to revise the compensation amount accordingly.

2. **ADDITIONAL SERVICES.** Section 2(A) of the Agreement is amended to include the services set forth in Exhibit A to this Amendment.

3. **COMPENSATION FOR ADDITIONAL SERVICES.** Section 6 of the Agreement is amended to include the compensation set forth in Exhibit A for the performance of the additional services.

4. All other terms of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have caused this Amendment to be executed as of the date set forth above.

"City"
City of Gardena

Tasha Cerda, Mayor
Tasha Cerda, Mayor
Date: 7/28/2026

"Consultant"
UltraSystems Environmental, Inc.

BETSY LINDSAY
Betsy Lindsay, President/CEO
Date: 7/20/2026

Docusign Envelope ID: 1EE66252-075C-8A7E-82B3-99E150EAA682

ATTEST:

Becky Romero

Becky Romero, City Clerk

APPROVAL AS TO FORM:

Carmen Vasquez, City Attorney

Docusign Envelope ID: 1EE66252-075C-8A7E-82B3-99E150EAA682

Exhibit A

(Letter from UltraSystems dated January 13, 2026)

Docusign Envelope ID: 1EE66252-075C-8A7E-82B3-99E150EAA682

UltraSystems
environmental • management • planning

January 13, 2026
UltraSystems Project #7356 **VIA EMAIL**

Kevin La
Planning Assistant | City of Gardena
1700 West 162nd Street | Gardena CA | 90247
Phone 310.217.9524
Email kla@cityofgardena.org

Subject: Change Order #1
Ponce Recycling Project
1937 West Street, Gardena CA

Dear Kevin:

As you may be aware, our proposal for services assumed that the information provided by the City or applicant would include a Preliminary Geotechnical Investigation; the project applicant has reported that such a report does not exist currently and asked for a proposal to prepare one. This Change Order presents a proposal to complete a Geotechnical Investigation for the proposed project. This work will be conducted by our subconsultant, NOVA Engineering.

SCOPE OF SERVICES

The purpose of the services will be to address the geotechnical issues of the proposed development. Specifically, the scope of work will consist of the following:

- Reviewing relevant geologic maps and other readily available literature pertinent to the geotechnical conditions at the site.
- Coordinating site access with UltraSystems.
- Marking the investigation locations in accordance with Underground Service Alert (USA) requirements.
- Hiring a private utility locator to mark potential subsurface conflicts at investigation locations.
- Drilling four geotechnical borings to depths of 5 to 50 feet below the ground surface (bgs), or refusal if shallower, using a truck-mounted drill rig. A NOVA geologist will log the borings and obtain samples for examination and laboratory testing.
- Drilling one percolation test boring up to a depth of 15 feet for planning phase infiltration testing. No information was provided for any infiltration within the RFP. The test will be planned in the vicinity of the lowest portion of the site.
- Performing a seismic shear wave survey by a Professional Geophysicist. The seismic shear wave survey will be performed within the upper 100 feet of the subsurface soils. The seismic shear wave velocity (Vs30) will be measured for evaluation of the seismic site class.
- Assessing groundwater levels, if encountered.
- Backfilling the borings with cuttings.
- Performing laboratory tests on selected soil samples.

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NOVA will prepare one report that includes a subsurface investigation map, boring, and laboratory test results for both lots. We will submit an electronic copy of the report. The report will provide applicable conclusions and recommendations regarding:

- Subsurface conditions beneath the site, including groundwater levels if encountered.
- Potential geologic hazards.
- Criteria for seismic design in accordance with 2025 California Building Code (CBC) and ASCE 7-22. We assume that a site-specific ground motion hazard analysis (GMHA) will not be required for this project.
- Site preparation and grading.
- Excavation characteristics.
- Expansive soil mitigation.
- Appropriate alternatives for foundation support, along with geotechnical engineering criteria for design of the foundations.
- Resistance to lateral loads.
- Estimated foundation settlements.
- Support for concrete slabs-on-grade.
- Soil corrosivity.
- Planning phase infiltration rates.

Please note that it is anticipated that the project site and subsurface materials are free of environmental contamination or pollution. The scope and fee presented herein do not include assessment, sampling, analysis, or management of suspected contaminated materials. However, unexpected conditions can always arise. Should we encounter soil or groundwater that is suspected to be contaminated, either because of odors, colors, free liquids, or other suspicious conditions, we will immediately notify the client. The client should take necessary initial measures to protect workers, the site, and other personnel.

COSTS

NOVA will perform the scope of work above on a Fixed Fee Basis, per the table below. UltraSystems fee is based on 10% of the overall fees.

Task	Work Scope	Fees
1	Geotechnical Investigation and Report	$22,000
2	Design Development Services	$ 2,000
	NOVA Fee	**$24,000**
3	UltraSystems Project Management	$ 2,400
	TOTAL FEE	**$26,400**

Docusign Envelope ID: 1EE66252-075C-8A7E-82B3-99E150EAA682

Additional terms and conditions can be found in the proposal and agreement from NOVA, which is attached.

Please call Robert Reicher, Senior Project Manager, at (714) 305-8448, if you have any questions.

AUTHORIZATION TO PROCEED

I agree to the scope of work, schedule and costs.

UltraSystems Environmental, Inc.	
Company	**Agency**
Betsy Lindsay	
Print Name	**Print Name**
President/Ceo	
Title	Title
Betsy A Lindsay	
Signature	**Signature**
1/12/2026	
Date	**Date**

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AMENDMENT NUMBER TWO TO ENVIRONMENTAL CONSULTANT AGREEMENT BETWEEN THE CITY OF GARDENA AND ULTRASYSTEMS ENVIRONMENTAL, INC.

This Amendment Number Two ("Amendment") to the Environmental Consultant Agreement ("Agreement") is entered into as of October 27, 2026 ("Effective Date"). By and between the City of Gardena, a municipal corporation ("City"), and UltraSystems Environmental, Inc., a California municipal corporation ("Consultant") (each a "Party" and together, the "Parties"). Based on the mutual promises and covenants contained herein, the Parties hereto agree as follows:

1. **RECITALS.**

   A. On November 18, 2025, the Parties entered into the Agreement for Consultant to perform environmental consulting services relating to an application for a conditional use permit and a site plan review for a large recycling center at 1937 W. 169th Street, Gardena, California (APN 4094-003-018) (the "Project")

   B. On July 28, 2026, the City Council approved the first change order request from UltraSystems Environmental, Inc. to provide additional technical services needed for the Project and revised the compensation amount accordingly.

   C. The Parties desire a second amendment to the Agreement for Consultant to provide additional technical services needed for the Project and to revise the compensation amount accordingly.

2. **ADDITIONAL SERVICES.** Section 2(A) of the Agreement is amended to include the services set forth in Exhibit A to this Amendment.

3. **COMPENSATION FOR ADDITIONAL SERVICES.** Section 6 of the Agreement is amended to include the compensation set forth in Exhibit A for the performance of the additional services.

4. All other terms of the Agreement shall remain in full force and effect.

[Amended agreement continues to the next page]

Docusign Envelope ID: F92912C0-BE00-864C-804C-430BEF06721F

IN WITNESS WHEREOF, City and Consultant have executed this Agreement as of the date first hereinabove set forth.

"City"
City of Gardena

_____
Tasha Cerda, Mayor

Date: _____

"Consultant"
UltraSystems Environmental, Inc.

BETSY LINDSAY
_____
Betsy Lindsay, President/CEO

Date: 10/8/2026

ATTEST:

_____
Becky Romero, City Clerk

APPROVAL AS TO FORM:

_____
Carmen Vasquez, City Attorney

Docusign Envelope ID: F92912C0-BE00-864C-804C-430BEF06721F

Exhibit A

(Letter from UltraSystems dated September 23, 2026)

UltraSystems
environmental • management • planning

September 23, 2026
UltraSystems Project #7356 **VIA EMAIL**

Kevin La
Planning Assistant | City of Gardena
1700 West 162nd Street | Gardena CA | 90247
Phone 310.217.9524
Email kla@cityofgardena.org

Subject: **Change Order #2**
Ponce Recycling Project - 1937 West Street, Gardena CA

Dear Kevin:

RK Engineering reviewed the City's comments in more detail and reran the trip generation based on their requested approach. The City is asking that **we not take trip credit** for the prior street sweeping business since the site has been vacant for approximately three years, and that the proposed 21,060 SF be separated into the 5,255 SF office component and 15,805 SF recycling/industrial component rather than treating the entire building area as General Light Industrial. With those revisions, we estimate the project would generate approximately 133 daily trips, 17 AM peak-hour trips, and 19 PM peak-hour trips.

The project would still remain below the City's 20 peak-hour-trip threshold during both peak hours, so the revised trip generation would not trigger additional intersection LOS analysis. The VMT conclusion does change, however. At approximately 133 daily trips, the project would no longer qualify for the City's small-project screening criterion of fewer than 110 daily trips. We also re-looked at the City's low-VMT-area screening map. Based on Figure 2 of the City's Transportation Analysis Guidelines, the project site falls within an area identified as 0%-15% below the SCAG regional average for Home-Based Work VMT per employee. The City's low-VMT screening criterion requires the applicable TAZ to be at least 15% below the regional average, so the **project does not appear to qualify under that screening criterion either.**

Accordingly, while the project would still screen out from additional intersection LOS analysis, it appears that a more detailed VMT analysis will now be necessary. That said, presented below is a change order to now perform a full VMT analysis using the SCAG model.

SCOPE OF SERVICES

RK Engineering would perform the following scope of work items:

1. **City Comment / Trip Generation Revisions**. Review the City's transportation comments and update the project trip-generation analysis consistent with the City-requested approach, including removal of the prior-use trip credit and separate evaluation of the proposed office and recycling/industrial components. RK will update the local transportation/LOS screening discussion to document that the project remains below the City's threshold for additional intersection LOS analysis.

2. **Detailed VMT Analysis**. Prepare a project-level VMT analysis consistent with the City of Gardena Transportation Analysis Updates and applicable CEQA/SB 743 methodology. RK will utilize the applicable SCAG travel demand model data/modeling framework to evaluate the project using the City's required VMT metric and significance threshold. The analysis will establish the appropriate baseline/threshold comparison and determine whether the project is forecast to result in a significant VMT impact.

3. **VMT Findings / Mitigation Review**. Summarize the VMT results and significance finding. If the analysis identifies a potentially significant VMT impact, RK will identify and discuss potentially applicable VMT-reduction measures at a planning level for coordination with the project team and City. Preparation of a detailed mitigation program, monitoring plan, or third-party implementation agreement is not included in this amendment and, if required, would be addressed under a separate authorization.

4. **Revised Technical Memorandum**. Revise the Traffic Assessment & VMT document to incorporate the updated trip generation, updated LOS screening discussion, detailed VMT analysis, and revised conclusions. RK will also prepare responses to the current City transportation comments as applicable to RK's scope.

5. **Comment Response / Coordination**. Coordinate with UltraSystems and City staff as needed to complete the above scope and respond to one consolidated round of follow-up transportation/VMT comments on the revised memorandum. This amendment assumes routine coordination and does not include attendance at public hearings or evening meetings.

COSTS

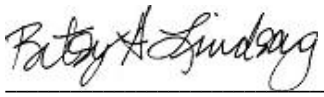
RK Engineering will perform the scope of work above on a Fixed Fee Basis, per the table below. UltraSystems fee is based on 10% of the overall fees.

Task	Work Scope	Fees
1	Detailed VMT Analysis	$8,500
2	UltraSystems Project Management (Fee @10%)	$ 850
	TOTAL FEE	**$9,350**

Please call Robert Reicher, Senior Project Manager, at (714) 305-8448, if you have any questions.

AUTHORIZATION TO PROCEED

I agree to the scope of work, schedule and costs.

UltraSystems Environmental, Inc.	
Company	**Agency**
Betsy Lindsay	
Print Name	**Print Name**
President/Ceo	
Title	Title
	
Signature	**Signature**
8/23/2026	
Date	**Date**

City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 10I.
Section: CONSENT CALENDAR
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Acceptance and Notice of Completion for the NB Crenshaw Blvd. Improvements, JN 988

COUNCIL ACTION REQUIRED:

Accept the work and order the recordation of the Notice of Completion.

RECOMMENDATION AND STAFF SUMMARY:

Staff respectfully recommend that the City Council accept the work performed by DASH Construction Company, Inc. and order the recordation of the Notice of Completion for the Northbound Crenshaw Boulevard Improvements Project, JN 988, from Rosecrans Avenue to 129th Place.

The project improvements included cold mill existing asphalt pavement, new asphalt overlay, remove and replacements certain sections of curb, gutter, sidewalk, handicap ramps, and planting new trees as well as all appurtenant work in conjunction with street improvements.

Upon completion, 1.9% ($9,231.50) of the awarded contract amount of $494,548.50 were expended as part of the 15% ($75,000) of the available contingency. The remaining unexpended funds will be returned to the original funding sources.

FISCAL IMPACT/COST:

Expenditure: $ 738,419 (Design, Construction and Construction Administration)

Sources of Funds: Measure R & Prop C

ATTACHMENTS:

- Project Location Map
- Notice of Completion

APPROVED:



_____

Clint Osorio, City Manager

Attachments

NOC_JN_988.pdf

JN_988_Project_Location_Map_Exhibit.pdf

RECORDING REQUEST BY AND MAIL TO:

Becky Romero, City Clerk
City of Gardena
1700 W. 162nd Street
Gardena, CA 90247

SPACE ABOVE THIS LINE RESERVED FOR RECORDER'S USE

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN, that:

1. The undersigned is the duly authorized representative of the City of Gardena, a Municipal Corporation of the State of California located within the County of Los Angeles in said State at 1700 West 162 Street, Gardena, California 90247.
2. That on the 8th day of September 2026, the City Council of said City entered into contract with DASH CONSTRUCTION COMPANY, INC. whose address is 6320 Canoga Ave., Suite 220 Woodland Hills, CA 92509 for the improvement titled NB Crenshaw Blvd Improvements, JN 988 in accordance with City of Gardena Plans and Specifications.
3. That all the work and improvement was located at NB Crenshaw Blvd. from Rosecrans Ave to 129th PL in said City. The owner of the location is the City of Gardena.
4. That all the work and improvement contemplated in and under said contract was substantially completed on August 15th, 2026.
5. That the City Council formally accepted this work and improvement on October 27, 2026.

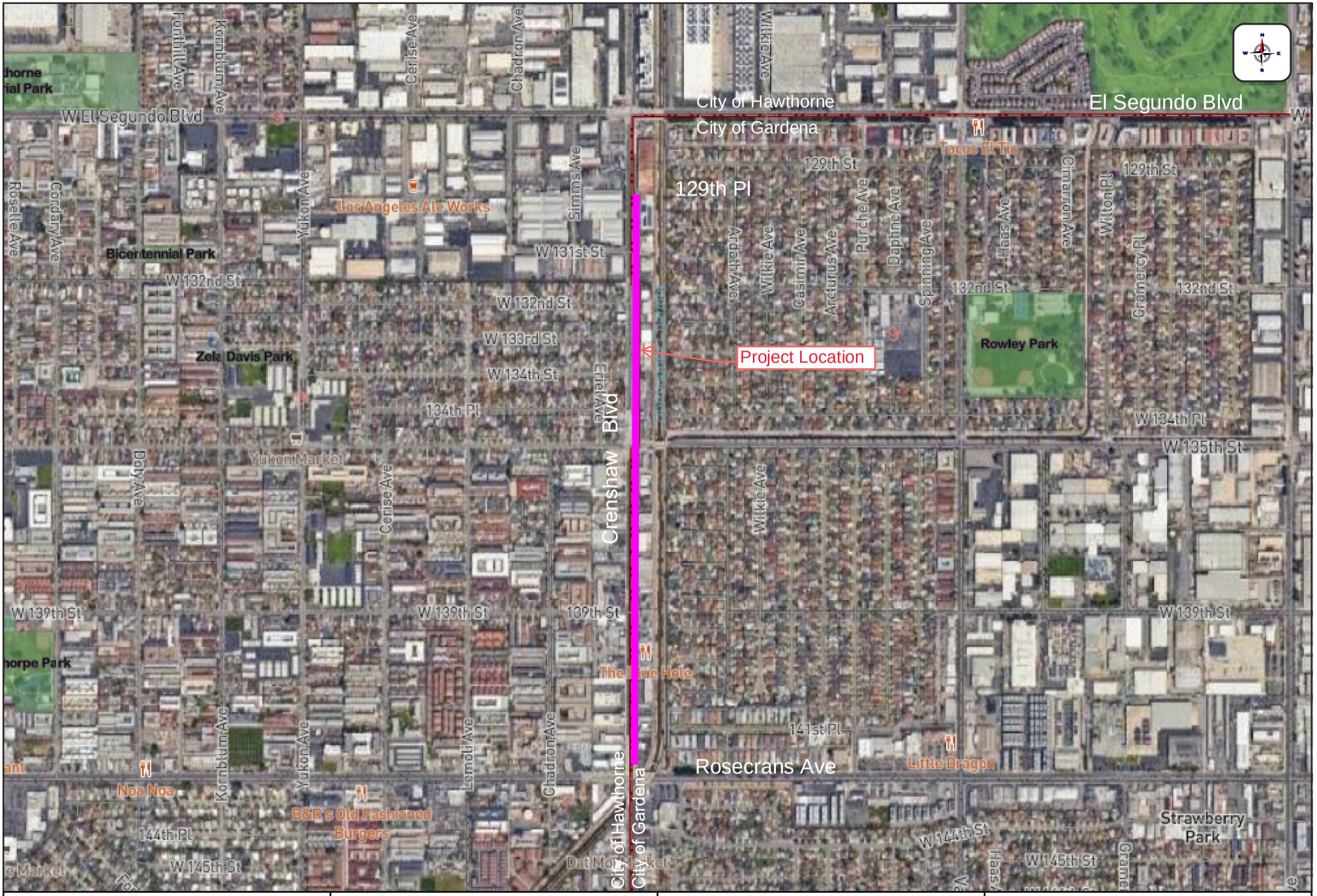
The undersigned, being first duly sworn, states: That he is the duly authorized representative of the City of Gardena, the political subdivision of the State of California which conducted the proceedings for the improvement titled NB Crenshaw Blvd Improvements, JN 988 in said City, that he has read the foregoing "Notice of Completion" and knows the facts recited therein are true.

IN WITNESS THEREOF, I have hereunto subscribed to my name as the duly authorized representative of said City this _____ day of _____ 2026.

City of Gardena

Amir H. Modarressi
Public Works Project Manger

Crenshaw Blvd Street Improvements (NB) - Rosecrans Ave to 129th Pl, JN 988



1" = 1,000 ft	**Project Location Map**	01/30/2026	

This map may represent a visual display of related geographic information. Data provided here is not a guarantee of actual field conditions. To ensure complete accuracy, please contact the responsible staff for the most up-to-date information.

City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 10J.
Section: CONSENT CALENDAR
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Acceptance and Notice of Completion for the Sidewalk Trip Hazard Removal Pedestrian Safety Project FY 2025-2026 Project, JN 554

COUNCIL ACTION REQUIRED:

Accept the work and order the recordation of the Notice of Completion.

RECOMMENDATION AND STAFF SUMMARY:

Staff respectfully recommend that the City Council accept the work performed by Southern California Precision Concrete Inc. and order the recordation of the Notice of Completion for Acceptance and Notice of Completion for the Sidewalk Trip Hazard Removal Pedestrian Safety Project FY 2025-2026 Project, JN 554.

The project removed 5,064 sidewalk trip hazard locations within Zone 4,5, and 6 (Southern portion of Gardena). This work consisted of cutting approximately 26,996 L.F. of lifted sidewalk. Trip hazards consist of vertical faces that present the opportunity for the unaware or impaired person to catch their toe. The trip faces removed were between 5/8”and 2-1/4” and feathered back at ADA standards to create a safe walkway. Additionally, this project also reduced the need for removal and replacement of sidewalk which is significantly more costly.

Sufficient funds to complete this project were appropriated by the City Council during the fiscal year 2024-2025 Capital Improvement Budget using Deferred maintenance funds. Upon completion, none of the approved contingency funds were expended, and the savings will be returned to the original funding sources.

FISCAL IMPACT/COST:

Amount of Expense: $613,148.06 (Construction & Construction Administration)

Source of Funds: Measure M & SB 821

APPROVED:



_____

Clint Osorio, City Manager

Attachments

NOC_JN_554.pdf

RECORDING REQUEST BY AND MAIL TO:

Becky Romero, City Clerk
City of Gardena
1700 W. 162nd Street
Gardena, CA 90247

SPACE ABOVE THIS LINE RESERVED FOR RECORDER'S USE

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN, that:

1. The undersigned is the duly authorized representative of the City of Gardena, a Municipal Corporation of the State of California located within the County of Los Angeles in said State at 1700 West 162 Street, Gardena, California 90247.
2. That on the 28th day of April 2026, the City Council of said City entered into contract with Southern California Precision Concrete inc. whose address is 13089 Peyton Drive, #C235 Chino Hills CA 91709 for the improvement titled Sidewalk Trip Hazard Removal Pedestrian Safety Project FY2025-2026, JN 554 in accordance with City of Gardena Plans and Specifications.
3. That all of the work and improvement was located at Various Locations – Zone 4, 5, and 6 in said City. The owner of the location is the City of Gardena.
4. That all of the work and improvement contemplated in and under said contract was substantially completed on September 28th, 2026.
5. That the City Council formally accepted this work and improvement on October 27, 2026.

The undersigned, being first duly sworn, states: That he is the duly authorized representative of the City of Gardena, the political subdivision of the State of California which conducted the proceedings for the improvement titled Sidewalk Trip Hazard Removal Pedestrian Safety Project FY2025-2026, JN 554 in said City, that he has read the foregoing "Notice of Completion" and knows the facts recited therein are true.

IN WITNESS THEREOF, I have hereunto subscribed my name as the duly authorized representative of said City this ___ day of _____ 2026.

City of Gardena

Jose Espinoza

City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 10K.
Section: CONSENT CALENDAR
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Approve Agreement Modification No. 1 with the Los Angeles County Metropolitan Transportation Authority to Provide 2026 FIFA World Cup Games Enhanced Transit Service

COUNCIL ACTION REQUIRED:

Staff Recommendation: Approve Agreement

RECOMMENDATION AND STAFF SUMMARY:

City Council previously approved the Regional Transit Provider Agreement: 2026 FIFA World Cup Games Enhanced Transit Service ("Agreement") with the Los Angeles County Metropolitan Transportation Authority ("Metro") on April 28, 2026. The Agreement provides for reimbursement from Metro for operational costs associated with service between the Harbor Gateway Transit Center and SoFi Stadium during the eight (8) World Cup matches hosted in Los Angeles. The original reimbursement amount of $210,646.80 was established prior to the matches based on the operational cost per revenue hour and the estimated number of buses and service hours required.

Following the conclusion of the matches, the reimbursement amount was adjusted to reflect actual service provided, including changes in the number of buses deployed and total service hours operated, along with adjustments for extra uniform expenses. These adjustments increased the total reimbursement amount from $210,646.80 to $215,087.56. The updated Agreement also includes revised data reporting requirements and an extension of the invoice submission deadline.

Therefore staff recommends that Council approve Modification No. 1 with the Los Angeles County Metropolitan Transportation Authority to provide 2026 FIFA World Cup Games Enhanced Transit Service, which reflects an increase in the reimbursement amount, from $210,646.80 to $215,087.56, or an increase of $4,440.76.

FISCAL IMPACT/COST:

The Regional Transit Provider Agreement will allocate an increase of $4,440.76 for a total reimbursement of $215,087.56 for the completion of providing service to the 2026 World Cup matches. There is no impact to the General Fund.

APPROVED:



_____

Clint Osorio, City Manager

Attachments

Regional_Transit_Provider_Agreement-GTrans-Modification_1.pdf

Docusign Envelope ID: 94294DF3-B88A-8B46-8398-D8D143178B96

LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY
REGIONAL TRANSIT PROVIDER AGREEMENT – CITY OF GARDENA GTRANS, MODIFICATION NO. 1

REGIONAL TRANSIT PROVIDER AGREEMENT: 2026 FIFA WORLD CUP GAMES ENHANCED TRANSIT SERVICE

This Modification No. 1 to the Regional Transit Provider Agreement effective September 22, 2026, is entered into by and between the LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY, hereinafter referred to as "LACMTA", and " City of Gardena Gtrans." hereinafter referred to as "Regional Transit Provider".

WHEREAS, Regional Transit Provider and LACMTA entered into an agreement, effective March 2, 2026, hereinafter referred as the "Existing Agreement" and;

WHEREAS, LACMTA requested and Regional Transit Provider agreed to provide additional service beyond the estimates referenced in the existing agreement;

WHEREAS, Regional Transit Provider and Metro desire to amend the Existing Agreement as provided herein.

Now, therefore, it is mutually agreed, by and between the parties as follows:

1. Section III Funding, Subsection B is hereby amended by deleting it in its entirety and replacing it with the following:

B. LACMTA will fund Regional Transit Provider a **not to exceed amount of $215,087.56** (**$225.05** per revenue service hour). Regional Transit Provider will supply 18 buses for ingress and 23 buses for egress . Whereas, LACMTA shall be invoiced a combined total not to exceed the maximum agreed-upon amount for the Service. LACMTA will be invoiced for hours of Service actually provided.

Event Name and Date	Event Amount
USA Opening Game - Friday, June 12, 2026	$ 30,546.79
Group Stage – Monday, June 15, 2026	$ 26,450.88
Group Stage – Thursday, June 18, 2026	$ 27,058.51
Group Stage – Sunday, June 21, 2026	$ 26,608.41
USA Group Stage – Thursday, June 25, 2026	$ 26,218.33
Round of 32 – Sunday, June 28, 2026	$ 26,027.03
Round of 32 – Thursday, July 2, 2026	$ 27,651.14
Quarterfinal – Friday, July 10, 2026	$ 27,939.96
TOTAL AGREEMENT COST*	**$ 215,087.56**

*To include adjustments for extra uniform expenses.

Docusign Envelope ID: 94294DF3-B88A-8B46-8398-D8D143178B96

2. Section IV Reporting/Invoicing is hereby amended by deleting it in its entirety and replacing it with the following:

Regional Transit Provider shall report to LACMTA by noon the following day, all of the following data for FIFA World Cup 26 Transportation Service they provide:

- Passenger Trips;
- Total hours operated;
- Total miles operated;
- Any incidents;

3. Section IV Reporting, Subsection A is hereby amended by deleting it in its entirety and replacing it with the following:

Regional Transit Provider shall submit a one-time invoice not to exceed the maximum agreed-upon amount for the service, within one hundred and twenty (120) days after the end of the FIFA World Cup eight (8) games at Los Angeles (SoFi) Stadium, to LACMTA Accounts Payable Department, at accountspavable@metro.net. with a copy to the LACMTA Project Manager. LACMTA shall pay Regional Transit Provider a one-time payment of funds to be provided.

4. Except as expressly modified herein, the Existing Agreement remains in full force and effect as originally executed.

IN WITNESS WHEREOF, the parties have caused this Modification No. 1 to the Existing Agreement to be executed by their respective officers duly authorized on the date first written above.

LACMTA:

LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY

By: _____ Date: _____
Stephanie Wiggins
Chief Executive Officer

APPROVED AS TO FORM:

By: _____ Date: _____
Mary C. Wickham
County Counsel

Docusign Envelope ID: 94294DF3-B88A-8B46-8398-D8D143178B96

PARTICIPANT:

CITY OF GARDENA

By: _____ Date: _____
Tasha Cerda
Mayor

APPROVED AS TO FORM:

By: _____ Date: 10/19/2026
Carmen Vasquez
City Attorney

ATTEST:

By: _____ Date: _____
Becky Romero
City Clerk

City of Gardena

Gardena Planning and Environmental Quality Commission Meeting AGENDA REPORT SUMMARY

Agenda Item No. 11A.
Section: PLANNING & ENVIRONMENTAL QUALITY COMMISSION ACTION SHEET
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: October 20, 2026 - 6.A RECOMMENDATION TO THE CITY COUNCIL ON ADOPTION OF ZONE TEXT AMENDMENT #4-26 TO AMEND TITLE 18 (ZONING) OF THE GARDENA MUNICIPAL CODE RELATING TO ON-SITE/OFF-STREET PARKING STANDARDS FOR GARDENA BOULEVARD BETWEEN NORMANDIE AVENUE AND VERMONT AVENUE (THE PARKING IN-LIEU FEE)

PROJECT DESCRIPTION:

The Planning and Environmental Quality Commission reviewed a recommendation to amend Title 18 (Zoning) of the Gardena Municipal Code relating to on-site/off-street parking standards for Gardena Boulevard between Normandie Avenue and Vermont Avenue (the parking in-lieu fee).

Environmental Consideration: The Zone Text Amendment and Ordinance is statutorily exempt from the California Environmental Quality Act (CEQA) under Section 15061(B)(3) of the CEQA Guidelines.

LOCATION: Citywide

Commission Action: The Planning and Environmental Quality Commission adopted Resolution No. PC 12-26, by vote of 5-0, recommending that the City Council adopt an Ordinance for Zone Text Amendment #4-26

STAFF RECOMMENDATION:

City Council Action: No City Council action required. Zone Text Amendment #4-26 will be reviewed and considered by the City Council at a future City Council meeting.

APPROVED:



Greg Tsujiuchi, Community Development Director

Attachments

2026_10_20_PCAX

PLANNING AND ENVIRONMENTAL QUALITY COMMISSION

Regular PEQC Meeting Notice and Agenda

Website: www.cityofgardena.org

Tuesday, October 20, 2026, 7:00 PM

Council Chamber at City Hall

1700 W. 162nd Street, Gardena, California

To view the complete Planning and Environmental Quality Commission agenda packet, Click Here.

6. PUBLIC HEARING ITEMS

6.A RECOMMENDATION TO THE CITY COUNCIL ON ADOPTION OF ZONE TEXT AMENDMENT #4-26 TO AMEND TITLE 18 (ZONING) OF THE GARDENA MUNICIPAL CODE RELATING TO ON-SITE/OFF-STREET PARKING STANDARDS FOR GARDENA BOULEVARD BETWEEN NORMANDIE AVENUE AND VERMONT AVENUE (THE PARKING IN-LIEU FEE)

The Planning and Environmental Quality Commission reviewed a recommendation to amend Title 18 (Zoning) of the Gardena Municipal Code relating to on-site/off-street parking standards for Gardena Boulevard between Normandie Avenue and Vermont Avenue (the parking in-lieu fee).

Environmental Consideration: The Zone Text Amendment and Ordinance is statutorily exempt from the California Environmental Quality Act (CEQA) under Section 15061(B)(3) of the CEQA Guidelines.

LOCATION: Citywide

Commission Action: The Planning and Environmental Quality Commission adopted Resolution No. PC 12-26, by vote of 5-0, recommending that the City Council adopt an Ordinance for Zone Text Amendment #4-26

City Council Action: No City Council action required. Zone Text Amendment #4-26 will be reviewed and considered by the City Council at a future City Council meeting.

PUBLIC COMMENT #1
ORAL COMMUNICATION

Crystal Contreras

From: Jereme Batt <jereme@growaxisgrowth.com>
Sent: Friday, October 16, 2026 4:10 PM
To: Public Comment
Subject: Hey there, about

Caution! This message was sent from outside your organization.

Hi there, has expanding one of 's products into another Amazon market ever crossed your mind?

Asking because it can be a really good option to generate more orders with less competition.

We can build a localized version, optimized for another market. Fully on us.

Interested?

--
Jereme B
Axis Growth - CoFounder

ps: if this isn't relevant just reply with "I'm good" and I will not follow up.

PUBLIC COMMENT #2
ORAL COMMUNICATION

'26 OCT23AM 9:18
CITY CLERK'S OFC

Katherine Rhee

From: Jereme Batt <jereme@growaxisgrowth.com>
Sent: Friday, October 23, 2026 9:15 AM
To: Public Comment
Subject: Re: Hey there, about

Caution! This message was sent from outside your organization.

Hi there, interested?

--
Jereme
Axis Growth - Co-founder

ps: if this isn't relevant just reply with "I'm good" and I will not follow up.

On Fri, Oct 16, 2026 7:09:54 PM Jereme Batt <jereme@growaxisgrowth.com> wrote:

> Hi there, has expanding one of 's products into another Amazon market ever crossed your mind?
>
> Asking because it can be a really good option to generate more orders with less competition.
>
> We can build a localized version, optimized for another market. Fully on us.
>
> Interested?
>
> --
> Jereme B
> Axis Growth - CoFounder
>
> ps: if this isn't relevant just reply with "I'm good" and I will not follow up.

City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 13A.
Section: DEPARTMENTAL ITEMS - ADMINISTRATIVE SERVICES
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Approval of the Memorandum of Understanding (MOU) between the City of Gardena and the Gardena Police Managers Association (GPMA) for the period July 1, 2025 through June 30, 2030

COUNCIL ACTION REQUIRED:

Staff respectfully recommends City Council approve and adopt the GPMA MOU for the period of July 1, 2025 through June 30, 2030.

RECOMMENDATION AND STAFF SUMMARY:

The Gardena Police Managers Unit, consisting of At-Will personnel, filed a recognition petition dated January 23, 2026, requesting to to be formally acknowledged as an Exclusively Recognized Employee Organization representing a new unit comprised of the Police Lieutenant, Police Captain, and Deputy Chief of Police classifications.

On March 10, 2026 City Council adopted Resolution No. 6731, which formally (1) established a bargaining unit consisting of the Police Lieutenant, Police Captain, and Deputy Police Chief classifications, to be identified as the Police Managers Unit, and (2) certified and recognized GPMA as the Exclusively Recognized Employee Organization representing the Police Managers Unit, in accordance with the Employer-Employee Relations and the Meyers-Milias Brown Act. GPMA currently represents 9 employees within the Gardena Police Department.

Subsequently, City staff and GPMA began negotiating the first ever GPMA MOU. Resolution No. 6699 became the basis for negotiations, and through a series of productive meetings, a tentative agreement was reached on July 14, 2026, on a 5-year term, pending City Council approval.

Key highlights of the agreement are as follow:

GPMA MOU 2025 - 2030

MOU Term	5 years: July 1, 2025 - June 30, 2030
Changes to Salary Survey	Include Longevity 25, to compare against other agencies
Salary Schedule	Shift salary schedule down by one step (step 4 will be step 3), effective July 2026

True Longevity Pay	Longevity 20 = 5% Longevity 25 = 10% Reinstate employee vacation hours at 20 years+
Vacation Cap	Implement a hard cap at 550 hours
Excess Bank Cashout	Buy Down excess hours in order to implement a hard cap
Wellness Stipend	Increase from $500 to $750 annually

FISCAL IMPACT/COST:

The Estimated General Fund financial impact is included in the Adopted Budget for Fiscal Years 2026-2027 and 2027-2028.

Fiscal Year 2025/2026	$52,611
Fiscal Year 2026/2027	$375,050
Fiscal Year 2027/2028	$106,844
Fiscal Year 2028/2029	$223,167
Fiscal Year 2029/2030	$349,026
General Fund Estimated 5-Year Total	**$1,106,698**

.

APPROVED:



_____
Clint Osorio, City Manager

Attachments

GPMA_MOU_w_Exhibits.pdf
Non-Confidential_Classification_and_Compensation_Schedule-Eff-July_5_2026-Adopted_October_27_2026.pdf

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

GARDENA POLICE MANAGERS ASSOCIATION

MEMORANDUM OF UNDERSTANDING

July 1, 2025 - June 30, 2030

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE GARDENA POLICE MANAGERS ASSOCIATION (GPMA),
A RECOGNIZED EMPLOYEE ORGANIZATION,
AND THE CITY OF GARDENA,
INCLUDING ALL REVISIONS AND AMENDMENTS,
FOR THE PERIOD OF JULY 1, 2025 - JUNE 30, 2030**

PREAMBLE.....1

ARTICLE I. CLASSIFICATION PLAN.....1

SECTION 1. CLASSIFICATION PLAN CHANGES.....1

SECTION 2. PROMOTIONS 1

ARTICLE II. COMPENSATION 1

SECTION 1. DEFINITIONS 1

SECTION 2. SALARY.....2

A. BASIS FOR ESTABLISHING SALARY RANGES 2
B. BASE SALARY STEP 3
C. PROBATIONARY PERIOD 3
D. MERIT PAY STEP PLAN 3
E. LONGEVITY BONUS 4

SECTION 3. P.O.S.T. INCENTIVE PROGRAM.....4

A. P.O.S.T. SUPERVISORY/ADVANCED CERTIFICATE INCENTIVE PROGRAM (PSACI) DEFINED 4
B. P.O.S.T. MANAGEMENT CERTIFICATE.....4
C. P.O.S.T. EXECUTIVE CERTIFICATE.....5
D. RATES 5

SECTION 4. BILINGUAL BONUS PROGRAM 5

A. ELIGIBILITY 5
B. CERTIFICATION.....5
C. BILINGUAL BONUS PAY.....5

SECTION 5. ACTING COMPENSATION 5

SECTION 6. PAYOFF RATE OF PAY 5

SECTION 7. UNIFORM ALLOWANCE.....5

SECTION 8. MILEAGE AND LODGING REIMBURSEMENT.....6

A. MILEAGE 6
B. LODGING.....6

SECTION 9. MANAGEMENT INCENTIVE PAY 6

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

SECTION 10. METHOD OF COMPENSATION....6

A. REGULAR PAY....6
B. SPECIAL PAYS....6
C. TAX WITHHOLDING....6

ARTICLE III. WORK SCHEDULE AND SENIORITY 6

SECTION 1. HOURS OF WORK....6

SECTION 2. EARNED TIME OFF REQUESTS....6

A. DEFINITIONS....6
B. PRIMARY VACATION REQUESTS....7
C. NON-PRIMARY VACATION REQUESTS....7
D. INCIDENTAL TIME-OFF REQUESTS....7

SECTION 3. SENIORITY....7

A. SENIROITY DEFINED....7
B. SENIORITY BY RANK....8

ARTICLE IV. SUPPLEMENTAL BENEFITS 8

SECTION 1. EDUCATIONAL REIMBURSEMENT PROGRAM....8

A. QUALIFICATIONS....8
B. REIMBURSEMENT AMOUNTS....8

SECTION 2. RETIREMENT....8

A. CALPERS CONTRACT....8
B. THE PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA)....9
C. CLASSIC CALPERS SAFETY MEMBERS....9
D. PEPRA CALPERS SAFETY MEMBERS....9

SECTION 3. HEALTH INSURANCE....10

A. COMPREHENSIVE HEALTH PLAN....10
B. PREMIUMS AND TRUST ACCOUNT....10
C. POST RETIREMENT HEALTH INSURANCE COVERAGE....11
D. MEDICARE....12
E. COBRA....12
F. INDUSTRIAL DISABILITY....12

SECTION 4. LIFE INSURANCE....12

SECTION 5. WELLNESS STIPEND....12

SECTION 6. TAKE HOME VEHICLE....13

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

SECTION 7. SAFETY EQUIPMENT 13

A. SAFETY EQUIPMENT TO BE PROVIDED OR MADE AVAILABLE 13
B. MAINTENANCE OF EQUIPMENT 13
C. DISPOSITION OF EQUIPMENT AT SEPARATION 14

SECTION 8. SICK LEAVE 14

A. USE OF SICK LEAVE 14
B. SICK-LEAVE CONVERSION OPTION 14

SECTION 9. BEREAVEMENT LEAVE 15

SECTION 10. HOLIDAY LEAVE 15

SECTION 11. VACATION 16

SECTION 12. MANAGEMENT LEAVE 16

SECTION 13. LEAVE ACCRUALS 17

SECTION 14. SPECIAL ONE-TIME LEAVE BUY-BACK OPTION 17

ARTICLE V. LAYOFFS AND RECALL PROCEDURES 17

SECTION 1. REDUCTION IN WORKFORCE 17

SECTION 2. REHIRING OF LAID-OFF WORKERS 17

ARTICLE VI. MISCELLANEOUS 18

SECTION 1. TIME OFF FOR ASSOCIATION REPRESENTATIVES 18

SECTION 2. NO STRIKE – NO LOCKOUT 18

SECTION 3. TERM OF AGREEMENT 18

SECTION 4. VALIDITY OF MOU 18

SECTION 5. FAIR TREATMENT 19

SECTION 6. ADOPTION OF RESOLUTION 19

SECTION 7. REPEALS 19

SECTION 8. CERTIFICATION 19

EXHIBITS

EXHIBIT A. SALARY SURVEY

EXHIBIT B. CLASSIFICATION AND COMPENSATION PLAN

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

MEMORANDUM OF UNDERSTANDING BETWEEN THE GARDENA POLICE MANAGERS ASSOCIATION (GPMA), A RECOGNIZED EMPLOYEE ORGANIZATION, AND THE CITY OF GARDENA, INCLUDING ALL REVISIONS AND AMENDMENTS, FOR THE PERIOD OF JULY 1, 2025 - JUNE 30, 2030

PREAMBLE

THIS MEMORANDUM OF UNDERSTANDING IS ENTERED INTO AND WITH REFERENCE TO THE FOLLOWING FACTS:

The GARDENA POLICE MANAGERS ASSOCIATION, (herein after referred to as the "Association" or the "GPMA") is the recognized employee organization for all persons employed by the CITY OF GARDENA (hereinafter referred to as the "City") in the classification of Police Lieutenant, Police Captain, and Deputy Police Chief (hereinafter referred to as "bargaining unit members").

ARTICLE I. CLASSIFICATION PLAN

SECTION 1. CLASSIFICATION PLAN CHANGES: If the City desires to change any classification affecting the Police Managers, the City will give the Police Managers at least sixty (60) days advance notice and an opportunity to discuss.

SECTION 2. PROMOTIONS

A. Promotions to the positions of Police Lieutenant and Police Captain shall be made from one of the top four (4) candidates on the current eligibility list for that position.

B. In cases of promotion, the employee shall be paid the minimum rate of the appropriate pay range or at least five percent (5.0%) higher than his/her current Promotional Placement Rate of Pay, whichever is higher.

C. Promoted employees shall receive a higher compensation rate than any of their subordinates taking into account the Promotional Placement Rate of Pay.

ARTICLE II. COMPENSATION

SECTION 1. DEFINITIONS

A. Honorable Separation - The term “honorable separation” means a separation from City employment by retirement, resignation, layoff, or other mutually agreed separations, provided the employee: (1) is not terminated for cause; (2) does not resign while disciplinary charges or investigations are pending; and (3) is not separated pursuant to an agreement that expressly provides the separation is not in good standing.

B. Promotional Placement Rate of Pay – Shall include Base Salary Step 1 – 6, Specialist Assignment/Special Duty Pay Bonus, P.O.S.T. Supervisory/Advanced Certificate Incentive Program Bonus, P.O.S.T. Management Certificate, and Longevity Bonus 7,12, 20. For intent and purpose of this provision only, the calculation shall exclude any consideration for subordinates’ twenty-five (25) year Longevity Bonus, Bilingual Pay, and Uniform Allowance.

C. Payoff Rate of Pay - For the purpose of determining the rate at which leaves are paid off, the rate of pay shall be defined as the employee’s base salary Step 1 through 6 plus Longevity Bonus (20, 25),

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

PSACI Bonus and POST Management Certificate. Uniform allowance, Management Incentive Pay, and bilingual bonus shall be excluded (Payoff Rate of Pay).

SECTION 2. SALARY

A. BASIS FOR ESTABLISHING SALARY RANGES

1. A salary survey shall be conducted each year to determine the salary paid to employees in comparable classifications, at a comparable Pay Step, as of August 15 of that year in the following neighboring local Police Departments: Redondo Beach, Manhattan Beach, Torrance, Hawthorne and El Segundo.

2. Salary survey shall be conducted on the following comparable:

   i. Include:
      1. Salary
      2. Longevity 25 (or longevity received at 25 years of service)
      3. P.O.S.T. Supervisory/Advanced Certificate Incentive Program Bonus (or Educational Incentive Pay or P.O.S.T. pay)
      4. P.O.S.T. Management Certificate Incentive (or management premium)
      5. Employee Paid PERS (EPP, meaning Member Contribution, plus any Cost Sharing) contribution
      6. Management Incentive Pay (MIP) is Excluded from the survey comparison

   Agreed upon comparables are referenced in the salary survey matrix and can be reassessed at the time of the salary survey. Said comparables shall be based on the following formula(s):

   ii. When determining the amount of employee paid PERS contribution for each agency, only Classic PERS employee (3% at 50) formula will be used. PEPRA employees will use the same EPP formula as Classic members for the purpose of the salary survey.

   iii. In order to calculate employee paid PERS contribution in the salary survey, the EPP shall be subtracted from each survey category:

      1. Salary, top step
      2. Longevity 25 (or longevity received at 25 years of service)
      3. P.O.S.T. Supervisory/Advanced Certificate Incentive Program Bonus, (or Educational Incentive Pay or P.O.S.T. pay)
      4. P.O.S.T Management Certificate Incentive (or management premium)

   iv. In order to address multiple tiered employee paid PERS contribution systems, the following shall apply: the percentage of employees paid PERS contribution for each individual Police Department Sworn management group, (not the department as a whole) shall be determined by the majority (50 + 1%). If 50 + 1% of Classic employees pay 9.0% PERS, then 9.0% will be used. If 50 + 1% of Classic members at a surveyed department pay 0%, then 0% will be used.

   v. Effective the first full pay period in July 2026, the base salary of each affected employee shall be increased by an amount necessary to cause the salary at Step 6 in each Police Managers classification to equal no less than the average base salary paid to employees in comparable classifications, at a comparable pay step, in the survey cities.

   vi. The Salary Survey is reflected in **EXHIBIT A**

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

vii. The salary survey shall be used to determine upward salary adjustments only. Under no circumstances shall the results of a salary survey or market comparison result in a reduction of any employee's salary.

viii. When an agency has a tiered pay structure, i.e City of Torrance, the average of the multiple tiers, will be used.

ix. Effective July 5, 2026, the Salary Schedule will shift down; each affected member will be moved down one step, to match their current rate. Each member will be eligible for a step increase on their next annual merit review anniversary.

B. BASE SALARY STEP

1. The base salary step of affected employees shall be set according to the City's most current Classification and Compensation Plan.

C. PROBATIONARY PERIOD

1. Probation after promotion or new hire shall be twelve (12) months. The Chief of Police may extend such probation for an additional six (6) months.

2. Any affected employee, while on probation, who has been absent from City service with or without pay in excess of one hundred seventy-three (173) hours, shall automatically have the probation extended for a period not to exceed the term of such absence.

D. MERIT PAY STEP PLAN

1. Merit Pay Step Advancement

   i. Merit step advancement shall be effective on the first day of the pay period following eligibility to receive such merit step advancement. The City shall have the discretion to authorize a different effective date when necessary.

   ii. Only salary steps 1 through 6 shall be considered a Merit Pay Step. Merit steps shall be separated in the following manner: Step 6 shall be five percent (5.0%) above Salary Step 5; and so forth to Salary Step 1.

   iii. In the event an affected employee is placed at Step 1, Merit Pay Step Advancement shall be granted after six (6) months of continuous and satisfactory service at Step 1.

   iv. Merit Pay Step Advancement shall be granted after one (1) year of continuous and satisfactory service at any step above Step 1.

2. Exceptions to Merit Step Advancement

   i. Any affected employee who, while on any Step in the Merit Advancement Plan, has been absent from City service without prior approval in excess of one-hundred seventy-three (173) hours may be retained on his/her current pay step for a period not to exceed the term of such absence.

   ii. Any affected employee who fails to receive at least a satisfactory advancement rating, or who is not recommended for advancement due to his/her failure to continue to improve performance in relation to the increasing level of experience or the failure to secure the

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approval of the Chief of Police, may be extended on his/her then current step for a period of up to ninety (90) calendar days for further evaluation.

iii. Should such further evaluation still result in less than satisfactory ratings or a recommendation not to advance, the employee may again be extended for up to ninety (90) additional calendar days with a final determination to advance, demote or dismiss to be made during that period.

iv. When an employee is demoted or dismissed by reason of below satisfactory rating or a recommendation not to advance, he/she retains the right to appeal pursuant to the City's Personnel Rules and Regulations, excluding Rejection of a Probationary Employee (lateral hire).

E. LONGEVITY BONUS: Longevity shall be defined as the length of full-time City employment. Longevity pay shall be granted to affected employees who have completed service with the Gardena Police Department.

1. For employees who have completed 20 years of service, the benefit shall be 5% of base pay.
2. For employees who have completed 25 years, the benefit shall consist of a total of 10% of base pay. The total benefit cannot exceed 10% of base pay.

Anniversary Example: An employee hired on 1/1/2000, the 25-year anniversary is effective 1/1/2025 for 25-year longevity and 25-year post-retirement health insurance coverage.

SECTION 3. P.O.S.T INCENTIVE PROGRAM

A. P.O.S.T SUPERVISORY/ADVANCED CERTIFICATE INCENTIVE PROGRAM (PSACI) DEFINED

1. The P.O.S.T Supervisory/Advanced Certificate Incentive Program shall apply upon qualification for the appropriate P.O.S.T. Certificate. The following are minimum requirements for compensation:

2. Where the employee has submitted an online application for a Supervisory or Advanced P.O.S.T. certificate prior to the time he/she states they will qualify, upon the employee's notice to the Department and the Department's verification of qualification, the Department shall make effective the employee's PSACI on the first day of the pay period following the date he/she qualifies, as determined by P.O.S.T., irrespective of the date of approval by P.O.S.T. on the certificate.

3. An employee who submits an online application for a P.O.S.T. certificate after he/she qualifies, upon notifying the Department of the late application date, shall commence receiving the PSACI on the first day of the pay period following the Department's notice of the application, irrespective of when the employee became qualified for the P.O.S.T. certificate.

4. An employee may receive PSACI for either (1) a P.O.S.T Supervisory Certificate or (2) a P.O.S.T. Advanced Certificate; however, only a single PSACI per employee will be paid.

B. P.O.S.T. MANAGEMENT CERTIFICATE:

Employees shall receive pay for the P.O.S.T. Management Certificate at the time of appointment to Police Lieutenant regardless of P.O.S.T. qualification. Affected employees shall have twenty-five (25) months from the date of appointment to be awarded the Management Certificate. In the event an employee is unable to obtain a Management Certificate within twenty-five (25) months from appointment, the employee shall cease to receive certificate pay until a Management Certificate is obtained and submitted to the City. P.O.S.T. Management Certificate pay will not be reported for pension purposes for any period in which the employee does not possess the certificate, even if paid to the member under this provision.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

C. P.O.S.T EXECUTIVE CERTIFICATE: Effective May, 23, 2023, employees shall receive an incentive for holding and maintaining a P.O.S.T. Executive Certificate. Such incentive shall only be paid to an employee when the employee obtains and maintains a P.O.S.T. Executive Certificate.

D. RATES: Rates for the P.O.S.T Supervisory/Advanced Certificate Incentive is listed in Exhibit B; the P.O.S.T Management Certificate, and the P.O.S.T Executive Certificate rates are listed below. Subject to the PERL and CalPERS' regulations and guidance, such P.O.S.T Management pay will only be reportable to CalPERS as special compensation once the employee has (1) actually obtained the Management Certificate and (2) submitted proof of the Management Certificate to the City.

P.O.S.T. Management Certificate Incentive : P.O.S.T Management Certificate incentive pay will be set at 5.0% of the current monthly base salary for each classification within GPMA.

P.O.S.T. Executive Certificate Incentive: P.O.S.T Executive Certificate incentive pay will be set at 5.0% of the current monthly base salary for each classification within GPMA.

SECTION 4. BILINGUAL BONUS PROGRAM

A. ELIGIBILITY: In order to be eligible for bilingual language pay, an affected employee must be required to use the language as part of the affected employee's current work assignment. The City shall determine the language to be spoken and in what positions or assignments the language will be required as part of the work assignment.

B. CERTIFICATION: An affected employee must test and successfully pass a language proficiency test in order to be eligible for the bilingual bonus.

1. Requests for testing and certification will be submitted to the Human Resources Office.

2. Testing will be scheduled when and as requested in writing by the Chief of Police.

3. The affected employee may be required to re-test to certify continued competency in the applicable language.

C. BILINGUAL BONUS PAY: The City shall pay each certified employee thirty dollars and seventy-seven cents ($30.77) each pay period the affected employee is routinely and consistently assigned to positions requiring communication in skills other than English. Bilingual bonus pay shall commence the first day of the pay period following certification of eligibility by the Human Resources Office. This shall be reported to PERS to the extent allowed by CalPERS.

SECTION 5. ACTING COMPENSATION: If a Police Manager is formally appointed to the position of Acting Police Captain or Deputy Police Chief, he/she shall be compensated at a rate equal to that which such employee would have been entitled to receive had he or she been promoted to the rank of Police Lieutenant, Police Captain, or Deputy Police Chief, as defined under Article I, Section 2, Promotions for all hours worked in the Acting position.

SECTION 6. PAYOFF RATE OF PAY

A. For the purpose of determining the rate at which leaves are paid off, the rate of pay shall be defined as the employee's base salary Step 1 through 6 plus Longevity Bonus (20, 25), PSACI Bonus and POST Management Certificate. Uniform allowance, Management Incentive Pay, and bilingual bonus shall be excluded (Payoff Rate of Pay).

B. Police Manager classifications are designated as FLSA-Exempt.

SECTION 7. UNIFORM ALLOWANCE: Uniform allowance shall be included on the employee's regular paycheck and shall be paid at each pay period in the amount of thirty-four dollars and sixty-two cents ($34.62) each

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

pay period employee qualifies for the allowance. Uniform allowance shall be reportable to the extent permitted by CalPERS.

The uniform allowance shall satisfy the normal cost to clean, maintain, replace and repair because of normal wear and tear, but shall not relieve the City of its obligation to reimburse employees for damage to uniforms and other personal property reasonably anticipated to be worn or utilized by an employee in connection with the performance of his or her duties occurring during the course and scope of employment pursuant to Section 2802 of the California Labor Code.

SECTION 8. MILEAGE AND LODGING REIMBURSEMENT:

A. MILEAGE: Whenever employees are required to use their personal automobile in the performance of duly authorized official duties, they shall be reimbursed at the rate as authorized by the IRS.

B. LODGING: Lodging will be provided if the training or designated worksite is more than fifty (50) miles from the Gardena Police Department and the training or assignment covers multiple days.

SECTION 9. MANAGEMENT INCENTIVE PAY: Due to the essential nature of the service provided and the unique nature of their job, effective July 1, 2023, Police Managers shall receive an additional 9.5% of base pay as management incentive pay. Management Incentive Pay is only reportable to the extent permitted by CalPERS.

SECTION 10. METHOD OF COMPENSATION

A. REGULAR PAY: The monthly salaries or compensation herein provided for shall be paid monthly, or in equal semi-monthly installments, or in equal bi-weekly installments, or in any installments as the City may from time to time approve and allow. The compensation in the preceding Sections, 1 – 8, shall be prorated to match the number of hours an employee is receiving in the similar installment (i.e. pay period). This shall be implemented the first full pay period after City Council approves.

B. SPECIAL PAYS: Special pays shall be included as part of the employee's regular bi-weekly paycheck in the pay period following the approval of the special pay request, unless determined otherwise by the City for operational efficiency.

C. TAX WITHHOLDING: All changes to IRS withholding must be done by submitting a signed W-4 Form to the Payroll Office. Except for life-events (e.g., birth, death, retirement), all changes must stay in effect for at least three (3) months and only one change will be allowed per quarter.

ARTICLE III. WORK SCHEDULE AND SENIORITY

SECTION 1. HOURS OF WORK: The work schedule of Police Managers are assigned at the discretion of the Chief of Police or designee.

SECTION 2. EARNED TIME OFF REQUESTS

A. DEFINITIONS

1. If a conflict should occur in scheduling earned time off, then seniority as defined herein shall be the sole method used when approving requests for such time off.

2. Earned time off (defined as available vacation or holiday) may be taken as desired by the employee subject to the approval of the Chief of Police, or designee, consistent with the departmental manpower needs, or departmental needs to have a particular person or persons with specialized skills or training present, for the affected shift or shifts involved.

3. Subject to the directive of the Chief of Police, an employee must use any accrued vacation or holiday time off at a time designated by the Chief of Police, or designee, in writing and

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

communicated to the employee at least ten (10) calendar days in advance of the time designated for the use of such time off in order to bring the accrued time in the affected area within the maximum accrued time allowed.

4. Earned time off requests submitted less than one month from the date(s) requested shall be approved by the earliest date and/or time submitted. If requests are submitted on the same date and/or time, requests shall be approved by seniority.

5. Primary vacation requests shall take precedence over non-primary vacation requests and incidental earned time off requests. Non-primary vacation requests shall take precedence over incidental earned time off requests.

B. PRIMARY VACATION REQUESTS: Primary vacation requests are defined as earned time off requests of one work week or more, designated by the requesting employee as primary vacation by submitting same on a "Primary Vacation" request form forty-five (45) or more days in advance of schedule deployment. All requests for primary vacation shall be submitted on a "City of Gardena Absence Form", designating the order of priority. Primary vacation requests shall be approved by seniority if a conflict should occur. Only one (1) primary vacation request shall be approved per calendar year for each affected employee. Primary vacation requests which begin in one calendar year and end in the following calendar year shall be considered primary vacation requests in the calendar year in which the primary vacation begins.

C. NON-PRIMARY VACATION REQUESTS: Non-primary vacation requests are defined as earned time off requests of one work week or more, not part of an approved primary vacation request, and submitted to the scheduling supervisor thirty (30) days prior to the non-primary vacation. All requests for non-primary vacation shall be submitted on a "City of Gardena Absence Form", designating the order of priority. Non-primary vacation requests shall be approved by seniority if conflict should occur. All 1st priority non-primary vacation requests shall be approved before 2nd priority non-primary vacation requests are considered. All 2nd priority non-primary vacation requests shall be approved before 3rd priority non-primary vacation requests are requested considered, etc.

D. INCIDENTAL TIME-OFF REQUESTS: Incidental time-off requests are defined as earned time off requests which do not meet the definition of either primary or non-primary vacation requests. Incidental time off requests shall be approved by seniority if submitted to Scheduling or Watch Supervisor thirty (30) days or more from the date(s) requested. Earned time off requests submitted less than thirty (30) days from the date(s) requested shall be approved on a first come, first served basis by the earliest date and/or time submitted. If requests are submitted on the same date and/or time, requests shall be approved by seniority.

SECTION 3. SENIORITY

A. SENIORITY DEFINED

1. Seniority shall be defined as time served in a sworn classification with the Gardena Police Department.

2. Time in the position of Gardena Police Trainee shall not count toward the following seniority schedule.

3. Seniority between affected employees in any management classification shall be determined in the following order:

    i. By the date of the most recent appointment to the classification;

    ii. If affected employees were appointed to the classification on the same date, then by numerical position on their most recent eligibility list for the classification; or

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iii. By coin flip.

B. SENIORITY BY RANK: If affected employees are in different classifications, then seniority shall be determined by rank.

ARTICLE IV. SUPPLEMENTAL BENEFITS

SECTION 1. EDUCATIONAL REIMBURSEMENT PROGRAM

A. QUALIFICATIONS

1. The City encourages and supports educational programs that provide employees the opportunity for personal career development and directly benefit the City by increasing the technical and managerial competency of its staff.

   Toward this end, the City offers reimbursement of the cost of required tuition, text, certain materials and fees for approved courses that are directly related to obtaining an Associate Degree or higher in a job-related field from an accredited college or university.

   In addition, the City shall have the sole discretion to approve reimbursement for required curriculum coursework towards a job-related certificate or credentialing program. Attendance at conferences and seminars are excluded from reimbursement. Examples of credentialing or certificated programs include but are not limited to the following: Criminal Justice Certificate Program, Law Enforcement Intelligence and Analysis Certificate, Law Enforcement Advanced Development Certificate, Risk Management Certificate, Human Resources Certificate, etc.

2. Eligibility for this program is limited to City employees regularly employed on a full-time basis who have passed probation.

3. The procedure for applying for the Educational Reimbursement Program will be set by the City and will be available in the City's Human Resources Office.

B. REIMBURSEMENT AMOUNTS

1. Educational Reimbursement shall be paid up to six-thousand dollars ($6,000.00) per 12-month period.

2. Effective September 10, 2019, affected employees cannot sell back vacation accruals for additional educational reimbursement.

SECTION 2. RETIREMENT

A. CALPERS CONTRACT: The City shall contract with the state California Public Employees Retirement System (CalPERS) to provide a defined retirement benefit. The cost of CalPERS Retirement benefits based on formula is set by CalPERS and includes two rates:

1. The Employer Contribution Rate: CalPERS reviews the Employer rates yearly and may adjust rates based on actuarial valuation; and

2. The Member (employee) Contribution Rate: The employee shall pay the full Member (employee) Contribution Rate as set by CalPERS.

3. Each "Classic Safety Member" through payroll deduction shall pay the Member (employee) Contribution Rate as set by CalPERS and an additional three percent (3.0%) retirement contribution as cost sharing under Government Code section 20516(f). The cost sharing contribution shall be

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

paid by the employee on a pre-tax basis up to the extent permitted by the law.

Each “PEPRA Safety Member” through payroll deduction shall pay the Member (employee) Contribution Rate as set by CalPERS and an additional three percent (3.0%) retirement contribution as cost sharing under Government Code section 20516(f). The cost sharing contribution shall be paid by the employee on a pre-tax basis up to the extent permitted by the law.

B. THE PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA): Implemented new benefit formulas and final compensation period, as well as new member contribution requirements for new employees hired on or after January 1, 2013 who meet the new definition of new member under PEPRA.

1. **CALPERS ENROLLMENT DATE**: Whenever a new employee is hired by the City, their status as a “Classic Member” or “PEPRA Member” will be determined by the date on which he/she first became a member of CalPERS (before or on/after January 1, 2013), not by the date of hire by the City.

    i. Employees enrolled into CalPERS prior to January 1, 2013, shall be classified as “Classic Members" according to the definition established by PEPRA.

    ii. Employees enrolled into CalPERS for the first time on or after January 1, 2013, shall be classified as “PEPRA Members" according to the definition established by PEPRA.

2. As established by PEPRA, “Pensionable Compensation (PC)” delineates the pay categories that must be reported to CalPERS as income that contributes to the calculation of the employee’s retirement benefit. PC must be reported when earned and paid on the employee’s regular paycheck. Should the payment of any benefit negotiated herein conflict with this, the City shall notify the Association prior to modifying how the benefit is to be paid. (§7522.34.)

C. CLASSIC CALPERS SAFETY MEMBERS

1. Benefits per the City’s contract with CalPERS shall be as follows as applicable by law:

    i. Local safety member "3 percent at 50" formula (§21362.2 G.C.);

    ii. 1959 Survivor Benefit [Level 3 Benefits] (§21573 G.C.);

    iii. Half-Pay Continuance (§21624 and §21626 G.C.);

    iv. Military Buy Back (§21024 G.C.);

    v. Top Year Retirement (§20042 G.C.);

    vi. Member (Employee) Contribution Rate as set by CalPERS (§20691 G.C.);

    vii. Credit for unused sick leave (§20965 G.C.);

    viii. Post-Retirement Survivor Allowance to Continue After Remarriage (§21635 G.C.); and

    ix. Continuation of Death Benefits after Remarriage of Survivor (§21551).

D. PEPRA CALPERS SAFETY MEMBERS

1. This designation is a CalPERS determination and benefits shall be provided according to the PEPRA definition.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

2. A new CalPERS member's initial member contribution rate will be at least fifty percent (50%) of the total normal cost rate for their defined benefit.

3. Benefits shall be as applicable by law:

    i. Local safety member "2.7 percent at 57" formula (§7522.25 G.C.);

    ii. 1959 Survivor Benefit [Level 3 Benefits] (§21573 G.C.);

    iii. Half-Pay Continuance (§21624 and §21626 G.C.);

    iv. Military Buy Back (§21024 G.C.);

    v. Three Year Final Compensation (§7522.32 G.C.);

    vi. Member (employee) Contribution Rate based on Pensionable Compensation (§7522.30 G.C.);

        a. In accordance with Government Code (§7522.30), the Member (employee) Contribution Rate is set by CalPERS. CalPERS will review the Member Contribution Rate once a year and may change the rate based on actuarial valuation.

    vii. Credit for unused sick leave (§20965 G.C.);

    viii. Post-Retirement Survivor Allowance to Continue After Remarriage (§21635 G.C.); and

    ix. Continuation of Death Benefits after Remarriage of Survivor (§21551).

SECTION 3. HEALTH INSURANCE

A. COMPREHENSIVE HEALTH PLAN: The City shall provide a medical, dental, optical and prescription plan to affected employees and their dependents. Such insurance shall include hospitalization, medical coverage, prescription coverage, vision and dental coverage. A Comprehensive Health Care Plan Document shall be provided to all affected employees.

B. PREMIUMS AND TRUST ACCOUNT

1. The City shall pay one-hundred percent (100%) of the two-party premium (employee plus one dependent) based on the City's self-funded health insurance plan rate.

2. Employees shall contribute any amount above the City's contribution. Coverage will cease upon non-payment of premium or if payment is not received in a timely manner. The City will provide affected employees thirty (30) days' notice and grace period prior to exercising the discretion to terminate coverage.

3. Premiums will be paid to the approved health insurer or into a Health Benefit Internal Service Fund established by the City for exclusive use in an approved insured self-funded health ("ISFH") program. All interest income produced by the ISFH account shall remain in the account.

4. The City shall maintain a Self-Insurance Health Benefit Internal Service Fund for all premiums due payable by the City and by employee contribution and its uses must be in compliance with the Governmental Accounting Standards Board (GASB).

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

5. The City shall maintain a “Section 125" plan allowing employees to utilize pre-taxed dollars, through payroll deduction, for their contributions for additional family coverage and other applicable expense.

6. The City agrees to discuss the health plan costs annually with respect to the City’s contribution

C. POST RETIREMENT HEALTH INSURANCE COVERAGE

1. **TIER 1**: Employees hired before September 10, 2019 who meet the minimum requirements listed below shall receive, and continue to receive after the termination of this Agreement, paid health insurance benefits based on the formula set forth below:

    i. Any affected employee who is at least fifty (50) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee and his or her dependent up to the City’s self-funded health insurance plan rate for two-party premium if the employee completed twenty-five (25) years of service with the Gardena Police Department and was continuously enrolled in any of the City’s health insurance plans during the twenty-five (25) years of service; or

    ii. Any affected employee who is at least fifty (50) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee up to the City’s self-funded health insurance plan rate for single party premium if the employee completed fifteen (15) years of service with the Gardena Police Department and was continuously enrolled in any of the City’s health insurance plans during the fifteen (15) years of service.

2. **TIER 2**: Employees hired on or after September 10, 2019 who meet the minimum requirements listed below shall receive the allocated health insurance coverage for the retired employee based on the City’s self-funded health insurance plan rate for single party premium.

    i. Twenty (20) years of service with the Gardena Police Department receives seventy-five percent (75%) of the single party rate; or

    ii. Twenty-five (25) years of service with the Gardena Police Department receives one hundred percent (100%) of the single party rate;

    iii. Enrollment in health insurance offered by the City for the minimum required years of service; and

    iv. Age fifty (50) years; and

    v. Service retirement from the City of Gardena.

    vi. Tier 2 retiree coverage shall terminate upon the following conditions, whichever occurs first, the date retiree becomes Medicare eligible or the death of retiree.

3. The amount of the City's contribution shall be set at the same level as the amount for active employees unless the retiree is Medicare eligible in which case the City’s contribution, if applicable, shall be at the Medicare rate. Any required co-payment for active employees will also be required for retirees. When applicable, this benefit shall accrue to the spouse upon death of an employee who is insured under this provision.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

4. All retirees who become eligible for another group health insurance plan through another employer must enroll in the subsequent employer's health insurance plan at the same level of coverage as provided through the City. At this time, the subsequent employer's coverage will be the primary payer and the City will be the secondary payer to the extent permitted in the Plan Document and Summary Plan Description. The City's post-retirement health insurance will revert to primary payer upon loss of coverage with the subsequent employer. During any period of post-retirement health insurance coverage, such coverage will cease upon non-payment of premium or if payment is not received in a timely manner. Should the City's group health insurance carrier no longer permit continuation, the City shall be under no obligation to continue allowing disability retirees to make self-payment to the City. In each of these instances, the retiree shall receive those benefits provided for in the Consolidated Omnibus Budget Reconciliation Act ("COBRA").

D. MEDICARE: Tier 1 retired employees who become eligible for coverage under Medicare and/or a comparable governmental program shall thereupon no longer receive the full benefits available under the City's health insurance plan but instead shall receive, at the City's expense, supplemental health insurance coverage equal to the difference between the coverage available under the City's plan and the coverage available through Medicare and/or comparable government program. Failure to enroll in Medicare upon eligibility may result in loss of post-retirement health insurance through the City.

PAYMENT: Retirees shall contribute their required payment amount. Coverage will cease upon non-payment of premium or if payment is not received in a timely manner. The City will provide retirees thirty (30) days notice and grace period prior to exercising the discretion to terminate coverage.

E. COBRA: All regular full-time employees who retire from the City, or otherwise honorably separate from City service with less than the minimum requirements specified in Article 4, Section 3, C. shall be offered the opportunity to continue their participation in their group health insurance in effect at the time of such separation as provided for in the Consolidated Omnibus Reconciliation Act ("COBRA"). The cost of such participation by said separated employee shall be borne by the employee and paid directly to the health insurance carrier.

F. INDUSTRIAL DISABILITY: In addition to the rights provided in the Consolidated Omnibus Reconciliation Act ("COBRA"), all regular full-time employees who retire from the City on industrial disability with less than the minimum requirements specified in Article 4, Section 3, shall be offered the opportunity to continue their participation in the group health insurance in effect at the time of such separation. The cost of such participation shall be borne by the retiree, and the premium shall be the same as the group composite rate (or the applicable rate of the multi-rate structure) in effect when each premium payment is due. The premium shall be paid directly to the City. When applicable, this benefit shall accrue to the spouse upon the death of such retiree who is insured under this provision.

SECTION 4. LIFE INSURANCE: All bargaining unit members covered under this MOU shall be provided Term Life Insurance in an amount equal to one and one-half (1 ½) times the actual annual salary of the covered employee.

SECTION 5. WELLNESS STIPEND: The Wellness Stipend is designed to encourage and support employees in achieving and maintaining a healthier lifestyle.

1. July 1, 2025 - All affected employees will receive up to five-hundred dollars ($500.00) per fiscal year to use towards qualified physical and wellness expenses. This amount shall be cumulative to a total of one-thousand dollars ($1,000.00) every two fiscal years.

2. July 1, 2026 – All affected employees will receive up to seven-hundred fifty dollars ($750.00) per fiscal year to use towards qualified physical and wellness expenses. This amount shall be cumulative to a total of one-thousand five hundred dollars ($1,500.00) every two fiscal years.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

The policy for the Wellness Stipend will be set by the City and will be available in the City's Human Resources Office. Use of the wellness stipend is conditioned upon the employee providing acceptable proof of a valid expense, in accordance with the Wellness Stipend Policy.

SECTION 6. TAKE HOME VEHICLE: Employees at the rank of Police Lieutenant and above may choose to take home their assigned vehicles at their discretion. At the discretion of the Police Chief, take home vehicles shall be returned if an affected employee is on leave.

City vehicles shall be used only in the performance of City business, including meetings, schools, conferences or other business-related events. City vehicles shall not be used for private or personal business, except for incidental stops during travel to and from the work site.

City and/or personal vehicles operated for City business shall be operated in a safe and courteous manner at all times. City and/or personal vehicles operated for City business shall be required to comply with the laws and ordinances concerning operation of motor vehicles and rules of the road and shall not be operated by an individual using or under the influence of drugs and/or alcohol. Seat belts for the driver and any passenger must be fastened at all times.

SECTION 7. SAFETY EQUIPMENT

A. SAFETY EQUIPMENT TO BE PROVIDED OR MADE AVAILABLE

1. The City shall continue to provide, or make available for use, at its expense, to all affected employees the following items of safety equipment: batons, helmets, ammunition, safety vests and flashlight batteries. The safety vests shall be National Institute of Justice approved.

2. The City shall continue to provide, at the City's expense, the following items of safety equipment to all affected employees: handcuffs, a raincoat, rain boots, a whistle, flashlight, flashlight bulbs, a belt (including four "keepers"), a cartridge case, a handcuff holder, a baton ring and a key ring), a holster and a service revolver or other suitable pistol and oleo resin capsicum spray in suitable carrier.

3. Items such as raincoats and flashlights (along with bulbs and batteries) may be supplied by the City to each employee on an as-needed basis, as opposed to being issued to each individual officer, to be maintained by him/her at all times during the course of employment.

4. Any affected employee may choose to purchase his/her own City-approved item of equipment at his/her own cost, either upon commencement of employment or at any time thereafter; provided, however, that the City will not contribute any funds towards the purchase of said equipment or toward the repair or replacement of any such equipment so purchased by the employee.

5. Any affected employee who elects to purchase a City-approved item of equipment instead of utilizing the City-issued equipment and then thereafter desires to utilize City-issued equipment may do so, whereupon the City shall provide such equipment. Thereafter, the employee shall be entitled to the same rights to cause such City-issued equipment to be repaired and replaced at City expense as described above.

6. Any employee provided with City-issued equipment that elects to utilize his/her own City-approved equipment must return the City-issued equipment to the City.

B. MAINTENANCE OF EQUIPMENT

1. The City shall either repair or replace such City-issued equipment where such action is necessary.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

2. Employees who lose possession of or cause damage to equipment through their intentional or negligent conduct shall be subject to disciplinary action.

3. A safety employee who elects to receive City issued items of equipment shall be responsible for such items until returned to the Department.

C. DISPOSITION OF EQUIPMENT AT SEPARATION

1. Any equipment purchased and provided by the City to affected employees shall be returned to the City upon separation of employment. Upon separation, an employee may retain any equipment purchased by the employee at his/her own cost. This provision shall not be construed to mean that the Department or the City shall be obligated to approve a separated employee's right to carry a weapon.

2. An employee who honorably separates from City service may elect to purchase their issued service pistol and any other equipment approved for purchase by the Chief of Police.

3. All such purchases shall be purchased at the then-current replacement cost to the City for a new item at the below listed pro-rated amounts for said equipment based on the date of issuance:

   i. 24-48 months from date of issuance at one-hundred percent (100%) of cost

   ii. 49-96 months from date of issuance at fifty percent (50%) of cost

   iii. 97 months or more from date of issuance at twenty-five percent (25%) of cost

4. This provision shall not be construed to mean that the Department or the City shall be obligated to approve a separated employee's right to carry a weapon. The City agrees to sell the above listed equipment only to the extent legally permissible by State, local and Federal law, and approved by the Chief.

SECTION 8. SICK LEAVE

A. USE OF SICK LEAVE

1. Sick leave shall be taken in accordance with the City's Personnel Rules and Regulations and with any applicable state and federal law. Sick leave shall accrue at the rate of twelve and one-half (12.5) hours per month.

2. An employee on authorized sick leave will continue to accrue vacation benefits while on such sick leave, and the time spent on such sick leave will count towards other seniority benefits.

3. Sick leave accruals and use shall appear on the employee's paycheck statement.

B. SICK-LEAVE CONVERSION OPTION: Accrued sick leave may be converted to the equivalent amount of cash, subject to the following conditions:

1. Upon honorable separation from the Department, each employee who has completed five (5) or more years of service with the City shall be compensated for all unused sick leave up to a maximum of one-thousand and one-hundred (1,100) hours, at the rate of fifty percent (50%) of the Payoff Rate of Pay for that employee in his pay step and classification.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

The term “Honorable Separation” means a separation from City employment by retirement, resignation, layoff, or other mutually agreed separations, provided the employee: (1) is not terminated for cause; (2) does not resign while disciplinary charges or investigations are pending; and (3) is not separated pursuant to an agreement that expressly provides the separation is not in good standing.

2. An employee who has completed twenty-five (25) or more years of satisfactory service with the department may elect to convert up to eighty (80) hours of sick time at a rate of fifty percent (50%) time conversion to vacation time. Converted sick time will be deducted from the total amount of one-thousand and one-hundred (1,100) hours the employee is allowed to sell back under sub-section B.3 described above.

3. To comply with Internal Revenue Service (IRS) constructive receipt rules under IRS Code Section 451, any election to convert accrued hours to cash or other compensation must be made in the calendar year prior to the calendar year in which the employee will earn the benefits.

4. An employee who uses more than forty (40) hours of sick time within sixty (60) days of separation from the department, without prior approval or verification of illness that is satisfactory to the department, shall forfeit their right to convert unused sick time in accordance with sub-section B. described above.

SECTION 9. BEREAVEMENT LEAVE

A. A bargaining unit member shall be entitled up to four (4) days leave or forty (40) hours, which may be with pay, within three (3) months of the death of a member of their immediate family.

B. Immediate family is defined as: the employee’s spouse, domestic partner, child, parent, sibling, grandparent, grandchild, parent-in-law, or legal guardian.

C. Up to an additional forty (40) hours of leave, chargeable to accrued sick leave, may be taken if approved by the Chief of Police or designee.

SECTION 10. HOLIDAY LEAVE

A. HOLIDAY LEAVE EARNED

1. Effective July 1, 2023, employees ceased accruing holiday hours, with the exception of the floating holidays discussed below.

2. Employees will receive 40 hours of floating holiday on January 1 of each year. Any amount remaining as of December 31 will be automatically cashed out during the pay period that includes December 31.

3. For CalPERS classic members, holiday hours in employee holiday banks as of July 1, 2023 will be placed in a grandfathered leave bank. Employees may use this bank for leave in accordance with the Department’s general practice for requesting leave. Any cash outs from this bank will not be reportable to CalPERS for inclusion in pension benefits. Leave will be cashed out at separation. This provision shall not apply to CalPERS new (PEPRA) members.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

SECTION 11. VACATION

A. VACATION ACCRUALS AND USE

Effective July 2025:

Years of Completed City Service	Hours Earned Per Month	Hours Earned Annually
Date of Hire - 4 years	9.75	117
5 - 9 years	14.00	168
10 - 14 years	16.50	198
15+ years	18.00	216

1. Vacation time shall be available for use immediately after it has been earned.

2. When an employee permanently separates from service with the City, he or she shall receive compensation equal to the value of up to six-hundred and fifty (650) hours of unused, accrued vacation time, based on his or her then current Payoff Rate of Pay as defined in Article II, Section 5.

3. Vacation leave balances shall appear on the employee's paycheck statement.

4. Vacations shall be taken at a time mutually agreed upon by the City and the employees.

5. Periods of absence from work because of sickness or other reasons mutually agreed upon during the employment term shall be considered as time worked in computation of the vacation credit, provided the employee given such leave shall return to work not later than the expiration of said leave for at least ninety (90) days. Holidays off with pay shall be considered as time worked.

6. After the first year of completed service, vacation shall accrue based on an eighty hour (80) pay period, regardless of the employee's work schedule.

7. Bargaining unit members shall accrue and be allowed to carry forward into the next calendar year vacation leave up to a maximum of six-hundred fifty hours (650) hours. Vacation accrual shall be capped at a maximum of 650 hours. Effective the first full pay period after the after the approval of this MOU, the hard cap will be implemented, and an agreement will be implemented to cash down the overage of any such excess hours. Once an employee hits the maximum accrual amount, the employee shall cease to accrue vacation leave until the following accrual period in which the employee has reduced his/her accrued leave balance to an amount below the maximum accrual level.

8. All Vacation hours over 650 will be moved to an Excess Bank. All Excess hours and Excess Banks will be zeroed out, by mutual cash-out agreement, by June 30, 2030.

SECTION 12. MANAGEMENT LEAVE:

A. Bargaining Unit Members shall receive eighty (80) hours of Management Leave to be taken within the calendar year earned. All Management Leave hours will be credited to the employee on January 1 of each calendar year.

B. Management Leave will be taken at a mutually convenient time for the employee and the Department. All Management Leave hours must be used within the calendar year earned or on December 31 of each calendar year any remaining balance will be forfeited.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

SECTION 13. LEAVE ACCRUALS

A. An employee on statutorily protected leave (i.e. FMLA, CFRA, Military Leave, 4850, Sick Leave under California Labor Code Sections 245-249, and other leaves protected by statute) shall continue to accrue longevity, vacation, sick leave, and such other benefits as set forth in this MOU unless and until they exhaust all statutorily-protected leaves for which they are eligible, at which time accruals shall cease.

SECTION 14. SPECIAL ONE TIME LEAVE BUY-BACK OPTION: From time to time, the City may at the City's discretion allow employees to cash in leave balances for pay. Such option shall be non-pensionable and no employee shall be required to participate in such option.

ARTICLE V. LAYOFFS AND RECALL PROCEDURES

SECTION 1. REDUCTION IN WORKFORCE

A. Ninety (90) days prior to implementing any reduction in the work force, the City will notify members of the Police Managers of its intent. During this ninety (90) day interval prior to the thirty-day notice described in subparagraph D, the City and the Police Managers will meet to discuss alternatives.

B. The employee with the least amount of seniority in any classification affected by the lay-off will be the first laid off. This employee may, at the employee's choice, displace an employee in the next lower classification who has less total seniority in that classification than the employee who received the lay-off notification.

C. When an employee bumps to a lower pay grade, all of his/her prior services shall be allowed in determining his/her seniority in such job classification. Employees who are displaced from their jobs as a result of this bumping procedure may themselves replace employees having less total seniority in the next lowest job classification as described above.

D. An employee being laid off shall receive thirty (30) days' notice or the equivalent amount of pay in lieu.

E. In the event of a layoff, the affected employee shall receive pay immediately for all accumulated time he/she is due.

F. Employees will not continue to accumulate seniority, vacation, sick leave or any other service-related benefits during the period they are laid off but will retain only seniority benefits accumulated to the day of layoff.

G. Employee retirement and insurance benefits cease at the time of and will not be paid during the time of the layoff period.

H. Any employee laid off shall be placed on a Recall List for a period of two (2) years.

SECTION 2. REHIRING OF LAID-OFF WORKERS

A. The Notice Regarding Employment to an employee who has been laid off shall be made by Registered Mail to the last known address of said employee. All seniority, with the exception of the actual time spent in the lay-off period, shall be reinstated to the employee upon re-employment.

B. The City, upon rehiring, shall do so in the inverse order of seniority by hiring the last employee laid off, providing that such employee meets the minimum qualifications for a position to be filled.

i. An employee recalled and reinstated to the position he/she held as of his layoff shall assume the same salary step and seniority as he held at the time of layoff.

ii. An employee reinstated from voluntary demotion to the position held as of his/her layoff shall accrue the same salary step and seniority as he/she held in his/her position of demotion.

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

C. Failure to return to work within fifteen (15) days after being recalled by Registered Mail, Return Receipt Requested, unless due to actual illness or accident (the City may require substantial proof of illness or accident), will cause the employee to be removed from the layoff list and forfeit all seniority rights.

ARTICLE VI. MISCELLANEOUS

SECTION 1. TIME OFF FOR ASSOCIATION REPRESENTATIVES

A. The City shall provide a reasonable number of employee representatives up to eighty (80) hours, collectively, per calendar year of time off without loss of compensation for the following activities: training, investigating potential or existing grievances, or otherwise enforcing a collective bargaining agreement or memorandum of understanding; meeting and conferring with representatives of the public employer on matters within the scope of representation; testifying or appearing as the designated representative of the exclusive representative in conferences, hearings or other proceedings before the Public Employment Relations Board or civil court in matters relating to a charge filed by the exclusive representative against the public employer or by the public employer against the exclusive representative; testifying or appearing as the designated representative of the exclusive representative in matters before the governing body of the public employer or an arbitrator or hearing officer; and serving as a representative of the exclusive representative for new employee orientation.

B. Advanced notice of the need for time off under this Article shall be given, in order to obtain organizational approval.

SECTION 2. NO STRIKE – NO LOCKOUT

A. GPMA agrees that there will be no strike, stoppage, slowdown, "sick-in," sit down, refusal to perform work, or other interference with operations, nor any picketing or refusal to enter upon the City's premises, on any account, or in connection with any grievance or dispute and the CITY agrees that it will engage in no lockouts during the term of this MOU.

B. The foregoing undertaking of GPMA is binding upon its officers, agents, stewards, committee members, and other representatives, who are obligated not to cause or condone any of the prohibited activity and who are obligated to take affirmative steps to prevent or halt any such activity on the part of any employee. Failure of any such representative who is an employee to carry out his obligation shall subject him to dismissal or other disciplinary action on that account. Participation by any other employee in any of the prohibited activity will be just cause for dismissal or other disciplinary action.

SECTION 3. TERM OF AGREEMENT: The term of the agreement shall be July 1, 2025 through June 30, 2030.

SECTION 4. VALIDITY OF MOU:

A. Should any portion of this MOU or any provision herein contained be rendered or declared invalid by reason of any existing or subsequent enacted legislation or by any decree of a court of competent jurisdiction, such invalidation or such portion of this MOU shall not invalidate the remaining portions hereof, and they shall remain in full force and effect.

B. The parties hereto mutually agree, during the term of this MOU, not to seek to meet and confer for the purpose of modifying any provision contained in this MOU unless the parties mutually agree in writing to do so. Should the parties agree to meet and confer during the term of this MOU, neither party shall be obliged to add to, subtract from, or otherwise modify the terms herein, but if it is the desire of both parties to institute such changes, such changes shall not be precluded by this or any other provision of this MOU.

C. Nothing contained in this MOU shall be interpreted to preclude the parties from meeting and conferring during the term hereof with respect to the interpretation and/or application of the provisions of this MOU,

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

the City's Personnel Rules and Regulations, Classification and Compensation Plan or the provisions of the Gardena Municipal Code which deal with personnel matters, insofar as these documents affect the members of GPMA.

SECTION 4. FAIR TREATMENT: All affected employees shall be treated in a fair, equitable and impartial manner at all times in accordance with provisions of this MOU and all current rules, regulations, policies and procedures of the City and the Police Department.

SECTION 5. ADOPTION OF RESOLUTION: This MOU shall take effect immediately upon adoption by the City Council.

SECTION 6. REPEALS: Any previous resolutions, agreements and/or amendments of the City Council setting the wages, hours and terms and conditions of employment for Police Managers shall be repealed, in full or in part, by the adoption of this MOU.

SECTION 7. CERTIFICATION: That the City Clerk shall certify to the passage and adoption of this MOU;; and shall make a record of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which the same was passed and adopted.

Passed, approved and adopted this 27th day of October 2026.

CITY OF GARDENA

By: _____
TASHA CERDA, Mayor

GARDENA POLICE MANAGERS ASSOCIATION

By: Matthew Hassoldt
MATTHEW HASSOLDT, President – GPMA

By: David Brock
DAVID BROCK, Vice President — GPMA

By: _____
ALEXANDER RIVERA, Treasurer – GPMA

By: Luis Contreras
LUIS CONTRERAS, Secretary - GPMA

ATTEST:

_____
BECKY ROMERO, City Clerk

APPROVED AS TO FORM:

_____
CARMEN VASQUEZ, City Attorney

Docusign Envelope ID: 95E23541-5CF7-89F5-83E6-9E63C774A45B

EXHIBIT A

A salary survey shall be conducted each year on the items listed below as of July 2 (2024 & 2025), then effective July 2026, the salary survey will be conducted as of August 15 of that year, unless otherwise noted in this MOU in the following neighboring local Police Departments: Redondo Beach, Manhattan Beach, Torrance, Hawthorne, and El Segundo.

In order to address multiple tiered employee paid PERS contribution systems such as the Torrance Police Department, the following shall apply: The percentage of employee paid PERS contribution for each individual police department management group shall be determined by the majority (at least 50% plus one).

Police Managers	Salary + Longevity - PERS	Education + POST - PERS	Total
El Segundo	Top Step + 25-Year Longevity	Highest EIB	Net Total
Hawthorne	Top Step + 25-Year Longevity	Highest EIB	Net Total
Manhattan Beach	Top Step + 25-Year Longevity	Highest EIB	Net Total
Redondo Beach	Top Step + 25-Year Longevity	Highest EIB	Net Total
Torrance	Top Step + 25-Year Longevity + 6 Years 6%	Highest EIB	Net Total
Average of the Above	Average of the Above	Average of the Above	Average of the Above
Gardena	Top Step + ~~19~~ 25-Year Longevity	Highest EIB	Net Total
Difference			*Percentage below average

When an agency has a tiered pay structure, i.e. City of Torrance, the average of the multiple tiers, will be used.

***The Net Total is the rate used to calculate the Difference. Only an upward salary adjustment shall be implemented.**

EXHIBIT B

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00	218,064.00
MONTHLY	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00	18,172.00
BI-WEEKLY	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85	8,387.08
HOURLY	82.1423	86.2500	90.5654	95.0942	99.8481	104.8385
			Monthly Rates			
CA POST Supervisory/Adv.	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00	2,252.00
CA POST Mgmt. Cert.	711.90	747.50	784.90	824.15	865.35	908.60
Lgy Bonus 20	711.90	747.50	784.90	824.15	865.35	908.60
Lgy Bonus 25	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70	1,817.20
Mgmt Incentive Pay	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17	1,726.34

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00	259,272.00
MONTHLY	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00	21,606.00
BI-WEEKLY	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08	9,972.00
HOURLY	97.6673	102.5481	107.6769	113.0596	118.7135	124.6500
			Monthly Rates			
CA POST Supervisory/Adv.	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04	2,613.50
CA POST Mgmt. Cert.	846.45	888.75	933.20	979.85	1,028.85	1,080.30
Lgy Bonus 20	846.45	888.75	933.20	979.85	1,028.85	1,080.30
Lgy Bonus 25	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70	2,160.60
Mgmt Incentive Pay	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82	2,052.57

232 Deputy Police Chief

STEP	*1*
ANNUAL	272,232.00
MONTHLY	22,686.00
BI-WEEKLY	10,470.46
HOURLY	130.8808
Monthly Rates	
CA POST Supervisory/Adv.	2,727.00
CA POST Mgmt. Cert.	1,134.30
Lgy Bonus 20	1,134.30
Lgy Bonus 25	2,268.60
Mgmt Incentive Pay	2,155.17

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
FOR NON-CONFIDENTIAL CLASSIFICATIONS
Adopted October 27, 2026; Effective July 5, 2026

SMART - 3% COLA increase per Employment Contract; effective July 5, 2026
GPMA - Salary shift down by 1 step; effective July 5, 2026
Add New Classification: Senior Public Works Inspector, Schedule 59
Revised: Transportation Administrative Manager, From Schedule 126 to 130

4 Lifeguard Trainee

	1
HOURLY	[redacted]

5 Recreation Instructor

HOURLY RANGE	20.00 - 35.00

6 Clerical Aide I
6 Police Aide

	[redacted]	*6*
STEP	*4*	
ANNUAL	34,704.00	38,268.00
MONTHLY	2,892.00	3,189.00
BI-WEEKLY	1,334.77	1,471.85
HOURLY	16.6846	18.3981

7 Peer Advocate Counselor II
7 Storeroom Aide

	[redacted]	*6*
STEP		
ANNUAL		37,368.00
MONTHLY		3,114.00
BI-WEEKLY		1,437.23
HOURLY		17.9654

8 Community Aide I

	[redacted]	*5*	*6*
STEP			
ANNUAL		36,480.00	38,304.00
MONTHLY		3,040.00	3,192.00
BI-WEEKLY		1,403.08	1,473.23
HOURLY		17.5385	18.4154

13

	[redacted]	*5*	*6*
STEP			
ANNUAL		37,452.00	39,324.00
MONTHLY		3,121.00	3,277.00
BI-WEEKLY		1,440.46	1,512.46
HOURLY		18.0058	18.9058

14 Pool Cashier

	[redacted]	*5*	*6*
STEP	*4*		
ANNUAL	36,552.00	38,376.00	40,296.00
MONTHLY	3,046.00	3,198.00	3,358.00
BI-WEEKLY	1,405.85	1,476.00	1,549.85
HOURLY	17.5731	18.4500	19.3731

15

STEP	*4*	*5*	*6*
ANNUAL	37,488.00	39,360.00	41,328.00
MONTHLY	3,124.00	3,280.00	3,444.00
BI-WEEKLY	1,441.85	1,513.85	1,589.54
HOURLY	18.0231	18.9231	19.8692

16

STEP	*3*	*4*	*5*	*6*
ANNUAL	36,564.00	38,388.00	40,308.00	42,324.00
MONTHLY	3,047.00	3,199.00	3,359.00	3,527.00
BI-WEEKLY	1,406.31	1,476.46	1,550.31	1,627.85
HOURLY	17.5788	18.4558	19.3788	20.3481

17 Clerk Typist

STEP	*3*	*4*	*5*	*6*
ANNUAL	37,500.00	39,372.00	41,340.00	43,404.00
MONTHLY	3,125.00	3,281.00	3,445.00	3,617.00
BI-WEEKLY	1,442.31	1,514.31	1,590.00	1,669.38
HOURLY	18.0288	18.9288	19.8750	20.8673

18

STEP	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,600.00	38,436.00	40,356.00	42,372.00	44,496.00
MONTHLY	3,050.00	3,203.00	3,363.00	3,531.00	3,708.00
BI-WEEKLY	1,407.69	1,478.31	1,552.15	1,629.69	1,711.38
HOURLY	17.5962	18.4788	19.4019	20.3712	21.3923

19

STEP	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,500.00	39,372.00	41,340.00	43,404.00	45,576.00
MONTHLY	3,125.00	3,281.00	3,445.00	3,617.00	3,798.00
BI-WEEKLY	1,442.31	1,514.31	1,590.00	1,669.38	1,752.92
HOURLY	18.0288	18.9288	19.8750	20.8673	21.9115

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,612.00	38,448.00	40,368.00	42,384.00	44,508.00	46,728.00
MONTHLY	3,051.00	3,204.00	3,364.00	3,532.00	3,709.00	3,894.00
BI-WEEKLY	1,408.15	1,478.77	1,552.62	1,630.15	1,711.85	1,797.23
HOURLY	17.6019	18.4846	19.4077	20.3769	21.3981	22.4654

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,524.00	39,396.00	41,364.00	43,428.00	45,600.00	47,880.00
MONTHLY	3,127.00	3,283.00	3,447.00	3,619.00	3,800.00	3,990.00
BI-WEEKLY	1,443.23	1,515.23	1,590.92	1,670.31	1,753.85	1,841.54
HOURLY	18.0404	18.9404	19.8865	20.8788	21.9231	23.0192

22 FCC Program Assistant I
22 Geriatric Aide
22 Human Services Aide
22 Recreation Leader I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,460.00	40,380.00	42,396.00	44,520.00	46,752.00	49,092.00
MONTHLY	3,205.00	3,365.00	3,533.00	3,710.00	3,896.00	4,091.00
BI-WEEKLY	1,479.23	1,553.08	1,630.62	1,712.31	1,798.15	1,888.15
HOURLY	18.4904	19.4135	20.3827	21.4038	22.4769	23.6019

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,420.00	41,388.00	43,452.00	45,624.00	47,904.00	50,304.00
MONTHLY	3,285.00	3,449.00	3,621.00	3,802.00	3,992.00	4,192.00
BI-WEEKLY	1,516.15	1,591.85	1,671.23	1,754.77	1,842.46	1,934.77
HOURLY	18.9519	19.8981	20.8904	21.9346	23.0308	24.1846

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,416.00	42,432.00	44,556.00	46,788.00	49,128.00	51,588.00
MONTHLY	3,368.00	3,536.00	3,713.00	3,899.00	4,094.00	4,299.00
BI-WEEKLY	1,554.46	1,632.00	1,713.69	1,799.54	1,889.54	1,984.15
HOURLY	19.4308	20.4000	21.4212	22.4942	23.6192	24.8019

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,436.00	43,512.00	45,684.00	47,964.00	50,364.00	52,884.00
MONTHLY	3,453.00	3,626.00	3,807.00	3,997.00	4,197.00	4,407.00
BI-WEEKLY	1,593.69	1,673.54	1,757.08	1,844.77	1,937.08	2,034.00
HOURLY	19.9212	20.9192	21.9635	23.0596	24.2135	25.4250

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,456.00	44,580.00	46,812.00	49,152.00	51,612.00	54,192.00
MONTHLY	3,538.00	3,715.00	3,901.00	4,096.00	4,301.00	4,516.00
BI-WEEKLY	1,632.92	1,714.62	1,800.46	1,890.46	1,985.08	2,084.31
HOURLY	20.4115	21.4327	22.5058	23.6308	24.8135	26.0538

27 Lifeguard

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,512.00	45,684.00	47,964.00	50,364.00	52,884.00	55,524.00
MONTHLY	3,626.00	3,807.00	3,997.00	4,197.00	4,407.00	4,627.00
BI-WEEKLY	1,673.54	1,757.08	1,844.77	1,937.08	2,034.00	2,135.54
HOURLY	20.9192	21.9635	23.0596	24.2135	25.4250	26.6942

28 Meal Services Coordinator
28 Police Assistant
28 Recreation Leader II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	44,592.00	46,824.00	49,164.00	51,624.00	54,204.00	56,916.00
MONTHLY	3,716.00	3,902.00	4,097.00	4,302.00	4,517.00	4,743.00
BI-WEEKLY	1,715.08	1,800.92	1,890.92	1,985.54	2,084.77	2,189.08
HOURLY	21.4385	22.5115	23.6365	24.8192	26.0596	27.3635

29 Account Clerk
29 Customer Service Clerk I
29 Printing & Technology Intern
29 Recreation Therapist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	45,720.00	48,012.00	50,412.00	52,932.00	55,584.00	58,368.00
MONTHLY	3,810.00	4,001.00	4,201.00	4,411.00	4,632.00	4,864.00
BI-WEEKLY	1,758.46	1,846.62	1,938.92	2,035.85	2,137.85	2,244.92
HOURLY	21.9808	23.0827	24.2365	25.4481	26.7231	28.0615

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Lifeguard/Swim Instuctor
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	46,836.00	49,176.00	51,636.00	54,216.00	56,928.00	59,772.00
MONTHLY	3,903.00	4,098.00	4,303.00	4,518.00	4,744.00	4,981.00
BI-WEEKLY	1,801.38	1,891.38	1,986.00	2,085.23	2,189.54	2,298.92
HOURLY	22.5173	23.6423	24.8250	26.0654	27.3692	28.7365

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	48,024.00	50,424.00	52,944.00	55,596.00	58,380.00	61,296.00
MONTHLY	4,002.00	4,202.00	4,412.00	4,633.00	4,865.00	5,108.00
BI-WEEKLY	1,847.08	1,939.38	2,036.31	2,138.31	2,245.38	2,357.54
HOURLY	23.0885	24.2423	25.4538	26.7288	28.0673	29.4692

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,224.00	51,684.00	54,264.00	56,976.00	59,820.00	62,808.00
MONTHLY	4,102.00	4,307.00	4,522.00	4,748.00	4,985.00	5,234.00
BI-WEEKLY	1,893.23	1,987.85	2,087.08	2,191.38	2,300.77	2,415.69
HOURLY	23.6654	24.8481	26.0885	27.3923	28.7596	30.1962

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,460.00	52,980.00	55,632.00	58,416.00	61,332.00	64,404.00
MONTHLY	4,205.00	4,415.00	4,636.00	4,868.00	5,111.00	5,367.00
BI-WEEKLY	1,940.77	2,037.69	2,139.69	2,246.77	2,358.92	2,477.08
HOURLY	24.2596	25.4712	26.7462	28.0846	29.4865	30.9635

33 Relief Bus Operator Trainee (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	4,043.00	4,245.00	4,457.00	4,680.00	4,914.00	5,160.00
BI-WEEKLY	1,866.00	1,959.23	2,057.08	2,160.00	2,268.00	2,381.54
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,720.00	54,312.00	57,024.00	59,880.00	62,880.00	66,024.00
MONTHLY	4,310.00	4,526.00	4,752.00	4,990.00	5,240.00	5,502.00
BI-WEEKLY	1,989.23	2,088.92	2,193.23	2,303.08	2,418.46	2,539.38
HOURLY	24.8654	26.1115	27.4154	28.7885	30.2308	31.7423

35 Community Aide III
35 Street Maintenance Worker

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,016.00	55,668.00	58,452.00	61,380.00	64,452.00	67,680.00
MONTHLY	4,418.00	4,639.00	4,871.00	5,115.00	5,371.00	5,640.00
BI-WEEKLY	2,039.08	2,141.08	2,248.15	2,360.77	2,478.92	2,603.08
HOURLY	25.4885	26.7635	28.1019	29.5096	30.9865	32.5385

36 Court Liaison
36 Intermediate Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,336.00	57,048.00	59,904.00	62,904.00	66,048.00	69,348.00
MONTHLY	4,528.00	4,754.00	4,992.00	5,242.00	5,504.00	5,779.00
BI-WEEKLY	2,089.85	2,194.15	2,304.00	2,419.38	2,540.31	2,667.23
HOURLY	26.1231	27.4269	28.8000	30.2423	31.7538	33.3404

37 Nutrition Services Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,704.00	58,488.00	61,416.00	64,488.00	67,716.00	71,100.00
MONTHLY	4,642.00	4,874.00	5,118.00	5,374.00	5,643.00	5,925.00
BI-WEEKLY	2,142.46	2,249.54	2,362.15	2,480.31	2,604.46	2,734.62
HOURLY	26.7808	28.1192	29.5269	31.0038	32.5558	34.1827

37 Relief Bus Operator (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,463.00	4,686.00	4,920.00	5,166.00	5,424.00	5,695.00
BI-WEEKLY	2,059.85	2,162.77	2,270.77	2,384.31	2,503.38	2,628.46
HOURLY	25.7481	27.0346	28.3846	29.8038	31.2923	32.8558

38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,084.00	59,940.00	62,940.00	66,084.00	69,384.00	72,852.00
MONTHLY	4,757.00	4,995.00	5,245.00	5,507.00	5,782.00	6,071.00
BI-WEEKLY	2,195.54	2,305.38	2,420.77	2,541.69	2,668.62	2,802.00
HOURLY	27.4442	28.8173	30.2596	31.7712	33.3577	35.0250

39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,524.00	61,452.00	64,524.00	67,752.00	71,136.00	74,688.00
MONTHLY	4,877.00	5,121.00	5,377.00	5,646.00	5,928.00	6,224.00
BI-WEEKLY	2,250.92	2,363.54	2,481.69	2,605.85	2,736.00	2,872.62
HOURLY	28.1365	29.5442	31.0212	32.5731	34.2000	35.9077

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,964.00	62,964.00	66,108.00	69,408.00	72,876.00	76,524.00
MONTHLY	4,997.00	5,247.00	5,509.00	5,784.00	6,073.00	6,377.00
BI-WEEKLY	2,306.31	2,421.69	2,542.62	2,669.54	2,802.92	2,943.23
HOURLY	28.8288	30.2712	31.7827	33.3692	35.0365	36.7904

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,464.00	64,536.00	67,764.00	71,148.00	74,700.00	78,432.00
MONTHLY	5,122.00	5,378.00	5,647.00	5,929.00	6,225.00	6,536.00
BI-WEEKLY	2,364.00	2,482.15	2,606.31	2,736.46	2,873.08	3,016.62
HOURLY	29.5500	31.0269	32.5788	34.2058	35.9135	37.7077

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary
42 Social Services Coordinator
42 Tree Trimmer I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,012.00	66,168.00	69,480.00	72,960.00	76,608.00	80,436.00
MONTHLY	5,251.00	5,514.00	5,790.00	6,080.00	6,384.00	6,703.00
BI-WEEKLY	2,423.54	2,544.92	2,672.31	2,806.15	2,946.46	3,093.69
HOURLY	30.2942	31.8115	33.4038	35.0769	36.8308	38.6712

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator
43 Transit Mechanic I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,584.00	67,812.00	71,208.00	74,772.00	78,516.00	82,440.00
MONTHLY	5,382.00	5,651.00	5,934.00	6,231.00	6,543.00	6,870.00
BI-WEEKLY	2,484.00	2,608.15	2,738.77	2,875.85	3,019.85	3,170.77
HOURLY	31.0500	32.6019	34.2346	35.9481	37.7481	39.6346

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,204.00	69,516.00	72,996.00	76,644.00	80,472.00	84,492.00
MONTHLY	5,517.00	5,793.00	6,083.00	6,387.00	6,706.00	7,041.00
BI-WEEKLY	2,546.31	2,673.69	2,807.54	2,947.85	3,095.08	3,249.69
HOURLY	31.8288	33.4212	35.0942	36.8481	38.6885	40.6212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,848.00	71,244.00	74,808.00	78,552.00	82,476.00	86,604.00
MONTHLY	5,654.00	5,937.00	6,234.00	6,546.00	6,873.00	7,217.00
BI-WEEKLY	2,609.54	2,740.15	2,877.23	3,021.23	3,172.15	3,330.92
HOURLY	32.6192	34.2519	35.9654	37.7654	39.6519	41.6365

46 Heavy Equipment Operator
46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,552.00	73,032.00	76,680.00	80,520.00	84,552.00	88,776.00
MONTHLY	5,796.00	6,086.00	6,390.00	6,710.00	7,046.00	7,398.00
BI-WEEKLY	2,675.08	2,808.92	2,949.23	3,096.92	3,252.00	3,414.46
HOURLY	33.4385	35.1115	36.8654	38.7115	40.6500	42.6808

47 Equipment Mechanic
47 Graphics Technician
47 Maintenance Painter
47 Senior Building Maintenance Worker
47 Transit Mechanic II
47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,280.00	74,844.00	78,588.00	82,512.00	86,640.00	90,972.00
MONTHLY	5,940.00	6,237.00	6,549.00	6,876.00	7,220.00	7,581.00
BI-WEEKLY	2,741.54	2,878.62	3,022.62	3,173.54	3,332.31	3,498.92
HOURLY	34.2692	35.9827	37.7827	39.6692	41.6538	43.7365

48 Custodian-Lead
48 Junior Accountant
48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,080.00	76,740.00	80,580.00	84,612.00	88,848.00	93,288.00
MONTHLY	6,090.00	6,395.00	6,715.00	7,051.00	7,404.00	7,774.00
BI-WEEKLY	2,810.77	2,951.54	3,099.23	3,254.31	3,417.23	3,588.00
HOURLY	35.1346	36.8942	38.7404	40.6788	42.7154	44.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,904.00	78,648.00	82,584.00	86,712.00	91,044.00	95,592.00
MONTHLY	6,242.00	6,554.00	6,882.00	7,226.00	7,587.00	7,966.00
BI-WEEKLY	2,880.92	3,024.92	3,176.31	3,335.08	3,501.69	3,676.62
HOURLY	36.0115	37.8115	39.7038	41.6885	43.7712	45.9577

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,776.00	80,616.00	84,648.00	88,884.00	93,324.00	97,992.00
MONTHLY	6,398.00	6,718.00	7,054.00	7,407.00	7,777.00	8,166.00
BI-WEEKLY	2,952.92	3,100.62	3,255.69	3,418.62	3,589.38	3,768.92
HOURLY	36.9115	38.7577	40.6962	42.7327	44.8673	47.1115

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 General Building Inspector
51 Lead Equipment Mechanic
51 Lead Mechanic
51 Planning Assistant
51 Warehouse and Custodial Lead

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,696.00	82,632.00	86,760.00	91,104.00	95,664.00	100,452.00
MONTHLY	6,558.00	6,886.00	7,230.00	7,592.00	7,972.00	8,371.00
BI-WEEKLY	3,026.77	3,178.15	3,336.92	3,504.00	3,679.38	3,863.54
HOURLY	37.8346	39.7269	41.7115	43.8000	45.9923	48.2942

52 Purchasing Specialist
52 Senior Services Program Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,664.00	84,696.00	88,932.00	93,384.00	98,052.00	102,960.00
MONTHLY	6,722.00	7,058.00	7,411.00	7,782.00	8,171.00	8,580.00
BI-WEEKLY	3,102.46	3,257.54	3,420.46	3,591.69	3,771.23	3,960.00
HOURLY	38.7808	40.7192	42.7558	44.8962	47.1404	49.5000

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead
53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	82,680.00	86,820.00	91,164.00	95,724.00	100,512.00	105,540.00
MONTHLY	6,890.00	7,235.00	7,597.00	7,977.00	8,376.00	8,795.00
BI-WEEKLY	3,180.00	3,339.23	3,506.31	3,681.69	3,865.85	4,059.23
HOURLY	39.7500	41.7404	43.8288	46.0212	48.3231	50.7404

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	84,768.00	89,004.00	93,456.00	98,124.00	103,032.00	108,180.00
MONTHLY	7,064.00	7,417.00	7,788.00	8,177.00	8,586.00	9,015.00
BI-WEEKLY	3,260.31	3,423.23	3,594.46	3,774.00	3,962.77	4,160.77
HOURLY	40.7538	42.7904	44.9308	47.1750	49.5346	52.0096

55 Crime Analyst
55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,880.00	91,224.00	95,784.00	100,572.00	105,600.00	110,880.00
MONTHLY	7,240.00	7,602.00	7,982.00	8,381.00	8,800.00	9,240.00
BI-WEEKLY	3,341.54	3,508.62	3,684.00	3,868.15	4,061.54	4,264.62
HOURLY	41.7692	43.8577	46.0500	48.3519	50.7692	53.3077

56 Administrative Coordinator
56 Assistant Engineer
56 FCC Program Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,040.00	93,492.00	98,172.00	103,080.00	108,240.00	113,652.00
MONTHLY	7,420.00	7,791.00	8,181.00	8,590.00	9,020.00	9,471.00
BI-WEEKLY	3,424.62	3,595.85	3,775.85	3,964.62	4,163.08	4,371.23
HOURLY	42.8077	44.9481	47.1981	49.5577	52.0385	54.6404

57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,284.00	95,844.00	100,632.00	105,660.00	110,940.00	116,484.00
MONTHLY	7,607.00	7,987.00	8,386.00	8,805.00	9,245.00	9,707.00
BI-WEEKLY	3,510.92	3,686.31	3,870.46	4,063.85	4,266.92	4,480.15
HOURLY	43.8865	46.0788	48.3808	50.7981	53.3365	56.0019

58 Associate Planner
58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,564.00	98,244.00	103,152.00	108,312.00	113,724.00	119,412.00
MONTHLY	7,797.00	8,187.00	8,596.00	9,026.00	9,477.00	9,951.00
BI-WEEKLY	3,598.62	3,778.62	3,967.38	4,165.85	4,374.00	4,592.77
HOURLY	44.9827	47.2327	49.5923	52.0731	54.6750	57.4096

59 Administrative Support Services Supervisor
59 Senior Public Works Inspector

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,904.00	100,704.00	105,744.00	111,036.00	116,592.00	122,424.00
MONTHLY	7,992.00	8,392.00	8,812.00	9,253.00	9,716.00	10,202.00
BI-WEEKLY	3,688.62	3,873.23	4,067.08	4,270.62	4,484.31	4,708.62
HOURLY	46.1077	48.4154	50.8385	53.3827	56.0538	58.8577

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,292.00	103,212.00	108,372.00	113,796.00	119,484.00	125,460.00
MONTHLY	8,191.00	8,601.00	9,031.00	9,483.00	9,957.00	10,455.00
BI-WEEKLY	3,780.46	3,969.69	4,168.15	4,376.77	4,595.54	4,825.38
HOURLY	47.2558	49.6212	52.1019	54.7096	57.4442	60.3173

61 Administrative Analyst III
61 Associate Engineer
61 Information Technology Systems Analyst - Transit
61 Transit Planning and Scheduling Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	100,752.00	105,792.00	111,084.00	116,640.00	122,472.00	128,592.00
MONTHLY	8,396.00	8,816.00	9,257.00	9,720.00	10,206.00	10,716.00
BI-WEEKLY	3,875.08	4,068.92	4,272.46	4,486.15	4,710.46	4,945.85
HOURLY	48.4385	50.8615	53.4058	56.0769	58.8808	61.8231

62

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,272.00	108,432.00	113,856.00	119,544.00	125,520.00	131,796.00
MONTHLY	8,606.00	9,036.00	9,488.00	9,962.00	10,460.00	10,983.00
BI-WEEKLY	3,972.00	4,170.46	4,379.08	4,597.85	4,827.69	5,069.08
HOURLY	49.6500	52.1308	54.7385	57.4731	60.3462	63.3635

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	105,852.00	111,144.00	116,700.00	122,532.00	128,664.00	135,096.00
MONTHLY	8,821.00	9,262.00	9,725.00	10,211.00	10,722.00	11,258.00
BI-WEEKLY	4,071.23	4,274.77	4,488.46	4,712.77	4,948.62	5,196.00
HOURLY	50.8904	53.4346	56.1058	58.9096	61.8577	64.9500

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	108,504.00	113,928.00	119,628.00	125,604.00	131,880.00	138,480.00
MONTHLY	9,042.00	9,494.00	9,969.00	10,467.00	10,990.00	11,540.00
BI-WEEKLY	4,173.23	4,381.85	4,601.08	4,830.92	5,072.31	5,326.15
HOURLY	52.1654	54.7731	57.5135	60.3865	63.4038	66.5769

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,216.00	116,772.00	122,616.00	128,748.00	135,180.00	141,936.00
MONTHLY	9,268.00	9,731.00	10,218.00	10,729.00	11,265.00	11,828.00
BI-WEEKLY	4,277.54	4,491.23	4,716.00	4,951.85	5,199.23	5,459.08
HOURLY	53.4692	56.1404	58.9500	61.8981	64.9904	68.2385

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	113,988.00	119,688.00	125,676.00	131,964.00	138,564.00	145,488.00
MONTHLY	9,499.00	9,974.00	10,473.00	10,997.00	11,547.00	12,124.00
BI-WEEKLY	4,384.15	4,603.38	4,833.69	5,075.54	5,329.38	5,595.69
HOURLY	54.8019	57.5423	60.4212	63.4442	66.6173	69.9462

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	116,856.00	122,700.00	128,832.00	135,276.00	142,044.00	149,148.00
MONTHLY	9,738.00	10,225.00	10,736.00	11,273.00	11,837.00	12,429.00
BI-WEEKLY	4,494.46	4,719.23	4,955.08	5,202.92	5,463.23	5,736.46
HOURLY	56.1808	58.9904	61.9385	65.0365	68.2904	71.7058

90 Bus Operator (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,212.00	64,272.00	67,488.00	70,860.00	74,400.00	78,120.00
MONTHLY	5,101.00	5,356.00	5,624.00	5,905.00	6,200.00	6,510.00
BI-WEEKLY	2,354.31	2472.00	2595.69	2,725.38	2,861.54	3,004.62
HOURLY	29.4288	30.9000	32.4462	34.0673	35.7692	37.5577
Specialty - 5% Monthly	255.05	267.80	281.20	295.25	310.00	325.50

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,124.00	71,532.00	75,108.00	78,864.00	82,812.00	86,952.00
MONTHLY	5,677.00	5,961.00	6,259.00	6,572.00	6,901.00	7,246.00
BI-WEEKLY	2,620.15	2,751.23	2,888.77	3,033.23	3,185.08	3,344.31
HOURLY	32.7519	34.3904	36.1096	37.9154	39.8135	41.8038
Monthly						
Lgy Bonus 10	141.93	149.03	156.48	164.30	172.53	181.15
Lgy Bonus 20	283.85	298.05	312.95	328.60	345.05	362.30
Lgy Bonus 25	425.78	447.08	469.43	492.90	517.58	543.45

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,828.00	73,320.00	76,992.00	80,844.00	84,888.00	89,136.00
MONTHLY	5,819.00	6,110.00	6,416.00	6,737.00	7,074.00	7,428.00
BI-WEEKLY	2,685.69	2820.00	2961.23	3109.38	3264.92	3428.31
HOURLY	33.5712	35.2500	37.0154	38.8673	40.8115	42.8538
Monthly						
Lgy Bonus 10	145.48	152.75	160.40	168.43	176.85	185.70
Lgy Bonus 20	290.95	305.50	320.80	336.85	353.70	371.40
Lgy Bonus 25	436.43	458.25	481.20	505.28	530.55	557.10

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,568.00	75,144.00	78,900.00	82,848.00	86,988.00	91,332.00
MONTHLY	5,964.00	6,262.00	6,575.00	6,904.00	7,249.00	7,611.00
BI-WEEKLY	2,752.62	2,890.15	3,034.62	3,186.46	3,345.69	3,512.77
HOURLY	34.4077	36.1269	37.9327	39.8308	41.8212	43.9096
Monthly						
Lgy Bonus 10	149.10	156.55	164.38	172.60	181.23	190.28
Lgy Bonus 20	298.20	313.10	328.75	345.20	362.45	380.55
Lgy Bonus 25	447.30	469.65	493.13	517.80	543.68	570.83

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,368.00	77,040.00	80,892.00	84,936.00	89,184.00	93,648.00
MONTHLY	6,114.00	6,420.00	6,741.00	7,078.00	7,432.00	7,804.00
BI-WEEKLY	2,821.85	2,963.08	3,111.23	3,266.77	3,430.15	3,601.85
HOURLY	35.2731	37.0385	38.8904	40.8346	42.8769	45.0231
Monthly						
Lgy Bonus 10	152.85	160.50	168.53	176.95	185.80	195.10
Lgy Bonus 20	305.70	321.00	337.05	353.90	371.60	390.20
Lgy Bonus 25	458.55	481.50	505.58	530.85	557.40	585.30

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,204.00	78,960.00	82,908.00	87,048.00	91,404.00	95,976.00
MONTHLY	6,267.00	6,580.00	6,909.00	7,254.00	7,617.00	7,998.00
BI-WEEKLY	2,892.46	3,036.92	3,188.77	3,348.00	3,515.54	3,691.38
HOURLY	36.1558	37.9615	39.8596	41.8500	43.9442	46.1423
Monthly						
Lgy Bonus 10	156.68	164.50	172.73	181.35	190.43	199.95
Lgy Bonus 20	313.35	329.00	345.45	362.70	380.85	399.90
Lgy Bonus 25	470.03	493.50	518.18	544.05	571.28	599.85

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,088.00	80,940.00	84,984.00	89,232.00	93,696.00	98,376.00
MONTHLY	6,424.00	6,745.00	7,082.00	7,436.00	7,808.00	8,198.00
BI-WEEKLY	2,964.92	3,113.08	3,268.62	3,432.00	3,603.69	3,783.69
HOURLY	37.0615	38.9135	40.8577	42.9000	45.0462	47.2962
Monthly						
Lgy Bonus 10	160.60	168.63	177.05	185.90	195.20	204.95
Lgy Bonus 20	321.20	337.25	354.10	371.80	390.40	409.90
Lgy Bonus 25	481.80	505.88	531.15	557.70	585.60	614.85

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,996.00	82,944.00	87,096.00	91,452.00	96,024.00	100,824.00
MONTHLY	6,583.00	6,912.00	7,258.00	7,621.00	8,002.00	8,402.00
BI-WEEKLY	3,038.31	3,190.15	3,349.85	3,517.38	3,693.23	3,877.85
HOURLY	37.9788	39.8769	41.8731	43.9673	46.1654	48.4731
Monthly						
Lgy Bonus 10	164.58	172.80	181.45	190.53	200.05	210.05
Lgy Bonus 20	329.15	345.60	362.90	381.05	400.10	420.10
Lgy Bonus 25	493.73	518.40	544.35	571.58	600.15	630.15

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,988.00	85,032.00	89,280.00	93,744.00	98,436.00	103,356.00
MONTHLY	6,749.00	7,086.00	7,440.00	7,812.00	8,203.00	8,613.00
BI-WEEKLY	3,114.92	3,270.46	3,433.85	3,605.54	3,786.00	3,975.23
HOURLY	38.9365	40.8808	42.9231	45.0692	47.3250	49.6904
Monthly						
Lgy Bonus 10	168.73	177.15	186.00	195.30	205.08	215.33
Lgy Bonus 20	337.45	354.30	372.00	390.60	410.15	430.65
Lgy Bonus 25	506.18	531.45	558.00	585.90	615.23	645.98

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,028.00	87,180.00	91,536.00	96,108.00	100,908.00	105,948.00
MONTHLY	6,919.00	7,265.00	7,628.00	8,009.00	8,409.00	8,829.00
BI-WEEKLY	3,193.38	3,353.08	3,520.62	3,696.46	3,881.08	4,074.92
HOURLY	39.9173	41.9135	44.0077	46.2058	48.5135	50.9365
Monthly						
Lgy Bonus 10	172.98	181.63	190.70	200.23	210.23	220.73
Lgy Bonus 20	345.95	363.25	381.40	400.45	420.45	441.45
Lgy Bonus 25	518.93	544.88	572.10	600.68	630.68	662.18

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,116.00	89,376.00	93,840.00	98,532.00	103,464.00	108,636.00
MONTHLY	7,093.00	7,448.00	7,820.00	8,211.00	8,622.00	9,053.00
BI-WEEKLY	3,273.69	3,437.54	3,609.23	3,789.69	3,979.38	4,178.31
HOURLY	40.9212	42.9692	45.1154	47.3712	49.7423	52.2288
Monthly						
Lgy Bonus 10	177.33	186.20	195.50	205.28	215.55	226.33
Lgy Bonus 20	354.65	372.40	391.00	410.55	431.10	452.65
Lgy Bonus 25	531.98	558.60	586.50	615.83	646.65	678.98

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,240.00	91,608.00	96,192.00	101,004.00	106,056.00	111,360.00
MONTHLY	7,270.00	7,634.00	8,016.00	8,417.00	8,838.00	9,280.00
BI-WEEKLY	3,355.38	3,523.38	3,699.69	3,884.77	4,079.08	4,283.08
HOURLY	41.9423	44.0423	46.2462	48.5596	50.9885	53.5385
Monthly						
Lgy Bonus 10	181.75	190.85	200.40	210.43	220.95	232.00
Lgy Bonus 20	363.50	381.70	400.80	420.85	441.90	464.00
Lgy Bonus 25	545.25	572.55	601.20	631.28	662.85	696.00

115

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,424.00	93,900.00	98,592.00	103,524.00	108,696.00	114,132.00
MONTHLY	7,452.00	7,825.00	8,216.00	8,627.00	9,058.00	9,511.00
BI-WEEKLY	3,439.38	3,611.54	3,792.00	3,981.69	4,180.62	4,389.69
HOURLY	42.9923	45.1442	47.4000	49.7712	52.2577	54.8712
Monthly						
Lgy Bonus 10	186.30	195.63	205.40	215.68	226.45	237.78
Lgy Bonus 20	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 25	558.90	586.88	616.20	647.03	679.35	713.33

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,644.00	96,228.00	101,040.00	106,092.00	111,396.00	116,964.00
MONTHLY	7,637.00	8,019.00	8,420.00	8,841.00	9,283.00	9,747.00
BI-WEEKLY	3,524.77	3,701.08	3,886.15	4,080.46	4,284.46	4,498.62
HOURLY	44.0596	46.2635	48.5769	51.0058	53.5558	56.2327
Monthly						
Lgy Bonus 10	190.93	200.48	210.50	221.03	232.08	243.68
Lgy Bonus 20	381.85	400.95	421.00	442.05	464.15	487.35
Lgy Bonus 25	572.78	601.43	631.50	663.08	696.23	731.03

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,924.00	98,616.00	103,548.00	108,720.00	114,156.00	119,868.00
MONTHLY	7,827.00	8,218.00	8,629.00	9,060.00	9,513.00	9,989.00
BI-WEEKLY	3,612.46	3,792.92	3,982.62	4,181.54	4,390.62	4,610.31
HOURLY	45.1558	47.4115	49.7827	52.2692	54.8827	57.6288
Monthly						
Lgy Bonus 10	195.68	205.45	215.73	226.50	237.83	249.73
Lgy Bonus 20	391.35	410.90	431.45	453.00	475.65	499.45
Lgy Bonus 25	587.03	616.35	647.18	679.50	713.48	749.18

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,288.00	101,100.00	106,152.00	111,456.00	117,024.00	122,880.00
MONTHLY	8,024.00	8,425.00	8,846.00	9,288.00	9,752.00	10,240.00
BI-WEEKLY	3,703.38	3,888.46	4,082.77	4,286.77	4,500.92	4,726.15
HOURLY	46.2923	48.6058	51.0346	53.5846	56.2615	59.0769
Monthly						
Lgy Bonus 10	200.60	210.63	221.15	232.20	243.80	256.00
Lgy Bonus 20	401.20	421.25	442.30	464.40	487.60	512.00
Lgy Bonus 25	601.80	631.88	663.45	696.60	731.40	768.00

119 Fleet Maintenance Supervisor
119 Transit Administrative Supervisor
119 Transit Training and Safety Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,676.00	103,608.00	108,792.00	114,228.00	119,940.00	125,940.00
MONTHLY	8,223.00	8,634.00	9,066.00	9,519.00	9,995.00	10,495.00
BI-WEEKLY	3,795.23	3,984.92	4,184.31	4,393.38	4,613.08	4,843.85
HOURLY	47.4404	49.8115	52.3038	54.9173	57.6635	60.5481
Monthly						
Lgy Bonus 10	205.58	215.85	226.65	237.98	249.88	262.38
Lgy Bonus 20	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 25	616.73	647.55	679.95	713.93	749.63	787.13

120 Administrative Management Analyst II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,160.00	106,224.00	111,540.00	117,120.00	122,976.00	129,120.00
MONTHLY	8,430.00	8,852.00	9,295.00	9,760.00	10,248.00	10,760.00
BI-WEEKLY	3,890.77	4,085.54	4,290.00	4,504.62	4,729.85	4,966.15
HOURLY	48.6346	51.0692	53.6250	56.3077	59.1231	62.0769
Monthly						
Lgy Bonus 10	210.75	221.30	232.38	244.00	256.20	269.00
Lgy Bonus 20	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 25	632.25	663.90	697.13	732.00	768.60	807.00

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,680.00	108,864.00	114,312.00	120,024.00	126,024.00	132,324.00
MONTHLY	8,640.00	9,072.00	9,526.00	10,002.00	10,502.00	11,027.00
BI-WEEKLY	3,987.69	4,187.08	4,396.62	4,616.31	4,847.08	5,089.38
HOURLY	49.8462	52.3385	54.9577	57.7038	60.5885	63.6173
Monthly						
Lgy Bonus 10	216.00	226.80	238.15	250.05	262.55	275.68
Lgy Bonus 20	432.00	453.60	476.30	500.10	525.10	551.35
Lgy Bonus 25	648.00	680.40	714.45	750.15	787.65	827.03

122 Facilities Maintenance Supervisor
122 Senior Planner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,284.00	111,600.00	117,180.00	123,036.00	129,192.00	135,648.00
MONTHLY	8,857.00	9,300.00	9,765.00	10,253.00	10,766.00	11,304.00
BI-WEEKLY	4,087.85	4,292.31	4,506.92	4,732.15	4,968.92	5,217.23
HOURLY	51.0981	53.6538	56.3365	59.1519	62.1115	65.2154
Monthly						
Lgy Bonus 10	221.43	232.50	244.13	256.33	269.15	282.60
Lgy Bonus 20	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 25	664.28	697.50	732.38	768.98	807.45	847.80

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	108,936.00	114,384.00	120,108.00	126,108.00	132,408.00	139,032.00
MONTHLY	9,078.00	9,532.00	10,009.00	10,509.00	11,034.00	11,586.00
BI-WEEKLY	4,189.85	4,399.38	4,619.54	4,850.31	5,092.62	5,347.38
HOURLY	52.3731	54.9923	57.7442	60.6288	63.6577	66.8423
Monthly						
Lgy Bonus 10	226.95	238.30	250.23	262.73	275.85	289.65
Lgy Bonus 20	453.90	476.60	500.45	525.45	551.70	579.30
Lgy Bonus 25	680.85	714.90	750.68	788.18	827.55	868.95

124 Senior Administrative Analyst
124 Transit Training and Safety Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,672.00	117,252.00	123,120.00	129,276.00	135,744.00	142,536.00
MONTHLY	9,306.00	9,771.00	10,260.00	10,773.00	11,312.00	11,878.00
BI-WEEKLY	4,295.08	4,509.69	4,735.38	4,972.15	5,220.92	5,482.15
HOURLY	53.6885	56.3712	59.1923	62.1519	65.2615	68.5269
Monthly						
Lgy Bonus 10	232.65	244.28	256.50	269.33	282.80	296.95
Lgy Bonus 20	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 25	697.95	732.83	769.50	807.98	848.40	890.85

125

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	114,456.00	120,180.00	126,192.00	132,504.00	139,128.00	146,088.00
MONTHLY	9,538.00	10,015.00	10,516.00	11,042.00	11,594.00	12,174.00
BI-WEEKLY	4,402.15	4,622.31	4,853.54	5,096.31	5,351.08	5,618.77
HOURLY	55.0269	57.7788	60.6692	63.7038	66.8885	70.2346
Monthly						
Lgy Bonus 10	238.45	250.38	262.90	276.05	289.85	304.35
Lgy Bonus 20	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 25	715.35	751.13	788.70	828.15	869.55	913.05

126 Administrative Services Manager
126 Community Development Manager
126 Economic Development Manager
126 Family Child Care Manager
126 Recreation & Human Services Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,324.00	123,192.00	129,348.00	135,816.00	142,608.00	149,736.00
MONTHLY	9,777.00	10,266.00	10,779.00	11,318.00	11,884.00	12,478.00
BI-WEEKLY	4,512.46	4,738.15	4,974.92	5,223.69	5,484.92	5,759.08
HOURLY	56.4058	59.2269	62.1865	65.2962	68.5615	71.9885
Monthly						
Lgy Bonus 10	244.43	256.65	269.48	282.95	297.10	311.95
Lgy Bonus 20	488.85	513.30	538.95	565.90	594.20	623.90
Lgy Bonus 25	733.28	769.95	808.43	848.85	891.30	935.85

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,252.00	126,264.00	132,576.00	139,200.00	146,160.00	153,468.00
MONTHLY	10,021.00	10,522.00	11,048.00	11,600.00	12,180.00	12,789.00
BI-WEEKLY	4,625.08	4,856.31	5,099.08	5,353.85	5,621.54	5,902.62
HOURLY	57.8135	60.7038	63.7385	66.9231	70.2692	73.7827
Monthly						
Lgy Bonus 10	250.53	263.05	276.20	290.00	304.50	319.73
Lgy Bonus 20	501.05	526.10	552.40	580.00	609.00	639.45
Lgy Bonus 25	751.58	789.15	828.60	870.00	913.50	959.18

128 Equipment Maintenance Superintendent
128 Finance and Administrative Services Manager
128 Senior Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,264.00	129,432.00	135,900.00	142,692.00	149,832.00	157,320.00
MONTHLY	10,272.00	10,786.00	11,325.00	11,891.00	12,486.00	13,110.00
BI-WEEKLY	4,740.92	4,978.15	5,226.92	5,488.15	5,762.77	6,050.77
HOURLY	59.2615	62.2269	65.3365	68.6019	72.0346	75.6346
Monthly						
Lgy Bonus 10	256.80	269.65	283.13	297.28	312.15	327.75
Lgy Bonus 20	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 25	770.40	808.95	849.38	891.83	936.45	983.25

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	126,348.00	132,660.00	139,296.00	146,256.00	153,564.00	161,244.00
MONTHLY	10,529.00	11,055.00	11,608.00	12,188.00	12,797.00	13,437.00
BI-WEEKLY	4,859.54	5,102.31	5,357.54	5,625.23	5,906.31	6,201.69
HOURLY	60.7442	63.7788	66.9692	70.3154	73.8288	77.5212
Monthly						
Lgy Bonus 10	263.23	276.38	290.20	304.70	319.93	335.93
Lgy Bonus 20	526.45	552.75	580.40	609.40	639.85	671.85
Lgy Bonus 25	789.68	829.13	870.60	914.10	959.78	1007.78

130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent
130 Transportation Administrative Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	129,492.00	135,972.00	142,776.00	149,916.00	157,416.00	165,288.00
MONTHLY	10,791.00	11,331.00	11,898.00	12,493.00	13,118.00	13,774.00
BI-WEEKLY	4,980.46	5,229.69	5,491.38	5,766.00	6,054.46	6,357.23
HOURLY	62.2558	65.3712	68.6423	72.0750	75.6808	79.4654
Monthly						
Lgy Bonus 10	269.78	283.28	297.45	312.33	327.95	344.35
Lgy Bonus 20	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 25	809.33	849.83	892.35	936.98	983.85	1033.05

131 Plan Check Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	132,732.00	139,368.00	146,340.00	153,660.00	161,340.00	169,404.00
MONTHLY	11,061.00	11,614.00	12,195.00	12,805.00	13,445.00	14,117.00
BI-WEEKLY	5,105.08	5,360.31	5,628.46	5,910.00	6,205.38	6,515.54
HOURLY	63.8135	67.0038	70.3558	73.8750	77.5673	81.4442
Monthly						
Lgy Bonus 10	276.53	290.35	304.88	320.13	336.13	352.93
Lgy Bonus 20	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 25	829.58	871.05	914.63	960.38	1008.38	1058.78

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,056.00	142,860.00	150,000.00	157,500.00	165,372.00	173,640.00
MONTHLY	11,338.00	11,905.00	12,500.00	13,125.00	13,781.00	14,470.00
BI-WEEKLY	5,232.92	5,494.62	5,769.23	6,057.69	6,360.46	6,678.46
HOURLY	65.4115	68.6827	72.1154	75.7212	79.5058	83.4808
Monthly						
Lgy Bonus 10	283.45	297.63	312.50	328.13	344.53	361.75
Lgy Bonus 20	566.90	595.25	625.00	656.25	689.05	723.50
Lgy Bonus 25	850.35	892.88	937.50	984.38	1033.58	1085.25

133 Public Works Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	139,440.00	146,412.00	153,732.00	161,424.00	169,500.00	177,972.00
MONTHLY	11,620.00	12,201.00	12,811.00	13,452.00	14,125.00	14,831.00
BI-WEEKLY	5,363.08	5,631.23	5,912.77	6,208.62	6,519.23	6,845.08
HOURLY	67.0385	70.3904	73.9096	77.6077	81.4904	85.5635
Monthly						
Lgy Bonus 10	290.50	305.03	320.28	336.30	353.13	370.78
Lgy Bonus 20	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 25	871.50	915.08	960.83	1008.90	1059.38	1112.33

134

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	142,944.00	150,096.00	157,596.00	165,480.00	173,760.00	182,448.00
MONTHLY	11,912.00	12,508.00	13,133.00	13,790.00	14,480.00	15,204.00
BI-WEEKLY	5,497.85	5,772.92	6,061.38	6,364.62	6,683.08	7,017.23
HOURLY	68.7231	72.1615	75.7673	79.5577	83.5385	87.7154
Monthly						
Lgy Bonus 10	297.80	312.70	328.33	344.75	362.00	380.10
Lgy Bonus 20	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 25	893.40	938.10	984.98	1034.25	1086.00	1140.30

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	146,508.00	153,828.00	161,520.00	169,596.00	178,080.00	186,984.00
MONTHLY	12,209.00	12,819.00	13,460.00	14,133.00	14,840.00	15,582.00
BI-WEEKLY	5,634.92	5,916.46	6,212.31	6,522.92	6,849.23	7,191.69
HOURLY	70.4365	73.9558	77.6538	81.5365	85.6154	89.8962
Monthly						
Lgy Bonus 10	305.23	320.48	336.50	353.33	371.00	389.55
Lgy Bonus 20	610.45	640.95	673.00	706.65	742.00	779.10
Lgy Bonus 25	915.68	961.43	1009.50	1059.98	1113.00	1168.65

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,156.00	157,668.00	165,552.00	173,832.00	182,520.00	191,652.00
MONTHLY	12,513.00	13,139.00	13,796.00	14,486.00	15,210.00	15,971.00
BI-WEEKLY	5,775.23	6,064.15	6,367.38	6,685.85	7,020.00	7,371.23
HOURLY	72.1904	75.8019	79.5923	83.5731	87.7500	92.1404
Monthly						
Lgy Bonus 10	312.83	328.48	344.90	362.15	380.25	399.28
Lgy Bonus 20	625.65	656.95	689.80	724.30	760.50	798.55
Lgy Bonus 25	938.48	985.43	1034.70	1086.45	1140.75	1197.83

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	153,924.00	161,616.00	169,692.00	178,176.00	187,080.00	196,440.00
MONTHLY	12,827.00	13,468.00	14,141.00	14,848.00	15,590.00	16,370.00
BI-WEEKLY	5,920.15	6,216.00	6,526.62	6,852.92	7,195.38	7,555.38
HOURLY	74.0019	77.7000	81.5827	85.6615	89.9423	94.4423
Monthly						
Lgy Bonus 10	320.68	336.70	353.53	371.20	389.75	409.25
Lgy Bonus 20	641.35	673.40	707.05	742.40	779.50	818.50
Lgy Bonus 25	962.03	1010.10	1060.58	1113.60	1169.25	1227.75

138 Principal Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	157,776.00	165,660.00	173,940.00	182,640.00	191,772.00	201,360.00
MONTHLY	13,148.00	13,805.00	14,495.00	15,220.00	15,981.00	16,780.00
BI-WEEKLY	6,068.31	6,371.54	6,690.00	7,024.62	7,375.85	7,744.62
HOURLY	75.8538	79.6442	83.6250	87.8077	92.1981	96.8077
Monthly						
Lgy Bonus 10	328.70	345.13	362.38	380.50	399.53	419.50
Lgy Bonus 20	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 25	986.10	1035.38	1087.13	1141.50	1198.58	1258.50

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	161,712.00	169,800.00	178,296.00	187,212.00	196,572.00	206,400.00
MONTHLY	13,476.00	14,150.00	14,858.00	15,601.00	16,381.00	17,200.00
BI-WEEKLY	6,219.69	6,530.77	6,857.54	7,200.46	7,560.46	7,938.46
HOURLY	77.7462	81.6346	85.7192	90.0058	94.5058	99.2308
Monthly						
Lgy Bonus 10	336.90	353.75	371.45	390.03	409.53	430.00
Lgy Bonus 20	673.80	707.50	742.90	780.05	819.05	860.00
Lgy Bonus 25	1010.70	1061.25	1114.35	1170.08	1228.58	1290.00

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	165,756.00	174,048.00	182,748.00	191,880.00	201,480.00	211,560.00
MONTHLY	13,813.00	14,504.00	15,229.00	15,990.00	16,790.00	17,630.00
BI-WEEKLY	6,375.23	6,694.15	7,028.77	7,380.00	7,749.23	8,136.92
HOURLY	79.6904	83.6769	87.8596	92.2500	96.8654	101.7115
Monthly						
Lgy Bonus 10	345.33	362.60	380.73	399.75	419.75	440.75
Lgy Bonus 20	690.65	725.20	761.45	799.50	839.50	881.50
Lgy Bonus 25	1035.98	1087.80	1142.18	1199.25	1259.25	1322.25

141

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	169,908.00	178,404.00	187,320.00	196,692.00	206,532.00	216,864.00
MONTHLY	14,159.00	14,867.00	15,610.00	16,391.00	17,211.00	18,072.00
BI-WEEKLY	6,534.92	6,861.69	7,204.62	7,565.08	7,943.54	8,340.92
HOURLY	81.6865	85.7712	90.0577	94.5635	99.2942	104.2615
Monthly						
Lgy Bonus 10	353.98	371.68	390.25	409.78	430.28	451.80
Lgy Bonus 20	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 25	1061.93	1115.03	1170.75	1229.33	1290.83	1355.40

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	174,144.00	182,856.00	192,000.00	201,600.00	211,680.00	222,264.00
MONTHLY	14,512.00	15,238.00	16,000.00	16,800.00	17,640.00	18,522.00
BI-WEEKLY	6,697.85	7,032.92	7,384.62	7,753.85	8,141.54	8,548.62
HOURLY	83.7231	87.9115	92.3077	96.9231	101.7692	106.8577
Monthly						
Lgy Bonus 10	362.80	380.95	400.00	420.00	441.00	463.05
Lgy Bonus 20	725.60	761.90	800.00	840.00	882.00	926.10
Lgy Bonus 25	1088.40	1142.85	1200.00	1260.00	1323.00	1389.15

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	178,512.00	187,440.00	196,812.00	206,652.00	216,984.00	227,832.00
MONTHLY	14,876.00	15,620.00	16,401.00	17,221.00	18,082.00	18,986.00
BI-WEEKLY	6,865.85	7,209.23	7,569.69	7,948.15	8,345.54	8,762.77
HOURLY	85.8231	90.1154	94.6212	99.3519	104.3192	109.5346
Monthly						
Lgy Bonus 10	371.90	390.50	410.03	430.53	452.05	474.65
Lgy Bonus 20	743.80	781.00	820.05	861.05	904.10	949.30
Lgy Bonus 25	1115.70	1171.50	1230.08	1291.58	1356.15	1423.95

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	182,964.00	192,108.00	201,708.00	211,788.00	222,372.00	233,496.00
MONTHLY	15,247.00	16,009.00	16,809.00	17,649.00	18,531.00	19,458.00
BI-WEEKLY	7,037.08	7,388.77	7,758.00	8,145.69	8,552.77	8,980.62
HOURLY	87.9635	92.3596	96.9750	101.8212	106.9096	112.2577
Monthly						
Lgy Bonus 10	381.18	400.23	420.23	441.23	463.28	486.45
Lgy Bonus 20	762.35	800.45	840.45	882.45	926.55	972.90
Lgy Bonus 25	1143.53	1200.68	1260.68	1323.68	1389.83	1459.35

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	187,548.00	196,920.00	206,772.00	217,116.00	227,976.00	239,376.00
MONTHLY	15,629.00	16,410.00	17,231.00	18,093.00	18,998.00	19,948.00
BI-WEEKLY	7,213.38	7,573.85	7,952.77	8,350.62	8,768.31	9,206.77
HOURLY	90.1673	94.6731	99.4096	104.3827	109.6038	115.0846
Monthly						
Lgy Bonus 10	390.73	410.25	430.78	452.33	474.95	498.70
Lgy Bonus 20	781.45	820.50	861.55	904.65	949.90	997.40
Lgy Bonus 25	1172.18	1230.75	1292.33	1356.98	1424.85	1496.10

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577
Monthly						
Lgy Bonus 10	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 20	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 25	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	197,064.00	206,916.00	217,260.00	228,120.00	239,532.00	251,508.00
MONTHLY	16,422.00	17,243.00	18,105.00	19,010.00	19,961.00	20,959.00
BI-WEEKLY	7,579.38	7,958.31	8,356.15	8,773.85	9,212.77	9,673.38
HOURLY	94.7423	99.4788	104.4519	109.6731	115.1596	120.9173
Monthly						
Lgy Bonus 10	410.55	431.08	452.63	475.25	499.03	523.98
Lgy Bonus 20	821.10	862.15	905.25	950.50	998.05	1047.95
Lgy Bonus 25	1231.65	1293.23	1357.88	1425.75	1497.08	1571.93

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	201,972.00	212,076.00	222,684.00	233,820.00	245,508.00	257,784.00
MONTHLY	16,831.00	17,673.00	18,557.00	19,485.00	20,459.00	21,482.00
BI-WEEKLY	7,768.15	8,156.77	8,564.77	8,993.08	9,442.62	9,914.77
HOURLY	97.1019	101.9596	107.0596	112.4135	118.0327	123.9346
Monthly						
Lgy Bonus 10	420.78	441.83	463.93	487.13	511.48	537.05
Lgy Bonus 20	841.55	883.65	927.85	974.25	1022.95	1074.10
Lgy Bonus 25	1262.33	1325.48	1391.78	1461.38	1534.43	1611.15

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	207,036.00	217,392.00	228,264.00	239,676.00	251,664.00	264,252.00
MONTHLY	17,253.00	18,116.00	19,022.00	19,973.00	20,972.00	22,021.00
BI-WEEKLY	7,962.92	8,361.23	8,779.38	9,218.31	9,679.38	10,163.54
HOURLY	99.5365	104.5154	109.7423	115.2288	120.9923	127.0442
Monthly						
Lgy Bonus 10	431.33	452.90	475.55	499.33	524.30	550.53
Lgy Bonus 20	862.65	905.80	951.10	998.65	1048.60	1101.05
Lgy Bonus 25	1293.98	1358.70	1426.65	1497.98	1572.90	1651.58

150

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,336.00	-	-	-	-	-
MONTHLY	7,278.00	-	-	-	-	-
BI-WEEKLY	3,359.08	-	-	-	-	-
HOURLY	41.9885	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,744.00	107,868.00	113,268.00	118,920.00	124,884.00	131,124.00
MONTHLY	8,562.00	8,989.00	9,439.00	9,910.00	10,407.00	10,927.00
BI-WEEKLY	3,951.69	4,148.77	4,356.46	4,573.85	4,803.23	5,043.23
HOURLY	49.3962	51.8596	54.4558	57.1731	60.0404	63.0404

Monthly Rates

EDUCATIONAL INCENTIVE BONUS						
AA	1,310.41	1,310.41	1,310.41	1,310.41	1,310.41	1,310.41
BA	1,826.41	1,826.41	1,826.41	1,826.41	1,826.41	1,826.41
SPECIALIST	694.67	694.67	694.67	694.67	694.67	694.67
Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	948.10	969.45	991.95	1,015.50	1,040.35	1,066.35
Lgy Bonus 26	1,376.20	1,418.90	1,463.90	1,511.00	1,560.70	1,612.70

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,212.00	139,884.00	146,856.00	154,200.00	161,928.00	170,028.00
MONTHLY	11,101.00	11,657.00	12,238.00	12,850.00	13,494.00	14,169.00
BI-WEEKLY	5,123.54	5,380.15	5,648.31	5,930.77	6,228.00	6,539.54
HOURLY	64.0442	67.2519	70.6038	74.1346	77.8500	81.7442

Monthly Rates

EDUCATIONAL INCENTIVE BONUS						
AA	1,783.48	1,783.48	1,783.48	1,783.48	1,783.48	1,783.48
BA	2,401.48	2,401.48	2,401.48	2,401.48	2,401.48	2,401.48
SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00
Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,075.05	1,102.85	1,131.90	1,162.50	1,194.70	1,228.45
Lgy Bonus 26	1,630.10	1,685.70	1,743.80	1,805.00	1,869.40	1,936.90

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00	218,064.00
MONTHLY	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00	18,172.00
BI-WEEKLY	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85	8,387.08
HOURLY	82.1423	86.2500	90.5654	95.0942	99.8481	104.8385
			Monthly Rates			
CA POST Supervisory/Adv.	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00	2,252.00
CA POST Mgmt. Cert.	711.90	747.50	784.90	824.15	865.35	908.60
Lgy Bonus 20	711.90	747.50	784.90	824.15	865.35	908.60
Lgy Bonus 25	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70	1,817.20
Mgmt Incentive Pay	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17	1,726.34

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00	259,272.00
MONTHLY	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00	21,606.00
BI-WEEKLY	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08	9,972.00
HOURLY	97.6673	102.5481	107.6769	113.0596	118.7135	124.6500
			Monthly Rates			
CA POST Supervisory/Adv.	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04	2,613.50
CA POST Mgmt. Cert.	846.45	888.75	933.20	979.85	1,028.85	1,080.30
Lgy Bonus 20	846.45	888.75	933.20	979.85	1,028.85	1,080.30
Lgy Bonus 25	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70	2,160.60
Mgmt Incentive Pay	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82	2,052.57

232 Deputy Police Chief

STEP	*1*
ANNUAL	272,232.00
MONTHLY	22,686.00
BI-WEEKLY	10,470.46
HOURLY	130.8808
Monthly Rates	
CA POST Supervisory/Adv.	2,727.00
CA POST Mgmt. Cert.	1,134.30
Lgy Bonus 20	1,134.30
Lgy Bonus 25	2,268.60
Mgmt Incentive Pay	2,155.17

City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 13B.
Section: DEPARTMENTAL ITEMS - ADMINISTRATIVE SERVICES
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: First Amendment to the Chief of Police Employment Agreement Contract, for the term effective June 1, 2027 though December 31, 2029

COUNCIL ACTION REQUIRED:

Staff Recommendations:

- Discuss and consider the First Amendment to the Chief of Police Employment Agreement between the City of Gardena and Todd Fox, for the term effective June 1, 2027 through December 31, 2029
- Discuss and consider the City of Gardena Classification and Compensation Plan, effective July 5, 2026

RECOMMENDATION AND STAFF SUMMARY:

The First Amendment to the Police Chief's Employment Agreement (Exhibit A) provides for the following changes to the terms and conditions of the Agreement:

1. The term of the Agreement is from June 1, 2027 through December 31, 2029.
2. The Cost of Living Adjustment (COLA) shall equal four percent (4%) of base salary, effective the first pay distribution of June in each of 2027, 2028, and 2029.
3. Longevity Pay shall follow the Gardena Police Managers Association (GPMA) benefit, at 10% at 25 years of service
4. Upon approval and effectiveness of a memorandum of understanding between the City and the GPMA, each reference to Resolution No. 6699 shall be deemed a reference to the GPMA MOU or any successor memorandum of understanding or resolution, as applicable.
5. Fox shall receive the benefits set forth in City Council Resolution No. 6375 for the Executive Management Group, including a City matching contribution to the City-sponsored 457 deferred compensation plan equal to Fox's voluntary contribution, up to a maximum of five percent (5%) of annual base salary, subject to all applicable limits under the Internal Revenue Code.
6. The six-month severance entitlement shall continue to apply throughout the extended term of the Employment Agreement.

All other provisions of the contract remain unchanged.

The Classification and Compensation Plan is included as Exhibit B.

FISCAL IMPACT/COST:

Estimated General Fund Expenditures

Salary Type	**Fiscal Year 2026-2027**	**Fiscal Year 2027-2028**	**Fiscal Year 2028-2029**	**Fiscal Year 2029-2030**
Base Salary	$34,721	$431,928	$449,206	$232,836
Benefits	$23,199	$283,687	$296,544	$171,305
Total	**$57,920**	**$715,615**	**$745,750**	**$404,141**

APPROVED:



_____

Clint Osorio, City Manager

Attachments

FIRST_AMENDMENT_TO_POLICE_CHIEF_EMPLOYMENT_AGREEMENT_signed.pdf
EMPLOYMENT_AGREEMENT-Fox_6-6-2025.pdf
Confidential_Classification_and_Compensation_Schedule-Eff-July_5_2026-Adopted_October_27_2026.pdf

Docusign Envelope ID: F13E391F-2768-84E9-823B-E7BBEB91BE4C

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE CITY OF GARDENA AND TODD M. FOX

This First Amendment Employment Agreement (Agreement) is made and entered into as of October 27, 2026, by and between the City of Gardena (City), a municipal corporation, and Todd Fox (Fox), in order to secure the services of Fox as the City's Chief of Police. The City and Fox are collectively referred to herein as the "Parties."

RECITALS

A. WHEREAS, on June 6, 2025, the City and Fox entered into the Employment Agreement Between the City of Gardena and Todd Fox (the "Employment Agreement") to employ Fox as the Chief of Police of the City; and

B. WHEREAS, the Gardena City Council and Fox wish to continue to retain Fox to serve in the position of Chief of Police and make certain amendments to the Employment Agreement.

AGREEMENT

NOW, THEREFORE, the parties agree as follows:

1. **Recitals**. The Parties agree that the above recitals are true and correct.

2. **Term of Agreement**. Amend Sections 3.A and 3.E to extend the term of the Agreement to read as follows:

> 3.A. The term of this Agreement commences on June 1, 2027, and expires on December 31, 2029, unless otherwise terminated sooner. This Agreement shall automatically expire by operation of time on December 31, 2029 and Fox's employment with the City as Police Chief shall cease as of that date unless the parties agree in writing to extend his employment as Police Chief past that date.
>
> 3.E. Nothing in this Agreement shall preclude the City and Fox from extending the term of this Agreement beyond its termination date under mutually agreed upon terms and conditions which must be reduced to writing and signed by the Parties. Failure of the parties to mutually agree in writing to extend Fox's employment as Chief of Police with the City past December 31, 2029 shall not be considered a removal of Fox as Chief and shall not otherwise be considered a punitive action that entitles Fox to an administrative appeal under the Public Safety Officers Procedural Bill of Rights Act.

3. **Cost-of-Living Adjustment**. Amend Section 7.A to provide a cost-of-living adjustment equal to four percent (4%) of base salary effective the first pay distribution of June in each of 2027, 2028, and 2029. Each adjustment shall be applied to the base salary immediately before it takes effect.

4. **Special Pays**. Section 7.B of the Employment Agreement is amended and restated as follows:

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The special pays provided under Section 7.B. continue through the extended term, and each is expressed as a percentage of annual base pay as follows:

1. California POST Supervisory/Advanced Certificate incentive pay at twelve percent (12.0%) of annual base salary.
2. Longevity Pay for twenty-five (25) years of service at ten percent (10.0%) of annual base salary.
3. Management Incentive Pay at nine and one-half percent (9.5%) of annual base salary.
4. California POST Executive Certificate pay at ten percent (10.0%) of annual base salary.

5. **Gardena Police Management Association**. Section 6 of the Employment Agreement and the related references in Sections 5.B and 5.C are amended as follows:

A. Upon approval and effectiveness of a memorandum of understanding between the City and the Gardena Police Management Association (the "GPMA MOU"), the first two sentences of Section 6 are deleted and replaced with the following: "Except as otherwise provided in this Agreement, Fox shall receive the benefits set forth in the GPMA MOU or any successor memorandum of understanding or resolution. The GPMA MOU is incorporated into this Agreement by this reference and shall replace Attachment A."

B. Upon the GPMA MOU becoming effective, each reference to City Council Resolution No. 6699 in Sections 5.B and 5.C shall be deemed a reference to the GPMA MOU or any successor memorandum of understanding or resolution, as applicable.

6. **Unrepresented Employee Resolution and Deferred Compensation**. A new Section 13 is added to the Employment Agreement to read as follows:

13. **UNREPRESENTED EMPLOYEE RESOLUTION AND DEFERRED COMPENSATION**

Except to the extent the Employment Agreement or the effective GPMA MOU provides otherwise, Fox shall receive the benefits set forth in City Council Resolution No. 6735 for the Executive Management Group, including a City matching contribution to the City-sponsored 457 deferred compensation plan equal to Fox's voluntary contribution, up to a maximum of five percent (5%) of annual base salary, subject to all applicable limits under the Internal Revenue Code.

7. **Severance**. The six-month severance entitlement provided in Section 5.B of the Employment Agreement shall continue to apply throughout the extended term of the Employment Agreement.

8. **Conforming References**. Each remaining reference in the Employment Agreement to June 1, 2027 as the expiration or termination date shall be deemed to refer to December 31, 2029. References to Resolution No. 6699 shall be governed by Section 5 of this First Amendment, and all applicable references shall be conformed to the GPMA MOU.

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9. **No Other Changes**. Except as expressly amended by this First Amendment, all terms and conditions of the Employment Agreement remain unchanged and in full force and effect. If there is any conflict between this First Amendment and the Employment Agreement, this First Amendment shall control.

10. **Effective Date.** The effective date of this First Amendment is October 27, 2026.

IN WITNESS WHEREOF, the Parties have executed this First Amendment as of the date first written above.

TODD M. FOX

By: Todd Fox

Todd M. Fox, Chief of Police

CITY OF GARDENA

By: _____

Tasha Cerda, Mayor

ATTEST:

By: _____

Becky Romero, City Clerk

APPROVED AS TO FORM:

By: _____

Carmen Vasquez, City Attorney

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EMPLOYMENT AGREEMENT BETWEEN THE CITY OF GARDENA AND TODD M. FOX

This Employment Agreement (Agreement) is made and entered into, by and between the City of Gardena (City), a municipal corporation, and Todd Fox (Fox), in order to secure the services of Fox as the City's Chief of Police. The City and Fox are collectively referred to herein as the "Parties."

RECITALS

WHEREAS, City desires the appointment of Fox, who is currently employed as the Deputy Chief of Police, to the position of Chief of Police for the City based upon the terms and conditions of this Agreement; and

WHEREAS, Fox desires to continue his appointment as Chief of Police and to comply with the terms and conditions as set forth in this Agreement,

NOW, THEREFORE, in consideration of the mutual covenants hereinafter contained, the Parties agree as follows:

1. EMPLOYMENT

The City hereby employs Fox as the Chief of Police of the City, and Fox accepts that employment.

2. DUTIES

Fox shall perform those duties and have those responsibilities that are commonly assigned to a police chief of a general law city in the State of California, including but not limited to those duties and responsibilities specified by state statutes and the City's Municipal Code. Fox agrees to perform such other legally permissible duties and functions consistent with the office of the Chief of Police as the City Manager and/or City Council shall from time-to-time assign. Because of the nature of the police department and its functions, Fox will report and answer directly to the City Manager. Fox's position as Chief is considered a full-time position. Fox shall not engage in any other business, educational, professional, or charitable activities that would conflict or materially interfere with Fox's performance of his Chief duties.

3. TERM

A. The term of this Agreement commences on June 6, 2025, and expires on June 1, 2027, unless otherwise terminated sooner. This Agreement shall automatically expire by operation of time on June 1, 2027, and Fox's employment with the City as Police Chief shall cease as of that date unless the parties agree in writing to extend his employment as Police Chief past that date.

B. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the City to terminate the services of Fox as Police Chief at any time, subject only to the provisions set forth in Section 5 of this Agreement.

C. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right

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of Fox to retire or resign at any time from his position as Chief with the City, subject only to the provisions set forth in Section 5 of this Agreement.

D. Nothing in this Agreement shall preclude the termination of this Agreement by mutual consent of both the Parties.

E. Nothing in this Agreement shall preclude the City and Fox from extending the term of this Agreement beyond its termination date under mutually agreed upon terms and conditions which must be reduced to writing and signed by the Parties. Failure of the parties to mutually agree in writing to extend Fox's employment as Chief of Police with the City past June 1, 2027 shall not be considered a removal of Fox as Chief and shall not otherwise be considered a punitive action that entitles Fox to an administrative appeal under the Public Safety Officers Procedural Bill of Rights Act.

4. AT-WILL EMPLOYMENT STATUS

Fox agrees that his employment as police chief is at-will and may be terminated without cause and that he shall have no rights or expectations of continued employment with City, except as provided in Section 5 below.

5. TERMINATION

A. This Agreement may be terminated by the City Council for cause or misconduct by Fox. After giving notice to Fox that this Agreement is terminated for cause or misconduct, the City shall have no obligation to continue the employment of Fox or to provide compensation or benefits, including severance pay. For purposes of termination, "cause" is defined as willful breach of duty by Fox in the course of employment or habitual neglect of duty by Fox in the course of employment or continued incapacity of Fox to perform the duties of employment as Chief of Police. Cause may also include Fox being charged with, or entering a guilty plea or plea of nolo contendere to, or being convicted of, an offence which is a felony or crime of moral turpitude in the State of California; Fox's willful misconduct or gross negligence; or Fox's act of material dishonesty with or theft from the City.

B. In the event of the City's termination of this Agreement without cause or misconduct as defined in subsection 5.A., above, Fox is entitled to a payment of severance pay equal to his monthly salary multiplied by the number of months left on the unexpired term of the contract. However, if the unexpired term of the contract is greater than 6 months, the maximum cash settlement shall be an amount equal to the monthly salary of Fox multiplied by six (6). All severance payments shall be made to Fox within thirty (30) days of the effective date of his involuntary separation. Additionally, Fox will be entitled to any cash out of accrued and unused vacation, compensatory time, sick time, management leave, floating holiday, and holiday time due to him as provided by City Council Resolution No. 6699, as set forth in Section 6 below. Regardless of the nature of his separation, Fox is entitled to benefits previously earned by his tenure working for the City of Gardena. Fox will have no caps to his vacation, holiday, or unused sick time accruals nor will be compelled to sell back said accruals prior to his termination. Fox will have his unused accruals paid at his fully burdened rate. In addition, Fox shall have no caps applied to his unused sick time, vacation, or holiday leave bank cash-out upon retirement or separation. Regardless of the nature of separation, Fox will retain all of his accrued sick time.

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C. Fox may, at any time during the term of the Agreement, resign from his position of Chief with the City upon 30 days written notice to the City Manager. If Fox resigns, the City will not be under any obligation to pay him any severance benefits. However, Fox will be entitled to any cash out of accrued and unused vacation, sick time and compensatory leave due to him as provided by City Council Resolution No. 6699, as set forth in Section 6 below. His unused accruals will be paid at the fully burdened rate. Fox will have no caps to his vacation, holiday, or sick time accruals nor will be compelled to sell back said accruals prior to his retirement or separation. Regardless of the nature of separation, Fox will retain all of his accrued sick time.

D. Fox shall also have no right to appeal his removal as police chief, including termination for cause or misconduct as set forth in subsection 5.D., except as may be required by California Government Code section 3304, subsection (c) of the Public Safety Officer's Procedural Bill of Rights Act. Fox agrees that if he is entitled to an administrative appeal under section 3304(c), the City shall establish the rules for the appeal hearing, which shall provide Fox with a limited opportunity to establish a formal record of the circumstances surrounding his removal and to convince the City to reverse its decision, either by demonstrating the falsity of any charges that led to the removal of through proof of mitigating circumstances.

6. RESOLUTION NO. 6699

Except as otherwise provided in this Agreement, Fox shall receive the benefits set forth in City Council Resolution No. 6699 or any other later resolution that replaces No. 6699, which exclusively sets forth the wages, hours and terms and conditions of employment for all Unrepresented Police Managers. Resolution No. 6699 is incorporated here by this reference, and it is also Attachment "A" to this Agreement. Fox will have no caps to his vacation, holiday, or sick time accruals nor will be compelled to sell back said accruals prior to his retirement or separation. In addition, Fox shall have no caps applied to his unused sick time accruals, vacation, or holiday leave bank cash-out upon retirement or separation. Unused accrual time will be paid at the fully burdened rate. Regardless of the nature of separation, Fox will retain all of his accrued sick time.

7. SALARY AND PERFORMANCE REVIEW

A. Fox's initial base annual salary is $272,235. Thereafter, Fox will receive a cost-of-living adjustment increase equal to 4% of his base salary effective in the first pay distribution of June in the year 2026. Said amount shall be payable in monthly or bi-weekly installments at the same time and in the same manner as other employees of the City are paid.

B. In addition to his base salary and pursuant to Resolution No. 6699, Fox shall receive the following pay in the same monthly or bi-weekly installments:

1. California POST Supervisory/Advanced Certificate Incentive pay at 12.0% of the July 12, 2020 monthly step rate, plus $339.04.

2. California POST Management Certificate pay at 5.0% of annual base salary.

3. Longevity Pay at 5.0% of annual base salary.

4. Management Incentive Pay at 9.5% of annual base salary.

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C. The City reserves the right to evaluate Fox's performance at any time.

8. GENERAL PROVISIONS

A. This Agreement shall constitute the entire agreement between the parties as to the subject matter herein and all other prior agreements, arrangements or understandings, oral or written, are merged into and superseded by the terms of this Agreement. No subsequent alteration, amendment, change or addition to this Agreement shall be binding upon the parties unless reduced to writing and signed by the Parties.

B. If any provision or other portion of this Agreement is held unconstitutional, invalid, or unenforceable, the remainder of this Agreement shall not be affected and shall remain in full force and effect.

C. The Agreement may be signed in counterparts.

D. The Agreement will become effective as soon as signed executed by the City Manager and Fox, adopted by the City Council and signed and executed by the Mayor of the City.

E. Each of the parties acknowledges that it has been represented by independent legal counsel of its own choosing, or if it has not been so represented, it has been admonished to obtain independent legal counsel and has freely and voluntarily waived and relinquished the right to legal counsel. Further, each party who has not obtained independent legal counsel acknowledges that the failure to have independent legal counsel will not excuse such party's failure to perform under this Agreement or any agreement referred to in this Agreement.

9. REPRESENTATIONS AND WARRANTIES

Each of the parties represents and warrants to the other party as follows:

It is agreed that each party has the right and authority to enter into this Agreement and that the person executing this Agreement on behalf of either party has the right and authority to fully commit and bind such party to the provisions of this Agreement.

10. WAIVER

Waiver by any party hereto of any term, condition or covenant of this Agreement shall not constitute the waiver of any other term, condition or covenant hereof.

11. ASSIGNMENT

This Agreement is personal to Fox and shall not be assigned by Fox. Any such assignment shall be null and void.

12. GOVERNING LAW

This Agreement shall be interpreted and construed according to the laws of the State of California and venue shall be in the County of Los Angeles.

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13. REIMBURSEMENT TO THE CITY

Notwithstanding anything to the contrary in this Agreement, if Fox is convicted, pleads guilty or pleads nolo contendere to a crime involving an abuse of his office or position, Fox shall fully reimburse the City as follows:

A. For any paid leave salary provided by the City pending an investigation as required by Government Code section 53243.

B. For any funds provided by the City for the legal criminal defense of Fox as required by Government Code section 53243.1.

C. For any cash settlement provided by the City related to the termination of Fox's employment as required by Government Code section 53243.2.

D. For purposes of this Agreement, "abuse of office or position" means either of the following:

1. An abuse of public authority, including, but not limited to, waste, fraud, and violation of the law under color of authority. See Government Code section 53243.4(a).

2. A crime against public justice, including, but not limited to, a crime Described in Title 5 (commencing with Section 67), Title 6 (commencing with Section 85), or Title 7 (commencing with Section 92) of Part 1 of the Penal Code. See Government Code section 53243.4(b).

14. NOTICE

All notices relating to this Agreement shall be personally delivered or mailed to the addresses listed below:

Todd Fox
[redacted]

City Manager
City of Gardena
Gardena, CA 90247

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IT IS SO AGREED:

Todd Fox

Todd Fox

Todd Fox

CITY OF GARDENA

Tasha Cerda, Mayor

Tasha Cerda, Mayor

ATTEST:

Mina Semenza

Mina Semenza, City Clerk

APPROVED AS TO FORM:

Carmen Vasquez, City Attorney

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
FOR CONFIDENTIAL & UNREPRESENTED POSITIONS
Adopted October 27, 2026; Effective July 5, 2026

Add New Classification: Transit Maintenance & Facilities Manager, Schedule 131
Schedule 340, Chief of Police, Changed Longevity 26 to Longevity 25

35 Help Desk Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,016.00	55,668.00	58,452.00	61,380.00	64,452.00	67,680.00
MONTHLY	4,418.00	4,639.00	4,871.00	5,115.00	5,371.00	5,640.00
BI-WEEKLY	2,039.08	2,141.08	2,248.15	2,360.77	2,478.92	2,603.08
HOURLY	25.4885	26.7635	28.1019	29.5096	30.9865	32.5385

43 Administrative Aide
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,584.00	67,812.00	71,208.00	74,772.00	78,516.00	82,440.00
MONTHLY	5,382.00	5,651.00	5,934.00	6,231.00	6,543.00	6,870.00
BI-WEEKLY	2,484.00	2,608.15	2,738.77	2,875.85	3,019.85	3,170.77
HOURLY	31.0500	32.6019	34.2346	35.9481	37.7481	39.6346

48 Financial Services Technician
48 Human Resources Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,080.00	76,740.00	80,580.00	84,612.00	88,848.00	93,288.00
MONTHLY	6,090.00	6,395.00	6,715.00	7,051.00	7,404.00	7,774.00
BI-WEEKLY	2,810.77	2,951.54	3,099.23	3,254.31	3,417.23	3,588.00
HOURLY	35.1346	36.8942	38.7404	40.6788	42.7154	44.8500

51 Executive Assistant to Chief of Police
51 Information Technology Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,696.00	82,632.00	86,760.00	91,104.00	95,664.00	100,452.00
MONTHLY	6,558.00	6,886.00	7,230.00	7,592.00	7,972.00	8,371.00
BI-WEEKLY	3,026.77	3,178.15	3,336.92	3,504.00	3,679.38	3,863.54
HOURLY	37.8346	39.7269	41.7115	43.8000	45.9923	48.2942

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,664.00	84,696.00	88,932.00	93,384.00	98,052.00	102,960.00
MONTHLY	6,722.00	7,058.00	7,411.00	7,782.00	8,171.00	8,580.00
BI-WEEKLY	3,102.46	3,257.54	3,420.46	3,591.69	3,771.23	3,960.00
HOURLY	38.7808	40.7192	42.7558	44.8962	47.1404	49.5000

56 Administrative Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,040.00	93,492.00	98,172.00	103,080.00	108,240.00	113,652.00
MONTHLY	7,420.00	7,791.00	8,181.00	8,590.00	9,020.00	9,471.00
BI-WEEKLY	3,424.62	3,595.85	3,775.85	3,964.62	4,163.08	4,371.23
HOURLY	42.8077	44.9481	47.1981	49.5577	52.0385	54.6404

57 Communications Liaison Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,284.00	95,844.00	100,632.00	105,660.00	110,940.00	116,484.00
MONTHLY	7,607.00	7,987.00	8,386.00	8,805.00	9,245.00	9,707.00
BI-WEEKLY	3,510.92	3,686.31	3,870.46	4,063.85	4,266.92	4,480.15
HOURLY	43.8865	46.0788	48.3808	50.7981	53.3365	56.0019

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,272.00	108,432.00	113,856.00	119,544.00	125,520.00	131,796.00
MONTHLY	8,606.00	9,036.00	9,488.00	9,962.00	10,460.00	10,983.00
BI-WEEKLY	3,972.00	4,170.46	4,379.08	4,597.85	4,827.69	5,069.08
HOURLY	49.6500	52.1308	54.7385	57.4731	60.3462	63.3635

115 Deputy City Clerk/Records Management Officer
115 Deputy City Treasurer
115 Human Resources Analyst
115 Risk Management Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,424.00	93,900.00	98,592.00	103,524.00	108,696.00	114,132.00
MONTHLY	7,452.00	7,825.00	8,216.00	8,627.00	9,058.00	9,511.00
BI-WEEKLY	3,439.38	3,611.54	3,792.00	3,981.69	4,180.62	4,389.69
HOURLY	42.9923	45.1442	47.4000	49.7712	52.2577	54.8712
Monthly						
Educational Incentive Pay	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 10	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 15	558.90	586.88	616.20	647.03	679.35	713.33
Lgy Bonus 20	745.20	782.50	821.60	862.70	905.80	951.10
Lgy Bonus 25	931.50	978.13	1,027.00	1,078.38	1,132.25	1,188.88

119 Accountant/Cost Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,676.00	103,608.00	108,792.00	114,228.00	119,940.00	125,940.00
MONTHLY	8,223.00	8,634.00	9,066.00	9,519.00	9,995.00	10,495.00
BI-WEEKLY	3,795.23	3,984.92	4,184.31	4,393.38	4,613.08	4,843.85
HOURLY	47.4404	49.8115	52.3038	54.9173	57.6635	60.5481
Monthly						
Educational Incentive Pay	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 10	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 15	616.73	647.55	679.95	713.93	749.63	787.13
Lgy Bonus 20	822.30	863.40	906.60	951.90	999.50	1049.50
Lgy Bonus 25	1,027.88	1,079.25	1,133.25	1,189.88	1,249.38	1,311.88

120 Executive Office Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,160.00	106,224.00	111,540.00	117,120.00	122,976.00	129,120.00
MONTHLY	8,430.00	8,852.00	9,295.00	9,760.00	10,248.00	10,760.00
BI-WEEKLY	3,890.77	4,085.54	4,290.00	4,504.62	4,729.85	4,966.15
HOURLY	48.6346	51.0692	53.6250	56.3077	59.1231	62.0769
Monthly						
Educational Incentive Pay	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 10	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 15	632.25	663.90	697.13	732.00	768.60	807.00
Lgy Bonus 20	843.00	885.20	929.50	976.00	1,024.80	1,076.00
Lgy Bonus 25	1,053.75	1,106.50	1,161.88	1,220.00	1,281.00	1,345.00

122 Assistant City Clerk
122 Senior Human Resources Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,284.00	111,600.00	117,180.00	123,036.00	129,192.00	135,648.00
MONTHLY	8,857.00	9,300.00	9,765.00	10,253.00	10,766.00	11,304.00
BI-WEEKLY	4,087.85	4,292.31	4,506.92	4,732.15	4,968.92	5,217.23
HOURLY	51.0981	53.6538	56.3365	59.1519	62.1115	65.2154
Monthly						
Educational Incentive Pay	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 10	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 15	664.28	697.50	732.38	768.98	807.45	847.80
Lgy Bonus 20	885.70	930.00	976.50	1,025.30	1,076.60	1,130.40
Lgy Bonus 25	1,107.13	1,162.50	1,220.63	1,281.63	1,345.75	1,413.00

124 Assistant Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,672.00	117,252.00	123,120.00	129,276.00	135,744.00	142,536.00
MONTHLY	9,306.00	9,771.00	10,260.00	10,773.00	11,312.00	11,878.00
BI-WEEKLY	4,295.08	4,509.69	4,735.38	4,972.15	5,220.92	5,482.15
HOURLY	53.6885	56.3712	59.1923	62.1519	65.2615	68.5269
Monthly						
Educational Incentive Pay	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 10	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 15	697.95	732.83	769.50	807.98	848.40	890.85
Lgy Bonus 20	930.60	977.10	1,026.00	1,077.30	1,131.20	1,187.80
Lgy Bonus 25	1,163.25	1,221.38	1,282.50	1,346.63	1,414.00	1,484.75

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	114,456.00	120,180.00	126,192.00	132,504.00	139,128.00	146,088.00
MONTHLY	9,538.00	10,015.00	10,516.00	11,042.00	11,594.00	12,174.00
BI-WEEKLY	4,402.15	4,622.31	4,853.54	5,096.31	5,351.08	5,618.77
HOURLY	55.0269	57.7788	60.6692	63.7038	66.8885	70.2346
Monthly						
Educational Incentive Pay	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 10	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 15	715.35	751.13	788.70	828.15	869.55	913.05
Lgy Bonus 20	953.80	1,001.50	1,051.60	1,104.20	1,159.40	1,217.40
Lgy Bonus 25	1,192.25	1,251.88	1,314.50	1,380.25	1,449.25	1,521.75

128 Financial Services Manager
128 Transit Maintenance Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,264.00	129,432.00	135,900.00	142,692.00	149,832.00	157,320.00
MONTHLY	10,272.00	10,786.00	11,325.00	11,891.00	12,486.00	13,110.00
BI-WEEKLY	4,740.92	4,978.15	5,226.92	5,488.15	5,762.77	6,050.77
HOURLY	59.2615	62.2269	65.3365	68.6019	72.0346	75.6346
Monthly						
Educational Incentive Pay	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 10	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 15	770.40	808.95	849.38	891.83	936.45	983.25
Lgy Bonus 20	1,027.20	1,078.60	1,132.50	1,189.10	1,248.60	1,311.00
Lgy Bonus 25	1,284.00	1,348.25	1,415.63	1,486.38	1,560.75	1,638.75

130 Accounting/Finance Manager
130 Information Technology Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	129,492.00	135,972.00	142,776.00	149,916.00	157,416.00	165,288.00
MONTHLY	10,791.00	11,331.00	11,898.00	12,493.00	13,118.00	13,774.00
BI-WEEKLY	4,980.46	5,229.69	5,491.38	5,766.00	6,054.46	6,357.23
HOURLY	62.2558	65.3712	68.6423	72.0750	75.6808	79.4654
Monthly						
Educational Incentive Pay	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 10	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 15	809.33	849.83	892.35	936.98	983.85	1,033.05
Lgy Bonus 20	1,079.10	1,133.10	1,189.80	1,249.30	1,311.80	1,377.40
Lgy Bonus 25	1,348.88	1,416.38	1,487.25	1,561.63	1,639.75	1,721.75

131 Transit Maintenance & Facilities Manager
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	132,732.00	139,368.00	146,340.00	153,660.00	161,340.00	169,404.00
MONTHLY	11,061.00	11,614.00	12,195.00	12,805.00	13,445.00	14,117.00
BI-WEEKLY	5,105.08	5,360.31	5,628.46	5,910.00	6,205.38	6,515.54
HOURLY	63.8135	67.0038	70.3558	73.8750	77.5673	81.4442
Monthly						
Educational Incentive Pay	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 10	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 15	829.58	871.05	914.63	960.38	1,008.38	1,058.78
Lgy Bonus 20	1,106.10	1,161.40	1,219.50	1,280.50	1,344.50	1,411.70
Lgy Bonus 25	1,382.63	1,451.75	1,524.38	1,600.63	1,680.63	1,764.63

133 Human Resources Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	139,440.00	146,412.00	153,732.00	161,424.00	169,500.00	177,972.00
MONTHLY	11,620.00	12,201.00	12,811.00	13,452.00	14,125.00	14,831.00
BI-WEEKLY	5,363.08	5,631.23	5,912.77	6,208.62	6,519.23	6,845.08
HOURLY	67.0385	70.3904	73.9096	77.6077	81.4904	85.5635
Monthly						
Educational Incentive Pay	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 10	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 15	871.50	915.08	960.83	1,008.90	1,059.38	1,112.33
Lgy Bonus 20	1,162.00	1,220.10	1,281.10	1,345.20	1,412.50	1,483.10
Lgy Bonus 25	1,452.50	1,525.13	1,601.38	1,681.50	1,765.63	1,853.88

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	142,944.00	150,096.00	157,596.00	165,480.00	173,760.00	182,448.00
MONTHLY	11,912.00	12,508.00	13,133.00	13,790.00	14,480.00	15,204.00
BI-WEEKLY	5,497.85	5,772.92	6,061.38	6,364.62	6,683.08	7,017.23
HOURLY	68.7231	72.1615	75.7673	79.5577	83.5385	87.7154
Monthly						
Educational Incentive Pay	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 10	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 15	893.40	938.10	984.98	1,034.25	1,086.00	1,140.30
Lgy Bonus 20	1,191.20	1,250.80	1,313.30	1,379.00	1,448.00	1,520.40
Lgy Bonus 25	1,489.00	1,563.50	1,641.63	1,723.75	1,810.00	1,900.50

138 Chief Fiscal Officer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	157,776.00	165,660.00	173,940.00	182,640.00	191,772.00	201,360.00
MONTHLY	13,148.00	13,805.00	14,495.00	15,220.00	15,981.00	16,780.00
BI-WEEKLY	6,068.31	6,371.54	6,690.00	7,024.62	7,375.85	7,744.62
HOURLY	75.8538	79.6442	83.6250	87.8077	92.1981	96.8077
Monthly						
Educational Incentive Pay	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 10	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 15	986.10	1,035.38	1,087.13	1,141.50	1,198.58	1,258.50
Lgy Bonus 20	1,314.80	1,380.50	1,449.50	1,522.00	1,598.10	1,678.00
Lgy Bonus 25	1,643.50	1,725.63	1,811.88	1,902.50	1,997.63	2,097.50

141 Assistant Director of Community Development
141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	169,908.00	178,404.00	187,320.00	196,692.00	206,532.00	216,864.00
MONTHLY	14,159.00	14,867.00	15,610.00	16,391.00	17,211.00	18,072.00
BI-WEEKLY	6,534.92	6,861.69	7,204.62	7,565.08	7,943.54	8,340.92
HOURLY	81.6865	85.7712	90.0577	94.5635	99.2942	104.2615
Monthly						
Educational Incentive Pay	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 10	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 15	1,061.93	1,115.03	1,170.75	1,229.33	1,290.83	1,355.40
Lgy Bonus 20	1,415.90	1,486.70	1,561.00	1,639.10	1,721.10	1,807.20
Lgy Bonus 25	1,769.88	1,858.38	1,951.25	2,048.88	2,151.38	2,259.00

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Director of Administrative Services
330 Director of Community Development
330 Director of Public Works/City Engineer
330 Director of Recreation and Human Services
330 Director of Transportation

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	196,128.00	205,932.00	216,228.00	227,040.00	238,392.00	250,308.00
MONTHLY	16,344.00	17,161.00	18,019.00	18,920.00	19,866.00	20,859.00
BI-WEEKLY	7,543.38	7,920.46	8,316.46	8,732.31	9,168.92	9,627.23
HOURLY	94.2923	99.0058	103.9558	109.1538	114.6115	120.3404
Monthly						
Educational Incentive Pay	817.20	858.05	900.95	946.00	993.30	1,042.95
Lgy Bonus 10	1,634.40	1,716.10	1,801.90	1,892.00	1,986.60	2,085.90
Lgy Bonus 15	2,043.00	2,145.13	2,252.38	2,365.00	2,483.25	2,607.38
Lgy Bonus 20	2,451.60	2,574.15	2,702.85	2,838.00	2,979.90	3,128.85

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	205,932.00	216,228.00	227,040.00	238,392.00	250,308.00	262,824.00
MONTHLY	17,161.00	18,019.00	18,920.00	19,866.00	20,859.00	21,902.00
BI-WEEKLY	7,920.46	8,316.46	8,732.31	9,168.92	9,627.23	10,108.62
HOURLY	99.0058	103.9558	109.1538	114.6115	120.3404	126.3577
Monthly						
Educational Incentive Pay	858.05	900.95	946.00	993.30	1,042.95	1,095.10
Lgy Bonus 10	1,716.10	1,801.90	1,892.00	1,986.60	2,085.90	2,190.20
Lgy Bonus 15	2,145.13	2,252.38	2,365.00	2,483.25	2,607.38	2,737.75
Lgy Bonus 20	2,574.15	2,702.85	2,838.00	2,979.90	3,128.85	3,285.30

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	215,268.00	226,032.00	237,336.00	249,204.00	261,660.00	274,740.00
MONTHLY	17,939.00	18,836.00	19,778.00	20,767.00	21,805.00	22,895.00
BI-WEEKLY	8,279.54	8,693.54	9,128.31	9,584.77	10,063.85	10,566.92
HOURLY	103.4942	108.6692	114.1038	119.8096	125.7981	132.0865
Monthly						
Educational Incentive Pay	896.95	941.80	988.90	1,038.35	1,090.25	1,144.75
Lgy Bonus 10	1,793.90	1,883.60	1,977.80	2,076.70	2,180.50	2,289.50
Lgy Bonus 15	2,242.38	2,354.50	2,472.25	2,595.88	2,725.63	2,861.88
Lgy Bonus 20	2,690.85	2,825.40	2,966.70	3,115.05	3,270.75	3,434.25

340 Police Chief

STEP	*1*
ANNUAL	283,128.00
MONTHLY	23,594.00
BI-WEEKLY	10,889.54
HOURLY	136.1192
Monthly	
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert.	1,179.70
Lgy Bonus 20	1,179.70
Lgy Bonus 25	2,359.40
Mgmt Incentive Pay	2,241.43

350 City Manager

STEP	*1*
ANNUAL	347,076.00
MONTHLY	28,923.00
BI-WEEKLY	13,349.08
HOURLY	166.8635
Monthly	
Educational Incentive Pay	3,470.76
Lgy Bonus 10	2,892.30
Lgy Bonus 15	3,615.38
Lgy Bonus 20	4,338.45

City of Gardena

Gardena City Council Meeting
AGENDA REPORT SUMMARY

Agenda Item No. 15A.
Section: DEPARTMENTAL ITEMS - ELECTED & CITY MANAGER'S OFFICES
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Approval of the Agreement with the Consolidated Fire Protection District of Los Angels County and the City of Gardena; for Continued Fire Protection, Hazardous Materials, and Related Emergency Services to the City; Effective January 1, 2027 until the Agreement is Terminated by Either Party Pursuant to the Contract

COUNCIL ACTION REQUIRED:

Staff Recommendation: Approve the Agreement

RECOMMENDATION AND STAFF SUMMARY:

On March 2, 1999, Gardena voters approved Measure A, which authorizes the transfers of firefighting and emergency medical services from the City of Gardena (City) to the Consolidated Fire Protection District of Los Angeles County (Fire District). On March 28, 2000, the City and the Fire District entered into a fee for service contract for fire services within the City with an effective date of September 26, 2000. At execution, the agreement afforded the City partial savings for fire services compared with the prior service model and provided the District with cost avoidance and operational benefits. Those benefits to the Fire District were contractually acknowledged through a cost-sharing agreement under which the Fire District agreed to pay a portion of the annual cost.

In July 2023, LA County Fire Chief Marrone, issued a letter informing the City that the Fire District was seeking full reimbursement for the cost of services and intended to end the existing cost-sharing structure. City staff evaluated a range of alternatives, including formation of a joint powers authority (JPA), contracting for fire services with a neighboring city, and creating a City fire department. To support the evaluation, the City retained an independent consultant firm; Emergency Services Advisors; to prepare an analysis of the current fire services and feasibility of various options, which was completed in February 2026. Based on the analysis and internal study, City staff determined that it is not feasible for the City to create a City fire department, and that the lead time required to acquire all necessary apparatus is estimated at 4-5 years.

On April 3, 2026, the District issued a formal 365-Day Notice of Termination, indicating its intent to terminate fire services to the City effective April 2027, if the City did not agree to the proposed full cost recovery. Giving the prevailing economic conditions and uncertainty regarding local card club fee revenues at that time, City staff continued to negotiate in good faith in pursuit of a sustainable long-term arrangement beneficial to both parties. Since the execution of the initial contract, the City and the Fire District have maintained a mutually beneficial relationship. The City has benefited from excellent services and savings during the past City fire service model and the District has benefited from the expanded capacity and additional apparatus availability in its regional service system. However, the Fire District made it clear that it cannot support continuation of the current contractual cost-sharing structure.

City staff and the Fire District were able to work out a compromise with reduced fire prevention services costs, while keeping the same fire prevention service level. On July 23, 2026, the City and Fire District reached a tentative agreement on the new contract.

Fire Protection Services

- No changes to the current service level
- City cost share increase by 1/3 in January 2027, instead of July 2026
- City cost share increase by 2/3 in January 2028
- Full payment starting January 2029 and the annual fee limitation temporarily removed from FY 2027-28 through FY 2029-30
- The annual fee limitation would resume in FY 2031-32 by the average of the preceding four years of annual fees percent increases plus 1%, excluding the cost share increase portion

Fire Prevention Services

- No changes to the current service level
- Starting January 2027, the City will only pay for 1 Full-Time Fire Fighter Specialist
- Fire District will absorb the full cost of the Fire Prevention Captain and 1 Full-Time Fire Fighter Specialist
- City will will retain all Fire Prevention Credits

Fire Stations

- City will continue to lease its 2 fire stations to the Fire District for $1 per each station each year
- Fire District agreed to contribute $7,500 + annual CPI per each incident for repair cost of the fire station

Under the terms of the framework described above, the City will realize a one-time savings of approximately $4 million through the deferral of the proposed cost-share increase to January 2027. The City will achieve annual recurring savings from fire prevention services totaling approximately $5 million over the next 10 years.

Staff therefore recommends that the City Council approve the agreement with the Consolidated Fire Protection District of Los Angels County.

FISCAL IMPACT/COST:

Fire Services	**Estimated Cost FY 2026/2027**	**Estimated Cost FY 2027/2028**	**Estimated Cost FY 2028/2029**	**3-Year Estimated Total**
Fire Protection Services & Overhead	$11,213,497	$12,626,395	$13,850,115	**$37,690,007**
Fire Prevention Services & Overhead	606,093	465,683	487,881	**1,559,657**
General Fund Estimated Total	**$11,819,590**	**$13,092,078**	**$14,337,996**	**$39,249,664**

APPROVED:



_____

Clint Osorio, City Manager

Attachments

City_of_Gardena_Agreement-County_Fire_Chief_Signed_102326.pdf

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AGREEMENT FOR SERVICES BY AND BETWEEN THE
CONSOLIDATED FIRE PROTECTION DISTRICT OF LOS ANGELES COUNTY
AND THE CITY OF GARDENA

THIS AGREEMENT is made and entered into this 27th day of October, 2026, by and between the Consolidated Fire Protection District of Los Angeles County, hereinafter referred to as the "District," and the City of Gardena, hereinafter referred to as the "City." The District and the City are hereinafter referred to collectively or individually as “Parties” or “Party.”

W I T N E S S E T H

WHEREAS, the City and the District entered into Agreement No. 73043 on March 28, 2000, approved by the Board of Supervisors on September 26, 2000, for the provision of fire protection, hazardous materials, emergency medical, and related services; and

WHEREAS, on April 3, 2026, the District issued a notice of termination, to be effective on April 3, 2027; and

WHEREAS, upon full execution of this Agreement, the notice of termination is rescinded; and

WHEREAS, the District enters into this Agreement pursuant to authority delegated to it by the Board of Supervisors of the County of Los Angeles, as authorized by action taken on October 20, 2026, and the City enters into this Agreement pursuant to authority delegated to it by the City Council of the City of Gardena; and

WHEREAS, the District and the City desire to enter into this new agreement beginning January 1, 2027, in order to establish a full cost recovery model, phased in over three (3) years, for the District to continue providing fire protection, hazardous materials and related emergency services to the City; and

WHEREAS, the District and City have negotiated and agreed to mutually acceptable terms that provide a viable financial model for the City and full cost recovery for the District; and

WHEREAS, the Parties agree that the purpose of this Agreement is to provide a

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pathway to maintain services without interruption to the City; and

WHEREAS, it is the desire of the Parties to address, by this Agreement, all matters which are related to services to be provided to the City by the District and this Agreement supersedes any and all previous agreements for fire protection between the Parties.

SECTION I. AGREEMENT EFFECTIVE DATE AND TERM

(A) This Agreement shall commence on January 1, 2027, and shall continue, unless the Agreement is terminated as provided in Section I, Subsection (B) or is otherwise amended as provided in Section I, Subsection (C).

(B) Either Party may terminate this Agreement by giving one (1) year's written notice to the other Party. Notice shall be sent to the addresses listed in Section III, Subsection (H), herein, or as subsequently changed by either Party in writing.

(C) A review of the Agreement terms may be initiated at any time by either Party, upon five (5) days written notice to the other. Any modifications made to this Agreement shall be in writing and executed by both Parties. The Parties agree to negotiate in good faith and deal fairly with respect to performance under this Agreement and with respect to any proposed modifications to this Agreement.

SECTION II. SERVICES

(A) Services to be provided by the District to the City shall include fire protection, hazardous materials services, emergency medical services which include paramedic services, Los Angeles County Fire Code and related code enforcement, fire cause and arson investigation, plus all District support services including, but not limited to, supervision, dispatching, training, equipment maintenance, supplies, and procurement, collectively referred to as "Services." The District's cost for augmented staffing assigned to special events (i.e., events outside the scope of this Agreement) held in the City will, upon prior written approval by the City and District, be charged to the City for City-sponsored events or to non-City entities for events held in the City but not sponsored by the City, as the cost for such augmented services is not included in the City's Annual Fee. The City's Annual Fee is defined in Section III and hereinafter referred to as "Annual Fee."

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(B) The power and authority relating to the provision of Services, the standards of performance, the discipline of personnel, and other matters related to the performance of such Services and control of personnel so employed by the District shall be within the sole discretion of the District except as otherwise provided for in this Agreement.

(C) The engine companies assigned to the City Fire Stations (as defined herein to mean fire stations owned by the City and occupied by the District) as listed on the Los Angeles County Fire Department Fee-for-Service Cities Annual Fee Schedule, City of Gardena ("Fee Schedule" attached hereto as "Exhibit A") shall be equipped and staffed in accordance with operational standards of the District. The minimum daily staffing level in the City is established on the Fee Schedule. This staffing level may be modified by mutual agreement of the City Council and Fire Chief of the District pursuant to Section IX, Subsection (B). Any agreed-upon adjustments in staffing pursuant to said Subsection may cause adjustments in the determination of the Annual Fee, as specified in the Fee Schedule at Exhibit "A." All engines assigned to the City Fire Stations shall carry automatic defibrillators, and the personnel assigned to such engines shall be certified as Emergency Medical Technician-Defibrillator (or the equivalent certification then required by the District's operational standards).

(D) The District shall provide fire prevention inspection staffing in support of fire prevention, code enforcement, plan check, and inspection activities within the City. The City shall be responsible for the full cost of one (1) Fire Fighter Specialist ("FFS"), as reflected in the Fee Schedule. The District shall absorb the full cost of the Fire Prevention Captain and one (1) additional FFS described herein for the duration of this Agreement, provided the City complies with the full cost recovery phase-in set forth in Section III, Subsection (B), herein. There shall be no change to the City's Fire Prevention Credits, and the City shall retain one hundred percent (100%) of all Fire Prevention Credits for the duration of this Agreement.

(E) All code enforcement, plan check approval, and other fire prevention activities must be in accordance with the County of Los Angeles Fire Code and District ordinances, regulations, standards, policies and procedures. The District shall provide the City

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with a monthly list or database of all occupancies inspected by District personnel within two (2) weeks of the end of each reporting period. The District and the City shall meet quarterly to review such information.

(F) Routine ground emergency ambulance transportation to a hospital is not provided by the District. Such transportation is provided by the private ambulance contractor designated by the County of Los Angeles Department of Health Services (DHS) for the Exclusive Operating Area in which the City is located, pursuant to an Emergency Ambulance Transportation Services 9-1-1 Response Agreement between that private ambulance contractor and DHS. The City is not a party to, and has no contracting, procurement, or funding obligation under the Agreement for Various Services By and Between Consolidated Fire Protection District of Los Angeles County and Westmed Ambulance, Inc. dba McCormick Ambulance.

Nothing in this Section limits (i) the provision of advanced life support care by District personnel to a patient during transport in the contractor's ambulance; (ii) transportation by a County-owned or operated ambulance, including District air ambulance resources; or (iii) transportation arranged under the District's direction during a major emergency or disaster.

(G) The District will participate in and support community emergency preparedness, education, training, and exercises at the reasonable request of the City, and approved by the District. Said services shall be provided at no additional cost to the City.

(H) The City must retain responsibility for the City's internal emergency management at the City's cost.

(I) Without cost to the District, the City shall, within the jurisdictional boundaries of the City, retain responsibility for providing a water system including fire hydrants capable of supplying adequate water fire flow to the District. The City shall ensure that the City's water purveyors provide adequate water and hydrants for fire protection purposes within the City without cost to the District. In addition to any right of indemnification applicable under Section V, the City agrees to indemnify and hold the District and the County of Los Angeles, their elected and appointed officials, officers, agents, and employees (collectively, the "County")

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harmless from any and all liability and expenses, including defense costs and legal fees arising from, relating to or in connection with the City's failure to provide adequate water fire flow to the District. Promptly after receipt by the County of any claim or notice of the commencement of any action, administrative or legal proceeding, or investigation as to which this indemnity in favor of the County may apply, the County shall give written notice to the City of such fact. The City shall then immediately assume, on behalf of the County, and conduct with due diligence and in good faith, the defense thereof with counsel satisfactory to the County which counsel shall be the same as representing the City unless otherwise provided below. The County shall have the right to be represented therein by advisory counsel of its own selection and at its own expense. If the defendants in any such action include both the City and the County and the City shall have reasonably concluded that there may be legal defenses available to it which are different from or additional to, or inconsistent with, those available to the County, then the City (without waiving or in any way limiting the County's indemnity rights or its payment of its cost of defense provided herein) shall have the right to select separate counsel to participate in the defense of such action and to incur reasonable and necessary litigation expenses on its own behalf at the City's expense. The indemnity provided to the County shall trigger immediately upon receipt by the City of written tender of defense and indemnification from the County and shall not be contingent upon or postponed by the need for determination of indemnification rights between the Parties. However, upon receipt of a final, non-appealable judgment or award in an action determining that County was not entitled to indemnification by the City pursuant to this Section II (I), the County shall reimburse the City in full for all attorney's fees and costs incurred by the City as a result of the County's tender of defense and indemnification, subject to any limitations imposed by codes, statutes or law that may affect such reimbursement rights by the County to the City and subject to County approval process.

(J) The District shall annually inspect all fire hydrants within the City to ensure that fire hydrants are mechanically operable and capable of delivering water. The District shall notify the City's water purveyors, in writing, of any maintenance requirements at any time the

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District becomes aware of maintenance or repair requirements. The District shall not be liable to pay any City water purveyor for hydrant installation, use, repair, maintenance, or rental fees or any other related costs or expenses except if damage results from the District's negligent use of said fire hydrants.

(K) Upon written request by the City, the District shall provide to the City statistical response information reports. The criteria utilized in the preparation of such reports shall be determined by the City Manager and the District's jurisdictional Assistant Fire Chief.

(L) Nothing in this Agreement shall preclude the future expansion or relocation of the City's Fire Stations referenced on the City of Gardena – Agreement for Services, Fire Stations to be Occupied by the Fire District ("Station List" attached hereto as Exhibit "B"), if such action is mutually agreed upon in writing by both the City Council and the Fire Chief.

SECTION III. <u>ANNUAL FEE FOR SERVICES</u>

(A) The City shall pay an Annual Fee for District Services as provided for in the California Health and Safety Code section 13878. The District shall be paid monthly, in advance, from funds of the City for the performance of the Services defined in Section II above. The Annual Fee shall be determined by the method specified in the Fee Schedule, attached hereto as Exhibit "A" and made a part hereof. The City shall pay the District one-twelfth (1/12) of the estimated or actual Annual Fee, in advance, on or before the first day of each month. The one-year period of payment of the Annual Fee is defined as July 1 through June 30, herein referred to as the Fiscal Year.

(B) The District has provided the City the projected costs and projected Annual Fee for Fiscal Years 2026-2027, 2027-2028, 2028-2029, and 2029-2030. These projected costs and Annual Fee are estimates and subject to adjustment. The Parties agree that full cost recovery shall be phased in over three (3) years as follows: the City shall pay one-third (1/3) of the full cost recovery amount effective January 1, 2027; two-thirds (2/3) of the full cost recovery amount effective January 1, 2028; and the full cost recovery amount effective January 1, 2029, as reflected in the Fee Schedule. Measure E revenues, which are restricted to the purposes authorized under Chapter 4.80 of the Los Angeles County Code, shall not be

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applied toward, or used to offset, the Annual Fee or any phase-in amounts under this Agreement.

(C) At least ninety (90) days prior to the beginning of the Fiscal Year, the District shall submit an Annual Fee projection ("Estimated Annual Fee") which includes an estimate for providing Services to the City for the ensuing Fiscal Year. The Annual Fee shall include estimated costs of District salary and employee benefits and overhead and shall be used for billing purposes until actual cost information is available.

(D) As soon as actual cost information is available or at least ninety (90) days prior to the beginning of the Fiscal Year, the District shall provide the City a statement of the actual Annual Fee, which includes a true-up from the previous year and includes the Estimated Annual Fee for the next Fiscal Year, referred to collectively as Actual Annual Fee True Up. If the Actual Annual Fee True Up is less than the Annual Fee, the District shall credit the City for the difference, which may be applied against future invoices, or if no further invoices will be issued, shall be refunded to the City. If the Actual Annual Fee True Up is greater than the Estimated Annual Fee, the additional amount due to the District will be paid by the City within thirty (30) days of receipt of an invoice issued by the District.

(E) Any increase in District costs necessitated or mandated by legislative or judicial decisions or actions, other than penalties or punitive damages due to negligence of the District, shall be due in the Fiscal Year in which they occur.

(F) Services as defined in Section II, herein, shall not be performed by the District hereunder unless the City shall first:

(1) Have available funds previously appropriated to cover the Annual Fee; and

(2) Have paid in advance, when due to the District, the monthly payments or the Annual Fee from the previously appropriated funds.

(G) The District shall invoice the City at least thirty (30) days in advance of any scheduled monthly payment. Payment of all invoices under this Agreement shall be due and payable thirty (30) days from the date of invoice (hereinafter referred to as "due date").

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(H) All notices, invoices and payments shall be deemed received on the day delivered if hand-delivered or on the third (3rd) day after being deposited in the United States mail. The following addresses shall be utilized as follows:

District invoices and refunds shall be sent to the City at:

City of Gardena, City Hall
Finance Department
1700 West 162nd Street
Gardena, CA 90247

District notices shall be sent to the City at:

City of Gardena
City Manager's Office
City Hall
1700 West 162nd Street
Gardena, CA 90247

City payments shall be sent to the District at:

Los Angeles County Fire Department
P. O. Box 54740
Los Angeles, CA 90054-0740

City notices shall be sent to the District at:

Fire Chief Anthony C. Marrone
Los Angeles County Fire Department
1320 North Eastern Avenue
Los Angeles, CA 90063-3294

Planning Division
Los Angeles County Fire Department
1320 North Eastern Avenue
Los Angeles, CA 90063-3294

Either Party shall notify the other, in writing, of an address change.

(I) Interest shall be added to any payment invoiced by the District and that is received by the District more than fifteen (15) calendar days after the due date (late payment). The interest rate on any late payment shall be established as the prevailing prime lending rate for Bank of America, or any successor financial institution, as of the first day payment is late. The period for computing this interest shall commence the day following the payment due date

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

and end on the date of receipt of payment by the District.

The interest payment shall be computed as follows:

$$\frac{\text{No. of Days Late}}{\text{365 Days}} \times \text{Prime Lending Rate} \times \text{\$ Amount of Payment} = \text{Late Payment Interest Charge}$$

(J) In the event of future legislative or judicial action affecting the District's funding, the District may renegotiate the Annual Fee and other funding provisions of this Agreement in good faith.

(K) The Annual Fee in this Agreement is based upon current City jurisdictional boundaries and service requirements. During the term of this Agreement, should the City annex any area from which the District does not receive property taxes or an adequate funding source for Services rendered by the District to the annexed area (such as, for example, from a non-District-served city), then staffing levels shall be adjusted to adequately serve the annexed area and the City's Annual Fee shall be adjusted accordingly as determined by the District and reviewed by the City.

(L) All revenues generated from fees established or implemented by the District, including, but not limited to, Advanced Life Support (ALS) services, shall be credited to the City, less an eight percent (8%) administrative charge retained by the District for Fire Prevention and ALS services. The City shall be authorized to retain an eight percent (8%) administrative charge for any fees collected by the City on behalf of the District.

(M) In the event that an incident occurs within the City while this Agreement is in effect during which the District is required to deploy a substantial number of District apparatus and personnel to such incident as determined by the District, to the extent authorized by law:

(1) Within its sole discretion, the District reserves the right to pursue cost recovery against the party that caused the incident but not against the City. Costs recovered by the District, for resources or services provided by the City in connection with such an incident and deployed within the City, less the cost of the District's recovery efforts, shall be allocated between the District and the City by separate agreement. District shall maintain detailed account information and supporting documentation and provide the same upon

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

request, if available. District and City agree to reasonably cooperate in such recovery efforts.

(2) The City shall promptly pay to the District all such District costs recovered by the City less the cost of the City's recovery efforts or any applicable City repair costs. City shall maintain detailed account information and supporting documentation and provide the same upon request, if available.

(3) Costs for District resources paid for by the City through this Agreement as detailed on the Fee Schedule herein and deployed to such an incident shall not be recoverable by the District from the City.

(4) Neither the District nor the City shall be legally obligated to seek cost recovery on behalf of the other Party.

(N) In the event that a billing or payment dispute arises between the District and the City or a dispute arises, the Parties will negotiate in good faith to resolve the dispute, and the following procedures will be taken to resolve the dispute in the following order:

(1) The dispute will be specified, in writing, and presented to the District's Planning Division at the mailing address identified in Section III, Subsection (H), herein, if a City dispute, or to the City Manager if a District dispute, within thirty (30) days of the receipt of a disputed invoice or disputed payment. The City shall pay in full any disputed invoice "under protest."

(2) The District and the City shall meet and confer in good faith to expeditiously resolve the dispute. If the District and the City cannot fully resolve the dispute within thirty (30) days of receipt of written notification of this dispute (i.e., an impasse), the impasse will be referred to mediation to take place within ninety (90) days, or by a date agreed upon by the Parties, with a mutually agreed upon mediator. The District and the City shall be equally responsible for the mediator's fee.

(3) If the District and the City cannot fully resolve the dispute at mediation, the impasse may be sent to an independent arbitrator for resolution at a non-binding arbitration or the Parties may seek resolution through other available legal remedies, including but not limited to a filing of a lawsuit.

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(4) Should the Parties seek non-binding arbitration, the arbitrator shall be selected jointly by the City and the District within thirty (30) days of the Parties' decision to seek non-binding arbitration, and the cost of the arbitrator shall be paid for equally by the City and the District. If the District and the City cannot agree on an arbitrator, each Party shall, at its own expense, retain an arbitrator within thirty (30) days after the jointly selected arbitrator should have been selected. These two arbitrators will, within thirty (30) days of their retention, mutually select a third arbitrator. The mutually agreed-upon third arbitrator will resolve the matter within thirty (30) days after their selection. The District and the City shall share equally the cost of the third arbitrator.

(5) If the District prevails in either an undisputed non-binding arbitration ("undisputed" shall mean that, following arbitration, neither Party requests a de novo action within thirty (30) days and both Parties consent to the arbitrator's award) or receives a final non-appealable award, all money owed and not paid to the District will be forwarded to the mailing address identified in Section III, Subsection (H), within thirty (30) calendar days from the date of the issuance of the arbitrator's or judicial decision. In addition, the City will be assessed and pay the interest payment amount for a late payment as calculated in Section III, Subsection (I) of this Agreement.

(6) If the City prevails in either an undisputed non-binding arbitration or receives a final, non-appealable award and has paid the District the disputed amount, a refund to the City will be forwarded to the mailing address identified in Section III, Subsection (H), herein, within thirty (30) calendar days from the date of the issuance of the arbitrator's or judicial decision. In addition, the District will pay to the City an interest payment, as calculated for late payments in Section III, Subsection (I) of this Agreement.

(7) Each Party is required to pay its own legal fees associated with such non-binding arbitration and is not entitled to recovery of those fees from the other Party.

(O) City understands and agrees that in the event the City becomes delinquent or defaults in its Annual Fee payment to the District by more than sixty (60) days the County Auditor-Controller is authorized, at the direction of the District, to withhold City's

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unencumbered annual property tax revenue in an amount equal to the outstanding payment for Services and credit the withheld amounts to the District's revenue account. District shall comply with the procedures in County Fiscal Manual section 10.2.12, "Procedures for Collection of Accounts Receivable for Services Performed for Cities and Special Districts" (or any subsequent replacement for the Procedures) for collecting City's delinquent or defaulted Annual Fee payments. Such withholding by the Auditor-Controller shall continue until such time as City resumes payment to the District directly and all delinquent or defaulted Annual Fee payments have been recovered.

(P) A limitation shall be placed on increases in the amount of actual Annual Fee to be paid by the City each year, hereinafter referred to as “Annual Fee Limitation.” The Annual Fee Limitation shall be the average of the preceding four (4) years’ percentage increases in the actual Annual Fee, excluding the cost recovery phase-in increases described in Section III, Subsection (B), plus one percent (1%). The Annual Fee Limitation shall temporarily cease beginning on January 1, 2027, through Fiscal Year 29-30, and resume in Fiscal Year 30-31. Any increases in costs necessitated or mandated by state or federal legislative or judicial decisions or actions, other than penalties or damages due to negligence of the District, shall not be subject to the Annual Fee Limitation and shall be due in any Fiscal Year in which they occur.

(Q) In any year where the City’s actual Annual Fee, as specified in Section III, Subsection (D), herein, exceeds the preceding Fiscal Year’s actual Annual Fee plus the applicable Annual Fee Limitation, hereinafter referred to as “Annual Fee Limitation excess,” payment of the Annual Fee Limitation excess shall be deferred to a subsequent future Fiscal Year(s) where the increase in the actual Annual Fee for that Fiscal Year over the preceding Fiscal Year is less than the Annual Fee Limitation. The Annual Fee Limitation excess will be paid by the City in any subsequent Fiscal Year(s) to the extent the actual Annual Fee increase in that Fiscal Year is less than the Annual Fee Limitation for that Fiscal Year. One-twelfth (1/12) of such Annual Fee Limitation excess shall be added and paid in each of the City’s twelve (12) monthly payments for the subsequent Fiscal Year(s).

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

In the event the City detaches from the District, any unpaid Annual Fee Limitation excess together with any outstanding Annual Fee payments due by the City as of the effective date of detachment shall be due and payable to the District no later than the effective date of detachment. Should a credit be due the City from the District, a refund shall be paid to the City no later than the effective date of detachment.

SECTION IV. FIRE STATIONS

(A) The District currently operates and provides Services to the City using the City Fire Stations identified on the Station List attached hereto as Exhibit B and made a part hereof. The District shall continue to occupy, staff, and operate from these stations for the duration of this Agreement, or until such time as this Agreement is terminated as set forth herein.

(B) This Agreement constitutes a lease whereby the City shall lease to the District the City Fire Stations as identified on the Station List herein for one dollar ($1) annually per station for the duration of the Agreement or until this Agreement is terminated.

(C) The City represents and warrants that it has performed all environmental cleanup of hazardous materials at all City Fire Station sites identified on the Station List as required by all applicable Federal, State, and local laws as detailed in Section VI, Subsection (B) herein. The City represents and warrants that the City has, as federally mandated, at its own expense, properly removed and replaced, if applicable, all underground fuel tanks and all other environmental hazards from all City Fire Station sites identified on the Station List in accordance with all applicable Federal, State, and local requirements and standards. The District assumes no responsibility for any and all contamination or environmental damage, including personal injury or property damage, or liability of any nature whatsoever arising from said fuel tanks or their removal.

(D) The District shall be responsible for utility payments related solely to the District's use of the City Fire Stations.

(E) After the City establishes compliance with Section VI, Subsection (B), the District shall accept the City Fire Stations. The District shall continue to occupy City Fire

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

Stations throughout the term of this Agreement.

(F) In the event the District vacates the City Fire Stations, the District shall vacate the City Fire Stations effective as of the date stated in writing by the District to the City (except as otherwise provided by written agreement between the District and the City) and shall remove all District-owned property therein as of the withdrawal. The District shall return the facility in good condition, with only normal wear and tear as expected based on typical usage.

(G) The District shall perform all routine, day-to-day maintenance and minor repairs on all City Fire Stations identified in the Station List set forth in Exhibit B. The District shall be responsible for repairs to those portions of the facility used exclusively by the District ("minor repairs"), up to SEVEN THOUSAND FIVE HUNDRED DOLLARS and ZERO CENTS ($7,500) per occurrence during the first year of this Agreement. In subsequent years, this amount shall be adjusted based on the annual percentage change in the California Consumer Price Index (CCPI) published by the California Department of Industrial Relations, provided that the annual adjustment shall not exceed five percent (5%). Unspent repair funds from one facility shall not be credited against another facility.

(H) Repairs in excess of the District's responsibility set forth in Section IV, Subsection (G), herein, shall be the responsibility of the City and are hereinafter referred to as "major repairs". Major repairs shall be identified by the District and undertaken by the City within three (3) months from written notice to the City by the District, or other mutually agreed upon time period by the Fire Chief and City Manager, unless the repair is deemed an "emergency major repair" (as defined below). Notwithstanding the foregoing, the District shall be fully responsible for any major repairs or damages arising from intentional or negligent acts of the District's personnel, volunteers, or agents.

(I) Emergency major repairs shall be defined as repairs that, if left unrepaired, would compromise the health, welfare, or security of City Fire Station occupants or the public, as determined by the District. City shall initiate emergency major repairs within two (2) days of written notification by the District, or the District will undertake the necessary repairs and

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invoice the City.

(J) Without limiting each Party's indemnification of the other and during the term of this Agreement, each Party agrees to maintain the programs of insurance as set forth below. Each Party shall retain the option of satisfying its insurance obligations herein through use of a program of commercial or self-insurance coverages, or any combination thereof. Each Party's insurance shall be primary to and not contributing with any insurance or self-insurance programs maintained by the other and shall be maintained at each Party's own expense.

(1) The City shall maintain: General Liability insurance (written on Insurance Services Office (ISO) policy form CG 00 01 or its equivalent) with limits of not less than $1 million per occurrence and $2 million aggregate; Workers' Compensation insurance to meet statutory requirements, and including Employers' Liability coverage with limits of not less than $1 million each; Professional Liability covering liability arising from any error, omission, negligent or wrongful act of the City with limits of not less than $1 million per occurrence and $2 million aggregate; and Property Coverage providing Special form ("all-risk") coverage in an amount equivalent to the full replacement value of the City Fire Stations and applying to City-owned and leased real property. The City agrees to name the District as an additional insured on its insurance policies.

(2) The District shall maintain: General Liability insurance (written on ISO policy form CG 00 01 or its equivalent) with limits of not less than $1 million per occurrence and $2 million aggregate; Automobile Liability insurance (written on ISO policy form CA 00 01 or its equivalent) with a limit of liability of not less than $1 million for each accident; Workers' Compensation insurance to meet statutory requirements, and including Employers' Liability coverage with limits of not less than $1 million each incident; and Professional Liability covering liability arising from any error, omission, negligent or wrongful act of the District with limits of not less than $1 million per occurrence and $2 million aggregate. The District agrees to name the City as an additional insured on its insurance policies.

(K) The District shall not be liable for any damages to any of the City Fire Stations which results from any seismic events, natural disasters, civil disturbances, or acts of

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God. Should any such event occur that makes any of the City Fire Stations uninhabitable and/or non-operational, the City shall immediately find temporary quarters for the District to perform its operations until the City can repair the affected City Fire Station(s).

(L) The District and the City, respectively, shall be fully responsible for any repairs or any damages arising from the intentional or negligent acts of their respective personnel. Disputes regarding implementation of this provision shall be resolved pursuant to Section III, Subsection (N).

SECTION V. INDEMNIFICATION

Except as specifically otherwise provided in this Agreement, neither Party shall be liable for the negligent or wrongful acts of the other in the performance of this Agreement.

(A) The City agrees to indemnify, defend, and hold harmless the District and the County of Los Angeles, hereinafter referred to as "County", their elected and appointed officials, officers, agents, and employees from any and all liability and expenses, including defense costs and legal fees, arising from or connected with claims and lawsuits arising from:

(1) Any contamination, environmental hazard, or environmental damage of any kind, including personal injury or property damage, at or adjacent to the facilities located on the Station List, that existed or were caused by the City prior to occupation by the District.

(2) Any fuel tank or related ancillary equipment, at or adjacent to the facilities located on the Station List, that existed or were caused by the City prior to occupation by the District.

(3) Any negligent or wrongful acts of the City in the performance of this Agreement.

(B) The District agrees to indemnify, defend, and hold harmless the City, its elected and appointed officials, agents, officers, and employees from any and all liability and expenses, including defense costs and legal fees, arising from or connected with claims and lawsuits arising from the negligent or wrongful acts of the District in the performance of this Agreement.

SECTION VI. ENVIRONMENTAL QUALITY CONTROL

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

(A) The District shall be responsible to comply with the provisions of the California Environmental Quality Act of 1970 (CEQA), insofar as the same may apply to the District's operations under this Agreement. The District agrees to hold the City free and harmless from any and all claims, demands, or judgments arising out of the District's failure to comply with the provisions of CEQA, relative to the operations under this Agreement.

(B) The Parties acknowledge that, pursuant to Agreement No. 73043, the City was responsible, at its sole expense, for the mitigation and abatement of all environmental hazards (if any) at the City Fire Station sites prior to the District's occupancy of such sites. Any residual contamination or environmental damage from conditions on or adjacent to City Fire Stations which existed before the execution date of this Agreement but which are discovered after the commencement date of services, shall be the responsibility of the City.

(C) The District shall, at its sole expense, mitigate and abate all environmental damage (if any) caused by the District or its agents at any of the City Fire Stations after the execution date of this Agreement.

SECTION VII. HAZARDOUS MATERIALS RELEASE RESPONSE PLAN AND INVENTORY

(A) The District shall serve as the Administering Agency for the Hazardous Materials Release Response Plan and Inventory, pursuant to California Health and Safety Code Chapter 6.95, Sections 25500–25545, Article 2 ("Hazardous Materials Program"), in accordance with applicable agreements and State law. The District shall continue to act as the Administering Agency for the Hazardous Materials Program for the duration of this Agreement.

(B) All fees collected in connection with the administration of the Hazardous Materials Program shall be retained by the District as authorized by State law, unless otherwise modified by mutual written agreement of the Parties.

SECTION VIII. ADOPTION OF LOS ANGELES COUNTY FIRE CODE

The City has adopted Los Angeles County Fire Code - Title 32, including any subsequent amendments. The District shall continue to enforce Los Angeles County Fire Code – Title 32, along with any amendments applicable specifically to the City.

SECTION IX. MODIFICATION OF SCHEDULES

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

(A) With the exception of the Fee Schedule, all schedules attached hereto and incorporated herein by reference will be subject to modification or amendment by mutual written agreement of the City Manager and Fire Chief of the District as needed after the date of approval of this Agreement by both Parties.

(B) The staffing levels as indicated on the Fee Schedule may be subject to modification by mutual written agreement of the City Council and Fire Chief of the District. Any such modification of staffing levels may cause an adjustment in the determination of the Annual Fee as specified in Section II, Subsection (C) herein.

SECTION X. WITHDRAWAL

(A) In the event the City terminates this Agreement and withdraws from the District, the District and the City agree that:

(1) The lease on the fire stations shall terminate and the District shall vacate on the effective date of withdrawal except as provided for in a subsequent written agreement as may be entered into by the City and the District.

(B) In the event of the termination of the Agreement by either Party, or by expiration, as provided herein, the District and the City agree to enter into separate and further agreements to address the specific details of termination not addressed in this Agreement. The City agrees it is responsible for procuring the Services described herein in Section II and to participate in good faith in the transition of Services, upon termination and/or expiration of this Agreement. Each Party also agrees to effectuate a timely detachment under the Cortese-Knox-Hertzberg Local Government Reorganization Act of 2000, upon either the notice of termination or expiration of Agreement and provide written mutual intention of detachment to the Los Angeles County Local Agency Formation Commission (LAFCO) and any other responsible agency upon request of the terminating Party or expiration of this Agreement, whichever event occurs first.

SECTION XI. GOOD FAITH AND FAIR DEALING

The District and the City covenant and warrant to cooperate, act in good faith and fair dealing regarding the performance, administration, and interpretation of this Agreement

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

and, if applicable, any LAFCO process.

SECTION XII. GENERAL PROVISIONS

(A) Severability – In the event that any provision herein contained is held to be invalid, void, or illegal by any court of competent jurisdiction, the same shall be deemed severable from the remainder of this Agreement and shall in no way affect, impair or invalidate any other provision contained herein. If any such provision shall be deemed invalid due to its scope or breadth, such provision shall be deemed valid to the extent of the scope or breadth permitted by law.

(B) Waiver – No breach of any provision hereof can be waived unless in writing. Waiver of any one breach of any provision shall not be deemed to be a waiver of any breach of the same or any other provision hereof.

(C) Notice of Termination - Upon full execution of this Agreement, and with the approval of the governing bodies of the City of Gardena and County of Los Angeles, the notice of termination issued by the District on April 3, 2026, is rescinded.

(D) Entire Agreement – This Agreement constitutes the entire agreement between the Parties relating to the subject matter of this Agreement and supersedes any prior or contemporaneous understanding whether oral or written and may be modified only by further written agreement between the Parties. The non-enforceability, invalidity or illegality of any provision of this Agreement shall not render the other provisions thereof unenforceable, invalid or illegal.

SECTION XIII. EQUIPMENT, FURNITURE, FURNISHINGS, AND EXPENDABLE EQUIPMENT/FIRE APPARATUS AND EQUIPMENT

(A) The Parties acknowledge that, on the commencement date of service under Agreement No. 73043 ("Prior Agreement"), City transferred to District all fire apparatus, vehicles, fire equipment, and fire station furnishings, furniture, equipment and expendable tools incidental to fire station operations, as inventoried and identified by District in writing and listed in Exhibit C (Vehicles, Fire Apparatus, and Related Equipment) and Exhibit D (Fire Station Equipment, Furniture and Furnishings), attached hereto and incorporated herein by this

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

reference. Exhibit C and Exhibit D consist of the same inventories that were attached to the Prior Agreement as Schedule 5 and Schedule 6, respectively, and are carried forward and restated herein without change. Said transfer was completed under the Prior Agreement, and no further transfer of the items listed in Exhibit C and Exhibit D is required under this Agreement. All items not so transferred remained the property of City.

(B) All right, title, and interest in said apparatus and vehicles was conveyed to District free and clear of any encumbrances and remains vested in District. City was responsible for, and satisfied, any and all outstanding loans or liens against said apparatus and vehicles existing as of the date of transfer.

[Signatures on Next Page]

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

IN WITNESS WHEREOF, the City, by majority vote of its City Council, has caused this Agreement to be executed by its Mayor and which execution has been attested to by its Clerk; pursuant to action by a majority vote of the Board of Supervisors, as governing body of the District, the Fire Chief has executed this Agreement on behalf of the District.

CONSOLIDATED FIRE PROTECTION DISTRICT OF LOS ANGELES COUNTY

By _____
Anthony C. Marrone, Fire Chief

DATE 10/21/26

CITY OF GARDENA

By _____
Tasha Cerda, Mayor

DATE _____

ATTEST :

By _____
Becky Romero, City Clerk

APPROVED AS TO FORM:

DAWYN R. HARRISON
County Counsel

By _____
Jenny Tam,
Senior Deputy County Counsel

APPROVED AS TO FORM:

By _____
Carmen Vasquez,
City Attorney, City of Gardena

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

Exhibits:

A: Fee schedule
B: Station List
C: Vehicles, Fire Apparatus and Related Equipment
D: Fire Station, Furniture and Furnishings

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

Exhibit A

FOR DISCUSSION PURPOSES ONLY

Reflects Reduction of District Cost Share by 33.3% each year and Revision of Fire Prevention to 1.0 FFS Post Position starting in 1/1/27

LOS ANGELES COUNTY FIRE DEPARTMENT
FEE-FOR-SERVICE CITIES ANNUAL FEE SCHEDULE

* CITY OF GARDENA *

Estimated 26-27

Current Cost Share through 12/31/26
District Cost Share reduced by 33.3% on 1/1/27

Station	Equipment	Post Position (a)	Total Cost	Total City Share	Total District Share	
July 1, 2026 - December 31, 2026: Current Agreement						
Operations:						
158	Quint (c)	4	$ 1,984,799	$ 1,846,570	$ 138,229	(d)
158	Squad (b)	2	985,394	518,700	466,694	(e)
159	Assessment Engine	3	1,622,118	1,622,118	-	
			$ 4,592,310	**$ 3,987,388**	**$ 604,923**	
Fire Prevention:						
Area Inspector	Fire Fighter Specialist	2	$ 316,434	$ 237,326	$ 79,109	(f)
Schools/Institutions Insp.	Fire Captain	1	186,922	46,731	140,192	(f)
			$ 503,356	**$ 284,056**	**$ 219,300**	
January 1, 2027 - June 30, 2027: Proposed New Agreement						
Operations:						
158	Quint (c)	4	$ 1,984,799	$ 1,892,647	$ 92,152	(d)
158	Squad (b)	2	985,394	674,268	311,126	(e)
159	Assessment Engine	3	1,622,118	1,622,118	-	
			$ 4,592,310	**$ 4,189,032**	**$ 403,278**	
Fire Prevention:						
Area Inspector	Fire Fighter Specialist	2	$ 316,434	$ 158,217	$ 158,217	(f)
Schools/Institutions Insp.	Fire Captain	1	186,922	-	186,922	(f)
			$ 503,356	**$ 158,217**	**$ 345,139**	
ESTIMATED TOTAL SALARIES & EMPLOYEE BENEFITS			**$ 10,191,332**	**$ 8,618,693**	**$ 1,572,639**	
District Overhead	37.1390%		3,784,959	3,200,896	584,062	
ESTIMATED ANNUAL FEE			**$ 13,976,291**	**$ 11,819,590**	**$ 2,156,702**	

(a) Station Operations staffing numbers reflect post positions (3 person staff each post position through a 56-hr work week). Station Operations include overtime required to maintain 24-hour constant staffing. Fire Prevention positions do not include overtime since constant staffing is not required.

(b) Rates for Squad staffing include paramedic bonuses, plus an additional paramedic bonus for the Fire Fighter on the engine.

(c) A Quint is a combination ladder truck and pumper.

(d) District funds one-third of a Fire Fighter post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(e) District funds one Fire Fighter Paramedic post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(f) The City funds 1.5 of a Fire Prevention Fire Fighter Specialist and 0.25 of a Fire Captain through December 31, 2026. Beginning January 1, 2027, The City will only fund 1.0 Fire Prevention Fire Fighter Specialist.

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Exhibit A

FOR DISCUSSION PURPOSES ONLY

Reflects Reduction of District Cost Share by 33.3% each year and Revision of Fire Prevention to 1.0 FFS Post Position starting in 1/1/27

LOS ANGELES COUNTY FIRE DEPARTMENT
FEE-FOR-SERVICE CITIES ANNUAL FEE SCHEDULE

* CITY OF GARDENA *

Projected 27-28

District Cost Share reduced by 33.3% through 12/31/27
District Cost Share reduced by 66.6% on 1/1/28

Station	Equipment	Post Position (a)	Total Cost (g)	Total City Share	Total District Share
July 1, 2027 - December 31, 2027:					
Operations:					
158	Quint (c)	4	$ 2,126,970	$ 2,028,217	$ 98,753 (d)
158	Squad (b)	2	1,055,977	722,565	333,412 (e)
159	Assessment Engine	3	1,738,310	1,738,310	-
			$ 4,921,257	**$ 4,489,092**	**$ 432,165**
Fire Prevention:					
Area Inspector	Fire Fighter Specialist	2	$ 339,100	$ 169,550	$ 169,550 (f)
Schools/Institutions Insp.	Fire Captain	1	200,311	-	200,311 (f)
			$ 539,411	**$ 169,550**	**$ 369,861**
January 1, 2028 - June 30, 2028:					
Operations:					
158	Quint (c)	4	$ 2,126,970	$ 2,077,594	$ 49,376 (d)
158	Squad (b)	2	1,055,977	889,271	166,706 (e)
159	Assessment Engine	3	1,738,310	1,738,310	-
			$ 4,921,257	**$ 4,705,175**	**$ 216,082**
Fire Prevention:					
Area Inspector	Fire Fighter Specialist	2	$ 339,100	$ 169,550	$ 169,550 (f)
Schools/Institutions Insp.	Fire Captain	1	200,311	-	200,311 (f)
			$ 539,411	**$ 169,550**	**$ 369,861**
ESTIMATED TOTAL SALARIES & EMPLOYEE BENEFITS			**$ 10,921,336**	**$ 9,533,367**	**$ 1,387,969**
District Overhead (h) 37.3290%			4,076,826	3,558,711	518,115
ESTIMATED ANNUAL FEE			**$ 14,998,162**	**$ 13,092,078**	**$ 1,906,084**

(a) Station Operations staffing numbers reflect post positions (3 person staff each post position through a 56-hr work week). Station Operations include overtime required to maintain 24-hour constant staffing. Fire Prevention positions do not include overtime since constant staffing is not required.

(b) Rates for Squad staffing include paramedic bonuses, plus an additional paramedic bonus for the Fire Fighter on the engine.

(c) A Quint is a combination ladder truck and pumper.

(d) District funds one-third of a Fire Fighter post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(e) District funds one Fire Fighter Paramedic post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(f) The City funds 1.5 of a Fire Prevention Fire Fighter Specialist and 0.25 of a Fire Captain through December 31, 2026. Beginning January 1, 2027, The City will only fund 1.0 Fire Prevention Fire Fighter Specialist.

(g) Total Cost is projected to increase by 7.31%, 4.77%, 4.81%, 4.85% from 27-28 to 30-31. The increases reflect annual COLA assumptions of 2% in 26-27, 5% in 27-28, and 3% in 28-29 and beyond, annual Employee Benefit increases of 7.3%, and annual DOH increase of 0.19%.

(h) District Overhead Rate assumed to increase by 0.19% each year based on the percentage increase in the District Overhead Rate from 25-26 to 26-27.

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Exhibit A

FOR DISCUSSION PURPOSES ONLY

Reflects Reduction of District Cost Share by 33.3% each year and Revision of Fire Prevention to 1.0 FFS Post Position starting in 1/1/27

LOS ANGELES COUNTY FIRE DEPARTMENT
FEE-FOR-SERVICE CITIES ANNUAL FEE SCHEDULE

* CITY OF GARDENA *

Projected 28-29

District Cost Share reduced by 66.6% through 12/31/28
No District Share on 1/1/29

Station	Equipment	Post Position (a)	Total Cost (g)	Total City Share	Total District Share	
July 1, 2028 - December 31, 2028:						
Operations:						
158	Quint (c)	4	$ 2,225,290	$ 2,173,631	$ 51,659	(d)
158	Squad (b)	2	1,104,790	930,378	174,412	(e)
159	Assessment Engine	3	1,818,665	1,818,665	-	
			$ 5,148,745	**$ 4,922,674**	**$ 226,071**	
Fire Prevention:						
Area Inspector	Fire Fighter Specialist	2	$ 354,775	$ 177,387	$ 177,388	(f)
Schools/Institutions Insp.	Fire Captain	1	209,571	-	209,571	(f)
			$ 564,346	**$ 177,387**	**$ 386,959**	
January 1, 2029 - June 30, 2029:						
Operations:						
158	Quint (c)	4	$ 2,225,290	$ 2,225,290	$ -	(d)
158	Squad (b)	2	1,104,790	1,104,790	-	(e)
159	Assessment Engine	3	1,818,665	1,818,665	-	
			$ 5,148,745	**$ 5,148,745**	$ -	
Fire Prevention:						
Area Inspector	Fire Fighter Specialist	2	$ 354,775	$ 177,387	$ 177,388	(f)
Schools/Institutions Insp.	Fire Captain	1	209,571	-	209,571	(f)
			$ 564,346	**$ 177,387**	**$ 386,959**	
ESTIMATED TOTAL SALARIES & EMPLOYEE BENEFITS			**$ 11,426,182**	**$ 10,426,193**	**$ 999,989**	
District Overhead	(h) 37.5190%		4,286,989	3,911,803	375,186	
ESTIMATED ANNUAL FEE			**$ 15,713,171**	**$ 14,337,996**	**$ 1,375,175**	

(a) Station Operations staffing numbers reflect post positions (3 person staff each post position through a 56-hr work week). Station Operations include overtime required to maintain 24-hour constant staffing. Fire Prevention positions do not include overtime since constant staffing is not required.

(b) Rates for Squad staffing include paramedic bonuses, plus an additional paramedic bonus for the Fire Fighter on the engine.

(c) A Quint is a combination ladder truck and pumper.

(d) District funds one-third of a Fire Fighter post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(e) District funds one Fire Fighter Paramedic post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(f) The City funds 1.5 of a Fire Prevention Fire Fighter Specialist and 0.25 of a Fire Captain through December 31, 2026. Beginning January 1, 2027, The City will only fund 1.0 Fire Prevention Fire Fighter Specialist.

(g) Total Cost is projected to increase by 7.31%, 4.77%, 4.81%, 4.85% from 27-28 to 30-31. The increases reflect annual COLA assumptions of 2% in 26-27, 5% in 27-28, and 3% in 28-29 and beyond, annual Employee Benefit increases of 7.3%, and annual DOH increase of 0.19%.

(h) District Overhead Rate assumed to increase by 0.19% each year based on the percentage increase in the District Overhead Rate from 25-26 to 26-27.

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

FOR DISCUSSION PURPOSES ONLY

Reflects Reduction of District Cost Share by 33.3% each year and Revision of Fire Prevention to 1.0 FFS Post Position starting in 1/1/27

LOS ANGELES COUNTY FIRE DEPARTMENT
FEE-FOR-SERVICE CITIES ANNUAL FEE SCHEDULE

* CITY OF GARDENA *

Projected 29-30

No District Share for Operations
City is fully responsible for Operations

Station	Equipment	Post Position (a)	Total Cost (g)	Total City Share	Total District Share	
July 1, 2029 - June 30, 2030						
Operations:						
158	Quint (c)	4	$ 4,658,135	$ 4,658,135	$ -	(d)
158	Squad (b)	2	2,312,626	2,312,626	-	(e)
159	Assessment Engine	3	3,806,958	3,806,958	-	
			$ 10,777,719	**$ 10,777,719**	$ -	
Fire Prevention:						
Area Inspector	Fire Fighter Specialist	2	$ 742,641	$ 371,320	$ 371,321	(f)
Schools/Institutions Insp.	Fire Captain	1	438,688	-	438,688	(f)
			$ 1,181,329	**$ 371,320**	**$ 810,009**	
ESTIMATED TOTAL SALARIES & EMPLOYEE BENEFITS			**$ 11,959,048**	**$ 11,149,039**	**$ 810,009**	
District Overhead	(h) 37.7090%		4,509,637	4,204,191	305,446	
ESTIMATED ANNUAL FEE			**$ 16,468,685**	**$ 15,353,230**	**$ 1,115,455**	

(a) Station Operations staffing numbers reflect post positions (3 person staff each post position through a 56-hr work week). Station Operations include overtime required to maintain 24-hour constant staffing. Fire Prevention positions do not include overtime since constant staffing is not required.

(b) Rates for Squad staffing include paramedic bonuses, plus an additional paramedic bonus for the Fire Fighter on the engine.

(c) A Quint is a combination ladder truck and pumper.

(d) District funds one-third of a Fire Fighter post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(e) District funds one Fire Fighter Paramedic post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(f) The City funds 1.5 of a Fire Prevention Fire Fighter Specialist and 0.25 of a Fire Captain through December 31, 2026. Beginning January 1, 2027, The City will only fund 1.0 Fire Prevention Fire Fighter Specialist.

(g) Total Cost is projected to increase by 7.31%, 4.77%, 4.81%, 4.85% from 27-28 to 30-31. The increases reflect annual COLA assumptions of 2% in 26-27, 5% in 27-28, and 3% in 28-29 and beyond, annual Employee Benefit increases of 7.3%, and annual DOH increase of 0.19%.

(h) District Overhead Rate assumed to increase by 0.19% each year based on the percentage increase in the District Overhead Rate from 25-26 to 26-27.

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

Exhibit A

FOR DISCUSSION PURPOSES ONLY

Reflects Reduction of District Cost Share by 33.3% each year and Revision of Fire Prevention to 1.0 FFS Post Position starting in 1/1/27

LOS ANGELES COUNTY FIRE DEPARTMENT
FEE-FOR-SERVICE CITIES ANNUAL FEE SCHEDULE

* CITY OF GARDENA *

Projected 30-31

No District Share for Operations
City is fully responsible for Operations

Station	Equipment	Post Position (a)	Total Cost (g)	Total City Share	Total District Share	
July 1, 2030 - June 30, 2031						
Operations:						
158	Quint (c)	4	$ 4,877,297	$ 4,877,297	$ -	(d)
158	Squad (b)	2	2,421,433	2,421,433	-	(e)
159	Assessment Engine	3	3,986,072	3,986,072	-	
			$ 11,284,802	**$ 11,284,802**	$ -	
Fire Prevention:						
Area Inspector	Fire Fighter Specialist	2	$ 777,581	$ 388,790	$ 388,791	(f)
Schools/Institutions Insp.	Fire Captain	1	459,328	-	459,328	(f)
			$ 1,236,909	**$ 388,790**	**$ 848,119**	
ESTIMATED TOTAL SALARIES & EMPLOYEE BENEFITS			**$ 12,521,711**	**$ 11,673,592**	**$ 848,119**	
District Overhead	(h) 37.8990%		4,745,604	4,424,175	321,429	
ESTIMATED ANNUAL FEE			**$ 17,267,315**	**$ 16,097,767**	**$ 1,169,548**	

(a) Station Operations staffing numbers reflect post positions (3 person staff each post position through a 56-hr work week). Station Operations include overtime required to maintain 24-hour constant staffing. Fire Prevention positions do not include overtime since constant staffing is not required.

(b) Rates for Squad staffing include paramedic bonuses, plus an additional paramedic bonus for the Fire Fighter on the engine.

(c) A Quint is a combination ladder truck and pumper.

(d) District funds one-third of a Fire Fighter post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(e) District funds one Fire Fighter Paramedic post position - net city cost reflected. District share will be reduced by 33.3% each year beginning January 1, 2027.

(f) The City funds 1.5 of a Fire Prevention Fire Fighter Specialist and 0.25 of a Fire Captain through December 31, 2026. Beginning January 1, 2027, The City will only fund 1.0 Fire Prevention Fire Fighter Specialist.

(g) Total Cost is projected to increase by 7.31%, 4.77%, 4.81%, 4.85% from 27-28 to 30-31. The increases reflect annual COLA assumptions of 2% in 26-27, 5% in 27-28, and 3% in 28-29 and beyond, annual Employee Benefit increases of 7.3%, and annual DOH increase of 0.19%.

(h) District Overhead Rate assumed to increase by 0.19% each year based on the percentage increase in the District Overhead Rate from 25-26 to 26-27.

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

Exhibit B

CITY OF GARDENA - AGREEMENT FOR SERVICES
STATION LIST
FIRE STATIONS TO BE OCCUPIED BY THE FIRE DISTRICT

Facility Name	Location
Fire Station 158	1650 W. 162nd Street Gardena, CA
Fire Station 159	2030 W. 135th Street Gardena, CA

APPROVED:

Anthony C. Marrone Jr.

ANTHONY C. MARRONE
FIRE CHIEF

10/21/26

DATE

CLINT OSORIO
CITY MANAGER

DATE

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

CITY OF GARDENA - DISTRICT ANNEXATION AGREEMENT
VEHICLES, FIRE APPARATUS, AND RELATED EQUIPMENT
RELATED EQUIPMENT - ALL UNITS COMBINED

UNIT	QUANTITY	DESCRIPTION
ENGINE 158	1	EMS Clip Board
ENGINE 158	1	Apparatus Log
ENGINE 158	1	Garage Door Opener
ENGINE 158	1	Binoculars
ENGINE 158	1	Ram Bar
ENGINE 158	1	Bolt Cutters - Large 36"
ENGINE 158	1	Sledge Hammer
ENGINE 158	1	Pry Bar - 5'
ENGINE 158	1	Rubbish Hook
ENGINE 158	2	Shovel - LHRP
ENGINE 158	2	Shovel - Scoop
ENGINE 158	1	Extinguisher - Water
ENGINE 158	1	Hose Clamp - LDH
ENGINE 158	2	2 1/2" NSF x 2 1/2" NSF
ENGINE 158	2	2 1/2" NSM x 2 1/2" NSM
ENGINE 158	2	2 1/2" NSF x 1 1/2" NSM
ENGINE 158	2	Caps Female 2 1/2"
ENGINE 158	1	Caps 2 1/2" Male (Plugs)
ENGINE 158	1	Wye Gated 2 1/2" NSF x 1 1/2" NSM
ENGINE 158	800'	Hose-2 1/2" Attack/Supply
ENGINE 158	800'	Hose-4" Supply
ENGINE 158	250'	Hose-1" Reel Line 250' each side
ENGINE 158	1	Nozzle - Fog 1000 GPM Moniter
ENGINE 158	1	Stream Straightener
ENGINE 158	1	Smooth Bore-Stack Tips for Monitor
ENGINE 158	1	Corn Broom
ENGINE 158	1	Extension Ladder -24'
ENGINE 158	1	Roof Ladder - 14'
ENGINE 158	1	Attic Ladder - 10'
ENGINE 158	1	Resuscitator
ENGINE 158	1	Automatic External Defibrillator
ENGINE 158	1	Screw Driver - Standard - S/M/L
ENGINE 158	1	Screw Driver - Phillips - S/M/L
ENGINE 158	1	Pliers - Slip Joint
ENGINE 158	1	Pliers - Channel Lock
ENGINE 158	1	Pliers - Vise Grip
ENGINE 158	1	Pliers - Lineman
ENGINE 158	1	Pliers - Needle Nose
ENGINE 158	1	Wrench - Crescent - Small & Large
ENGINE 158	1	Wrench - Combination

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

UNIT	QUANTITY	DESCRIPTION
ENGINE 158	1	Wrench - Allen
ENGINE 158	1	Wrench - Foam Container
ENGINE 158	1	Hammer - Ball Peen and Claw
ENGINE 158	1	Mallet - Rubber
ENGINE 158	1	Knife - Utility
ENGINE 158	1	Hack Saw - with Blades
ENGINE 158	1	Tin Snips
ENGINE 158	1	Measuring Tape
ENGINE 158	1	Fuses
ENGINE 158	1	Tape - Duct - Electrical - Fireline
ENGINE 158	1	Dux Seal - Package
ENGINE 158	1	Jack - Hydraulic - 20 Ton
ENGINE 158	1	Sprinkler Kit
ENGINE 158	5	Redwood Plugs - Assorted
ENGINE 158	1	Crank - Hose Reel
ENGINE 158	5	Gaskets - Hose - Assorted
ENGINE 158	1	Chock Block
QUINT 159	1	Garage Door Opener
QUINT 159	1	Binoculars
QUINT 159	1	Corn Broom
QUINT 159	2	Mops
QUINT 159	1	Pump - Prosser - Submersible
QUINT 159	1	Sheeting - Plastic - Rolls
QUINT 159	4	Squeegee - 36"
QUINT 159	1	Staple Gun
QUINT 159	1	Water Vac
QUINT 159	1	Ram Bar
QUINT 159	1	Pry Bar
QUINT 159	2	Sledge Hammer - 12 lbs
QUINT 159	1	Bolt Cutter - Large - 36"
QUINT 159	1	Bolt Cutter - Small - 14"
QUINT 159	2	Shovel - LHRP
QUINT 159	2	Shovel - LHSP
QUINT 159	2	Shovel - Scoop
QUINT 159	1	K-Tool
QUINT 159	2	Smoker Ejector
QUINT 159	2	Chain Saw with Spare Chains
QUINT 159	1	Rotary Saw with Spare Blades
QUINT 159	1	Generator - Portable
QUINT 159	4	Electrical Cords - 50'
QUINT 159	2	Flood Lights - 500 Watts
QUINT 159	1	Air Bags - 17 and 32 Tons
QUINT 159	1	Air Chisel
QUINT 159	1	Cribbing - Assorted - Set

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

Exhibit C

UNIT	QUANTITY	DESCRIPTION
QUINT 159	1	Hose Clamp -LDH
QUINT 159	2	2 1/2" NSM x 2 1/2" NSM Double Male
QUINT 159	1	2 1/2" NSF x 1 1/2" NSM
QUINT 159	1	Nozzle - Master - 350 to 1000 gpm
QUINT 159	1	Wye - (1) 2 1/2" NSF x (2) 1 1/2" NSM
QUINT 159	1	Automatic External Defibrillator
QUINT 159	1	Pliers - Slip Joint
QUINT 159	1	Pliers - Vise Grip
QUINT 159	1	Pliers - Lineman
QUINT 159	1	Pliers - Needle Nose
QUINT 159	1	Wrench - Allen
QUINT 159	1	Hammer - Ball Peen and Claw
QUINT 159	1	Hack Saw - with blades
QUINT 159	1	Tin Snips
QUINT 159	1	Measuring Tape
QUINT 159	1	Tape - Duct - Electrical - Fireline
QUINT 159	1	Dux Seal - Package
QUINT 159	1	Jack - Hydraulic - 20 Ton
QUINT 159	1	Sprinkler Kit
QUINT 159	1	Redwood Plugs - Assorted
QUINT 159	1	Extinguisher - Water - 2 1/2 Gallon
SQUAD 158	2	Shovel - LHRP
SQUAD 158	1	Defibrillator
SQUAD 158	1	Extrication Device (KED)
SQUAD 158	1	Airway Kit
SQUAD 158	1	Screw Driver - Standard - S/M/L
SQUAD 158	1	Screw Driver - Phillips - S/M/L
SQUAD 158	1	Pliers - Slip Joint
SQUAD 158	1	Pliers - Channel Lock
SQUAD 158	1	Pliers - Vise Grip
SQUAD 158	1	Pliers - Lineman
SQUAD 158	1	Pliers - Needle Nose
SQUAD 158	1	Wrench - Crescent - Small & Large
SQUAD 158	1	Wrench - Pipe - Small & Large
SQUAD 158	1	Wrench - Combination
SQUAD 158	1	Wrench - Allen
SQUAD 158	1	Wrench - Foam Container
SQUAD 158	1	Hammer - Ball Peen and Claw
SQUAD 158	1	Mallet - Rubber
SQUAD 158	1	Hack Saw - with Blades
SQUAD 158	1	Tin Snips
SQUAD 158	1	Measuring Tape
SQUAD 158	1	Fuses
SQUAD 158	1	Tape - Duct - Electrical - Fireline

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

UNIT	QUANTITY	DESCRIPTION
SQUAD 158	1	Knife - Utility
SQUAD 158	1	Dux Seal - Package
SQUAD 158	1	Jack - Hydraulic -10 Ton
SQUAD 158	1	Sprinkler Kit
SQUAD 158	1	Redwood Plugs - Assorted
SQUAD 158	1	Chock Block
SQUAD 158	1	Rope Bag with hard and software
SQUAD 158	1	Meal Ready to Eat (case)
SQUAD 158	1	Swift Water Bag - PFD's, Helmets,
SQUAD 158	1	Throw Bags,Light Stick, Marker Buoy,
SQUAD 158	1	Equipment Bag
GARDENA RESERVE	4	Head Sets
GARDENA RESERVE	1	Ram Bar
GARDENA RESERVE	1	Bolt Cutters - Large 36"
GARDENA RESERVE	1	Bolt Cutters - Small 14"
GARDENA RESERVE	1	Sledge Hammer
GARDENA RESERVE	1	Pry Bar - 5'
GARDENA RESERVE	1	Pike Pole/Ceiling Hook - 6'
GARDENA RESERVE	1	Shovel - LHRP
GARDENA RESERVE	1	Extinguisher - Water
GARDENA RESERVE	1	Extinguisher - Dry Chemical
GARDENA RESERVE	800'	Hose - 2 1/2" Attack/Supply
GARDENA RESERVE	250'	Hose - 1" Reel Line 250' each side
GARDENA RESERVE	1	Nozzle - Fog 1000 GPM Moniter
GARDENA RESERVE	1	Extension Ladder - 24'
GARDENA RESERVE	1	Roof Ladder - 14'
GARDENA RESERVE	1	Attic Ladder - 10'

TOTALS 155 line items

183 units (numeric quantities only)

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CITY OF GARDENA - DISTRICT ANNEXATION AGREEMENT
VEHICLES, FIRE APPARATUS, AND RELATED EQUIPMENT

APPROVED:

Anthony C. Marrone Jr.	
ANTHONY C. MARRONE	CLINT OSORIO
FIRE CHIEF	CITY MANAGER
10/21/26	
DATE	DATE

Docusign Envelope ID: 924FCE85-4A44-884F-80FD-441666F5145A

Exhibit D

CITY OF GARDENA - DISTRICT ANNEXATION AGREEMENT
FIRE STATION EQUIPMENT, FURNITURE AND FURNISHINGS
ALL ITEMS - BOTH STATIONS COMBINED

STATION	QTY	ITEM	MODEL	CITY TAG #	LOCATION
Fire Station 158	1	Recliner	La Z Boy	6126	Recreation Room
Fire Station 158	1	Recliner	La Z Boy	6233	Recreation Room
Fire Station 158	1	Recliner	La Z Boy	6234	Recreation Room
Fire Station 158	1	Recliner	La Z Boy	6232	Recreation Room
Fire Station 158	1	Recliner	La Z Boy	6125	Recreation Room
Fire Station 158	1	Recliner	La Z Boy	6231	Recreation Room
Fire Station 158	1	Recliner	La Z Boy	6229	Recreation Room
Fire Station 158	1	Recliner	La Z Boy	6230	Recreation Room
Fire Station 158	1	Table			Library
Fire Station 158	1	Table		3354	Library
Fire Station 158	1	Chair		3359	Library
Fire Station 158	1	Chair		3330	Library
Fire Station 158	1	Chair		3560	Library
Fire Station 158	2	Chairs			Library
Fire Station 158	1	Portable Phone	GE	26920GE9M	BC/Capt. Room
Fire Station 158	1	Portable Locker		3525	Crew Dorm
Fire Station 158	1	Portable Locker		3526	Crew Dorm
Fire Station 158	1	Overhead Projector	3M	5744	Class Room
Fire Station 158	1	Video Camera	Quassar		Class Room
Fire Station 158	1	Video Tripod	ITE		Class Room
Fire Station 158	1	Roll-Up Screen	Bretford		Class Room
Fire Station 158	1	Resuscibaby			Class Room
Fire Station 158		Training Videos			Class Room
Fire Station 158	1	Chalk Board		965	Class Room
Fire Station 158	1	Wall Clock			Class Room
Fire Station 158	1	Stackable Chair		6272	Class Room
Fire Station 158	1	Stackable Chair		6273	Class Room
Fire Station 158	1	Stackable Chair		6274	Class Room
Fire Station 158	1	Stackable Chair		6275	Class Room
Fire Station 158	1	Stackable Chair		6276	Class Room
Fire Station 158	1	Stackable Chair		6277	Class Room
Fire Station 158	1	Stackable Chair		6278	Class Room
Fire Station 158	1	Stackable Chair		6279	Class Room
Fire Station 158	1	Stackable Chair		6280	Class Room
Fire Station 158	1	Stackable Chair		6281	Class Room
Fire Station 158	1	Stackable Chair		6282	Class Room
Fire Station 158	1	Stackable Chair		6283	Class Room
Fire Station 158	1	Stackable Chair		6284	Class Room
Fire Station 158	1	Stackable Chair		6285	Class Room
Fire Station 158	1	Stackable Chair		6286	Class Room
Fire Station 158	1	Stackable Chair		6287	Class Room
Fire Station 158	1	Stackable Chair		6288	Class Room
Fire Station 158	1	Stackable Chair		6289	Class Room
Fire Station 158	1	Stackable Chair		6290	Class Room
Fire Station 158	1	Stackable Chair		6291	Class Room
Fire Station 158	1	Stackable Chair		6292	Class Room
Fire Station 158	1	Folding Table		6293	Class Room
Fire Station 158	1	Folding Table		6294	Class Room

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Exhibit D

STATION	QTY	ITEM	MODEL	CITY TAG #	LOCATION
Fire Station 158	1	Folding Table		6295	Class Room
Fire Station 158	1	Folding Table		6296	Class Room
Fire Station 158	1	Folding Table		6297	Class Room
Fire Station 158	1	Folding Table		6298	Class Room
Fire Station 158	1	25" color TV		6299	Class Room
Fire Station 158	1	VCR/Player		6300	Class Room
Fire Station 158	1	Fire Simulator		5745	Class Room
Fire Station 158	1	Slide Projector		3150	Class Room
Fire Station 158	1	Slide Projector		5736	Class Room
Fire Station 158	1	Simulator Radio		5737	Class Room
Fire Station 158	1	Simulator Radio		5738	Class Room
Fire Station 158	1	Simulator Radio		5739	Class Room
Fire Station 158	1	Simulator Radio		5740	Class Room
Fire Station 158	1	Simulator Radio		5741	Class Room
Fire Station 158	1	Simulator Radio		5742	Class Room
Fire Station 158	1	Simulator Radio		5743	Class Room
Fire Station 158	1	Water Cooler	Arrowhead		Kitchen
Fire Station 158	1	Gas Range	Wolf		Kitchen
Fire Station 158	3	Refrigerators	Maytag		Kitchen
Fire Station 158	35	Dinner Plates			Kitchen
Fire Station 158	30	Salad Plates			Kitchen
Fire Station 158	20	Coffee Cups			Kitchen
Fire Station 158	20	Lg. Tumblers			Kitchen
Fire Station 158	12	Stainless Sauce Pans/Lids			Kitchen
Fire Station 158	3	Cast Dutch Ovens/Lids			Kitchen
Fire Station 158	10	Stainless Salad Bowls			Kitchen
Fire Station 158	10	Spoons			Kitchen
Fire Station 158	5	Spatulas			Kitchen
Fire Station 158	1	Cheese Grater			Kitchen
Fire Station 158	1	Ice Cream Scoop			Kitchen
Fire Station 158	12	Forks			Kitchen
Fire Station 158	12	Knives			Kitchen
Fire Station 158	12	Spoons			Kitchen
Fire Station 158	12	Steak Knives			Kitchen
Fire Station 158	8	Butcher Knives			Kitchen
Fire Station 158	12	Chairs			Dining Room
Fire Station 158	1	Table			Dining Room
Fire Station 158	1	Corkboard	Wesco		Dining Room
Fire Station 158	1	Floor Polisher	Escary Lowb	1001	Slop Room
Fire Station 158	2	Mop Buckets			Slop Room
Fire Station 158	1	Mop Wringer			Slop Room
Fire Station 158	1	Office Chair		5895	Fire Chief Office
Fire Station 158	1	Office Chair		5894	Fire Chief Office
Fire Station 158	1	Office Chair		5896	Fire Chief Office
Fire Station 158	1	Office Chair		5893	Fire Chief Office
Fire Station 158	1	Swivel Desk Chair			Fire Chief Office
Fire Station 158	1	Desk		5884	Fire Chief Office
Fire Station 158	1	Credenza		5885	Fire Chief Office
Fire Station 158	1	Computer Desk		5886	Fire Chief Office
Fire Station 158	1	3 Drawer File Cabinet			Fire Chief Office
Fire Station 158	1	Typing Table		989	Fire Chief Office
Fire Station 158	1	Corner Table		3480	Fire Chief Office

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Exhibit D

STATION	QTY	ITEM	MODEL	CITY TAG #	LOCATION
Fire Station 158	1	Bookcase		6266	Fire Chief Office
Fire Station 158	1	4 Drawer File Cabinet		6265	Fire Chief Office
Fire Station 158	1	Wall Clock			Ops. D/C Office
Fire Station 158	1	Kitchenette	Dwyer	3444	Arson Office
Fire Station 158	2	4 Drawer File Cabinets			Arson Office
Fire Station 158	1	Chair		508	Secretary's Office
Fire Station 158	1	Credenza		950	Secretary's Office
Fire Station 158	1	Typing Desk		6071	Secretary's Office
Fire Station 158	1	Desk		6072	Secretary's Office
Fire Station 158	1	3 Drawer File Cabinet		982	Secretary's Office
Fire Station 158	1	3 Drawer File Cabinet		3492	Secretary's Office
Fire Station 158	1	Typewriter	IBM	3344	Secretary's Office
Fire Station 158	1	Time Stamp	I-E Rapidpr	7387	Secretary's Office
Fire Station 158	1	Calculator	Sharp	3846	Secretary's Office
Fire Station 158	1	Chair		209	HQ Lobby
Fire Station 158	1	Chair		208	HQ Lobby
Fire Station 158	1	4-Drawer File Cabinet		34110	BC Office
Fire Station 158	1	3-drawer File Cabinet		3203	BC Office
Fire Station 158	1	Desk		3208	BC Office
Fire Station 158	1	Table		3234	BC Office
Fire Station 158	1	4-Drawer File Cabinet		3452	BC Office
Fire Station 158	1	Swivel Chair		5946	BC Office
Fire Station 158	1	2-Drawer File Cabinet		3212	Capt. Office
Fire Station 158	2	2-Drawer File Cabinets			Capt. Office
Fire Station 158	1	Desk		736	Capt. Office
Fire Station 158	1	Desk		968	Capt. Office
Fire Station 158	1	Bookcase		1536	Capt. Office
Fire Station 158	1	Swivel Chair		6792	Capt. Office
Fire Station 158	1	Swivel Chair		6793	Capt. Office
Fire Station 158	3	Metal Trash Cans			Restroom
Fire Station 158	1	Plastic Trash Can			Chief's Rest Room
Fire Station 158	1	Swivel Chair		3588	PM Office
Fire Station 158	1	Swivel Chair		3589	PM Office
Fire Station 158	1	Computer Desk		10249	PM Office
Fire Station 158	1	Desk			PM Office
Fire Station 158	1	Bookcase		7	PM Office
Fire Station 158	1	Bookcase		3780	T/O Office
Fire Station 158	1	3 Drawer File Cabinet		2531	T/O Office
Fire Station 158	1	3 Drawer File Cabinet			T/O Office
Fire Station 158	1	Desk		6051	T/O Office
Fire Station 158	1	Turn-out washer	Westinghouse		Laundry Room
Fire Station 158	1	Mop Bucket			Laundry Room
Fire Station 158	1	Mop Wiringer			Laundry Room
Fire Station 158	1	Chair		512	FM Office
Fire Station 158	1	Chair		513	FM Office
Fire Station 158	1	Swivel Chair		994	FM Office
Fire Station 158	1	Desk		105	FM Office
Fire Station 158	1	2 Drawer File Cabinet		3211	FM Office
Fire Station 158	1	4 Drawer File Cabinet			FM Office
Fire Station 158	1	Bookcase		996	FM Office
Fire Station 158	1	Drafting Table		1119	FM Office
Fire Station 158	1	2 Drawer File Cabinet	Steelcase	3212	FP Office

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Exhibit D

STATION	QTY	ITEM	MODEL	CITY TAG #	LOCATION
Fire Station 158	1	3 Drawer File Cabinet	Steelcase	3214	FP Office
Fire Station 158	1	3 Drawer File Cabinet	Steelcase	3210	FP Office
Fire Station 158	1	3 Drawer File Cabinet	Steelcase	3209	FP Office
Fire Station 158	1	3 Drawer File Cabinet	Steelcase	3426	FP Office
Fire Station 158	1	3 Drawer File Cabinet	Steelcase	3427	FP Office
Fire Station 158	1	3 Drawer File Cabinet	Steelcase	983	FP Office
Fire Station 158	4	4 Drawer File Cabinets	Steelcase		FP Office
Fire Station 158	1	Bookcase	Steelcase	3453	FP Office
Fire Station 158	1	Form Organizer	Steelcase	2477	FP Office
Fire Station 158	1	Credenza	Steelcase	2975	FP Office
Fire Station 158	1	Desk	Steelcase	971	FP Office
Fire Station 158	1	Desk	Steelcase		FP Office
Fire Station 158	1	Table (small)	Steelcase	5834	FP Office
Fire Station 158	1	Table (small)	Steelcase		FP Office
Fire Station 158	1	Chair		2857	FP Office
Fire Station 158	1	Chair		6057	FP Office
Fire Station 158	1	Chair		3591	FP Office
Fire Station 158	1	Chair		3434	FP Office
Fire Station 158	1	Chair			FP Office
Fire Station 158	1	Folding Standing Table		1018	FP Office
Fire Station 158	1	Paper Cutter			FP Office
Fire Station 158	2	Corkboards			FP Office
Fire Station 158	3	Soft Suction			Hose Storage
Fire Station 158	26	50' 2 1/2" Hose			Hose Storage
Fire Station 158	4	100' 4" Hose			Hose Storage
Fire Station 158	1	Hose Repair Cart			Hose Storage
Fire Station 158	1	Appr. Service Manual			App. Room
Fire Station 158	1	Pay Phone Ext			App. Room
Fire Station 158	1	SCBA Fill Sta.	Pneumetrics		Turn Out Room
Fire Station 158	2	Air Storage Tanks			Turn Out Room
Fire Station 158	1	Cascade 02 System			PM Supply Room
Fire Station 158	6	Bottles			PM Supply Room
Fire Station 158	1	Air Filling Station			PM Supply Room
Fire Station 158	1	Cabinet			PM Supply Room
Fire Station 158	1	Work Bench/Cabinet			Engr Shop
Fire Station 158	1	Rolling Tool Box	Craftsman		Engr Shop
Fire Station 158	10	Socket Sets			Engr Shop
Fire Station 158	12	Screw Drivers			Engr Shop
Fire Station 158	12	Pliers			Engr Shop
Fire Station 158	36	Open/Box Wrenches			Engr Shop
Fire Station 158	16	Punch & Chisels			Engr Shop
Fire Station 158	4	Ball Peen Hammers			Engr Shop
Fire Station 158	2	18" Pipe Wrenches			Engr Shop
Fire Station 158	1	4 Ton Floor Jack			Engr Shop
Fire Station 158	1	Bench Grinder			Engr Shop
Fire Station 158	1	Air Compressor (small)			Engr Shop
Fire Station 158	1	(10 gal) AFFF Foam			Hose Tower
Fire Station 158	2	55 Gal Waste Oil Bins			Hose Tower
Fire Station 158	1	4" Hose Clamp	Sierra		Basement
Fire Station 158	1	Webbing Box			Basement
Fire Station 158	1	Universal Machine	Universal		Workout Room
Fire Station 158	1	Storage Rack		922	

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Exhibit D

STATION	QTY	ITEM	MODEL	CITY TAG #	LOCATION
Fire Station 159	1	Office Desk		3779	Capt. Office
Fire Station 159	1	Office Desk		2823	Capt. Office
Fire Station 159	1	File Cabinet			Capt. Office
Fire Station 159	1	Desk Chair		6796	Capt. Office
Fire Station 159	1	Desk Chair		3376	Capt. Office
Fire Station 159	1	Book Case			Capt. Office
Fire Station 159	1	Book Case		3781	Capt. Office
Fire Station 159	1	Book Case		3702	Capt. Office
Fire Station 159	1	Wall Clock		4766	Capt. Office
Fire Station 159	1	Bulletin Board			Capt. Office
Fire Station 159	1	File Cabinet			Capt. Office
Fire Station 159	1	Paper Hole Punch	3 Hole		Capt. Office
Fire Station 159	1	Paper Hole Punch	2 Hole		Capt. Office
Fire Station 159	1	Paper Hole Punch			Capt. Office
Fire Station 159	1	Pencil Sharpener			Capt. Office
Fire Station 159	2	Trash Cans			Capt. Office
Fire Station 159	1	Office Desk			East Bedroom
Fire Station 159	1	Desk Chair		3587	East Bedroom
Fire Station 159	1	Locker			East Bedroom
Fire Station 159	1	Single Bed Set		3560	Upstairs Dorm
Fire Station 159	1	Water Cooler	Arrowhead Owns		Dining Room
Fire Station 159	1	Bulletin Board			Dining Room
Fire Station 159	1	Wall Clock			Dining Room
Fire Station 159	1	Office Desk			Dining Room
Fire Station 159	1	Dining Table 4' x 8'			Dining Room
Fire Station 159	2	Bulletin Boards			Capt. Qtrs
Fire Station 159	1	Refrigerator	General Electric	2495	Kitchen
Fire Station 159	1	Refrigerator	General Electric	2496	Kitchen
Fire Station 159	1	Refrigerator	General Electric	2497	Kitchen
Fire Station 159	1	Oven/Stove	Wolf		Kitchen
Fire Station 159	15	Pans/Pots			Kitchen
Fire Station 159	9	Knives			Kitchen
Fire Station 159	7	Sets Silverware			Kitchen
Fire Station 159	3	Cookie Sheets			Kitchen
Fire Station 159	12	Bowls Alum.			Kitchen
Fire Station 159	14	Dishes			Kitchen
Fire Station 159	15	Cups			Kitchen
Fire Station 159	5	Bowls			Kitchen
Fire Station 159	40	Utencils			Kitchen
Fire Station 159	1	Book Case, Lg			Rec. Room
Fire Station 159	1	VCR	Mitsubishi	3282	Rec. Room
Fire Station 159	4	Lockers			Capt. Bedroom
Fire Station 159	1	Bulletin Board			Capt. Bedroom
Fire Station 159	1	Pliers			Engr. Shop
Fire Station 159	1	Channel Locks			Engr. Shop
Fire Station 159	1	Vise			Engr. Shop
Fire Station 159	1	Punches			Engr. Shop
Fire Station 159	1	Files			Engr. Shop
Fire Station 159	1	Hack Saw			Engr. Shop
Fire Station 159	1	Tool Box			Engr. Shop
Fire Station 159	1	Grinding Wheel			Engr. Shop
Fire Station 159	1	Air Compressor			Engr. Shop

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Exhibit D

STATION	QTY	ITEM	MODEL	CITY TAG #	LOCATION
Fire Station 159	1	Wet/Dry Vac.			Engr. Shop
Fire Station 159	1	Oil Rag Container			Engr. Shop
Fire Station 159	1	Trash Can, Metal			Engr. Shop
Fire Station 159	12	Screwdrivers, Phillips			Engr. Shop
Fire Station 159	12	Screwdrivers, Straight			Engr. Shop
Fire Station 159	1	Wrench Set			Engr. Shop
Fire Station 159	1	Socket set, Met/Std			Engr. Shop
Fire Station 159	3	Pipe Wrenches			Engr. Shop
Fire Station 159	2	Saws, Wood			Engr. Shop
Fire Station 159	3	Ball Peen Hammers			Engr. Shop
Fire Station 159	2	Claw Hammers			Engr. Shop
Fire Station 159	1	High Psi Washer			Hose Tower
Fire Station 159	1	Ladder, Collapsable			Hose Tower
Fire Station 159	1	Wall Clock			App. Room
Fire Station 159	3	Exhaust Vac.	Plymovent		App. Room
Fire Station 159	1	Hose Test Kit			App. Room
Fire Station 159	5	Turnout Coats			App. Room
Fire Station 159	3	Turnout pants			App. Room
Fire Station 159	2	Boots			App. Room
Fire Station 159	1	Pay Phone	Pac Tel Owns		App. Room
Fire Station 159	1	Floor Buffer			Hall Store Room
Fire Station 159	1	Water Heater		934	Hall Store Room

TOTALS **278 line items**

762 units (numeric quantities only)

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Exhibit D

CITY OF GARDENA - DISTRICT ANNEXATION AGREEMENT
FIRE STATION EQUIPMENT, FURNITURE AND FURNISHINGS

APPROVED:

Anthony C. Marrone

ANTHONY C. MARRONE
FIRE CHIEF

CLINT OSORIO
CITY MANAGER

10/21/20

DATE

DATE

City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 15B.
Section: DEPARTMENTAL ITEMS - ELECTED & CITY MANAGER'S OFFICES
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: City Council Recognition of Gardena Military Veterans

COUNCIL ACTION REQUIRED:

Approve Proposed Changes to the Gardena Military Veterans Recognition Process

RECOMMENDATION AND STAFF SUMMARY:

At the August 8, 2017, City Council Meeting, the City Council established the guidelines for recognizing military veterans living in the City of Gardena.

Under the current guidelines: "Recognitions will be limited to those who live in Gardena proper; not those who live outside of Gardena City limits with a Gardena mailing address, nor those who work in Gardena and don't reside in the City."

In order to include Veterans who do not live in Gardena, but are an active part of the community, staff would like to update the guidelines to include those who work within the jurisdiction of Gardena. By doing this, the City will be able to recognize more Veterans for their time served in the military.

Also under the current guidelines,Veterans recognized receive a "DVD (video recording) of the presentation portion of the meeting." Staff would like to remove the DVD aspect as this is no longer a practical method.

Staff respectfully recommends that the City Council approve the proposed updates to the guidelines to allow Veterans who work in Gardena to also be recognized by the City Council and to remove the DVD requirement from the list of materials supplied to the Veterans upon recognition.

FISCAL IMPACT/COST:

N/A

APPROVED:



_____

Clint Osorio, City Manager

Attachments

Guidelines-CITY_COUNCIL_RECOGNITION_OF_GARDENA_MILITARY_VETERANS.pdf

GUIDELINES

CITY COUNCIL RECOGNITION OF GARDENA MILITARY VETERANS

The following guidelines for recognizing military veterans living in the City of Gardena were established by the Gardena Mayor and City Council Members on August 8, 2017.

1. The recognition of Gardena Military Veterans will take place at the beginning of each regular-scheduled Council Meeting, under the Presentations portion of the agenda. The recognition will include the Mayor reading a very short bio of the person, thanking them for their service, and presenting a recognition keepsake/memento from the Mayor and City Council Members. This will be followed up by a photograph taken with all the Council Members. In the days following the meeting, ~~a DVD (video recording) of the presentation portion of the meeting~~, ~~as well as~~ copies of the photographs taken~~,~~ will be provided to the military veteran recognized;

2. Recognitions will be limited to those who live and work in Gardena proper only; not those who live outside of Gardena city limits with a Gardena mailing address,~~ nor those who work in Gardena and don't reside in the city~~;

3. Council will start by recognizing one veteran per City Council meeting. The number of veterans honored per meeting may increase to two or more as time goes by and when it is deemed appropriate to do so;

4. Council will first honor those Gardena veterans who served in World War II and the Korean War; then move forward to recognizing veterans of the Viet Nam War, etc.;

5. Staff will work with the Veterans Office and other stakeholders who have already been working in this field to establish a master list of veterans who are eligible for recognition. This list will be updated on a consistent, continuous basis as veterans are added or are no longer with us;

6. Selection of the veteran should be made by the Mayor and City Council Members on a rotating basis. Each of them can select names from the list and submit them to Staff to have their recognition placed on the agenda. The selection process will go in rotational order unless the Mayor or a Council Member decides to relinquish his or her turn and allow another Member to select the veteran;

7. If a City Council Member elects to nominate someone not on the master list, that person and his/her eligibility as a veteran will have to be verified by City Staff;

8. If, at any time, a veteran is deemed ineligible, they will not be recognized for their service. This validation will require a Staff inquiry into the veteran's status, his/her discharge, and paperwork /authorization. Recognition will only be for those service men and women who separated under honorable conditions;

9. Any Gardena military veteran who meets all of the recognition guidelines and wishes to be honored may submit the following information to the City of Gardena City Manager's Office, 1700 W. 162nd Street, Gardena, CA 90247: Name, Address, Phone Number, Branch of Military Service, Last Rank, Dates of Service, Major Battle/Campaigns, etc.; and

10. Anyone who knows of a Gardena military veteran who they recommend should be recognized, please submit the above information to the City of Gardena City Manager's Office.

City of Gardena

Gardena City Council Meeting

AGENDA REPORT SUMMARY

Agenda Item No. 19A.
Section: DEPARTMENTAL ITEMS - TRANSPORTATION
Meeting Date: October 27, 2026

TO: THE HONORABLE MAYOR AND MEMBERS OF THE GARDENA CITY COUNCIL

AGENDA TITLE: Approval of the 2025-2028 Memorandum of Understanding (MOU) between the City of Gardena and The International Association of Sheet Metal, Air, Rail and Transportation Workers Union, Transportation Division (SMART), and Approval of the Classification and Compensation Schedule, Effective July 5, 2026

COUNCIL ACTION REQUIRED:

Staff Recommendation: Staff respectfully recommends that the City Council approve and adopt the SMART MOU for the period July 1, 2025 - June 30, 2028, and the Classification and Compensation Schedule effective July 5, 2026

RECOMMENDATION AND STAFF SUMMARY:

The International Association of Sheet Metal, Air, Rail and Transportation Workers Union, Transportation Division (SMART) became the Exclusive Recognized Employee Organization representing the Bus Operator Unit within the City of Gardena on October 14, 2025. The Bus Operator Unit consists of Bus Operators, Relief Bus Operators and Relief Bus Operator Trainees. Members of the Bus Operator Unit were previously represented by the Gardena Municipal Employees Association (GMEA) whose contract expired on June 30, 2025. SMART currently represents 87 operators at GTrans.

The City and SMART commenced labor negotiations on January 27, 2026. These negotiations marked the first time in GTrans history where a new agreement was drafted for a singular employee group within the department. The City and SMART conducted various productive negotiations meetings throughout the months to follow, and reached a tentative agreement on September 4, 2026, on a 3-year term, pending City Council approval.

Key highlights of the agreement are as follows:

MOU Term	3 years: July 1, 2025 - June 30, 2028
COLA (Cost of Living Adjustment)	10% Stipend - Effective first full pay period following approval and adoption of MOU 3% COLA - Effective first full pay period in July 2026 3% COLA - Effective first full pay period in July 2027

Longevity Pay	Effective first full month following approval and adoption of MOU. Change in the Longevity structure to begin at 10 years of service: 10 years - $100/month 15 years - $150/month 20 years - $200/month
Bilingual Bonus	Increase bonus by 25% to $1007.50/year
Trainer Pay	Increase the Behind-the-Wheel Instructor premium pay by $1/hour to $3/hour
Preparatory Time	Increase sign-on preparatory time by 2 minutes to a total of 15 minutes
Accident Report Time	Increase the paid report time by 10 minutes to 30 minutes
Workers Compensation	Operators hired after approval and adoption of MOU will have the right to receive compensation pursuant to State Workers Compensation Law.
Absence Policy	Established an attendance policy which defined "counted absences" and established a progressive discipline scale for excessive absenteeism.
Open Run Bid Policy	Created an Open Run Bid policy which provides operators with the ability to switch work assignments should another assignment become available due to employee separations or long-term leaves (30+days).
Shift Trade Agreement Policy	Created a Shift Trade Agreement policy which provides operators with the ability to trade work assignments or scheduled days off with another operator.

FISCAL IMPACT/COST:

Amounts below have been included in the Adopted Budgets for Fiscal Years 2026-2027 and 2027-2028. There is no impact to the General Fund.

Estimated Total for GTrans

Fiscal Year 2026-2027	Fiscal Year 2027-2028	Total
$887,222	$830,721	$1,717,943

APPROVED:



_____

Clint Osorio, City Manager

Attachments

SMART_MOU_2025-2028.pdf
Non-Confidential_Classification_and_Compensation_Schedule-Eff-July_5_2026-Adopted_October_27_2026.pdf

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SMART

SHEET METAL, AIR, RAIL & TRANSPORTATION
UNION TRANSPORTATION DIVISION

MEMORANDUM OF UNDERSTANDING

JULY 1, 2025 – JUNE 30, 2028

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MEMORANDUM OF UNDERSTANDING BETWEEN THE SHEET METAL, AIR, RAIL & TRANSPORTATION UNION TRANSPORTATION DIVISION (SMART), A RECOGNIZED EMPLOYEE ORGANIZATION, AND THE CITY OF GARDENA, FOR THE PERIOD JULY 1, 2025 TO JUNE 30, 2028

RECOGNITION
PREAMBLE 1

ARTICLE 1. CLASSIFICATION PLAN 2
SECTION 1. CLASSIFICATION PLAN CHANGES 2
SECTION 2. POSITION VACANCIES 2

ARTICLE 2. COMPENSATION 2
SECTION 1. SALARY 2
A. BASIS FOR ESTABLISHING SALARY RANGES (SALARY SURVEY) 2
B. SALARY ADJUSTMENTS 2
C. SALARY SCHEDULE 3
SECTION 2. PROBATION AND SENIORITY 3
SECTION 3. BONUS PAY 4
A. SERVICE RECOGNITION 4
B. BILINGUAL BONUS PAY 5
C. ACTING TIME COMPENSATION 5
D. WORKWEEK 6
SECTION 4. SPECIAL ALLOWANCES 6
A. MILEAGE ALLOWANCE 6
B. SPECIAL PAYS 6

ARTICLE 3. SUPPLEMENTAL BENEFITS 6
SECTION 1. EDUCATIONAL REIMBURSEMENT 6
SECTION 2. RETIREMENT 7
A. CALPERS CONTRACT 7
B. THE PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA) 7
C. CLASSIC CALPERS MEMBERS 8
D. PEPRA CALPERS MEMBERS 8
E. TRANSIT EMPLOYEES 8
SECTION 3. HEALTH INSURANCE 8
A. COMPREHENSIVE HEALTH PLAN 8
B. INTERNAL SERVICE FUND (ISF) 8
C. COST OF HEALTH INSURANCE 8
D. POST-RETIREMENT HEALTH INSURANCE COVERAGE 9
E. MEDICARE 10
F. COBRA 10
G. HEALTH SAVINGS ACCOUNT 10
SECTION 4. LIFE INSURANCE 10

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

SECTION 5. EMPLOYEE SICK LEAVE 11
A. SICK LEAVE EARNED 11
B. SICK LEAVE USED 11
C. SICK LEAVE DEFINITION 11
D. CONVERSION OF SICK LEAVE 11
E. CONVERSION OF SICK LEAVE AT TIME OF SEPARATION 11
SECTION 6. FAMILY MEDICAL LEAVE ACT (FMLA) AND CALIFORNIA FAMILY RIGHTS ACT (CFRA) 12
SECTION 7. ABSENCE POLICY 12
SECTION 8. BEREAVEMENT (DEATH IN FAMILY) LEAVE 13
SECTION 9. STATE DISABILITY BENEFITS (SDI) 13
SECTION 10. WORKERS' COMPENSATION 13
SECTION 11. CATASTROPHIC LEAVE AND LEAVE DONATION 14
SECTION 12. HOLIDAYS 14
B. UNSCHEDULED ABSENCES 14
SECTION 13. VACATIONS 15
A. VACATION ACCRUALS AND USE 15
B. VACATION BID PROCEDURES 16

ARTICLE 4. LAY-OFFS AND RECALL PROCEDURES 17
SECTION 1. REDUCTION IN WORKFORCE 17
SECTION 2. BUMPING RIGHTS 17
SECTION 3. REHIRING OF LAID-OFF WORKERS 18

ARTICLE 5. GRIEVANCE PROCEDURES & FACT FINDING 18
SECTION 1. SCOPE AND LIMITATIONS 18
SECTION 2. PROCEDURE 19
A. EMPLOYEE RESPONSIBILITY 19
B. INVESTIGATION AND FACT-FINDING 19
C. SUBMISSION OF GRIEVANCE TO DIRECTOR OF TRANSPORTATION 19
D. SUBMISSION OF GRIEVANCE TO CITY MANAGER 19
E. SUBMISSION OF GRIEVANCE TO AN ARBITRATOR 20
F. SUBMISSION OF GRIEVANCE TO THE CITY COUNCIL 20
G. TIME LIMITS 20

ARTICLE 6. WORKING CONDITIONS 20
SECTION 1. COMPENSATION 20
A. OVERTIME 20
B. TRAINER/INSTRUCTOR (TSI) PAY 21
C. BUS OPERATOR DAILY LOG 21
D. ACCIDENT/INCIDENT REPORT PAY 21
SECTION 2. CALL-IN SCHEDULING AND PAY 21
A. CALL-IN PROCEDURE 21
SECTION 3. BUS OPERATORS 22
A. SENIORITY 22
B. WORK SCHEDULE 22

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

C. FULL TIME (FT) EXTRA BOARD (XB) 22
D. RUN ASSIGNMENTS (SHAKE-UP) 22
E. SPREAD TIME 22
F. GUARANTEE TIME 23
G. MISSOUTS 23
H. UNIFORMS 23
I. SMART CLASS TRAINING 24
J. SIGN-ON PREPARTORY TIME 24
K. EXTRA WORK 24
L. BUS OPERATION 26
SECTION 4. OPERATIONS SUPERVISOR TRAINING PROGRAM 26
SECTION 5. MEAL AND REST PERIODS FOR BUS OPERATORS 26
SECTION 6. RELIEF BUS OPERATOR 27
SECTION 7. SHIFT TRADE AGREEMENT (STA) 27
SECTION 8. OPEN RUN BID POLICY 28

ARTICLE 7. PART-TIME EMPLOYEES AND APPRENTICESHIP PROGRAM 29
SECTION 1. PART-TIME EMPLOYEE DEFINED 29
SECTION 2. PART-TIME EMPLOYEE ADVANCEMENT IN PAY RATE 29
SECTION 3. PART-TIME EMPLOYEE OVERTIME 30
SECTION 4. HOLIDAY PAY 30
SECTION 5. PART-TIME EMPLOYEE BILINGUAL PAY 30
SECTION 6. PART-TIME EMPLOYEE BENEFITS 30
A. SICK LEAVE AND VACATION LEAVE 30
B. RETIREMENT BENEFITS 31
C. HEALTH INSURANCE BENEFITS 31
D. EXEMPTIONS FROM OTHER BENEFITS 31

ARTICLE 8. MISCELLANEOUS 31
SECTION 1. MINIMUM QUALIFICATIONS: CLASS A OR B COMMERCIAL DRIVER'S LICENSE 31
SECTION 2. PENDING POST-ACCIDENT DRUG TEST RESULTS 31
SECTION 3. DISTRACTED DRIVING POLICY 31
SECTION 4. TIME-OFF FOR SMART REPRESENTATIVES 31
SECTION 5. COMMUNICATIONS FOR SMART BUSINESS 32
SECTION 6. LABOR-MANAGEMENT MEETINGS 33
SECTION 7. CITY RIGHTS 33
SECTION 8. FINANCIAL IMPACT 33
SECTION 9. NON-DISCRIMINATION 33
SECTION 10. NO STRIKE - NO LOCKOUT 33
SECTION 11. CONFLICT OF MOU AND RESOLUTION 34
SECTION 12. VALIDITY OF MOU 34
SECTION 13. TERM OF MOU 34
SECTION 14. OTHER ITEMS 34
SECTION 15. BINDING UPON SUCCESSORS 35
SECTION 16. DUES DEDUCTIONS 35

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

SECTION 17. NEW EMPLOYEE UNION ORIENTATION 35
SECTION 18. BULLETIN BOARD 35

ARTICLE 9. EMPLOYEE CONDUCT AND DISIPLINE 35
SECTION 1. GENERAL PROVISIONS 35
SECTION 2. AUTHORITY TO TAKE CORRECTIVE AND DISCIPLINARY ACTION…… 35
SECTION 3. TYPES OF CORRECTIVE AND DISCIPLINARY ACTIONS 36
A. CORRECTIVE ACTIONS 36
B. DISCIPLINARY ACTIONS 36
SECTION 4. GROUNDS FOR DISCIPLINARY ACTION 36
SECTION 5. NOTICE OF DISCIPLINARY ACTION 37
A. NOTICE OF INTENT TO DISCIPLINE 37
B. RESPONSE TO NOTICE OF INTENT 38
C. NOTICE OF DISCIPLINARY ACTION 38
SECTION 6. APPEAL OF DISCIPLINARY ACTION 38
A. APPEAL TO THE CITY MANAGER 38
B. APPEAL TO THE CITY COUNCIL 39

ARTICLE 10. IMPLEMENTATION 40
SECTION 1. ADOPTION OF RESOLUTION 40

EXHIBITS

“A” SENIOR PAY BONUS - MONTHLY RATES 41
“B” TRANSIT OPERATIONS SUPERVISOR TRAINING 42
“C” DISTRACTED DRIVING POLICY 51

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
SHEET, METAL, AIR, RAIL & TRANSPORTATION UNION TRANSPORTATION DIVISION (SMART),
A RECOGNIZED EMPLOYEE ORGANIZATION,
AND THE CITY OF GARDENA
FOR THE PERIOD OF JULY 1, 2025 TO JUNE 30, 2028

RECOGNITION

The City of Gardena (hereinafter "CITY") hereby recognizes the SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS UNION, TRANSPORTATION DIVISION (hereinafter "SMART" or "Union") as the sole and exclusive representative for the purposes of collective bargaining with respect to wages, hours, and other terms and conditions of employment for all employees in the bargaining unit described as Bus Operators, Relief (Part-Time) Bus Operators, and Relief Bus Operator Trainee.

This recognition is in accordance with applicable federal, state, and local laws and regulations governing public sector labor relations.

PREAMBLE

The undersigned representatives of SMART and the CITY hereby agree that this Memorandum of Understanding, hereinafter referred to as "MOU" supersedes any previous memoranda of understanding governing the wages, hours, terms, and conditions of employment for the employees in the hereinafter-described representation unit; however, all existing past practices that are not in conflict with the express terms of this MOU shall remain in full force and effect unless modified by mutual agreement of the parties.

A. As and to the extent required by, and only for the purpose of, the Meyers-Milias-Brown Act, the CITY has recognized SMART as the exclusive representative of the employees, as hereinafter defined. Nothing in this MOU shall be construed as constituting an acknowledgement by the CITY that any work is or may become the exclusive right of any employee or classification of employees represented by SMART.

B. As used in this MOU, the terms "employee" and "employees" refer, individually and collectively, to those persons at the City's facilities for whom SMART has been recognized as the representative. For the purpose of identification only, such persons are described as those persons, if any, as assigned in the current City Classification and Compensation Plan.

C. The following are specifically excluded from SMART representation. Additionally, it is understood and agreed by the parties hereto that such category of employees shall not be hired or retained by the CITY for the sole purpose of replacing or eliminating full-time positions:

   1) Any employee designated as temporary, or provisional, except those employees already represented by SMART when appointed to such position.

   2) Any employee whose salary is fifty percent (50%) or more paid by any Grant fund.

D. **THIS MOU IS SUBJECT TO RATIFICATION BY THE MEMBERSHIP OF THE UNION AND THE CITY COUNCIL OF GARDENA**

   1) The parties to this MOU agree to perform whatever acts are necessary, both jointly and separately, to urge the members of SMART and the City Council of the City of Gardena to approve this MOU.

   2) Following ratification by the affected employees, the MOU shall be submitted to the City Council for approval and adoption.

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3) Following approval of this MOU by the City of Gardena City Council, its terms and conditions shall be implemented by appropriate ordinance, resolution or other lawful action.

Accordingly, the CITY and SMART do hereby agree to the terms and conditions stated herein.

ARTICLE 1. CLASSIFICATION PLAN

SECTION 1. CLASSIFICATION PLAN CHANGES

A. Should any new classification be created or existing classification be modified and such new or modified classification is intended to perform activities normally performed by members of SMART, the parties shall meet and confer with respect to the job description and appropriate pay rate for such classification provided that such new or modified classification is a class represented by SMART.

SECTION 2. POSITION VACANCIES

A. City job vacancies shall be advertised on NEOGOV and qualified employees are encouraged to apply. Employees who wish to apply shall do so using the automated application process. Notice of all city job vacancies shall be emailed to "All Personnel" and posted on all department bulletin boards. Job vacancy notices shall include the job title, a brief description of the required duties, the minimum qualifications of the position, pay rate, and City benefits. Only those applicants who meet the minimum qualifications and pass each component of the testing process shall be considered for the position.

ARTICLE 2. COMPENSATION

SECTION 1. SALARY

A. BASIS FOR ESTABLISHING SALARY RANGES (SALARY SURVEY)

1) The CITY and SMART agree to work cooperatively to bring all salaries to a benchmark standard as quickly as possible within the City's ability to pay and sustain such while ensuring the delivery of quality public services.

2) The CITY and SMART shall conduct a joint salary survey by way of a mutually agreed upon procedure using the following jurisdictions for comparison: Culver City, Montebello, Norwalk, Torrance and Santa Monica.

3) For purposes of the survey, the position specification, i.e. job description as well as minimum qualifications and all such other duties/assignments carried out by each covered employee, above and beyond those specified in such position specification, i.e. job description, shall be considered in determining comparability.

4) All SMART represented classifications will be benchmarked and/or surveyed and for purposes of this Article, salary shall mean the base pay rate at salary schedule and step, exclusive of any other compensation or benefits.

B. SALARY ADJUSTMENTS

1) July 2025 One-Time Stipend: In the first full pay period following approval and adoption of this Agreement, all full-time bus operators shall receive the value of ten percent (10%) of base salary as to the employee's specific salary step, excluding any Senior Pay Bonus or other premiums. Probationary full-time bus operators at the time of approval and adoption of this Agreement will only receive the stipend if and when they successfully complete probation. Bus operators hired after approval and adoption of this Agreement will not be eligible for the one-time stipend.

2) July 2026 Cost-of-Living Adjustment: Each affected employee covered by the terms of this Agreement shall receive a cost-of-living adjustment to base salary of three percent (3.0%). Such

cost-of-living adjustment shall apply to the employee's salary schedule and step only, excluding any Senior Pay Bonus or other premiums. The salary adjustment shall be effective the first full pay period in July 2026.

3) July 2027 Cost-of-Living Adjustment: Each affected employee covered by the terms of this Agreement shall receive a cost-of-living adjustment to base salary of three percent (3.0%). Such cost-of-living adjustment shall apply to the employee's salary schedule and step only, excluding any Senior Pay Bonus or other premiums. The salary adjustment shall be effective the first full pay period in July 2027.

C. SALARY SCHEDULE

1) **RATES OF COMPENSATION:** Except as hereinafter specifically provided, and subject to the other provisions of this MOU, each affected employee shall be entitled to receive, and shall be paid at the applicable rate or rates of compensation as prescribed for the class in which his/her position is designated as set forth in the current Classification and Compensation Plan.

2) **ADVANCEMENT IN PAY STEPS:** Advancement of employees from the minimum to the maximum rate of compensation for the respective classes is generally divided into six (6) steps, as set forth in the current Classification and Compensation Plan, with said steps interpreted and applied as follows:

(a) The first step, Step 1, is a minimum rate and will normally be the hiring rate for each class within the classification plan.

(b) An employee will move to Step 2 upon satisfactory completion of the probationary period.

(c) Progression from Steps 2 through 6 shall be upon completion of one (1) year of service on each step. Thus, normal progression from Step 1 through Step 6 should require a period of five (5) years.

(d) Promoted employees shall be appointed to the appropriate pay step. If promoted to Step 1, an employee will move to Step 2 upon satisfactory completion of the promotional probationary period. Alternatively, if the employee is appointed to a higher rate than Step 1, the employee shall progress to the next pay step upon completing one (1) year of service on the appointed step.

(e) Employees who have been absent from city service without pay or on paid sick leave in excess of one-hundred and sixty (160) hours may, as determined by the Human Resources Officer, be extended on such pay step for a period not to exceed the term of such absence.

(f) Advancement in pay steps shall be effective on the first day of the pay period following eligibility to receive such pay advancement. The City shall have the discretion to authorize a different effective date when necessary (e.g., following an extended leave of absence).

SECTION 2. PROBATION AND SENIORITY

A. Newly hired employees shall be considered on a probationary trial basis for twelve (12) months from the date of hire. Promoted employees shall serve a minimum probationary period of six (6) months from date of appointment.

B. During the probationary period, such employees shall be entitled to all rights and privileges under this MOU, except with respect to discharge. Such employee may be terminated at any time during the probationary period with no recourse whatsoever.

1) If the employee satisfactorily completes the probationary period and receives permanent employment, seniority shall be effective as of the original date of employment, but time served in a part-time, provisional, temporary or acting position will in no event be credited to seniority.

C. Seniority shall mean length of continuous service with the City in a full-time position regardless of classification or assigned department except that an employee shall lose all seniority rights for any of the following reasons: voluntary resignation, discharge for cause or layoff for a continuous period of two years or more.

1) Seniority between affected employees in the same classification shall be determined in the following order:

i. By the date of most recent appointment to the classification;

ii. If affected employees were appointed to the classification on the same date, then by numerical ranking on their most recent eligibility list for the classification; or

iii. Date of original hire.

D. Extension of Probation: If the Director of Transportation or his/her designee has any concerns during the probationary period regarding the appointment of the probationary employee to the position, the Director of Transportation or his/her designee may extend the established probationary period by up to a six (6) month period. The extended probationary period must be confirmed in writing prior to the end of the probationary period. Pursuant to State and Federal Law and City policy, the probationary period may also be extended due to the probationary employee's use of protected or unprotected leave or modified duty status; for any leave or modified duty status which lasts more than two weeks, probation will be extended by the corresponding amount of time.

SECTION 3. BONUS PAY

A. SERVICE RECOGNITION

1) **SENIOR PAY BONUS:** Employees hired prior to July 1, 2002 shall receive a "Senior Pay Bonus" per the schedule in Exhibit "A." The Senior Pay Bonus (SPB) is in recognition of continuous service to the city during the years when financial uncertainty prohibited the city from giving employees pay increases.

a) The SPB shall not be increased beyond the amounts set forth in Exhibit "A" except as stated for cumulative years of service in each category. Advancement to a higher position classification shall not modify the range of the SPB paid to each employee.

b) If an employee hired prior to July 1, 2002 leaves the city service and subsequently is rehired, the new date of hire shall be the determining date and the employee will therefore not be eligible for the SPB, but shall be eligible for Longevity Pay and the Continuous Service Bonus as stated in this section.

2) **CONTINUOUS SERVICE BONUS AND LONGEVITY PAY:**

a) Employees hired July 1, 2002 and thereafter shall receive a Continuous Service Bonus (CSB) on their five-year (5) anniversary of continuous satisfactory service to the City as a full-time permanent employee. The CSB shall be paid as follows and shall be included in the employee's first regular paycheck following the anniversary date of permanent appointment according to the following schedule:

(i) **Five (5)** **$ 500.00 (one-time, lump payment)**

b) Effective the first full month following approval and adoption of this Agreement, employees hired July 1, 2002 and thereafter shall receive Longevity Pay following their ten (10) year anniversary. Longevity Pay will be effective the first full pay period following the employee's anniversary, and will be included in bi-weekly installments.

(i) Ten (10) $100/monthly

(ii) Fifteen (15) $150/monthly

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

(iii) Twenty (20) $200/monthly

c) If any employee leaves the city services and is subsequently rehired, the new date of appointment to full-time permanent status shall be the date for future anniversary dates.

d) Service Recognition Bonuses are reportable to the extent permitted by CalPERS.

B. BILINGUAL BONUS PAY

1) Employees who are responsible for bilingual interpretation, and whose use of a language other than English is of significant benefit to city operations as determined by the department head and Human Resources Officer, shall receive Bilingual Bonus pay according to the following rules.

a) To qualify for Bilingual Bonus pay, an employee must have completed probation and successfully passed a language proficiency test that is job related to his/her duties and responsibilities. The Human Resources Officer shall determine the languages that will be tested and the method of testing and may require a verbal and/or written test based on the employee's work assignment.

b) If called upon to do so, employees who are paid a Bilingual Bonus must assist with oral or written translation in any city operation. If it is determined that an employee does not use his/her bilingual skills as required in city service, the Human Resources Officer may determine that the employee is no longer eligible to receive Bilingual Bonus Pay.

2) The Human Resources Officer may require that each employee re-test and successfully pass an annual language proficiency test in order to remain eligible for the Bilingual Bonus.

3) The CITY shall pay each approved full-time employee a Bilingual Bonus of thirty-eight dollars and seventy-five cents ($38.75) per pay period and each approved part-time employee a Bilingual Bonus of fourteen dollars and forty-four cents ($14.44) per pay period as long as the employee remains eligible for this bonus. Bilingual Bonus Pay shall commence the first pay period following certification of eligibility by the Human Resources Office.

4) Bilingual Bonus Pay will be reportable to the extent permitted by CalPERS.

C. ACTING TIME COMPENSATION

1) When making an "Acting Time" assignment, a department head shall consider all eligible employees in determining the assignment. Compensation for "Acting Time" shall be made by official designation by the department head whenever an employee is assigned to work in a higher classification for a period of five (5) consecutive working days or a total of forty (40) consecutive working hours. All assignments for Acting Time shall be pre-authorized by the department head and initiated by the completion of the appropriate Personnel Action Form (PAF) and approved by the Human Resources Officer.

2) Acting Time in Non-Management Classifications: Compensation for Acting Time in a Non-Management position shall be in an amount equal to five percent (5%) above the employee's regular base pay including any applicable Senior Pay Bonus for all hours actually worked and shall be paid retroactive to the third (3rd) day of Acting in the assigned classification. If the employee continues acting in the higher position longer than twelve (12) continuous weeks and the employee is deemed to be fulfilling the total responsibilities of the higher position, the employee shall be paid at the appropriate higher salary schedule at the lowest step, which provides the employee pay at a rate not less than five percent (5%) above his/her regular salary schedule and step and any applicable Senior Pay Bonus.

3) Acting Time in Management Classification: Compensation for Acting time in a management position shall be granted whenever an employee is assigned to work in a management position for a period of five (5) consecutive working days, forty (40) consecutive working hours, or for a

cumulative ten (10) days or eighty (80) hours in a fiscal year. Acting Pay shall be in an amount equal to five percent (5%) above the employee's regular base salary plus Senior Pay Bonus and will commence on the day following the satisfying of the qualification time in the Acting position. If the employee continues acting in the management position for thirty (30) continuous working days and the employee is deemed to be fulfilling the total responsibilities of the management position, the employee shall receive salary at the appropriate management salary schedule at the lowest step which provides the employee pay at a rate not less than five percent (5%) above his/her regular salary schedule and step and any applicable Senior Pay Bonus.

An employee assigned to work in a management position for thirty (30) continuous working days, or longer, shall not be entitled to any management benefits, unless approved by the Human Resources Officer.

4) Employees who are paid at the higher salary schedule in an Acting position (non-management or management) shall continue to receive advancement in pay step at the same interval as received in the employee's regular classification as set forth in Article 2, Section 1(C)(2).

D. WORKWEEK

1) Unless otherwise noted, a workweek is the consecutive one-hundred and sixty-eight (168) hours from 12:01 a.m. Sunday to 12:00 a.m. (midnight) on Saturday.

SECTION 4. SPECIAL ALLOWANCES

A. MILEAGE ALLOWANCE

1) An employee required to use his/her personal vehicle in the performance of duties as an employee of the City shall receive compensation for use of his/her personal automobile at the established IRS rate for mileage reimbursement. Such rate shall be reviewed periodically and adopted by administrative policy.

2) Such reimbursements will be made upon presentation of proper documentation which shall indicate to the satisfaction of the Department Head the number of miles traveled for which reimbursement is sought, the date on or between which use was made, and the specific or general occasion or service which necessitated such use.

B. SPECIAL PAYS

1) Special pays shall be processed as part of the employee's regular bi-weekly paycheck and shall be paid in the pay period following the approval of the special pay request, unless otherwise determined by the CITY. This includes, but is not limited to: SDI reimbursement, bilingual pay, acting pay, vacation and other leave pay-offs.

2) **SPECIAL ONE-TIME BUY-BACK OPTIONS:** From time-time the City may at the City's initiation allow employees to cash in leave balances for pay. No employee shall be required to participate in such option. These special one-time buy-back opportunities shall be processed as part of the regular bi-weekly payroll and will follow the employee's direct deposit and W-4 selections.

ARTICLE 3. SUPPLEMENTAL BENEFITS

SECTION 1. EDUCATIONAL REIMBURSEMENT

A. The CITY encourages and supports educational programs which provide employees the opportunity for personal career development and directly benefit the CITY by increasing the technical and managerial competency of its staff. Toward this end, the CITY offers reimbursement

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

of the cost of required tuition, text, certain materials and fees for approved courses that are directly related to the employee's present position or promotion within the City. Courses must be from an accredited college, university, Certificate or credentialing program that is of benefit to the City.

In addition, the City shall have the sole discretion to approve reimbursement for required curriculum coursework towards a job-related certificate or credentialing program. Attendance at conferences and seminars are excluded from reimbursement.

Eligibility for educational reimbursement is limited to full-time permanent City employees and shall be requested and approved according to standard procedures established by the Human Resources Officer.

The maximum reimbursement per employee per fiscal year shall be two-thousand five hundred dollars ($2,500.00).

SECTION 2. RETIREMENT

A. CALPERS CONTRACT: The CITY shall contract with the state California Public Employees Retirement System (CalPERS) to provide retirement benefits. The cost of CalPERS Retirement benefits is based on formulas set by CalPERS and includes two rates:

1) The Employer Contribution Rate, paid by the CITY and the Member (employee) pursuant to the agreement to cost-share. CalPERS reviews the Employer rates yearly and may adjust rates based on actuarial valuation.

2) The Member (employee) Contribution Rate, paid entirely by the employee through payroll deduction. The full Member (employee) Contribution Rate shall be set by CalPERS.

3) Each Member through a payroll deduction shall pay the Member (employee) Contribution Rate as set by CalPERS and an additional retirement contribution percentage as cost sharing. Classic CalPERS Members and PEPRA Members shall pay an additional 3% as cost sharing. The cost sharing contribution shall be paid by the employee on a pre-tax basis up to the extent permitted by the law.

B. The PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA) implemented new benefit formulas and final compensation period, as well as new member contribution requirements for new employees hired on or after January 1, 2013 who meet the definition of “new member” under PEPRA.

1) CALPERS ENROLLMENT DATE: Whenever a new employee is hired by the City their status as a “Classic Member” or “PEPRA Member” will be determined by CalPERS.

2) As defined by PEPRA, a new member includes:

   a) A member who joined CalPERS prior to January 1, 2013, who, on or after January 1, 2013 is hired by a different CalPERS employer following a break in service of more than six months.

   b) A new hire who joined CalPERS for the first time on or after January 1, 2013, and who has no prior membership in another California public retirement system.

   c) A new hire who joins CalPERS for the first time on or after January 1, 2013, and who was a member of another California public retirement system prior to that date, but who is not subject to reciprocity upon joining CalPERS.

3) “Pensionable Compensation” (PC), as established by PEPRA, delineates the pay categories that must be reported to CalPERS as income that contributes to the calculations of the employee’s retirement benefit. PC must be reported when earned and paid on the employee’s regular paycheck. Should the payment of any benefit negotiated herein conflict with this, the CITY shall notify SMART prior to modifying how the benefit is to be paid. (§20160, §20636 G.C.)

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

C. CLASSIC CALPERS MEMBERS

1) This classification is a CalPERS determination and shall be applied according to their definition.

2) "Classic" Miscellaneous Membership benefits per the CITY's contract with CalPERS shall be as follows as applicable by law:

   a) Miscellaneous Member "2.0 at 55" formula (§21354 G.C.).

   b) 1959 Survivor Benefit Level 3 (§21570 et seq. G.C.).

   c) One Year Final Compensation (§20042 G.C.).

   d) Unused Sick Leave Conversion (§20965 G.C.).

   e) Member (Employee) Contribution Rate as set by CalPERS (§7522.30 G.C.).

D. PEPRA CALPERS MEMBERS

1) This classification is a CalPERS determination and benefits shall be provided according to the PEPRA definition.

2) A new CalPERS member's initial member contribution rate will be at least fifty percent (50%) of the total normal cost rate for their defined benefit

   a) Miscellaneous Member "2.0% at 62" formula (§7522.20 G.C.).

   b) 1959 Survivor Benefit Level 3 (§21570 et seq. G.C.).

   c) Three Year Final Compensation (§7522.32 G.C.)

   d) Unused Sick Leave Conversion (§20965 G.C.).

   e) Member (Employee) Contribution Rate based on Pensionable Compensation (§7522.30 G.C.)

E. TRANSIT EMPLOYEES

1) Transit employees hired prior to January 1, 2013 shall be classified as "Classic Members".

2) Transit employees hired on or after January 1, 2013 through December 29, 2014 shall be classified as "Classic Members" and will retain their classic membership benefits for this period of time. Transit employees hired on or after December 30, 2014 shall be classified as "PEPRA Members".

SECTION 3. HEALTH INSURANCE

A. COMPREHENSIVE HEALTH PLAN

1) The CITY shall provide a comprehensive health benefit plan, including medical, hospitalization, dental, optical, and prescription, to all affected employees and their dependents.

2) The CITY shall meet and confer with SMART as part of the Health Benefit Committee prior to implementing benefit changes in the approved plan.

B. INTERNAL SERVICE FUND (ISF)

1) The CITY shall maintain an Internal Service Fund (ISF) for all premiums due and payable on a monthly basis by the CITY and employee contributions made pursuant to this MOU. All interest income produced by the ISFH trust account balance shall remain in the account and available for this exclusive use.

C. COST OF HEALTH INSURANCE

1) The CITY will pay the two-party premium for coverage of affected full-time permanent employee plus one (1) dependent based on the City's self-funded health insurance plan rate. This amount

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

will be paid to the approved health insurer or into the ISFH trust account for exclusive use in the ISFH program.

2) Employees with family coverage (i.e. two or more dependents) shall make co-payments through payroll deduction to cover any differential in premium costs to the CITY for such coverage. The CITY shall maintain a "Section 125" plan allowing employees to utilize pre-tax dollars for their contributions. Coverage will cease upon non-payment of premium or if payment is not received in a timely manner. The City will provide affected employees with sixty (60) days' notice and grace period to cure prior to exercising the discretion to terminate coverage. Premiums may be paid from available catastrophic leave donations.

3) Employees who are on an approved, protected leave will receive CITY-paid health benefit as outlined above in Item C.1. Employer-paid health coverage will cease upon exhaustion of protected leave and employee is on unprotected, unpaid leave of absence.

D. POST RETIREMENT HEALTH INSURANCE COVERAGE

1) **TIER 1:** Employees hired before July 1, 2002 and meet the minimum requirements listed below shall receive, and continue to receive after the termination of this MOU, paid health insurance benefits based on the formula set forth below:

   a) Any affected employee who is at least fifty-five (55) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee and his or her dependent up to the City's self-funded health insurance plan rate for two-party premium if the employee completed thirteen (13) years of full-time service with the City, was enrolled in any of the City's health insurance plans for a total of thirteen (13) years of service, and actually commences to receive CalPERS retirement benefits.

2) **TIER 2:** Employees hired on or after July 1, 2002 and meet the minimum requirements listed below shall receive, and continue to receive after the termination of this MOU, paid health insurance benefits based on the formula set forth below:

   a) Any affected employee who is a Classic CalPERS employee, who is at least fifty-five (55) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee up to the City's self-funded health insurance plan rate for single party premium if the employee completed twenty (20) years of full-time service with the City, was enrolled in any of the City's health insurance plans for a total of twenty (20) years, and actually commences to receive CalPERS retirement benefits. Such Classic employee shall bear any differential premium cost of coverage for an additional party (i.e. spouse). The differential is the difference between the one-party and two-party premium) compared to the prior plan year.

   b) Any affected employee who is a PEPRA CalPERS employee, who is at least sixty-two (62) years of age, and elects a service retirement from the City, shall receive paid health insurance coverage for the retired employee up to the City's self-funded health insurance plan rate for single party premium if the employee completed twenty (20) years of service with the City, was enrolled in any of the City's health insurance plans for a total of twenty (20) years, and actually commences to receive CalPERS retirement benefits. Each PEPRA employee shall bear any differential premium cost of coverage for an additional party (i.e. spouse). The differential is the difference between the one-party and two-party premium. The year the employee retires will be the base year in which the rate differential described above is established, the rate after the base year is established shall be adjusted downward or upward by half the City's rate change (difference between one-party and two-party premium) compared to the prior plan year.

3) **TIER 3:** Employees hired on or after July 1, 2021 who meet the minimum requirements listed below shall receive the allotted health insurance coverage for the retired employee based on the City's self-funded health insurance plan rate for single party premium.

a) Twenty (20) years of full-time service with the City receives seventy-five percent (75%) of the single party rate; or

b) Twenty-five (25) years of full-time service with the City receives one-hundred percent (100%) of the single party rate; and

c) Enrollment in any of the health insurance plans offered by the City for the minimum required years of service; and

d) Age fifty-five (55) years or sixty-two (62) years for full CalPERS service retirement; and

e) Tier 3 retiree coverage shall terminate upon the date retiree becomes Medicare eligible or death of the retiree, whichever occurs first.

4) Years of Service

a) Premium Split Option Participants – The time an employee participates in the Premium Split Option Plan will not count towards time required to meet 'years of full-time service with the City'.

b) Waiving Health Coverage – A full-time employee who waives health coverage and does not have the ability to participate in the Premium Split Option Plan, will have the opportunity to have their service time count towards 'years of full-time service with the City' for the purpose of Post-Retirement Health Insurance Coverage benefit.

5) The amount of the City's contribution shall be set at the same level as the amount for active employees unless the retiree is Medicare eligible in which case the City's contribution, if applicable, shall be at the Medicare rate. Upon the effective date of Medicare coverage, the City's health insurance plan coverage would be the secondary benefits payor and Medicare would be the primary benefits payor to the extent permitted in the City's Plan Document and Summary Plan Description.

Any required premiums and/or co-payment for active employees will also be required for non-Medicare eligible retirees. When applicable, this benefit shall accrue to the spouse upon death of the employee who is insured under this provision.

E. MEDICARE: Tier 1 and Tier 2 retired employee who becomes eligible for coverage under Medicare and/or comparable governmental program shall thereupon no longer receive the full benefits available under the City's Health Insurance Plan but instead shall receive, at the CITY's expense, supplemental health insurance coverage equal to the difference between the coverage available under the City's Plan and the coverage available through Medicare and/or comparable governmental program. Failure to enroll in Medicare upon eligibility shall result in loss of post-retirement health insurance coverage.

F. COBRA: Any covered employee who retires from the city, or otherwise separates from city service with less than the minimum requirements specified in Section D. of this Section shall be offered the opportunity to continue his/her participation in their group health insurance in effect at the time of such separation as provided for in the Consolidated Omnibus Reconciliation Act (COBRA). The cost of such participation by such separated employee shall be borne by the employee and paid directly to the health insurance carrier.

G. HEALTH SAVINGS ACCOUNT: During the term of this MOU, the City and SMART shall work towards the establishment of a Health Savings Account for full-time and part-time employees.

SECTION 4. LIFE INSURANCE

A. The CITY shall provide a total of forty-thousand dollars ($40,000) of life insurance coverage for each full-time, regular employee under the following policies:

1) Term Life Insurance, including Accidental Death and Dismemberment (AD&D) coverage, in the amount of twenty-thousand dollars ($20,000) for all eligible employees; and

2) Group Life Insurance in the amount of twenty-thousand dollars ($20,000) as part of the City's Health Insurance Plan for full-time employees enrolled in a health plan offered by the City.

SECTION 5. EMPLOYEE SICK LEAVE

A. SICK LEAVE EARNED: Ten (10) hours of paid sick leave shall be earned for each calendar month or major fraction thereof of employment by all full-time probationary and permanent employees and shall be credited to the employee based on the employee's pay rate at the time the sick leave is earned.

B. SICK LEAVE USED: Sick leave used (i.e., days off work on sick leave status) shall be at the employee's rate of pay at the time the sick leave is used. The employee shall continue to accrue sick leave at his/her rate of pay at the time that the sick leave is earned.

C. SICK LEAVE DEFINITION: Sick leave is an insurance or protection provided by the City to be granted to employees in circumstances of adversity to promote the health and welfare of the individual employee. It is not an earned right to take time off from work. Sick leave is defined as the absence from duty of an employee because of an illness, injury, or pregnancy, or to attend to the illness or injury of a family member; or, for an employee or family member who is a victim of violence, domestic violence, sexual assault, or stalking, for the purposes described in Labor Code sections 230(c) and 230.1(a). Family members include the employee's parent, parent-in-law, sibling, spouse, domestic partner, child, child of domestic partner, grandparent, grandchild, or designated person. A designated person is a person identified by the employee at the time the employee requests sick leave. The employee is limited to one designated person per 12-month period.

D. CONVERSION OF SICK LEAVE: All unused sick leave shall accrue from year to year on an unlimited basis except that after five (5) years of continued service, an employee may convert unused sick leave to cash or time off, subject to the following conditions:

1) Conversion, whether to cash or "time off," shall be on the basis of one half (½) day for each full day of unused sick leave. The "time off" option shall be at the employee's option with the approval of his/her department. Conversion to cash shall be at the employee's current pay step, plus any applicable Senior Pay Bonus, at the time of cash out.

2) No conversion shall be made until the employee has accrued more than ninety-six (96) hours unused sick leave; nor shall any conversion be permitted which will reduce the number of hours accrued below ninety-six (96) hours.

3) Any employee who meets the above conditions may convert not more than eight (8) sick leave days in any one calendar year, January to December.

(a) Employees who have used only one scheduled work day or less of sick leave in any 12-month period and meet the above conditions may convert not more than ten (10) sick leave days in any one year.

(b) The exception to the annual conversion shall be termination, retirement, or death.

4) To comply with Internal Revenue Service (IRS) constructive receipt rules under IRS Code Section 451, any election to convert accrued hours to cash must be made in the calendar year prior to the calendar year in which the employee will earn the benefits.

E. CONVERSION OF SICK LEAVE AT TIME OF SEPARATION:

1) Upon separation from the City and completion of at least five (5) years of service, employees may be paid for accrued sick leave hours up to a maximum of fifty percent (50%) of seven-hundred and twenty (720) hours. Employees shall be denied sick leave payoff when leaving the City, only if he/she was either:

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

a) Terminated for cause, or

b) Resigned in lieu of termination

2) Such payment shall be made at the employee's pay step, plus any applicable Senior Pay Bonus, at the time of separation. That is:

a) If an employee has seven-hundred and twenty hours (720) or more accrued, payment shall be for three-hundred and sixty (360) hours.

b) If an employee has less than seven-hundred and twenty hours (720) accrued, payment shall be at half of the employee's accrual at the time of separation.

3) ***Conversion at Retirement:*** Upon simultaneous retirement from the City and from CalPERS, an employee shall have the option of applying unused sick leave to his/her CalPERS account up to the limits set by CalPERS. The conversion rate will be at the employee's pay rate, plus any applicable Senior Pay Bonus, at the time of retirement.

4) ***Reinstatement:*** Any permanent, full-time employee who is reinstated pursuant to the City's Personnel Rules and Regulations shall be entitled to have restored to his/her previously earned and unused sick leave not previously paid for pursuant to this MOU. Such reinstatement shall be at the rate of pay at the time of separation.

SECTION 6. FAMILY MEDICAL LEAVE ACT (FMLA) AND CALIFORNIA FAMILY RIGHTS ACT (CFRA)

A. The City will adhere to State and Federal regulations protecting FMLA and CFRA leave rights.

An employee on statutorily-protected leave (i.e FMLA, CFRA, military leave, workers' compensation, sick leave under California Labor Code Sections 245-249, and other leaves protected by statute) shall continue to accrue longevity, vacation, sick leave, holidays, and such other benefits as set forth in this MOU unless and until they exhaust all statutorily-protected leaves for which they are eligible, at which time accruals shall cease.

SECTION 7. ABSENCE POLICY

A. All sick call offs and/or unscheduled leave on regularly scheduled workdays or overtime shifts are counted as absences toward progressive discipline for excessive absenteeism, not including any absences for reasons of protected leave. Doctor's appointments will be counted as absences unless the Operator submits medical verification to a Supervisor that the Operator is required to have pre-scheduled medical appointments. This verification must include the name of the medical practitioner, how many appointments are anticipated, if known, the scheduled time for each appointment, and must be submitted at least forty-eight (48) hours before the appointment begins.

This exception is designed for an Operator who must undergo pre-scheduled medical treatments including, but not limited to, prenatal care, physical therapy and chemotherapy, or who is required to be absent as a result of a chronic illness or disease as verified by a licensed medical practitioner.

B. Absences will be counted as follows:

1) Each day equals one (1) absence.

2) After three (3) consecutive workdays absent (sick leave), an employee must provide a physician's certificate; once the physician's certificate is provided, any further consecutive absences will not be counted; a maximum of three (3) absences will be counted for the consecutive workdays absent where supported by a physician's certificate. If an employee is absent four (4) or more consecutive days, they must provide a return to work physician's certificate.

3) A partial day's absence (any part of the Operator's work day) equals one half (0.5) absence.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

C. Progressive Discipline: Progressive discipline shall be applied for excessive absenteeism.

1) When an Operator has eight (8) counted absences during a rolling year the Operator will be given a written reminder.

2) Ten (10) counted absences within a rolling year will result in a written reprimand to the Operator for violation of the attendance policy.

3) Fifteen (15) counted absences within a rolling year may subject the Operator to discharge.

4) Effective upon approval and adoption of this Agreement, all employees will be reset to zero.

5) At-will/probationary employees may not be subject to progressive discipline and may be released without cause.

SECTION 8. BEREAVEMENT (DEATH IN FAMILY) LEAVE

1) In the event of a death of a member of the immediate family, immediately after such death has occurred an employee may be absent without loss of pay for five (5) workdays to be used within thirty (30) days based on the employee's regular work schedule.

2) Immediate family shall be defined for this purpose to include the employee's spouse, child, father, mother, step-parent, brother, sister, grandfather, grandmother, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, legal guardian or registered domestic partner.

3) If family circumstances necessitate, the employee may request in writing that Bereavement Leave be deferred to a subsequent date. The employee shall submit the request to the department head stating the reason such accommodation is needed (i.e., to accommodate out of state services for the deceased or other circumstances related to the loss of the family member).

4) If needed and approved by the department head, five (5) additional leave days chargeable to sick leave may be taken along with the scheduled bereavement leave.

5) At the earliest time possible considering the circumstances, the employee shall submit to the department head the name of the deceased, date of death and relationship to the employee. Unless otherwise requested by the employee, the Human Resources Officer shall see that the deceased family member is remembered in memoriam at the closing of the next City Council meeting.

SECTION 9. STATE DISABILITY BENEFITS (SDI)

A. If an employee sustains a non-job-related injury, he or she may, at his/her option, utilize any accumulated sick leave and vacation leave to supplement any monies received from State Disability Insurance up to the amount of the employee's base pay including any Senior Pay Bonus.

SECTION 10. WORKERS' COMPENSATION

A. For Operators employed with the City as of approval and adoption of this Agreement, the City will pay eighty-five percent (85%) of full salary in lieu of temporary disability payments for all full-time employees for leave of absence due to injury arising out of or in the course of employment to a maximum of twelve (12) months. This compensation shall be paid through the City's payroll system as Injured-on-Duty (IOD) Pay. An employee is in a paid status while receiving IOD Pay. For Operators hired after approval and adoption of this Agreement, and on leave due to an industrial injury, will have the right to receive compensation pursuant to State Workers' Compensation Law.

B. An employee who is out on workers' compensation leave shall also be placed on leave under the Family and Medical Leave Act (FMLA) if the employee qualifies for FMLA leave. Leave under

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

FMLA cannot exceed twelve (12) weeks. Workers' compensation leave and leave under the FMLA shall run concurrently.

C. An employee who schedules a medical treatment appointment during work hours after he/she is determined permanent and stationary, or returned to full or modified duty, shall use any available and appropriate leave time.

SECTION 11. CATASTROPHIC LEAVE AND LEAVE DONATION

A. The CITY will maintain a Catastrophic Leave and Leave Donation policy to assist employees who have exhausted leave balances, and due to catastrophic circumstances require additional time off prior to returning to city service.

B. The CITY will meet and confer with SMART prior to making any changes to this policy.

SECTION 12. HOLIDAYS

A. Any permanent, provisional, or probationary employee who has worked a shift or who is on a scheduled paid leave the scheduled day prior to and/or immediately after a holiday will receive a day's pay for that holiday.

B. UNSCHEDULED ABSENCES

1) An employee who calls out (unscheduled absence) on a holiday, on the day immediately prior to the holiday, or on the day immediately after the holiday will be entitled to be paid for that holiday for the first occurrence in a rolling two-year period.

2) An employee who calls out (unscheduled absence) on a holiday, on the day immediately prior to the holiday, or on the day immediately after the holiday will **not** be paid for that holiday for a second occurrence in a rolling two-year period. Employees may replace any lost paid holiday with appropriate leave accruals, if available. The replacement of lost holiday pay shall be on a "one for one" basis.

3) Employees who are scheduled to work on a holiday must work the entire scheduled shift in order to receive pay for that holiday.

4) In emergency circumstances, the Department Head has the discretion to allow for a paid holiday for any unscheduled absence.

For example, employees will not be paid for a holiday under the following circumstances:

1) Employee is scheduled to be off on December 24 and December 25. If Employee has a second unscheduled absence in a rolling two-year period on December 23, then Employee will not be paid for December 24. If Employee also has an unscheduled absence on the December 26, then Employee would also not be paid for December 25.

2) Employee is scheduled to be off on December 24 and December 25. Employee has a first unscheduled absence on December 23. This is their first unscheduled absence in a rolling two-year period. Employee will be paid for December 24. Then, Employee is scheduled to work on July 4. Employee has an unscheduled absence on July 4. Employee will not be paid for July 4 because this was the second unscheduled absence in a rolling two-year period.

3) Employee is scheduled to work on Thanksgiving. The employee has an unscheduled absence on Thanksgiving. This is the first unscheduled absence in a rolling two-year period. The employee will be paid for Thanksgiving. Then, Employee is scheduled to be off work Saturday, July 3, Sunday, July 4, and Monday, July 5 (which is when the July 4th holiday is observed). Employee has an unscheduled absence on Friday, July 2, which is the day immediately prior to a holiday. This employee will not be paid for July 5 because this was the second unscheduled absence in a rolling two-year period.

C. Subject to Section 12(B) above ("Unscheduled Absences"), Bus Operators shall be paid for all City holidays in addition to time actually worked.

D. All affected regular, full-time employees covered by this MOU shall have the following paid holidays off:

1) New Year's Day: January 1 or the first regular City Hall workday of the year;

2) Martin Luther King Jr. Birthday: Third Monday of January;

3) Presidents Day: Third Monday of February;

4) Memorial Day: Last Monday of May;

5) Juneteenth: June 19;

6) Independence Day: July 4;

7) Labor Day: First Monday of September;

8) Veterans Day: November 11;

9) Thanksgiving Day: Fourth Thursday of November;

10) Friday after Thanksgiving Day;

11) Christmas Eve: December 24;

12) Christmas Day: December 25; and

13) New Year's Eve: December 31.

E. The CITY shall publish an annual calendar listing all Holidays on which City Hall will be closed. If a Holiday falls on Saturday or Sunday, the CITY shall designate a normal working day (Monday or Friday) to be observed as the official City Holiday.

F. Additionally, each affected employee shall receive twenty (20) hours of Floating Holiday to be credited January 1st of each year. Floating Holiday shall be scheduled at the convenience of the employee with the approval of the department head but must be used within the calendar year earned or it shall be forfeited. In agreeing to this, SMART and its members expressly acknowledge that floating holidays are not vested vacation time and acknowledge that the provisions of Labor Code section 227.3 do not apply to floating holidays.

SECTION 13. VACATIONS

A. VACATION ACCRUALS AND USE

1) After the first year of completed service, vacation shall accrue based on an eighty-hour (80) pay period, regardless of the employee's work schedule and shall accrue to all regular full-time employees per the following:

Effective on Employee's Anniversary Date of Completed Service	Hours Earned Per Month	Hours Earned Annually
From Date of Hire (DOH)	8	96
5 years of service	10	120
10 years of service	12	144
15 years of service	14	168
20 years of service	16	192
25 years of service	18	216

2) Vacation accrual shall be capped at a maximum of four-hundred and thirty-two (432) hours. Affected employees shall not accrue vacation above four-hundred and thirty-two (432) hours;

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

if the maximum accrual amount is reached, the affected employee shall cease to accrue vacation hours until such bank is reduced below the maximum accrual amount of four-hundred and thirty-two (432) hours.

3) No vacation time or pay is vested for a probationary employee during his/her probationary period of employment. If a probationary release occurs, the affected employee shall not be entitled to payment of any vacation time that has not vested.

4) In the event of resignation or discharge of a non-probationary employee, all accumulated vacation credits shall be paid in full at the time of termination of employment. This shall likewise apply in the case of death, in which event the amount shall be paid to the legally recognized beneficiary of the estate of the deceased.

5) Periods of absence from work because of sickness or other reasons mutually agreed upon during the employment term shall be considered as time worked in computation of the vacation credit, provided the employee given such leave shall return to work not later than the expiration of said leave for at least ninety (90) days. Holidays off with pay shall be considered as time worked. An eligible employee may defer into the succeeding calendar year an amount of paid vacation equal to the total amount of vacation leave accrued during the prior calendar year.

6) Vacations shall be taken at a time mutually agreed upon by the CITY and the employee. In the event of conflict between two or more employees' vacation requests within a department or a classification, the principle of seniority shall govern.

7) It shall be the employee's responsibility to monitor personal leave accruals and to maintain such accruals within the limits set forth in this MOU.

8) No employee shall be paid for or allowed to take as leave any excess vacation accrual if it is determined that the accruals were credited to the employee in error or are the result of a violation of the City's Personnel Rules and Regulations, MOU or a signed agreement between the employee and the City that provides otherwise.

9) The maximum vacation accrual pay-off upon separation from the City shall be four-hundred and thirty-two (432) hours.

B. VACATION BID PROCEDURES

1) Bidding will be conducted on an annual basis and in accordance with seniority order and vacation entitlement. Bidding must be in one-week increments and the maximum hours available are the total hours earned in the preceding calendar year. Any additional vacation time must be requested in accordance with the time-off request procedures.

2) Each bid/proxy slip will be reviewed in seniority order.

3) All Permanent Full-Time Bus Operators will be given a scheduled 15-minute time slot to bid for vacation. Operators will have the choice to bid by phone, in person or via proxy slip. Operators will not be relieved to bid, and they must submit their decision by the end of their assigned time slot.

4) Should Operators choose to bid via phone, they must call (310) 965-8815 (or the designated number), as this is the only recorded phone line available for the bid process. Staff conducting this process will attempt to contact Operators at their designated times, but they will not contact Operators while on duty or to remind them of their missing proxy slips.

5) Should Operators choose to bid using a proxy form, they would need to list as many weeks as their seniority number in priority order on the proxy form. If Operators want to change their proxy list after submitting their completed proxy forms but before the ending time of their 15-minute time slot, then they must call on the recorded phone line and make the change.

6) Operators who are on a scheduled leave must still bid at their designated bid time either in person, by phone, or via proxy slip.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

7) Should an Operator fail to bid, submit a proxy slip or call within their time slot, they will be passed over until the first scheduled bid break as outlined in the bid schedule. At that time, the Operator will then be allowed to bid open weeks available, and they will not be allowed to bump other less senior Operators who already bid.

8) Operators are advised against making travel plans, purchasing airline tickets, etc. without first bidding for the desired vacation period.

9) It is Operators' responsibility to make sure Dispatch has a working phone number where they can be reached before the time of the bid.

ARTICLE 4. LAY-OFFS AND RECALL PROCEDURES

SECTION 1. REDUCTION IN WORKFORCE

A. Whenever, in the judgment of the City Council, a reduction in workforce is necessary for economic or operational reasons, any employee may be laid off. The City will consider layoffs across all Departments and all bargaining units. However, due to the unpredictable nature of the circumstances that would give rise to this decision, the City has the discretion to reduce the workforce in a manner that best meets its economic and operational needs.

B. Designating Positions for Layoff. The City shall designate the positions for layoff by classification and Department.

C. Order of Layoff. The Order of Layoff within each classification and Department shall be the employees with the least amount of seniority first. Seniority is defined in Article 7, Section 3, for Bus Operators.

In the event of a tie, the City will review the employees' most recent annual performance evaluations. The employee with the lower overall rating on the most recent annual performance evaluation shall be be laid off first. If the overall ratings are equal, then the City will go to the next most recent annual performance evaluation. If all the ratings are equal, then the Department Head will have the discretion to designate the employee for layoff after a review of the employees' performance evaluations.

D. Positions that are Exempt from Layoff.

1) Positions listed in the SMART MOU Section 4 of the PREAMBLE shall be exempt from layoffs.

E. Notice to Layoff. Employees to be laid off will be given 15 days' notice of layoff. Notice will begin when the employee designated for layoff is handed a letter or sent an email, by the Human Resources Department, City Manager, or his/her designee notifying him/her that he/she may be laid off fifteen (15) days from the date layoff notice was issued.

SECTION 2. BUMPING RIGHTS

A. Eligibility. An employee who is subject to layoff shall be eligible to exercise bumping rights, unless:

1) The employee is on a Performance Improvement Plan at the time of the layoff; or

2) The employee has received discipline of suspension or higher within the last two years; or

3) The employee is a probationary employee.

B. Positions into Which Employee May Bump. An employee may exercise the right to bump into a lower classification represented by SMART if:

1) He or she has more seniority than the incumbent in the lower classification. If an employee exercises this right, this employee bumps the employee with the least seniority in that lower classification.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

2) Meets the minimum qualifications for that position. SMART must be able to provide valid support to document the member bumping has the education, experience, knowledge, qualifications, and proficiency for the position, based on past work experience.

Positions listed in the SMART MOU Section 4 of the Preamble are exempt from the bumping procedure, and an employee may not exercise his or her right to pump into those positions.

C. Notice to Exercise Bumping Right. An employee who is eligible and wishes to exercise his or her bumping right must do so in writing to the Human Resources Manager within five (5) calendar days of receiving the notice of layoff.

D. Employees who are displaced as a result of this bumping procedure may themselves exercise bumping rights, if they are eligible and in accordance with the procedures above.

SECTION 3. REHIRING OF LAID-OFF WORKERS

A. Recall List. Any employee who is laid off or who bumps into a lower classification shall be placed on a Recall List for a period of two years.

B. Order of Recall. If the City is able to rehire into a position that was previously designated for layoff, the CITY shall rehire those employees who are the Recall List and who previously held the position into which the City is rehiring. The City shall rehire the employee with the most seniority at the time of layoff first.

C. Recall Notice. The City shall send a Recall Notice to employees on the Recall List who are eligible to be rehired. The Recall Notice to an employee who has been laid off shall be made by email to the last known email address of the employee. It is the employee's responsibility to keep the City updated with his or her most current contact information.

D. Responding to Recall Notice. An employee must respond within 10 calendar days receiving the Recall Notice by email in order to be rehired into his or her previously held position. An employee rehired into the position that he or she previously held prior to layoff shall assume the same salary step and seniority that he or she held at the time of layoff.

Failure to respond, unless due to actual illness or accident (the City may require proof of illness or accident), will cause the employee to be removed from the Recall List.

E. If there are no employees on the Recall List that are eligible to be rehired into a vacant position, then the City will conduct an open recruitment to fill the position.

ARTICLE 5. GRIEVANCE PROCEDURES AND FACT-FINDING

SECTION 1. SCOPE AND LIMITATIONS

A. Employee Protection: Employees shall be assured of freedom from reprisal for using these grievance procedures.

B. The procedures set forth in this section shall not apply to any matter involving the initiation or renewal of memoranda of understanding, the resolution of impasses or any other matter that is beyond the scope of representation.

C. Definition: A grievance is any complaint by the union involving the interpretation, application or alleged violation of this Agreement, any applicable Personnel Ordinance, Classification Plan, City and/or Department Policies, or the Personnel Rules and Regulations. A grievance must be filed within thirty (30) calendar days after the alleged violation becomes known or reasonably should have been known to the employee or Union.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

SECTION 2. PROCEDURE

A. EMPLOYEE RESPONSIBILITY

1) In any instance of grievance, the employee or employees concerned shall first make every effort to resolve such grievance with his/her immediate supervisor.

2) In the event such efforts as specified above are not productive of a mutually satisfactory solution, the union must reduce their complaint to writing. Said complaint shall set forth all the facts necessary to the understanding of the issues involved, must state what specific section(s) of this Agreement, Personnel Ordinance, Classification Plan, City and/or Department Policies, or the Personnel Rules and Regulations has been violated, a brief description of the violation, any steps that were taken to secure informal resolution, and the proposed resolution of the grievance.

3) The complaint shall be signed by the union, and shall be submitted to the Transit Operations Manager.

B. INVESTIGATION AND FACT-FINDING

1) The Transit Operations Manager or designee shall hold a meeting with the aggrieved employee and the union.

2) The Transit Operations Manager or designee will make such investigation of the facts and issues as deemed necessary and upon reaching a conclusion, but in any event within fifteen (15) working days of receipt of the grievance statement, the Transit Operations Manager or designee shall reply in writing, stating the determination. Three (3) copies of such reply shall be made, one copy of which shall be transmitted to the employee, one to the union, and the other one retained by the Transit Operations Manager. As used in this Article, working days shall not include Saturdays, Sundays and City Holidays.

C. SUBMISSION OF THE GRIEVANCE TO DIRECTOR OF TRANSPORTATION

1) If the employee wishes to process the grievance further, the employee or the union shall, within ten (10) working days of the receipt of the Transit Operations Manager's determination, so notify the Transit Operations Manager in writing. The Transit Operations Manager shall immediately submit to the Director of Transportation two (2) copies of the original grievance complaint and the Transit Operations Manager's determination.

2) The Director of Transportation shall, without delay, arrange a meeting with the aggrieved employee and the union. At such meeting, discussion shall be limited to the issues raised in the grievance complaint, and an earnest effort shall be made to arrive at a satisfactory resolution of the issue.

3) Such notes and memoranda as the Director of Transportation deems required, shall be made of the substance of the issues and conclusions and findings of the meeting.

D. SUBMISSION OF THE GRIEVANCE TO CITY MANAGER

1) If the employee wishes to process the grievance further, the employee or the union shall, within ten (10) working days of the receipt of the Director of Transportation's determination, so notify the Director of Transportation in writing. The Director of Transportation shall immediately submit to the City Manager two (2) copies of the original grievance complaint and the Director of Transportation's determination.

2) The City Manager shall, without delay, arrange a meeting with the aggrieved employee and the union. At such meeting, discussion shall be limited to the issues raised in the grievance complaint, and an earnest effort shall be made to arrive at a satisfactory resolution of the issue.

3) Such notes and memoranda as the City Manager deems required, shall be made of the substance of the issues and conclusions and findings of the meeting.

4) The conclusions and findings of this meeting shall be reduced to writing and shall be final, except that in cases which involve the alleged violation of the MOU of Understanding, Personnel Ordinance, Classification Plan, or the Personnel Rules and Regulations, SMART

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

may, by written notification to the City Manager, within ten (10) working days, request submission of the issue to an impartial arbitrator who shall ascertain the facts and make a recommendation which shall not be binding on either party.

E. SUBMISSION OF GRIEVANCE TO AN ARBITRATOR

1) The fees and expenses of the arbitrator shall be borne equally by the parties with the arbitrator selected as follows:

(a)SMART may request a panel of five (5) arbitrators from the California State Conciliation and Mediation Service.

(b)Upon receipt of the names, the first party to strike a name shall be determined by lot; thereafter each party shall alternately strike names until only one (1) name remains; that individual shall be the arbitrator.

2) The arbitrator shall determine the facts in a manner mutually agreed upon and shall, within thirty (30) days, submit his or her findings and recommendations to the parties.

3) Within ten (10) working days of the receipt by the parties of the arbitrator's findings and recommendations, the City Manager shall review the grievance in its entirety and render their determination to SMART. Should the determination not satisfy SMART, the grievance may then be referred to the City Council for final determination in accordance with this Article.

F. SUBMISSION OF THE COMPLAINT TO THE CITY COUNCIL

1) A complaint which is requested to be submitted to the City Council shall be submitted by the City Manager at the next regularly scheduled City Council meeting.

2) The decision of the City Council shall be final.

G. TIME LIMITS

1) The time limitations set forth in this Article may be extended by mutual written agreement.

2) The failure of the Union to adhere to time limits set forth above or to appear at the time of the hearing shall cause forfeiture of the Union's case. The failure of management to adhere to the time limitations set forth above shall result in the Union's grievance proceeding to the next step in the grievance process.

ARTICLE 6. WORKING CONDITIONS

SECTION 1. COMPENSATION

A. OVERTIME: Bus Operators shall be paid overtime (time and one-half regular hourly rate) in accordance with the "hours worked" provisions of the Fair Labor Standards Act.

1) If any Bus Operator works a sixth (6th) or seventh (7th) day in any one work week and such sixth (6th) or seventh (7th) day is worked on a regular bus run, such time worked by the driver on such regular run shall be compensated at time-and-one-half (1½) the base hourly rate plus any applicable Senior Pay Bonus.

2) Compensation for training time shall be paid in accordance with the Fair Labor Standards Act. The following situations or time spent by employees in required training is considered to be non-compensable: training which is required for certification of the employee by law of a higher level of government (e.g., where State, County, or Federal law imposes a training obligation on City employees does not constitute compensable hours of work)

3) Bus Operators will be paid one-and-one-half (1½) times their straight time hours for all work they perform in excess of eight (8) hours per day or forty (40) hours per week, on a regular run with the exception of spread time, guarantee time, or incidental overtime.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

B. TRAINER/INSTRUCTOR (TSI) PAY: Line Instructors will be paid an additional two dollars ($2.00) per hour during their performance of line instruction, provided they submit all evaluations on a daily basis in complete and thorough fashion. Behind-the-Wheel Instructors (BTW) will be paid an additional three dollars ($3.00) per hour during their performance of behind the wheel training of a Bus Operator; should a trainee have a preventable accident while training with a BTW Instructor, the BTW Instructor may be charged with the preventable accident. BTW Instructors should be Certified Transportation Safety Institute (TSI) instructors.

C. BUS OPERATOR DAILY LOG: An Operator Daily Log shall be submitted any time a Bus Operator is on duty twelve (12) or more hours in a 24-hour period, as required by law, or when the completion of an Operator Daily Log is determined to be operationally necessary.

Operators shall be paid a flat rate of eight dollars ($8.00) for accurately completing and timely submitting each required Operator Daily Log. Operator Daily Logs are to be submitted at the end of the Operator's shift, but in no case shall be submitted more than 24 hours after the end of the Operator's shift. Late submittals or incorrectly completed Operator Daily Logs may delay payment of the allowance.

D. ACCIDENT/INCIDENT REPORT PAY: Bus Operators involved in an accident/incident must submit a completed Accident/Incident Report by the end of the shift. The Accident/Incident Report must be completed prior to leaving the bus yard on the same day the accident/incident occurred. Bus Operators will be paid for thirty (30) minutes, at time and a half, to timely complete an Accident/Incident Report prior to leaving the bus yard. Such payment is subject to the following exceptions:

All or a portion of the time completing a report may be calculated at time and a half depending on the total hours worked. (Report time is added to any work performed. If the total hours worked exceed eight (8) hours in a day for full-time Operators and/or 40 hours in a week for part-time Operators, then any time beyond that threshold will be paid at time and a half.)

If a full-time Operator is relieved early (before meeting the 8-hour guarantee) due to an accident/incident, then the report time will not result in overtime pay.

An Operator shall get supervisor pre-approval to submit the Accident/Incident Report after leaving the bus yard, for the shift in which the accident/incident occurred.

The Accident/Incident Report should include comprehensive information about the accident/incident including but not limited to: date and time of the accident/incident; exact location of the accident/incident; description of the accident/incident including any photographs or sketches of the scene; the operator's name, address and contact information; the operator's driver's license number; vehicle description information and license plate numbers; and report of any injuries or damages.

SECTION 2. CALL-IN SCHEDULING AND PAY

A. CALL-IN PROCEDURE

1) The call in procedure for leave purposes for all transit employees shall require the employee to call into the primary or other designated telephone line and speak directly to a supervisor on duty.
2) If the employee's immediate supervisor is not on duty at the time, any supervisor on duty may accept the call and will report the information to the employee's direct supervisor in accordance with department protocol.
3) Employees shall call Dispatch for reporting absence.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

SECTION 3. BUS OPERATORS

A. SENIORITY

1) Seniority is defined under Article 2, Section 2(C) and shall be accorded appropriate consideration in the assignment of regular runs, commuter runs and, whenever possible, emergency overtime.

B. WORK SCHEDULE

1) The normal workweek for regular full-time Bus Operators is five (5) days per week, eight (8) hours per day or forty (40) hours per week.

2) Full-time Bus Operators will be paid one and one-half (1½), on a regular run, their straight time hours for all work they perform that is in excess of eight (8) hours per day, or forty (40) hours per week, with the exception of spread time, guarantee time, or incidental overtime.

C. FULL-TIME (FT) EXTRA BOARD (XB)

1) The role of FT-XB Operators was created to assist with the daily covering of assignments. FT-XB Operators will be paid for spread time as stated in Article 6, Section 3(E)(1) only if the Operator complete an assignment/run in its entirety and the assignment/run contains spread time as defined at the time of the shake-up.

2) FT-XB Operators will not be paid for any spread time in excess of ten (10) hours if they are assigned an assignment/run(s) that are composed of multiple pieces of work, including but not limited to multiple pieces of run/work that may have been broken apart as originally scheduled at the shake-up, Trippers, standby part-time assignment, training, etc.

   For example, part of Run #1X1 (04:38a-09:00a) & part of Run #201 (09:40a-12:15p) & part of Run #211 (Tripper) (12:35p-16:21p) would not receive spread time.

D. RUN ASSIGNMENTS (SHAKE-UP)

1) Run assignments will be posted four times yearly: February; June; September; and December.

2) Said shake-up may occur thirty (30) days later.

3) Should a run become vacant for a period of thirty (30) days or more, the parties shall apply Section 8, Open Run Bid Policy.

4) If an Operator fails to bid during their time and has not submitted a proxy, the Operator will be placed at the end of the bid on the same day. If the Operator then fails to bid, the Union and staff conducting the bid will select an assignment for the employee in the following priority, if available:

   (a) Same assignment/roster position the Operator had during the previous bid.

   (b) As assignment with the same days off as the Operator had during the previous bid.

   (c) Any AM or PM assignment that closely corresponds to the Operator's previous bid.

   (d) Same route/line Operator had during the previous bid, regardless of AM/PM.

   (e) Highest paid assignment regardless of times/days off/route etc.

   (f) An assignment that has the same Holiday schedule as the Operator had during the previous bid.

E. SPREAD TIME

1) A "spread" refers to the difference from the time a Bus Operator reports for duty until the time the assignment is completed. All work performed in excess of a spread of ten (10) hours will be paid for at the rate of time and one-half (1½).

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

F. GUARANTEE TIME

1) Full-time Bus Operators are guaranteed eight (8) hours work per day and forty (40) hours work per week. Because some runs are operated less than eight (8) hours, Operators are paid a daily guarantee of eight (8) hours. Part-time Bus Operators, Relief Bus Operators and Trainees shall not receive guarantee time for performing any work.

2) The eight (8) hour daily guarantee shall function solely as minimum pay protection. It shall not replace, offset, or include compensation for additional work performed outside a driver's scheduled assignment. All hours worked beyond the scheduled shift shall be paid at the applicable straight-time or overtime rate.

G. MISSOUTS

1) Bus Operators must report for their assignment at a scheduled time and place or they will be charged with a MISSOUT unless they notify whoever is in charge at GTrans at least two (2) hours before the start of their regular shift of their inability to report due to illness or emergency.

2) When a Bus Operator is prevented from reporting to work on time due to an illness or emergency, the dispatcher/supervisor will review the Bus Operator's personal situation and the work assignments for that day to determine if a new report time will be requested by the dispatcher/supervisor. In the event a new report time is requested, and the employee agrees to the new report time, failure of the Bus Operator to report to the new assignment on time will result in a second MISSOUT for that day.

3) When a Bus Operator is prevented from reporting to work on time due to an emergency and later presents proof of said emergency satisfactory to the Transportation Director, he/she may waive the charge of a MISSOUT on a Bus Operator's record. Waiver of any MISSOUT is considered on a case-by-case basis.

4) The failure of a bus operator to report in person, ready for work at the assigned time will be considered a MISSOUT.

   a) First MISSOUT in a thirty (30) day period will result in the loss of one (1) day's work without pay.

   b) Second MISSOUT in a sixty (60) day period will result in the loss of two (2) days' work without pay (the one-day missed, plus a one-day suspension).

   c) Third MISSOUT in a ninety (90) day period may be grounds for termination.

   d) The cumulative record of MISSOUTS will be taken into consideration in any disciplinary action taken.

H. UNIFORMS

1) All Bus Operators must report for work in City-approved uniform, together with all necessary equipment required to perform their duties throughout the day. It shall be the employee's responsibility to wear such uniform in the manner in which it is prescribed and shall not wear such uniform except in the course of performing work for the city. Failure to wear such uniform as prescribed shall be cause for disciplinary action.

2) The City will purchase uniforms for new employees upon graduation from the training program.

3) All uniforms purchased by the City must be returned upon termination from the City. The CITY will furnish the following uniforms:

   a) Five (5) pair of trousers;

   b) Four (4) short-sleeved shirts;

   c) Four (4) long-sleeved shirts;

d) One (1) belt;

e) One (1) tie;

f) One (1) jacket; and

g) One (1) cap (if requested by employee).

4) Bus operators will be provided one uniform cleaning per week, or given a cleaning allowance of one-hundred fifty dollars ($150.00) annually, at the discretion of the City.

5) When an article of uniform is worn out, a Bus Operator will turn in the item and will be given an order to purchase a like item at a uniform company.

6) SMART members shall be allowed to wear SMART pins on their uniforms while on duty.

I. SMART CLASS TRAINING

1) A transit employee who is required to attend a SMART class (i.e., training program) conducted by the CITY shall be deemed to be on "school time" during such classes and shall be paid at the employee's regular rate of pay for such time.

J. SIGN-ON PREPARATORY TIME: Each Bus Operator shall be granted an allowance of fifteen (15) minutes report time for the purpose of preparing equipment for pull-out. Preparatory activities to be conducted prior to each pull-out includes checking the Operator Bulletin Board and conducting a full vehicle pre-trip inspection. Split-run operators shall also be granted fifteen (15) minutes preparatory time for reporting to the Transportation facility to take out the second part of their run, for a total of thirty (30) minutes for assignments requiring to pull out a bus twice.

K. EXTRA WORK

1) The City and SMART agree to encourage and promote all extra work and recognize that extra work is required by Bus Operators to ensure GTrans provides scheduled and special event services to its customers.

2) **Assignment of Extra Work:** The assignment of extra work shall first be given to the Extra Board Operators, who will be required to perform this work as part of their regular duties. If the Extra Board is exhausted, Bus Operators will be assigned extra work in the following sequence:

(For the purpose of this section only, seniority shall be measured from the employee's most recent date of hire.)

a) Bus Operators that have completed their shift on a regular workday that will provide additional service on a volunteer basis on that workday;

b) Relief Bus Operators that have requested to work their regular day or days off;

c) Part-time Bus Operators that have requested to work their regular day or days off;

d) Full-time Bus Operators that have requested to work their regular day or days off;

e) Relief Bus Operators that are required to work their regular day off, in reverse seniority order;

f) Part-time Bus Operators that are required to work their regular day off, in reverse seniority order;

g) Full-time Bus Operators that are required to work their regular day off, in reverse seniority order.

3) If there are an insufficient number of Extra Board to perform the extra work, the City will assign regular Bus Operators to perform the extra work. Regular Bus Operators will be selected from a list that has been signed by them on a voluntary basis, indicating that they are willing and available to perform this work and such selections being made on a rotational basis in accordance to seniority and availability.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

4) Any operator who has volunteered for extra work and cannot be reached at their primary contact phone number on file will be passed and the next available Bus Operator will be contacted. A Bus Operator that could not be reached at their primary contact phone number under the above circumstances is not eligible for any compensation for the unassigned extra work.

5) A Bus Operator that requests to volunteer for extra work will submit a "Volunteer to Work on Day Off" slip during the bid/selection process to be effective at the start of the shake-up. Bus Operators may also volunteer for extra work after the bid/selection process by submitting the slip to the dispatcher by Friday of each week prior to 10:00 a.m. to be effective that Saturday. If a Bus Operator should request to be added onto the volunteer list after the shake-up commences, they will not be placed in the order of seniority but will be added to the bottom of the volunteer list according to the order in which their slips were submitted.

6) A Bus Operator may request to be removed from the volunteer list by submitting a request in writing during the bid/selection process to be effective at the start of the shake-up. Bus Operators may also request to be removed from the volunteer list by submitting the slip to the dispatcher by Friday of each week prior to 10:00 a.m. to be effective that Saturday.

7) If a Bus Operator has volunteered to work on their regular day off and the remaining work to be assigned will not leave that Bus Operator available for their regular run due to rest period requirements, they shall be passed and another Bus Operator who has volunteered for work on their regular day off will be assigned if that work leaves them available to work their regular assignment. When such Bus Operator have been passed in making assignments on account of unavailability, they shall be considered as the next in turn for the first unfilled assignment for which they are qualified, and which signs on after expiration of their proper rest period.

8) If a Bus Operator that has volunteered for extra work fails to report on time for that assignment, they will be charged with a MISSOUT as provided in subparagraph G of this Section.

9) **Mandatory Extra Work:** If Bus Operators are required to report for extra work, a mandatory report list will be posted by Friday at 1:00 p.m. for the upcoming week. Open work assignments on the mandatory report list will first be filled in the following order:

   a) Relief Bus Operators that are required to work their regular day off, in reverse seniority order;

   b) Part-time Bus Operators that are required to work their regular day off, in reverse seniority order;

   c) Full-time Bus Operators that are required to work their regular day off, in reverse seniority order.

   d) The rotational order will be reset to the bottom of each seniority list every time the list has been exhausted.

10) If a Bus Operator that is required to report for extra work fails to report on time for that assignment, they will be charged with a MISSOUT as provided in subparagraph G of this Section.

11) **Payment for Extra Work:**

   a) **Voluntary** extra work shall be compensated at the appropriate rate of pay (i.e., overtime rate will apply if the employee has met the overtime threshold).

   b) An employee who is **required** to perform extra work shall be paid at the rate of one-and-one-half the regular rate of pay for all hours actually worked.

      (i) Bus Operators **required** to work on their regular day off shall receive not less than two (2) hours' work or two (2) hours' pay at one-and-one-half (1½) times the employee's regular rate of pay.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

L. BUS OPERATION

The City shall make staffing decisions necessary to maintain continuity of bus service; bus service shall be primarily performed by Operators. The use of non-bargaining unit personnel licensed to operate a bus will only be used as necessary to cover open assignments not covered by extra board operators or volunteer operators (e.g., in cases where there are staffing shortages or immediate shifts that need to be covered with readily available staffing). Such use shall not be for the purpose of avoiding voluntary overtime or to permanently fill regularly scheduled assignments. The City shall provide the Union with documentation upon request of the circumstances related to such use.

SECTION 4. OPERATIONS SUPERVISOR TRAINING PROGRAM - See Exhibit "B"

SECTION 5. MEAL AND REST PERIODS FOR BUS OPERATORS

A. This Section is intended to be in lieu of any standards regulating meal and rest break periods included in the Industrial Welfare Commission Wage Order 9 as an exception provided for under the Wage Order.

B. Bus Operators on standby, modified duty or other work assignments in which the Bus Operator's ability to take a meal/rest break is not physically restricted due to operating a bus are excluded from the provisions of this Section.

C. For straight runs, split runs and tripper combinations, scheduled recovery time in the run assignment shall be considered cumulatively as the Bus Operator's meal and rest break periods through a cumulative 50-minute recovery time in a regular eight (8) hour workday.

D. Meal/rest periods in the Bus Operator's recovery time shall be computed as time worked. There is no meal/rest period due for an assignment with a total daily work period of less than three-and - one-half (3½) hours. On split runs, there is no requirement to provide the cumulative 50-minute total meal/rest period where the length of the work pieces do not warrant.

E. For any straight run scheduled with less than a total of fifty (50) minutes meal/rest time, a Bus Operator who works that entire run shall be paid a premium pay of sixty (60) minutes per day for that run paid at the employee's regular rate of pay.

F. In the event a Bus Operator believes a specific run assignment has inadequate recovery time on a consistent basis, a Schedule Adherence Form may be submitted to the Transportation Director, or designee, indicating the specific trip, day and time to be reviewed. Schedule Adherence Forms must be submitted within fifteen (15) working days of the specific run assignment. After review by the Transportation Department, the Bus Operator will be informed of the findings of the review. In the event the findings are valid, in addition to the premium pay provided in Section E, above, adjustments to the run assignment will be made no later than two (2) shakeup periods from the period of review. By mutual agreement between GTrans and the Union, GTrans shall be able to schedule an emergency bid to address the run assignment and any impacted runs. In the event a Bus Operator disagrees with the findings, the Bus Operator may appeal the findings by petitioning the Union to present the grievance to binding arbitration, as provided in Section H, below.

G. Circumstances beyond the control of management (e.g., traffic accidents, incidents, road construction, start of school semester, detours, special events, railroad crossing delays, inclement weather delays, Bus Operator behavior, etc.) will not be considered as valid circumstances for schedule changes.

H. Binding Arbitration of Meal/Rest Time, only.

1) Only the Union may present unresolved meal/rest time findings to binding arbitration by submitting a letter to the Director of Transportation requesting that the matter be submitted to arbitration. Such letter request must be submitted within fifteen (15) working days after the Bus Operator receives the findings.

2) The City and the Union shall attempt to agree on a neutral arbitrator. In the event that the City and the Union cannot agree upon the selection of a neutral arbitrator, either party may then request

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

the California State Mediation and Conciliation Service to provide a list of seven (7) persons who are qualified and experienced as labor arbitrators. If the City and the Union cannot agree within five (5) working days after receipt of such list on one of the seven (7) persons to act as the neutral arbitrator, they shall alternatively strike names from the list until one name remains and that person shall become the neutral arbitrator. The party making the first strike shall be determined by lot.

3) The expenses of any arbitration proceeding convened pursuant to this Section H, including the fee for the arbitrator and the costs of the preparation of the transcript of the proceedings shall be borne equally by the parties. All other expenses which the parties may incur individually are to be borne by the party incurring such expenses.

4) The arbitrator shall have no power to alter, amend, change, add to, or subtract from any of the terms of this Agreement but shall determine only whether there has been a violation in respect to the findings related to the cumulative, scheduled meal/rest time and determine the remedy. The decision and/or award of the arbitrator shall be based solely upon the evidence and arguments presented by the respective parties. The decision and/or award of the arbitrator shall be final and binding upon the City, the Union, and the employee affected.

SECTION 6. RELIEF BUS OPERATOR

A. Relief Bus Operators hired at any starting salary rate shall have the ability to test for full-time Bus Operator immediately following appointment.

B. The Relief Bus Operator position is not intended to supplant the position of full-time Bus Operator.

1) As of July 1, 2015, the percentage of regular schedule runs filled by full-time Bus Operators is sixty percent (60%).

2) At each future shake-up, the CITY shall provide documentation to SMART that full-time Bus Operators assignments represent at least sixty percent (60%) of all combined full-time, part-time, and Relief Bus Operator assignments.

SECTION 7. SHIFT TRADE AGREEMENT (STA)

This Shift Trade Agreement ("STA") establishes the terms and conditions governing shift trade requests for Operators to ensure compliance with Federal Transit Administration (FTA) requirements and to maintain adequate operational coverage.

A. Purpose

The purpose of this STA is to establish clear, consistent guidelines for Operators requesting shift trades while ensuring that no FTA violations occur and that operational needs are met.

B. Scope

This STA applies to all Operators whose work schedules are assigned and managed by the Scheduling Department.

C. Definitions

For purposes of this STA:

- Operator refers to any employee subject to scheduling by the Scheduling Department.
- Shift Trade refers to a request by an Operator to trade schedule work assignments and/or scheduled days off with another operator by mutual agreement.
- FTA Requirements include, but are not limited to, the 8.80 rule, the 8-hour rest rule, and the 15-hour work rule.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

D. Shift Trade Between Operators

1) Operators may request shift trades directly through the Operations Dispatch Supervisor. The responsibility for locating another Operator willing to work the requested shift rests solely with the requesting Operator and not with the Operations Dispatch Supervisor. Operators may trade their daily scheduled assignments and/or scheduled days off with another Operator, provided the trade occurs within the same payroll week and does not cumulatively increase or decrease the total scheduled number of days worked for either Operator.

2) All shift trade requests must be submitted in writing to the Operations Dispatch Supervisor at least one full week in advance of the proposed trade date. For scheduling and payroll purposes, a week is defined as Sunday through Saturday.

3) All shift trades are subject to review and approval by the Operations Dispatch Supervisor. Approval is not guaranteed, but shall not be unreasonable denied. Shift trades should not be for the purpose of creating day-off overtime, and may be denied on that basis.

4) No shift trade shall be approved if it results in a violation of any applicable FTA requirement, including but not limited to the 8.80 rule, the 8-hour rest rule, or the 15-hour work rule, prior to the following workday.

5) Operators assigned to the extra board are not eligible to request changes as their assignments vary daily.

E. Shift Trade Requests

1) Both Operators involved in a shift trade must submit and sign the Shift Trade Request form, indicating mutual agreement to the shift trade.

2) If either Operator fails to report for work in accordance with an approved shift trade agreement, a miss-out shall be issued for the Operator who fails to report as scheduled.

3) After completion of the assignment, both operators must fill out a white slip.

4) Upon submission, the Shift Trade Request form shall be reviewed, and the request form indicating approval or denial shall be returned to the operator(s) via placement in their mailbox within three (3) days.

F. Compliance and Enforcement

1) Failure to comply with the procedures and requirements outlined in this STA may result in denial of the shift trade request.

2) All approved shift trades must comply with applicable rest period requirements, scheduling rules, and FTA regulations.

3) This STA does not alter management's right to enforce attendance, scheduling, and disciplinary policies.

G. Acknowledgment

By participating in any shift trade, Operators acknowledge that they have read, understand, and agree to comply with the terms of this STA.

SECTION 8. OPEN RUN BID POLICY

Open run bids will be conducted once per shake-up and at the sole discretion of GTrans under the following circumstances:

1) When a run becomes vacant due to employee separation, or

2) When a run has remained open for thirty (30) days or more.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

Open runs that remain unfilled for thirty (30) days will be posted on the second Monday of the month by 10:00 a.m. The posting period will remain open for three (3) days and will close at 3:00 pm on the third day. All available open runs will be posted on the designated board for operators' review during this period.

The bid process will be conducted in order of seniority. Operators wishing to participate must submit a time-stamped carbon copy proxy slip during the posting period. Proxy slips must clearly indicate the operator's order of preference, listing the most preferred assignment first. All proxy slips must be placed by the operator in the designated secure bid box. Dispatch is not responsible for placing proxy slips. Any proxy slips that are incorrect, ineligible, or unreadable will be considered invalid

On the fourth (4th) day following the posting, the selection process will be conducted, and results will be posted by 5:00 p.m. the same day.

All newly awarded runs will take effect on the Sunday following the close of the open run bid at the start of the next payroll period.

If the original operator returns from a long-term absence during a shake-up period, they will return to their original bid run beginning the Sunday following their return. The operator assigned to that run will then return to their previous original bid assignment. This process is referred to as a "bump-back."

A bump-back is defined as an operator returning to their original bid assignment and will take effect at the start of the payroll week on Sunday. Operators who return in the middle of a payroll week will be placed on the extra board until the start of the next payroll period.

All open runs results will be posted after the bid process is complete.

ARTICLE 7. PART-TIME EMPLOYEES AND APPRENTICESHIP PROGRAM

The terms and conditions set forth in Article 7 specifically apply to part-time employees. Any provisions not specifically set forth in this Article may be applicable to part-time employees subject to any restrictions and/or limitations as provided in the MOU.

SECTION 1. PART-TIME EMPLOYEE DEFINED

A. Any employee who is not guaranteed scheduled work hours of eighty (80) hours per pay period is considered a part-time employee and shall receive benefits as described in this Article.

B. Student Workers and Student Interns constitute a unique classification and shall earn NO Sick Leave and or Vacation credit or other fringe benefits.

C. Part-time employees shall be hired, scheduled for work and terminated at-will based on the work needs of the Department.

SECTION 2. PART-TIME EMPLOYEE ADVANCEMENT IN PAY RATE

A. Each part-time employee as defined in this MOU shall be entitled to receive and shall be paid at the applicable rate or rates of compensation as prescribed for the class in which his/her position is designated in the current Classification and Compensation Plan.

B. Advancement of part-time employees from the minimum to the maximum rate of compensation for the respective job classification shall be based on attaining minimum time in service as listed below:

1) The first step, Step 1, is a minimum rate and will normally be the hiring rate for each position within the classification plan.

2) Step 2, upon satisfactory completion of twelve (12) months of service at Step 1 within the classification.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

3) Step 3, upon satisfactory completion of twelve (12) months of service at Step 2 within the classification.

4) Step 4, upon satisfactory completion of twelve (12) months of service at Step 3 within the classification.

5) Step 5 upon satisfactory completion of twelve (12) months of service at Step 4 within the classification.

6) Step 6 upon satisfactory completion of twelve (12) months of service at Step 5 within the classification.

C. Seasonal employees shall be considered for rehire at a Step based on total hours of previous service to the City.

SECTION 3. PART-TIME EMPLOYEE OVERTIME

A. All time worked by a part-time employee in excess of forty (40) hours in a defined workweek shall be compensated at the rate of time-and-one-half (1½) the employee's regular rate of pay.

B. Part-Time Bus Operators, Relief Bus Operators and Trainees

1) Current part-time Bus Operators will maintain the current overtime pay practice of receiving the rate of time-and-one-half (1½) the employee's regular rate of pay for all work performed in excess of eight (8) hours per day or forty (40) hours per week with the exception of spread time or incidental overtime.

2) All part-time Bus Operators, Relief Bus Operators and Trainees hired on or after July 1, 2021 shall not receive daily overtime and shall only be paid overtime for all hours worked in excess of forty (40) hours in a defined workweek.

SECTION 4. HOLIDAY PAY

A. Part-time employees, other than seasonal, scheduled to work on a City observed holiday shall be paid the rate of time-and-one-half (1½) the employee's base rate of pay for all time actually worked on the holiday.

SECTION 5. PART-TIME EMPLOYEE BILINGUAL PAY

A. Part-time employees, who provide or are available to provide bilingual assistance, may be eligible to receive Bilingual Bonus Pay. To qualify, a part-time employee must work a minimum of forty (40) hours within a pay period.

B. Bilingual Bonus Pay shall be in the amount of eleven-dollars and fifty-five cents ($11.55) for each pay period in which the employee qualifies for the bonus. Part-time employees must qualify and remain eligible for Bilingual Bonus Pay by following the same testing and certification procedures as full-time employees.

SECTION 6. PART-TIME EMPLOYEE BENEFITS

A. SICK LEAVE AND VACATION LEAVE

1) Sick Leave Accruals: Part-time employees shall be credited with forty (40) hours of sick leave upon date of hire and every twelve (12) months thereafter. Sick leave credited on an annual basis shall be forfeited at the end of each year and shall not be subject to cash out. Upon six (6) months after the annual credit of sick leave, part-time employees shall accrue four (4) hours

sick leave per month if the total hours actually worked are at least sixty (60) hours for each pay period in the month.

2) Vacation Accruals: Part-time employees shall accrue four (4) hours vacation leave per month if the total hours actually worked are at least sixty (60) hours for each pay period in the month.

3) With the exception of crediting sick leave on the date of hire, employees credited with less than sixty hours (60) per pay period shall earn NO Vacation and/or Sick Leave credit for such period.

4) When on leave, a Part Time Bus Operator will receive pay at a flat rate of 6.5 hours in lieu of calculating the Average Work Day (AWD), assuming the employee has enough leave accruals for use at the time the leave takes place.

B. RETIREMENT BENEFITS

1) Part-time employees represented by SMART shall be enrolled in the Public Agency Retirement System (PARS) upon date of hire unless the employee was previously enrolled in the California Public Employees' Retirement System (CalPERS). Employee contributions to PARS shall be paid through payroll deduction and the contribution rate shall be set by PARS. Upon completing one-thousand (1,000) work hours, the employee will be enrolled in CalPERS at the appropriate tier and subject to the contribution provisions set forth in Article 4, Section 2 of this MOU.

C. HEALTH INSURANCE BENEFITS

1) The City shall provide a comprehensive health benefit plan at cost to the employee upon eligibility. A part-time employee becomes eligible for health insurance if the employee worked an average of thirty (30) hours or more per week over the last twelve (12) months of service, upon review.

D. EXEMPTIONS FROM OTHER BENEFITS

1) Part-time employees shall be exempted from all other benefits provided by the CITY except as specifically stated in this section or required by law.

ARTICLE 8. MISCELLANEOUS

SECTION 1. MINIMUM QUALIFICATIONS: CLASS A OR B COMMERCIAL DRIVER'S LICENSE

A. City employees who are required to maintain a Class A or Class B Commercial Driver's License as part of the minimum qualifications of their classification will have ninety (90) calendar days to renew their license from the date of expiration. Failure to renew within the ninety (90) day period will result in employment separation. If an employee cannot renew their license due to a serious medical condition, the City will toll the ninety (90) day period until all protected leave and reasonable accommodation process have been exhausted.

SECTION 2. PENDING POST-ACCIDENT DRUG TEST RESULTS

A. Employees who are required to submit to a drug and alcohol test following a preventable or non-preventable accident shall be compensated for their scheduled work hours, or the average workday of a part-time Bus Operator, during such time that test results are pending a final disposition. This provision shall be applicable to post-accident testing under either the authority of the Federal Transportation Agency (FTA), Federal Motor Carrier Safety Administration (FMCSA), or the City's Anti-Drug and Alcohol Abuse Policy.

SECTION 3. DISTRACTED DRIVING POLICY – See Exhibit "C"

SECTION 4. TIME-OFF FOR SMART REPRESENTATIVES

A. The following activities shall be considered Association activities and shall be subject to the release time provisions set forth below: investigating potential or existing grievances, or otherwise enforcing a collective bargaining agreement or memorandum of understanding; meeting and

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conferring with representatives of the public employer on matters within the scope of representation; testifying or appearing as the designated representative of the exclusive representative in conferences, hearings or other proceedings before the Public Employment Relations Board or civil court in matters relating to a charge filed by the exclusive representative against the public employer or by the public employer against the exclusive representative; testifying or appearing as the designated representative of the exclusive representative in matters before the governing body of the public employer or an arbitrator or hearing officer; and serving as a representative of the exclusive representative for new employee orientation.

B. SMART shall annually provide to the Human Resources Officer in writing a list of SMART officers and stewards and shall as necessary notify the Human Resources Officer of any changes therein. SMART representatives shall be given reasonable time off with no loss of pay when attending Association activities, as determined by the Human Resources Officer, and as defined above. With the exception of attending labor negotiations or attending SMART board meetings, the City limits only one (1) SMART representative (General Chairperson or shop steward) to attend meetings related to employee representation matters in addition to the SMART International Representative. The City shall provide release time without loss of compensation from work time for up to three (3) employed Union representatives to participate in collective bargaining related to this Agreement. Release time shall include one (1) hour before the scheduled start time for those sessions scheduled less than a full day. When meetings regarding employee representation matters are held during the SMART representative's scheduled work hours, release time will be provided for the representative. If such meetings, as described above, are held during the bargaining unit representatives' work hours, the representative shall be compensated for the time spent at the meeting with no loss of pay. Meetings held at times outside of the representative's regular work shift or outside of his/her scheduled split work shift are not compensable. However, if a Union meeting is scheduled during a regular split shift of a SMART Board member, the additional for the split will still be paid. At the conclusion of collective bargaining, bargaining unit representatives shall have up to one hour to caucus and then must return to work and complete their scheduled work hours.

C. Release time from regular work duties for SMART business shall be pre-approved by the employee's supervisor and whenever possible shall be requested by the employee at least forty-eight (48) hours in advance so as to allow the department to make any necessary adjustments for work coverage. The CITY shall not unreasonably withhold such release time, and SMART and its representatives shall make every effort to schedule regular meetings and all SMART business at a time and place that is least disruptive to CITY operations. Furthermore, employees who do not return to work at the end of each authorized release time shall not be compensated for the additional time off.

D. With the prior consent of the Director of Transportation or designee, duly authorized representatives of SMART shall have the right to contact employees at work, with respect to interpretation or application of this MOU, the Gardena Municipal Code, Personnel Rules and Regulations, or the Salary and Compensation Plan or other matters related to wages, hours or working conditions. It is further agreed that such contact shall not interfere with work in progress or in any way disrupt normal city operations.

E. The CITY shall make available at least one time per month a meeting room with telephone for the use of the SMART representatives for the purpose of maintaining liaison with its membership.

F. SMART shall notify the Director of Transportation or designee in writing at least fourteen (14) days in advance of the scheduled meeting date, time and location for the conduct of regular SMART business. The Director of Transportation or designee shall then notify staff of the time and location of such meeting so that employees may be released from normal work assignments to attend said meeting.

SECTION 5. COMMUNICATIONS FOR SMART BUSINESS

The CITY will establish a computer use policy that will allow the appropriate use of the e-mail

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

system for SMART business communication, similar to telephone and mail systems. The CITY and SMART agree to meet and confer to discuss any changes to said policy.

SECTION 6. LABOR-MANAGEMENT MEETINGS

The CITY and SMART agree to a Labor-Management meeting process to discuss any and all issues confronting either side. Either party may request such meeting. The Director of Transportation or designee and/or other pertinent management personnel will attend such meetings along with the SMART Board or its designated representative.

SECTION 7. CITY RIGHTS

A. Except to the extent expressly abridged by a specific provision of this MOU, the City's Personnel Rules and Regulations, the Classification and Compensation Plan, and the Gardena Municipal Code, and other applicable legislation, the CITY reserves and retains, solely and exclusively, all of its inherent rights to manage its operations, as such rights existed prior to the execution of this or any previous MOU or agreement with SMART or any other union or association.

B. Without limiting the generality of the foregoing, the sole and exclusive rights of the CITY which are not abridged by this MOU include, but are not confined to, the right to determine the mission of its constituent departments, commissions, and boards; set standards of service; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; contract out any such operations, services, or work; determine the content of job classifications; 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.

C. The CITY has the legal obligation to insure the health, welfare and safety of its citizens, which necessitates the prompt and uninterrupted continuation of its functions. Thus, city officials have the right to exercise the administrative initiative necessary to carry out these responsibilities

SECTION 8. FINANCIAL IMPACT

In recognition of mutual benefit and interest, the CITY and SMART agree to meet and confer if any condition arises that substantially impacts the City's continued financial stability and to work together to ensure the continuous delivery of quality public services while protecting employee salaries and benefits to the highest degree possible.

SECTION 9. NON-DISCRIMINATION

No employee shall be discriminated against for exercising his or her rights as enumerated in this MOU, the City's Personnel Rules and Regulations, or other applicable policies, rules and regulations.

SECTION 10. NO STRIKE - NO LOCKOUT

A. SMART agrees that there will be no strike, stoppage, slowdown, "sick-in," sit down, refusal to perform work, or other interference with operations, nor any picketing or refusal to enter upon the City's premises, on any account, or in connection with any grievance or dispute and the CITY agrees that it will engage in no lockouts during the term of this MOU.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

B. The foregoing undertaking of SMART is binding upon its officers, agents, stewards, committee members, and other representatives, who are obligated not to cause or condone any of the prohibited activity and who are obligated to take affirmative steps to prevent or halt any such activity on the part of any employee. Failure of any such representative who is an employee to carry out his obligation shall subject him to dismissal or other disciplinary action on that account. Participation by any other employee in any of the prohibited activity will be just cause for dismissal or other disciplinary action.

SECTION 11. CONFLICT OF MOU AND RESOLUTION

A. It is understood and agreed that there exists within the City, in written form, certain personnel rules, policies, practices and benefits, generally contained in the City's Personnel Rules and Regulations, which will continue in effect, except as modified herein with respect to the employees covered by this MOU.

B. In the event of proposed changes to the City's Personnel Rules and Regulations, SMART shall be advised, for the purpose of enabling the CITY and SMART to meet and confer as soon as possible with respect to any such proposed changes.

SECTION 12. VALIDITY OF MOU

A. Should any portion of this MOU or any provision herein contained be rendered or declared invalid by reason of any existing or subsequent enacted legislation or by any decree of a court of competent jurisdiction, such invalidation or such portion of this MOU shall not invalidate the remaining portions hereof, and they shall remain in full force and effect.

B. The parties hereto mutually agree, during the term of this MOU, not to seek to meet and confer for the purpose of modifying any provision contained in this MOU unless the parties mutually agree in writing to do so. Should the parties agree to meet and confer during the term of this MOU, neither party shall be obliged to add to, subtract from, or otherwise modify the terms herein, but if it is the desire of both parties to institute such changes, such changes shall not be precluded by this or any other provision of this MOU.

C. Nothing contained in this MOU shall be interpreted to preclude the parties from meeting and conferring during the term hereof with respect to the interpretation and/or application of the provisions of this MOU, the City's Personnel Rules and Regulations, Classification and Compensation Plan or the provisions of the Gardena Municipal Code which deal with personnel matters, insofar as these documents affect the members of SMART.

SECTION 13. TERM OF MOU

The term of this MOU shall be for the period of July 1, 2025 to June 30, 2028. The parties shall comply with the law and meet and confer within a reasonable period upon request to negotiate a successor MOU.

SECTION 14. OTHER ITEMS

A. Should the parties subsequently agree to additional language changes on any matter that will further future negotiations, such language shall be adopted as an addendum to the ratified MOU and incorporated into the MOU at the appropriate time.

Such addendum shall be subject to ratification of SMART members and the approval of the City Council of the City of Gardena and shall be implemented upon such approval.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

SECTION 15. BINDING UPON SUCCESSORS

A. This MOU shall be binding upon any other employee organization or union that, during the term of this MOU, succeeds SMART as the recognized employee organization to represent the employees covered by this MOU.

SECTION 16. DUES DEDUCTIONS

A. SMART will provide the CITY with notice of SMART members who have provided written authorization for payroll dues deductions to SMART. The CITY agrees to deduct from the net amount due each pay day the monthly dues of each employee in the list. If there are any changes to the list, SMART will provide the CITY with an updated list.

B. SMART shall indemnify, defend and hold the City harmless from any and all claims, demands, or suits, or other action arising from the organizational security provisions contained herein, including, claims for deductions made in reliance on SMART's representations and certifications regarding valid written employee dues deduction authorizations.

SECTION 17. NEW EMPLOYEE UNION ORIENTATION

A. The Union will be provided reasonable notice of new hires within the bargaining unit. The Union will select one representative to meet with the new employee(s). When selecting its representative, the Union will make reasonable efforts to minimize disruption to the department operational needs. The Union will be provided up to one hour for its portion of the new employee Union orientation, to take place during the first two weeks of employment, and management shall not be present during this portion of the new employee orientation.

SECTION 18. BULLETIN BOARD

A. The Union shall have access to two (2) glass-enclosed bulletin boards, which shall be locked with a key in the possession of the Union, for purposes of posting pamphlets, handbills and other literature related to Union business. Postings on the bulletin board shall comply with the law and City policies (e.g., Harassment Policy and Complaint Procedures). Postings that do not comply with the law and/or City policies will be removed.

ARTICLE 9. EMPLOYEE CONDUCT AND DISCIPLINE

SECTION 1. GENERAL PROVISIONS

Corrective action is defined in this Agreement as any effort taken by management to effect an improvement in the behavior of an employee who is not functioning according to the standards and practices established by management. Management response to problem behaviors within the work environment should begin immediately upon identification of the problem and should focus on expeditiously correcting the problem. Within this context, corrective actions are not defined as disciplinary but may be used as the basis for initiating the disciplinary process as specified in this Agreement.

Disciplinary actions, as used within this Agreement, include any management action taken to enforce conformity to standard policies, rules and regulations and other administrative or legal requirements or practices designed to promote the efficient and effective functioning of City operations. All disciplinary actions must be properly documented as outlined herein.

SECTION 2. AUTHORITY TO TAKE CORRECTIVE AND DISCIPLINARY ACTIONS

Any authorized supervisor or manager may take corrective action as needed with the employees within his/her assigned work group. The Director of Transportation or his/her designee shall have the power and duty to take disciplinary action pursuant to provisions of this Agreement.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

SECTION 3. TYPES OF CORRECTIVE AND DISCIPLINARY ACTIONS

A. CORRECTIVE ACTIONS:

1) Counseling: Open discussion with the employee to clarify expected behavior and need for corrective action regarding current performance. Emphasis is on problem identification and support in seeking a positive resolution of the problem.

2) Written Reminder: An official notification in writing by an authorized departmental manager or supervisor, or by the Director of Transportation or his/her designee, to the employee that there is cause for dissatisfaction with his or her services and that further disciplinary measures may be taken if the cause is not corrected.

B. DISCIPLINARY ACTIONS:

1) Written Reprimand: An official notification in writing by an authorized departmental manager or supervisor, or by the Director of Transportation or his/her designee to the employee that there is cause for dissatisfaction with his or her services and that further disciplinary measures may be taken if the cause is not corrected. A Written Reprimand is a disciplinary action and as such is made part of the employee's official department file and the City Personnel File, with a copy given to the employee.

2) Suspension: An employee is placed on non-pay status for disciplinary reasons, including, but not limited to poor performance, unsatisfactory behavior, or misconduct. The maximum number of days that an employee may be suspended from work without pay in any calendar year is thirty (30) calendar days. The fact that an employee has been suspended for the maximum number of days shall not be an impediment to imposition of additional discipline. Rather, the Director of Transportation or his/her designee may impose greater disciplinary measures.

3) Reduction in Salary: A temporary or permanent reduction in pay step within the employee's pay range may be given for any one (1) disciplinary action as defined in this Agreement. A reduction in pay step within range is the withdrawal of increments granted for merit, efficiency and length of service. The maximum reduction in pay for any one (1) disciplinary action shall not exceed two (2) steps within the range for the employee's pay class and shall become effective on the date of the disciplinary action.

4) Demotion: An employee may be demoted to a lower classification or rank with reduction in salary.

5) Dismissal: An employee may be discharged from the municipal service.

SECTION 4. GROUNDS FOR DISCIPLINARY ACTION

Disciplinary action shall be taken for cause as to permanent employees, which may include, but is not limited to the following, insofar as they related to the employee's ability to perform the functions required by his/her employment with the City.

1) Fraud.
2) Dishonesty, including but not limited to falsification of records or making a false statement.
3) Incompetence or unsatisfactory performance.
4) Neglect of duty, i.e., failure to perform duties required of an employee within his/her position adequately.
5) Insubordination.
6) Willful disobedience.
7) Disrespect or discourteous treatment of the public, fellow employees or officials of the City.
8) Use, possession, sale or being under the influence of alcohol, illegal drugs or controlled substances, including but not limited to prescription medication taken without or in excess of a valid prescription, while on duty, on City property, in City vehicles or using City equipment.

9) Unjustified violence or threat of violence during work hours.

10) Excessive absenteeism that negatively impacts the employee's performance and/or the performance of other employees, regardless of the fact that the employee may have taken accrued and available sick leave, but without consideration of statutorily protected leaves.

11) Excessive tardiness.

12) Abuse of sick leave, including but not limited to use of sick leave when an employee is not sick and/or is otherwise not eligible to use sick leave by law.

13) Unauthorized absence.

14) Negligence or improper use of City property, or unauthorized, or carelessness in the use, care and handling of City Property.

15) Theft of City Property.

16) Violation of any of the provisions of the ordinances, resolutions or any rules and regulations that may be prescribed by the City Council, City Manager or published in the department or division of the employee.

17) Violation of or refusal to subscribe to any oath or affirmation, which is required by law in connection with City Employment.

18) Any act of conduct which, either during or outside of duty hours, is incompatible with service to the public that it causes discredit or would reasonably tend to cause discredit to fall upon the City, its employees, officers or departments/divisions.

19) Inattention to duty, or indolence.

20) Outside employment which is incompatible with the employee's position and not specifically authorized by the appointing authority or City Manager.

21) Acceptance from any source of a reward, gift or other form of remuneration in addition to regular compensation by an employee for the performance of his/her official duties.

22) Engaging in political activity during working hours, in a City uniform, and/or on City premises.

23) Misuse or Falsification of City records.

24) On or off duty conduct unbecoming of an employee of the City of Gardena.

SECTION 5. NOTICE OF DISCIPLINARY ACTION (PERMANENT EMPLOYEES)

A. NOTICE OF INTENT TO DISCIPLINE

A written Notice of Intent to Discipline as prescribed in this Section shall be given to the permanent employee by the Director of Transportation or his/her designee whenever a suspension, reduction-in-pay, demotion or dismissal of the employee is proposed for disciplinary reasons. When prior notification is not possible because of an emergency or immediate action is necessary, notification shall be given within forty-eight (48) hours after the action is taken to discipline the employee. A copy of each Notice of Intent to Discipline shall be forwarded to the Human Resources Office.

The Notice of Intent to Discipline shall state:

1) The disciplinary action proposed.

2) The specific charges upon which the action is based, including reference to the specific City or Department Rule or Regulation claimed to be violated.

3) A summary of the facts upon which the charges are based.

4) Notice of the employee's right to respond to the charges, either orally or in writing, including the date, time, and person to whom the employee may respond.

5) Copies of the materials on which the intended discipline is based shall be provided concurrently with the Notice of Intent.

6) Failure to respond in the time specified shall constitute a waiver of the right to respond.

B. RESPONSE TO NOTICE OF INTENT

Except in emergency situations or by agreement, permanent employees receiving a Notice of Intent to suspend, reduce salary, demote or dismissal shall be given an opportunity to informally respond orally or in writing within fourteen (14) calendar days from the date of the Notice. The employee may present any information that is pertinent to the proposed action.

C. NOTICE OF DISCIPLINARY ACTION

If it is decided to proceed with the disciplinary action, a Notice of Disciplinary Action shall be served upon the permanent employee within seven (7) calendar days of the decision to impose disciplinary action. A copy will then be sent to the Human Resources Office for inclusion in the employee's official Personnel Service File.

The Notice of Disciplinary Action shall indicate the following:

1) The disciplinary action implemented.

2) The date of its implementation.

3) The specific City or departmental rules and regulations on which the violation is based.

4) A summary of the facts and circumstances involved in the violation.

5) Any rights of administrative appeal to which the employee is entitled.

SECTION 6. APPEAL OF DISCIPLINARY ACTION (PERMANENT EMPLOYEES)

If the permanent employee wishes to appeal any disciplinary action of suspension, reduction in salary, demotion or dismissal, he/she shall submit to the Human Resources Office within seven (7) calendar days of receiving the Notice of Disciplinary Action, a statement specifying the basis or bases for the appeal.

Any permanent employee who has been suspended for five (5) days or less shall be entitled to an appeal to the City Manager. Any permanent employee who has been suspended for more than five (5) days, given a reduction in salary, demoted or dismissed for disciplinary reasons shall be entitled to an appeal to the City Council.

Written reprimands are not appealable; within thirty (30) days of receiving a written reprimand, an employee may submit any written response and/or rebuttal, which response and/or rebuttal will be reviewed by the Director of Transportation, and attached and included with the Written Reprimand in the employee's Personnel File.

A. APPEAL TO THE CITY MANAGER

The City Manager shall meet with the permanent employee on the propriety of the disciplinary action. The employee may present to the City Manager information relevant to the imposition of discipline.

1) Findings and Orders. The City Manager may sustain, modify or reject the disciplinary action, taking into account the factors noted below:

(a) Whether there was a preponderance of evidence to support just cause for the disciplinary action.

(b) Whether there were violations or omissions of procedure in implementing the disciplinary action.

(c) Whether the disciplinary action taken was unreasonable, capricious and arbitrary in view of the offense, the circumstances surrounding the offense, and the past record of the employee.

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No action will be sustained if the disciplinary action taken resulted solely from unlawful discrimination.

2) Notification of Employee. The decision of the City Manager shall be forwarded to the affected employee within fourteen (14) days of the meeting.

B. APPEAL TO THE CITY COUNCIL

1) Election to Conduct Hearing. The City Council shall at its next regular meeting consider the appeal and elect to either hear the matter itself (at a subsequent date) or request the Human Resources Officer to submit a list of three (3) Hearing Officers who would be made available to the agency under contract to provide special personnel services. From this list of three (3) Hearing Officers, the City Council shall select one, who will conduct a hearing in accordance with the provisions of this Agreement.

2) Conduct of the Hearing. The permanent employee may be represented by any person or attorney as he/she may select and may, at the hearing, produce on his/her behalf relevant oral or documentary evidence. Cross- examination of witnesses shall be permitted. The conduct and decorum of the hearing shall be under the control of the Mayor, if the City Council elects to hear the appeal, or the Hearing Officer, with due regard to the rights and privileges of the parties appearing before it. Hearings need not be conducted according to technical rules relating to evidence and witnesses. Hearings shall be open unless the employee requests in writing to have a closed hearing.

3) Findings, Recommendations and Decisions.

(a) City Council. If the City Council has elected to hear the appeal itself, it shall within fifteen (15) calendar days after the conclusion of the hearing, affirm, revoke, or modify the disciplinary action taken. The City Council's decision shall be final.

(b) Hearing Officer. If a Hearing Officer hears the appeal, he or she shall, within fifteen (15) calendar days after the conclusion of the hearing, issue his or her findings and recommendations in writing to the employee and to the City Council. The City Council shall review the findings and recommendations of the Hearing Officer and may then affirm, revoke, or modify the disciplinary action taken. The decision of the City Council shall be final. The City Council shall not order harsher discipline without first having reviewed the official transcripts of the hearing.

(c) Judicial Review. The decision of the City Council shall be binding, subject to judicial review pursuant to the provisions of Section 1094.5 of the California Code of Civil Procedure and further subject to the time limits for seeking such review pursuant to Section 1094.6 of the Code of Civil Procedure made applicable to the City by Gardena Municipal Code 1.12.040.

(d) Representation and Time Waiver. The affected employee shall have the right to be represented by legal counsel and/or a Union representative at any stage in the above proceedings. All time frames may be waived by mutual agreement of all parties.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B
Docusign Envelope ID: AC420D35-812A-84AC-8048-68B4129E84B7

ARTICLE 10. IMPLEMENTATION

SECTION 1. ADOPTION OF RESOLUTION

Following approval of this MOU by the City Council, its terms and conditions shall be implemented by appropriate resolution or other lawful action.

RESTATED AND EXECUTED by and between the parties on the 27th day of October 2026, at Gardena, California.

CITY OF GARDENA

By: _____
TASHA CERDA, Mayor

SHEET METAL, AIR, RAIL & TRANSPORTATION UNION TRANSPORTATION DIVISION

By: _____
JAMES SANDOVAL, SMART International Vice-President

By: _____
NORA FERRELL, Bus Operator

By: _____
TEILDA McKISSIC LUCAS, Bus Operator

By: _____
TIMOTHY WOODS, Bus Operator

ATTESTED:

By: _____
BECKY ROMERO, City Clerk

APPROVED AS TO FORM:

By: _____
CARMEN VASQUEZ, City Attorney

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EXHIBIT "A"

SENIOR PAY BONUS - MONTHLY RATES

	* 5 - 9 *	* 10 - 14 *	* 15 - 19 *	* 20 - 24 *	* 25 - 29 *	* 30-34 *	* 35-39 *	* 40+*
A	65.00	145.00	245.00	345.00	445.00	545.00	645.00	745.00
B	67.00	147.00	247.00	347.00	447.00	547.00	647.00	747.00
C	69.00	149.00	249.00	349.00	449.00	549.00	649.00	749.00
D	71.00	151.00	251.00	351.00	451.00	551.00	651.00	751.00
E	73.00	153.00	253.00	353.00	453.00	553.00	653.00	753.00
F	75.00	155.00	255.00	355.00	455.00	555.00	655.00	755.00
G	77.00	157.00	257.00	357.00	457.00	557.00	657.00	757.00
H	79.00	159.00	259.00	359.00	459.00	559.00	659.00	759.00
I	81.00	161.00	261.00	361.00	461.00	561.00	661.00	761.00
J	83.00	163.00	263.00	363.00	463.00	563.00	663.00	763.00
K	85.00	165.00	265.00	365.00	465.00	565.00	665.00	765.00
L	87.00	167.00	267.00	367.00	467.00	567.00	667.00	767.00
M	89.00	169.00	269.00	369.00	469.00	569.00	669.00	769.00
N	91.00	171.00	271.00	371.00	471.00	571.00	671.00	771.00
O	93.00	173.00	273.00	373.00	473.00	573.00	673.00	773.00
P	95.00	175.00	275.00	375.00	475.00	575.00	675.00	775.00
Q	97.00	177.00	277.00	377.00	477.00	577.00	677.00	777.00
R	101.00	201.00	301.00	401.00	501.00	601.00	701.00	801.00
S	103.00	203.00	303.00	403.00	503.00	603.00	703.00	803.00
T	106.00	206.00	306.00	436.00	536.00	636.00	736.00	836.00
U	108.00	223.00	338.00	458.00	578.00	703.00	803.00	903.00
V	110.00	225.00	340.00	460.00	580.00	705.00	805.00	905.00
W	112.00	227.00	342.00	462.00	582.00	707.00	807.00	907.00
X	114.00	234.00	354.00	474.00	594.00	719.00	819.00	919.00
Y	116.00	236.00	356.00	476.00	596.00	721.00	821.00	921.00
Z	118.00	238.00	358.00	538.00	620.00	722.00	822.00	922.00

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

EXHIBIT "B"

July 2021

TRANSIT OPERATIONS SUPERVISOR TRAINING PROGRAM

The Operations team has been working on development of a training program that would provide GTrans bus operators a path for future promotion to Transit Operations Supervisor. The goal of the program is to develop a pool of skilled and talented candidates eligible for promotion while also improving staff morale through the provision of training opportunities.

The program is designed to be a 12-month Supervisor Training Program. As discussed in further detail below, the program is broken down into two major parts, 14 weeks of Supervised hands- on job training and 38 weeks of actual performance of the job.

The proposed details of program development are outlined in the following sections, with details of the training program content included as Attachment A.

Applicant Criteria

The criteria to be used in consideration for acceptance into the Supervisor Training Program would include the following:

- Must have been a GTrans Bus Operator for a minimum of three (3) years (FT or PT) (Relief Operator time counts)
- Must not have received any written reprimands, suspensions or other disciplinary action during the past 12 months.
- Must not have had more than 2 miss-outs during the past 12 months.
- Must not have had more than 9 unscheduled absences during the past 12 months.
- Must have worked a minimum of 1800 hours during the past 12 months.
- A written statement detailing the reasons an applicant would like to be accepted into the program.
- An oral interview conducted by Transit Operations Manager, Training and Safety Supervisor and other GTrans staff as appropriate.
- The final selection will be based on a combination of performance record and oral interview.

Pay Rates

It is recommended that during Supervisor Training Program trainees receive the following compensation:

- During the supervised portion of the Training program (approx. 14 weeks) they receive a (**$2 increase) from their current Step.**
- During the unsupervised portion of the Training Program (approx. 38 weeks) they receive **(Step 1 of Salary Schedule 117**.
- After successful completion of the Training Program (12 months) we would create a **LEAD OPERATOR PREMIUM of $3.00. Operators who maintain in good standing and who are called upon to perform Supervisory duties will get the $3.00 per hour, for hours worked.**

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

The Training Program

The program is broken down into two major parts, approximately 14 weeks of Supervised hands-on job training and approximately 38 weeks of actual performance of the job.

Supervised portion of the Training program:

1st Module- Intro to Transit Supervision
2nd Module- Dispatch/Hands On Training
3rd Module- Road Supervision/Hands On Training
4th Module- Training and Coaching-Complaint Investigation/Evaluations

Unsupervised portion of the Training Program:

5th Module- Actually performing the full duties of a Supervisor (Road, Dispatch, Admin etc...)

Evaluation Criteria

At the conclusion of each training module we propose that trainees receive an evaluation prior to proceeding to the next module. It is recommended that an evaluation criteria be used in determining whether a trainee will move to the next module and their acceptable performance in the program will be based on the listing of specific Transit Operations Supervisor shift duties. These daily job duties will be used to develop an evaluation sheet that program instructors will use to assess competence in core job tasks associated with each training module.

Failure to adhere to City or department procedures may result in disciplinary action and/or ending of the Training program at Managements discretion.

Instructors

We propose using a combination of instructors: City Staff, GTrans Management Team, Operations Supervisors, and our Training and Safety Supervisor as the primary instructors for the program. Given some of the topics that the trainees will cover, we also would recommend having other staff from Human Resources and Gardena PD participate in the program. There may be opportunities for participation by some outside staff from other local transit agencies if they have expertise in particular disciplines.

Activities After Completion of Training Program (LEAD OPERATOR PREMIUM)

After the successful completion of the training program, trainees would return to the Bus Operator classification and resume their scheduled work assignments. However, given the experience gained from the training program, program graduates would be available to be used to supplement the existing Transit Operations Supervisor staff as needed. This could include their usage in situations such as being scheduled to work as supervisors periodically with regular assignments on pre-scheduled days (i.e., on Mondays or Fridays), for special assignments, during special events, or due to the absence of an existing supervisor.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

This provides the opportunity to continue their growth and experience in undertaking the duties of an Operations Supervisor, provide refresher opportunities and to strengthen their ability to compete if a new Operations Supervisor position were made available for recruitment.
The Transportation Department reserves the full right to control the amount of Trainees in the program, determine the necessity to use Lead Bus Operators after completion of the Training Program.

An outline of the training program setup and topics is listed in Attachment A.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

EXHIBIT "B"

ATTACHMENT A

TRANSIT OPERATIONS SUPERVISOR TRAINING PROGRAM

MODULE I – INTRODUCTION TO TRANSIT ROUTE SUPERVISION (3 WEEKS)

Welcome to GTrans Transit Supervisor Orientation

Agency orientation

- Agency history
- Mission, goals and objectives
- Reporting structure/chain of command
- Services/system familiarization
- Service area/routes/schedules

Role of a Transit Supervisor

- Transit Operations Supervisor Role - the position and its role at GTrans
  - Teacher - train new supervisors
  - Coach - provide bus operators an understanding of policies and procedures
  - Monitor - safety, security, compliance, service performance
  - Leader - exhibit supervisory/leadership skills towards GTrans mission and values
  - Spokesperson - representative for rule enforcement, police intervention, court proceedings
  - Facilitator - lead task team, give oral presentations, motivate, guide, support
  - Evaluator - bus operator performance, written evaluations, adherence to policy
- Supervisor Shift Duties/Responsibilities

Transit Facilities

- Inspection of transit facilities
- Identification of yard and shop hazards
- Parking instructions/restrictions
- Movement of vehicle in the yard
- Shop
- Service pits/bays
- Lift areas
- Wash bay
- Fueling facility
- Vaulting
- Emergency shut-off systems

Customer Service/Interpersonal Skills

- Identification of GTrans Customers

Customers within the GTrans Organization

- Operations

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

- Maintenance
- Administrative
- City Council members
- City Manager's Office
- Human Resources
- Risk Management
- Information Technology

External Customers

- Transit riders
- Non-riders residents of the City of Gardena
- Emergency responders
- Media
- Community groups/support groups
- Advisory groups/legislative boards
- School groups
- Regulatory/DOT
- Labor unions

- Leadership/Communication
- Problem solving and decision making
- Conflict Management/De-Escalation
- Recognition of signs of violent behavior
- Communication with people with special needs
- Awareness of cultural/language and diversity issues
  - Title VI/LEP Plan

GTrans Policies

- Employee Handbook
- Attendance policy
- Performance standards
- Employee code of conduct
- Required safety meetings
- Violence in the Workplace
- Emergency communication procedures
- Employee Assistance Programs (EAP)
- Return to work/Light duty programs
- Performance Evaluation Process

Federal and State Regulations

- Drug/Alcohol Awareness
  - Conditions for Testing (DOT/Non-DOT)
  - Reasonable Suspicion
- ICS/NIMS certification
- SSPP - System Safety Program Plan
- SSEPP - System Security Emergency Preparedness Plan
- FMCSR
- Medical requirements

- Vehicle regulations/laws
- Blood-borne Pathogens
- Spill containment and reporting
- ADA - Compliance & Responsibility
    - Stop/route announcement requirement
    - Boarding/alighting & securement
    - Signage
- FLSA
- Hours and wages
- FMLA- Basic requirements of the law
- HIPPA- Basic requirements of the law
- EEOC
- Harassment policies
- Non-Discrimination policies
- NTD - Reporting requirements
- California Highway Patrol inspections
- CalTIP

Labor Relations

- Policies, procedures and workplace rules
- Labor agreements
- Progressive discipline
- Grievance process

MODULE II – DISPATCH (4 WEEKS)

Communication Systems Technology

- Communication protocol
- Telephone/cell phone policy and usage
- Radio usage procedures
- Hand-held radio procedures
- On-board intelligent vehicle technologies
- Public address system
- Desktop/laptop computer and productivity software
- Monitor and maintain security infrastructure
- Security alarms
- Closed circuit television
- AVL/CAD Dispatching

Window Dispatch Administrative Functions

- Forms/Reports
    - Daily Dispatch Sheet (DDS)
    - Employee Leave
    - Record of Contact (ROC)
- Activities
    - Uniform checks
- Customer Complaint Investigation
- Accident Reports
- Incident Reports

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

- On-the-Job Injury Reports
- Emergency Communication Procedures

MODULE III – ROAD SUPERVISION (4 WEEKS)

On-Street Operations

- Monitor and enforce compliance with rules and Standard Operation Procedures
- Fleet start-up, pull out and pull in procedures
- Safe driving/defensive driving skills
- Local area navigational skills
- Checking on-time performance
- DVIR checks
- Investigating bus operator and customer service issues
- Making route adjustments
- Schedule/headway adjustments
- Detours
- Special Events
- Emergencies
- Minor vehicle troubleshooting
- Writing ROC citations
- Evaluation of bus stops and amenities
- Supervisor transport of customers
- Identify and mitigate safety and security issues
- Inspect and process lost and found items

Mechanical Emergencies/Equipment Failures

- Vehicle warning indicators
- Fuel and fluid leaks and containment
- Brake, steering, and acceleration failure
- Tire Failure
- Stalled vehicle
- Roadway/highway
- Railroad crossings
- Warning devices

Medical Emergencies

- Identification and assessment
- Response procedures and reporting
- Bloodborne pathogens issues

Incident Emergencies

- On board incidents
- Boarding and alighting
- Collisions
- Pedestrians/cyclists
- Rollovers

Incident and Emergency Response

- Hazard recognition and response

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

- Secure and stabilize incident scene and equipment
- Interview witnesses
- Documentary photography
- Identify, secure and preserve evidence
- Investigate, analyze and prepare collision/incident reports
- Initiate/expedite drug and alcohol testing
- Coordination with law enforcement
- Crowd management
- First Aid/CPR/AED
- Crime and terrorism prevention

Security Emergencies

- Threats, robberies and assaults
- Other weapons (guns/knives/mace)
- Suspicious behavior/packages
- Bombs and weapons of mass destruction
- Hijacking

Vehicle Evacuations

- When, where and how
- Special situation considerations (fire, bomb, collision)
- Customer considerations/special needs

Vehicle Fires

- Types of fires
- Use of fire extinguisher
- Systems shut off

MODULE IV – TRAINING AND COACHING (3 WEEKS)

Training, Coaching and Mentoring

- Written communication skills
- Grammar
- Oral communication (person to person)
- Understanding your audience
    - "Think before you talk"
    - Body language
    - Eye contact
    - Tone of voice
    - Active listening
- Giving direction and instructions
    - Leading by example
    - Attitude matters
    - Courtesy and patience
    - Being firm, fair and consistent
    - Appearance matters
    - Reliability
    - Attentiveness
    - Availability

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

- Teaching and Evaluation skills (one on one)
    - Performance evaluations
- Group presentation skills
- Performance coaching
- Performance counseling
- Investigative skills

Training and Presentation Aids

- Classroom set-up
- Audio-visual and multimedia equipment
- Administering skills tests and evaluations
- Training program evaluation
- Curriculum development/instructional design
- Specialized training technologies

Training Documentation

- Hours and elements of training
- Classroom
- Behind the wheel
- Equipment certification
- Rules, policies and procedures

Bus Operator Instruction

- Defensive driving
- Collision prevention
- Bus Operator "Ride-Alongs"

MODULE V – WORK EXPERIENCE (38 WEEKS)

- Trainee is included in regular Operations Supervisor weekly schedule rotation and participation in SMART and quarterly training sessions, as well as special training programs (i.e., new fareboxes, new bus technology, changes in operational procedures)

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

EXHIBIT "C"
Revised 6/15/21

DISTRACTED DRIVING POLICY

1. PURPOSE

To establish a policy to ensure a safe environment for employees and the public while operating City-owned vehicles and equipment. This policy sets forth the City of Gardena's rules and limitations on the use of electronic devices while operating a vehicle or equipment.

2. APPLICABILITY

This policy applies to all SHEET, METAL, AIR, RAIL & TRANSPORTATION (SMART) members.

3. DEFINITIONS

a. **Electronic Device** – For the purpose of this policy, an electronic device is any device that makes or receives phone calls, leaves messages, sends, or receives text messages, e.g., SMS/MMS/iMessage or similar yet to be developed technology or alerts, accesses the internet, receives or sends a global positioning system (GPS) signal, allows for uploads or downloads of data, text or images, or requires any user action to operate. These include but are not limited to mobile cellular phones, tablets, laptops, global positioning systems (GPS), gaming devices, electronic book devices, MP3 players, televisions, radios, video players, smart watches or other wearable interactive devices, as well as any similar or future devices known by different names, whether or not the device is company issued.

Use of an electronic device includes, but is not limited to: viewing or listening to any media; playing any games; checking the time or notifications; communicating with another person or another device, such as phone calls, text messages or emails; accessing the internet; using any software applications; taking pictures or videos; recording audio, or any other interaction with a device not listed above.

b. **Distracted Driving** – For the purpose of this policy, distracted driving means any driving activity a person engages in while using an electronic device when operating a motor vehicle and equipment. Such activities have the potential to distract the person from the primary task of driving and increase the risk of crashing and injury to self, others and City property and vehicles.

c. **Passenger-Vehicle** – A vehicle that is available to the general public and there is a reasonable expectation of carrying passengers that directly pay fares. Passenger vehicles also include vehicles operated in 'free fare' service and vehicles that are intended to transport relief employees to and from a vehicle. Examples of passenger

vehicles include, but are not limited to; bus, paratransit vehicles, relief vehicles, passenger vans and any other vehicles used by departments to transport public passengers.

d. **Non-Passenger Vehicle** – A vehicle that assists in maintenance construction, inspection or other functions that support the operations of the City. They are not intended to transport public passengers but may do so in certain special circumstances such as emergencies and abnormal operating conditions. Examples of non-passenger vehicles include, but are not limited to, administrative vehicles, forklifts, golf carts, street sweepers, tractors, and other maintenance vehicles. Non-passenger vehicles transporting public passengers for any reason must adhere to the passenger vehicle restrictions.

e. **Hands-Free Device** – An attachment, add-on, built-in feature or addition to an electronic device that, when used, allows for the free use of hands for other actions. This includes a hands-free device that requires the use of hands to initiate or terminate a telephone call or to turn the device on or off. Examples include, but are not limited to, Bluetooth devices, headsets (wired or wireless), and speakerphones. These devices can be installed or portable. A smart watch or other wearable interactive devices are **not** considered a hands-free device.

4. POLICIES AND PROCEDURES

a. **No Use of Electronic Devices While Operating Passenger Vehicles**

i. Bus Operators are prohibited from using or interacting with an electronic device while operating a passenger vehicle.

ii. Bus Operators may use an electronic device only after the vehicle has been properly stopped and secured and only in one of the following conditions:

1. while they are on break;
2. when they reach the end of the line;
3. while stationary on a Stage bus;
4. while waiting to be relieved by a relief Operator; or
5. while waiting for assistance as a result of a mechanical breakdown, or accident.
6. while in “Out of Service” as dictated by the Operators paddle or authorized by a Supervisor.

b. **Limited Use of Electronic Devices While Operating Non-Passenger Vehicles**

i. Employees are prohibited from using an electronic device while operating a non-passenger vehicle, except in the following circumstances:

1. Employees may use a hands-free device while operating a non-passenger vehicle.

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2. GPS units in non-passenger vehicles are permitted. However, physical interaction with the device is only permitted while the vehicle is stopped and secured. Directions or other options on a GPS must be submitted prior to operating the vehicle.

3. Use of one-way radios or monitoring installed AM/FM radios or similar devices are permitted in non-passenger vehicles, as long as the volume and interaction is kept at a minimum to avoid distraction.

4. Employees operating portable or mobile City-issued two-way radio equipment (e.g., walkie-talkie, bus or car radios) are permitted to use and must be used in safe manner at all times.

5. While operating a non-passenger vehicle, employees may use an electronic device while they are on a break, or stopped for City business, but only after the vehicle has been properly stopped and secured. Once the break, or before the vehicle is put in motion again, the employee must put the electronic device away.

c. **Use of Electronic Devices in Emergency Circumstances**

i. Pursuant to the California Vehicle Code, employees may use a cell phone (without a hands-free device) while driving in the course and scope of their employment with the City for emergency purposes, including, but not limited to, an emergency call to a law enforcement agency, health care provider, fire department, or other emergency services agency or entity. In case of an emergency, the employee will attempt to make sure the vehicle is secured as soon as practicable.

ii. In case of an emergency where on-board communication equipment is inoperable on a passenger vehicle, the employee may use electronic device to contact emergency services once the vehicle has been stopped and secured in a safe location.

5. Enforcement

Anytime the City receives a complaint, suspects a violation, or observes an employee violating this policy, the City may seek to verify the action by requesting the employee provide information from their personal electronic devices for the time frame in question.

6. **Discipline (excluding at-will employees)**

a. The first violation of this policy while operating a passenger vehicle will result in discipline up to a seven-day suspension without pay or, at the City's discretion, a reduction in pay equivalent to the suspension. A reduction in pay will be administered over a maximum of 3 months.

Docusign Envelope ID: 713681EA-D897-83DA-81CD-D4066A2A6B0B

i. Any post-disciplinary appeal of a suspension up to seven days, or the equivalent reduction in pay, as described above will be heard by the Human Resources Officer in accordance with Section 16.6(a) of the City's Personnel Rules and Regulations.
ii. The City is not precluded from seeking greater discipline, up to and including termination, if the employee violates other City policies and procedures. If greater discipline is imposed, then any post-disciplinary appeal will be heard in accordance with Section 16.6(b) of the City's Personnel Rules and Regulations.

b. The second violation of this policy while operating a passenger vehicle within seven years of the first violation will result in termination.

c. Violation of this policy while operating a non-passenger vehicle may result in discipline.

d. When administering discipline under this policy, supervisors and managers must comply with the procedural requirements for imposing discipline under the applicable collective bargaining agreement for represented employees.

CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
FOR NON-CONFIDENTIAL CLASSIFICATIONS
Adopted October 27, 2026; Effective July 5, 2026

SMART - 3% COLA increase per Employment Contract; effective July 5, 2026
GPMA - Salary shift down by 1 step; effective July 5, 2026
Add New Classification: Senior Public Works Inspector, Schedule 59
Revised: Transportation Administrative Manager, From Schedule 126 to 130

4 Lifeguard Trainee

	1
HOURLY	[redacted]

5 Recreation Instructor

HOURLY RANGE	20.00 - 35.00

6 Clerical Aide I
6 Police Aide

	[redacted]	*6*
STEP	*4*	
ANNUAL	34,704.00	38,268.00
MONTHLY	2,892.00	3,189.00
BI-WEEKLY	1,334.77	1,471.85
HOURLY	16.6846	18.3981

7 Peer Advocate Counselor II
7 Storeroom Aide

	[redacted]	*6*
STEP		
ANNUAL		37,368.00
MONTHLY		3,114.00
BI-WEEKLY		1,437.23
HOURLY		17.9654

8 Community Aide I

	[redacted]	*5*	*6*
STEP			
ANNUAL		36,480.00	38,304.00
MONTHLY		3,040.00	3,192.00
BI-WEEKLY		1,403.08	1,473.23
HOURLY		17.5385	18.4154

13

	[redacted]	*5*	*6*
STEP			
ANNUAL		37,452.00	39,324.00
MONTHLY		3,121.00	3,277.00
BI-WEEKLY		1,440.46	1,512.46
HOURLY		18.0058	18.9058

14 Pool Cashier

	[redacted]	*5*	*6*
STEP	*4*		
ANNUAL	36,552.00	38,376.00	40,296.00
MONTHLY	3,046.00	3,198.00	3,358.00
BI-WEEKLY	1,405.85	1,476.00	1,549.85
HOURLY	17.5731	18.4500	19.3731

15

STEP	*4*	*5*	*6*
ANNUAL	37,488.00	39,360.00	41,328.00
MONTHLY	3,124.00	3,280.00	3,444.00
BI-WEEKLY	1,441.85	1,513.85	1,589.54
HOURLY	18.0231	18.9231	19.8692

16

STEP	*3*	*4*	*5*	*6*
ANNUAL	36,564.00	38,388.00	40,308.00	42,324.00
MONTHLY	3,047.00	3,199.00	3,359.00	3,527.00
BI-WEEKLY	1,406.31	1,476.46	1,550.31	1,627.85
HOURLY	17.5788	18.4558	19.3788	20.3481

17 Clerk Typist

STEP	*3*	*4*	*5*	*6*
ANNUAL	37,500.00	39,372.00	41,340.00	43,404.00
MONTHLY	3,125.00	3,281.00	3,445.00	3,617.00
BI-WEEKLY	1,442.31	1,514.31	1,590.00	1,669.38
HOURLY	18.0288	18.9288	19.8750	20.8673

18

STEP	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,600.00	38,436.00	40,356.00	42,372.00	44,496.00
MONTHLY	3,050.00	3,203.00	3,363.00	3,531.00	3,708.00
BI-WEEKLY	1,407.69	1,478.31	1,552.15	1,629.69	1,711.38
HOURLY	17.5962	18.4788	19.4019	20.3712	21.3923

19

STEP	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,500.00	39,372.00	41,340.00	43,404.00	45,576.00
MONTHLY	3,125.00	3,281.00	3,445.00	3,617.00	3,798.00
BI-WEEKLY	1,442.31	1,514.31	1,590.00	1,669.38	1,752.92
HOURLY	18.0288	18.9288	19.8750	20.8673	21.9115

20

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	36,612.00	38,448.00	40,368.00	42,384.00	44,508.00	46,728.00
MONTHLY	3,051.00	3,204.00	3,364.00	3,532.00	3,709.00	3,894.00
BI-WEEKLY	1,408.15	1,478.77	1,552.62	1,630.15	1,711.85	1,797.23
HOURLY	17.6019	18.4846	19.4077	20.3769	21.3981	22.4654

21 Police Cadet

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	37,524.00	39,396.00	41,364.00	43,428.00	45,600.00	47,880.00
MONTHLY	3,127.00	3,283.00	3,447.00	3,619.00	3,800.00	3,990.00
BI-WEEKLY	1,443.23	1,515.23	1,590.92	1,670.31	1,753.85	1,841.54
HOURLY	18.0404	18.9404	19.8865	20.8788	21.9231	23.0192

22 FCC Program Assistant I
22 Geriatric Aide
22 Human Services Aide
22 Recreation Leader I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	38,460.00	40,380.00	42,396.00	44,520.00	46,752.00	49,092.00
MONTHLY	3,205.00	3,365.00	3,533.00	3,710.00	3,896.00	4,091.00
BI-WEEKLY	1,479.23	1,553.08	1,630.62	1,712.31	1,798.15	1,888.15
HOURLY	18.4904	19.4135	20.3827	21.4038	22.4769	23.6019

23 Community Aide II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	39,420.00	41,388.00	43,452.00	45,624.00	47,904.00	50,304.00
MONTHLY	3,285.00	3,449.00	3,621.00	3,802.00	3,992.00	4,192.00
BI-WEEKLY	1,516.15	1,591.85	1,671.23	1,754.77	1,842.46	1,934.77
HOURLY	18.9519	19.8981	20.8904	21.9346	23.0308	24.1846

24

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	40,416.00	42,432.00	44,556.00	46,788.00	49,128.00	51,588.00
MONTHLY	3,368.00	3,536.00	3,713.00	3,899.00	4,094.00	4,299.00
BI-WEEKLY	1,554.46	1,632.00	1,713.69	1,799.54	1,889.54	1,984.15
HOURLY	19.4308	20.4000	21.4212	22.4942	23.6192	24.8019

25

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	41,436.00	43,512.00	45,684.00	47,964.00	50,364.00	52,884.00
MONTHLY	3,453.00	3,626.00	3,807.00	3,997.00	4,197.00	4,407.00
BI-WEEKLY	1,593.69	1,673.54	1,757.08	1,844.77	1,937.08	2,034.00
HOURLY	19.9212	20.9192	21.9635	23.0596	24.2135	25.4250

26 Pool Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	42,456.00	44,580.00	46,812.00	49,152.00	51,612.00	54,192.00
MONTHLY	3,538.00	3,715.00	3,901.00	4,096.00	4,301.00	4,516.00
BI-WEEKLY	1,632.92	1,714.62	1,800.46	1,890.46	1,985.08	2,084.31
HOURLY	20.4115	21.4327	22.5058	23.6308	24.8135	26.0538

27 Lifeguard

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	43,512.00	45,684.00	47,964.00	50,364.00	52,884.00	55,524.00
MONTHLY	3,626.00	3,807.00	3,997.00	4,197.00	4,407.00	4,627.00
BI-WEEKLY	1,673.54	1,757.08	1,844.77	1,937.08	2,034.00	2,135.54
HOURLY	20.9192	21.9635	23.0596	24.2135	25.4250	26.6942

28 Meal Services Coordinator
28 Police Assistant
28 Recreation Leader II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	44,592.00	46,824.00	49,164.00	51,624.00	54,204.00	56,916.00
MONTHLY	3,716.00	3,902.00	4,097.00	4,302.00	4,517.00	4,743.00
BI-WEEKLY	1,715.08	1,800.92	1,890.92	1,985.54	2,084.77	2,189.08
HOURLY	21.4385	22.5115	23.6365	24.8192	26.0596	27.3635

29 Account Clerk
29 Customer Service Clerk I
29 Printing & Technology Intern
29 Recreation Therapist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	45,720.00	48,012.00	50,412.00	52,932.00	55,584.00	58,368.00
MONTHLY	3,810.00	4,001.00	4,201.00	4,411.00	4,632.00	4,864.00
BI-WEEKLY	1,758.46	1,846.62	1,938.92	2,035.85	2,137.85	2,244.92
HOURLY	21.9808	23.0827	24.2365	25.4481	26.7231	28.0615

30 Certified Nursing Assistant
30 Custodian I
30 FCC Education Assistant II
30 FCC Program Assistant II
30 Lifeguard/Swim Instuctor
30 Office Specialist

	1	*2*	*3*	*4*	*5*	*6*
ANNUAL	46,836.00	49,176.00	51,636.00	54,216.00	56,928.00	59,772.00
MONTHLY	3,903.00	4,098.00	4,303.00	4,518.00	4,744.00	4,981.00
BI-WEEKLY	1,801.38	1,891.38	1,986.00	2,085.23	2,189.54	2,298.92
HOURLY	22.5173	23.6423	24.8250	26.0654	27.3692	28.7365

31 On-Demand (Micro/Paratransit) Operator
31 Paratransit Driver

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	48,024.00	50,424.00	52,944.00	55,596.00	58,380.00	61,296.00
MONTHLY	4,002.00	4,202.00	4,412.00	4,633.00	4,865.00	5,108.00
BI-WEEKLY	1,847.08	1,939.38	2,036.31	2,138.31	2,245.38	2,357.54
HOURLY	23.0885	24.2423	25.4538	26.7288	28.0673	29.4692

32 Home Improvement Maintenance Helper
32 Right-of-Way Maintenance Worker

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	49,224.00	51,684.00	54,264.00	56,976.00	59,820.00	62,808.00
MONTHLY	4,102.00	4,307.00	4,522.00	4,748.00	4,985.00	5,234.00
BI-WEEKLY	1,893.23	1,987.85	2,087.08	2,191.38	2,300.77	2,415.69
HOURLY	23.6654	24.8481	26.0885	27.3923	28.7596	30.1962

33 Customer Service Clerk II
33 Equipment Utility Worker I
33 Public Safety Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	50,460.00	52,980.00	55,632.00	58,416.00	61,332.00	64,404.00
MONTHLY	4,205.00	4,415.00	4,636.00	4,868.00	5,111.00	5,367.00
BI-WEEKLY	1,940.77	2,037.69	2,139.69	2,246.77	2,358.92	2,477.08
HOURLY	24.2596	25.4712	26.7462	28.0846	29.4865	30.9635

33 Relief Bus Operator Trainee (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	47,100.00	49,452.00	51,924.00	54,516.00	57,240.00	60,108.00
MONTHLY	4,043.00	4,245.00	4,457.00	4,680.00	4,914.00	5,160.00
BI-WEEKLY	1,866.00	1,959.23	2,057.08	2,160.00	2,268.00	2,381.54
HOURLY	22.6442	23.7750	24.9635	26.2096	27.5192	28.8981

34 Custodian II
34 Graffiti Technician
34 On-Demand Transit Dispatcher
34 Paratransit Dispatcher
34 Park Maintenance Worker I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,720.00	54,312.00	57,024.00	59,880.00	62,880.00	66,024.00
MONTHLY	4,310.00	4,526.00	4,752.00	4,990.00	5,240.00	5,502.00
BI-WEEKLY	1,989.23	2,088.92	2,193.23	2,303.08	2,418.46	2,539.38
HOURLY	24.8654	26.1115	27.4154	28.7885	30.2308	31.7423

35 Community Aide III
35 Street Maintenance Worker

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,016.00	55,668.00	58,452.00	61,380.00	64,452.00	67,680.00
MONTHLY	4,418.00	4,639.00	4,871.00	5,115.00	5,371.00	5,640.00
BI-WEEKLY	2,039.08	2,141.08	2,248.15	2,360.77	2,478.92	2,603.08
HOURLY	25.4885	26.7635	28.1019	29.5096	30.9865	32.5385

36 Court Liaison
36 Intermediate Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	54,336.00	57,048.00	59,904.00	62,904.00	66,048.00	69,348.00
MONTHLY	4,528.00	4,754.00	4,992.00	5,242.00	5,504.00	5,779.00
BI-WEEKLY	2,089.85	2,194.15	2,304.00	2,419.38	2,540.31	2,667.23
HOURLY	26.1231	27.4269	28.8000	30.2423	31.7538	33.3404

37 Nutrition Services Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	55,704.00	58,488.00	61,416.00	64,488.00	67,716.00	71,100.00
MONTHLY	4,642.00	4,874.00	5,118.00	5,374.00	5,643.00	5,925.00
BI-WEEKLY	2,142.46	2,249.54	2,362.15	2,480.31	2,604.46	2,734.62
HOURLY	26.7808	28.1192	29.5269	31.0038	32.5558	34.1827

37 Relief Bus Operator (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	51,996.00	54,600.00	57,336.00	60,204.00	63,216.00	66,372.00
MONTHLY	4,463.00	4,686.00	4,920.00	5,166.00	5,424.00	5,695.00
BI-WEEKLY	2,059.85	2,162.77	2,270.77	2,384.31	2,503.38	2,628.46
HOURLY	25.7481	27.0346	28.3846	29.8038	31.2923	32.8558

38 Activity Coordinator
38 Equipment Utility Worker II
38 Homeless Coordinator
38 Police Records Technician I
38 Police Service Technician
38 Purchasing Clerk
38 Senior Account Clerk
38 Senior Clerk Typist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	57,084.00	59,940.00	62,940.00	66,084.00	69,384.00	72,852.00
MONTHLY	4,757.00	4,995.00	5,245.00	5,507.00	5,782.00	6,071.00
BI-WEEKLY	2,195.54	2,305.38	2,420.77	2,541.69	2,668.62	2,802.00
HOURLY	27.4442	28.8173	30.2596	31.7712	33.3577	35.0250

39 Apprentice Mechanic
39 Home Improvement Lead Person
39 Park Maintenance Worker II
39 Records Management Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	58,524.00	61,452.00	64,524.00	67,752.00	71,136.00	74,688.00
MONTHLY	4,877.00	5,121.00	5,377.00	5,646.00	5,928.00	6,224.00
BI-WEEKLY	2,250.92	2,363.54	2,481.69	2,605.85	2,736.00	2,872.62
HOURLY	28.1365	29.5442	31.0212	32.5731	34.2000	35.9077

40 Engineering Aide
40 FCC Education Assistant III
40 FCC Program Assistant III
40 Public Works Coordinator
40 Sr. Transit Utility Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	59,964.00	62,964.00	66,108.00	69,408.00	72,876.00	76,524.00
MONTHLY	4,997.00	5,247.00	5,509.00	5,784.00	6,073.00	6,377.00
BI-WEEKLY	2,306.31	2,421.69	2,542.62	2,669.54	2,802.92	2,943.23
HOURLY	28.8288	30.2712	31.7827	33.3692	35.0365	36.7904

41 Deputy City Clerk I
41 Permit/Licensing Technician I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,464.00	64,536.00	67,764.00	71,148.00	74,700.00	78,432.00
MONTHLY	5,122.00	5,378.00	5,647.00	5,929.00	6,225.00	6,536.00
BI-WEEKLY	2,364.00	2,482.15	2,606.31	2,736.46	2,873.08	3,016.62
HOURLY	29.5500	31.0269	32.5788	34.2058	35.9135	37.7077

42 Community Center Coordinator
42 Community Services Officer
42 Human Services Coordinator
42 Police Records Technician II
42 Police Service Officer
42 Recreation Coordinator
42 Secretary
42 Social Services Coordinator
42 Tree Trimmer I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	63,012.00	66,168.00	69,480.00	72,960.00	76,608.00	80,436.00
MONTHLY	5,251.00	5,514.00	5,790.00	6,080.00	6,384.00	6,703.00
BI-WEEKLY	2,423.54	2,544.92	2,672.31	2,806.15	2,946.46	3,093.69
HOURLY	30.2942	31.8115	33.4038	35.0769	36.8308	38.6712

43 Administrative Aide
43 Building Maintenance Worker
43 Cement Finisher
43 Senior Citizens Social Services Coordinator
43 Transit Maintenance Coordinator
43 Transit Mechanic I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,584.00	67,812.00	71,208.00	74,772.00	78,516.00	82,440.00
MONTHLY	5,382.00	5,651.00	5,934.00	6,231.00	6,543.00	6,870.00
BI-WEEKLY	2,484.00	2,608.15	2,738.77	2,875.85	3,019.85	3,170.77
HOURLY	31.0500	32.6019	34.2346	35.9481	37.7481	39.6346

44 Administrative Secretary
44 Building Aide
44 Building/Planning Technician
44 Permit/Licensing Technician II
44 Sewer Maintenance Worker
44 Tree Trimmer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	66,204.00	69,516.00	72,996.00	76,644.00	80,472.00	84,492.00
MONTHLY	5,517.00	5,793.00	6,083.00	6,387.00	6,706.00	7,041.00
BI-WEEKLY	2,546.31	2,673.69	2,807.54	2,947.85	3,095.08	3,249.69
HOURLY	31.8288	33.4212	35.0942	36.8481	38.6885	40.6212

45 Street Sweeper Operator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	67,848.00	71,244.00	74,808.00	78,552.00	82,476.00	86,604.00
MONTHLY	5,654.00	5,937.00	6,234.00	6,546.00	6,873.00	7,217.00
BI-WEEKLY	2,609.54	2,740.15	2,877.23	3,021.23	3,172.15	3,330.92
HOURLY	32.6192	34.2519	35.9654	37.7654	39.6519	41.6365

46 Heavy Equipment Operator
46 Street Traffic Painter

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,552.00	73,032.00	76,680.00	80,520.00	84,552.00	88,776.00
MONTHLY	5,796.00	6,086.00	6,390.00	6,710.00	7,046.00	7,398.00
BI-WEEKLY	2,675.08	2,808.92	2,949.23	3,096.92	3,252.00	3,414.46
HOURLY	33.4385	35.1115	36.8654	38.7115	40.6500	42.6808

47 Equipment Mechanic
47 Graphics Technician
47 Maintenance Painter
47 Senior Building Maintenance Worker
47 Transit Mechanic II
47 Transit Parts/Storeroom Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,280.00	74,844.00	78,588.00	82,512.00	86,640.00	90,972.00
MONTHLY	5,940.00	6,237.00	6,549.00	6,876.00	7,220.00	7,581.00
BI-WEEKLY	2,741.54	2,878.62	3,022.62	3,173.54	3,332.31	3,498.92
HOURLY	34.2692	35.9827	37.7827	39.6692	41.6538	43.7365

48 Custodian-Lead
48 Junior Accountant
48 Property and Evidence Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,080.00	76,740.00	80,580.00	84,612.00	88,848.00	93,288.00
MONTHLY	6,090.00	6,395.00	6,715.00	7,051.00	7,404.00	7,774.00
BI-WEEKLY	2,810.77	2,951.54	3,099.23	3,254.31	3,417.23	3,588.00
HOURLY	35.1346	36.8942	38.7404	40.6788	42.7154	44.8500

49 Administrative Analyst I
49 Community Services Counselor
49 Program Coordinator
49 Recreation Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	74,904.00	78,648.00	82,584.00	86,712.00	91,044.00	95,592.00
MONTHLY	6,242.00	6,554.00	6,882.00	7,226.00	7,587.00	7,966.00
BI-WEEKLY	2,880.92	3,024.92	3,176.31	3,335.08	3,501.69	3,676.62
HOURLY	36.0115	37.8115	39.7038	41.6885	43.7712	45.9577

50 Case Management Supervisor/Instructor
50 Transit Dispatcher/Operations Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	76,776.00	80,616.00	84,648.00	88,884.00	93,324.00	97,992.00
MONTHLY	6,398.00	6,718.00	7,054.00	7,407.00	7,777.00	8,166.00
BI-WEEKLY	2,952.92	3,100.62	3,255.69	3,418.62	3,589.38	3,768.92
HOURLY	36.9115	38.7577	40.6962	42.7327	44.8673	47.1115

51 Electrical/Signal Technician I
51 Emergency Preparedness Coordinator
51 Engineering Technician
51 General Building Inspector
51 Lead Equipment Mechanic
51 Lead Mechanic
51 Planning Assistant
51 Warehouse and Custodial Lead

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,696.00	82,632.00	86,760.00	91,104.00	95,664.00	100,452.00
MONTHLY	6,558.00	6,886.00	7,230.00	7,592.00	7,972.00	8,371.00
BI-WEEKLY	3,026.77	3,178.15	3,336.92	3,504.00	3,679.38	3,863.54
HOURLY	37.8346	39.7269	41.7115	43.8000	45.9923	48.2942

52 Purchasing Specialist
52 Senior Services Program Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,664.00	84,696.00	88,932.00	93,384.00	98,052.00	102,960.00
MONTHLY	6,722.00	7,058.00	7,411.00	7,782.00	8,171.00	8,580.00
BI-WEEKLY	3,102.46	3,257.54	3,420.46	3,591.69	3,771.23	3,960.00
HOURLY	38.7808	40.7192	42.7558	44.8962	47.1404	49.5000

53 Code Enforcement Officer
53 FCC Education Coordinator
53 Park Maintenance Lead
53 Public Works Inspector
53 Public Works Lead
53 Transit Operations Training Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	82,680.00	86,820.00	91,164.00	95,724.00	100,512.00	105,540.00
MONTHLY	6,890.00	7,235.00	7,597.00	7,977.00	8,376.00	8,795.00
BI-WEEKLY	3,180.00	3,339.23	3,506.31	3,681.69	3,865.85	4,059.23
HOURLY	39.7500	41.7404	43.8288	46.0212	48.3231	50.7404

54 Administrative Analyst II
54 Building Maintenance Lead
54 Forensic Technician
54 Transit Marketing Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	84,768.00	89,004.00	93,456.00	98,124.00	103,032.00	108,180.00
MONTHLY	7,064.00	7,417.00	7,788.00	8,177.00	8,586.00	9,015.00
BI-WEEKLY	3,260.31	3,423.23	3,594.46	3,774.00	3,962.77	4,160.77
HOURLY	40.7538	42.7904	44.9308	47.1750	49.5346	52.0096

55 Crime Analyst
55 Electrical/Signal Technician II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	86,880.00	91,224.00	95,784.00	100,572.00	105,600.00	110,880.00
MONTHLY	7,240.00	7,602.00	7,982.00	8,381.00	8,800.00	9,240.00
BI-WEEKLY	3,341.54	3,508.62	3,684.00	3,868.15	4,061.54	4,264.62
HOURLY	41.7692	43.8577	46.0500	48.3519	50.7692	53.3077

56 Administrative Coordinator
56 Assistant Engineer
56 FCC Program Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,040.00	93,492.00	98,172.00	103,080.00	108,240.00	113,652.00
MONTHLY	7,420.00	7,791.00	8,181.00	8,590.00	9,020.00	9,471.00
BI-WEEKLY	3,424.62	3,595.85	3,775.85	3,964.62	4,163.08	4,371.23
HOURLY	42.8077	44.9481	47.1981	49.5577	52.0385	54.6404

57 Senior Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,284.00	95,844.00	100,632.00	105,660.00	110,940.00	116,484.00
MONTHLY	7,607.00	7,987.00	8,386.00	8,805.00	9,245.00	9,707.00
BI-WEEKLY	3,510.92	3,686.31	3,870.46	4,063.85	4,266.92	4,480.15
HOURLY	43.8865	46.0788	48.3808	50.7981	53.3365	56.0019

58 Associate Planner
58 Code Enforcement Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,564.00	98,244.00	103,152.00	108,312.00	113,724.00	119,412.00
MONTHLY	7,797.00	8,187.00	8,596.00	9,026.00	9,477.00	9,951.00
BI-WEEKLY	3,598.62	3,778.62	3,967.38	4,165.85	4,374.00	4,592.77
HOURLY	44.9827	47.2327	49.5923	52.0731	54.6750	57.4096

59 Administrative Support Services Supervisor
59 Senior Public Works Inspector

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	95,904.00	100,704.00	105,744.00	111,036.00	116,592.00	122,424.00
MONTHLY	7,992.00	8,392.00	8,812.00	9,253.00	9,716.00	10,202.00
BI-WEEKLY	3,688.62	3,873.23	4,067.08	4,270.62	4,484.31	4,708.62
HOURLY	46.1077	48.4154	50.8385	53.3827	56.0538	58.8577

60

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,292.00	103,212.00	108,372.00	113,796.00	119,484.00	125,460.00
MONTHLY	8,191.00	8,601.00	9,031.00	9,483.00	9,957.00	10,455.00
BI-WEEKLY	3,780.46	3,969.69	4,168.15	4,376.77	4,595.54	4,825.38
HOURLY	47.2558	49.6212	52.1019	54.7096	57.4442	60.3173

61 Administrative Analyst III
61 Associate Engineer
61 Information Technology Systems Analyst - Transit
61 Transit Planning and Scheduling Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	100,752.00	105,792.00	111,084.00	116,640.00	122,472.00	128,592.00
MONTHLY	8,396.00	8,816.00	9,257.00	9,720.00	10,206.00	10,716.00
BI-WEEKLY	3,875.08	4,068.92	4,272.46	4,486.15	4,710.46	4,945.85
HOURLY	48.4385	50.8615	53.4058	56.0769	58.8808	61.8231

62

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,272.00	108,432.00	113,856.00	119,544.00	125,520.00	131,796.00
MONTHLY	8,606.00	9,036.00	9,488.00	9,962.00	10,460.00	10,983.00
BI-WEEKLY	3,972.00	4,170.46	4,379.08	4,597.85	4,827.69	5,069.08
HOURLY	49.6500	52.1308	54.7385	57.4731	60.3462	63.3635

63

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	105,852.00	111,144.00	116,700.00	122,532.00	128,664.00	135,096.00
MONTHLY	8,821.00	9,262.00	9,725.00	10,211.00	10,722.00	11,258.00
BI-WEEKLY	4,071.23	4,274.77	4,488.46	4,712.77	4,948.62	5,196.00
HOURLY	50.8904	53.4346	56.1058	58.9096	61.8577	64.9500

64

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	108,504.00	113,928.00	119,628.00	125,604.00	131,880.00	138,480.00
MONTHLY	9,042.00	9,494.00	9,969.00	10,467.00	10,990.00	11,540.00
BI-WEEKLY	4,173.23	4,381.85	4,601.08	4,830.92	5,072.31	5,326.15
HOURLY	52.1654	54.7731	57.5135	60.3865	63.4038	66.5769

65

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,216.00	116,772.00	122,616.00	128,748.00	135,180.00	141,936.00
MONTHLY	9,268.00	9,731.00	10,218.00	10,729.00	11,265.00	11,828.00
BI-WEEKLY	4,277.54	4,491.23	4,716.00	4,951.85	5,199.23	5,459.08
HOURLY	53.4692	56.1404	58.9500	61.8981	64.9904	68.2385

66 Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	113,988.00	119,688.00	125,676.00	131,964.00	138,564.00	145,488.00
MONTHLY	9,499.00	9,974.00	10,473.00	10,997.00	11,547.00	12,124.00
BI-WEEKLY	4,384.15	4,603.38	4,833.69	5,075.54	5,329.38	5,595.69
HOURLY	54.8019	57.5423	60.4212	63.4442	66.6173	69.9462

67

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	116,856.00	122,700.00	128,832.00	135,276.00	142,044.00	149,148.00
MONTHLY	9,738.00	10,225.00	10,736.00	11,273.00	11,837.00	12,429.00
BI-WEEKLY	4,494.46	4,719.23	4,955.08	5,202.92	5,463.23	5,736.46
HOURLY	56.1808	58.9904	61.9385	65.0365	68.2904	71.7058

90 Bus Operator (SMART)

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	61,212.00	64,272.00	67,488.00	70,860.00	74,400.00	78,120.00
MONTHLY	5,101.00	5,356.00	5,624.00	5,905.00	6,200.00	6,510.00
BI-WEEKLY	2,354.31	2472.00	2595.69	2,725.38	2,861.54	3,004.62
HOURLY	29.4288	30.9000	32.4462	34.0673	35.7692	37.5577
Specialty - 5% Monthly	255.05	267.80	281.20	295.25	310.00	325.50

104

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	68,124.00	71,532.00	75,108.00	78,864.00	82,812.00	86,952.00
MONTHLY	5,677.00	5,961.00	6,259.00	6,572.00	6,901.00	7,246.00
BI-WEEKLY	2,620.15	2,751.23	2,888.77	3,033.23	3,185.08	3,344.31
HOURLY	32.7519	34.3904	36.1096	37.9154	39.8135	41.8038
Monthly						
Lgy Bonus 10	141.93	149.03	156.48	164.30	172.53	181.15
Lgy Bonus 20	283.85	298.05	312.95	328.60	345.05	362.30
Lgy Bonus 25	425.78	447.08	469.43	492.90	517.58	543.45

105

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	69,828.00	73,320.00	76,992.00	80,844.00	84,888.00	89,136.00
MONTHLY	5,819.00	6,110.00	6,416.00	6,737.00	7,074.00	7,428.00
BI-WEEKLY	2,685.69	2820.00	2961.23	3109.38	3264.92	3428.31
HOURLY	33.5712	35.2500	37.0154	38.8673	40.8115	42.8538
Monthly						
Lgy Bonus 10	145.48	152.75	160.40	168.43	176.85	185.70
Lgy Bonus 20	290.95	305.50	320.80	336.85	353.70	371.40
Lgy Bonus 25	436.43	458.25	481.20	505.28	530.55	557.10

106

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	71,568.00	75,144.00	78,900.00	82,848.00	86,988.00	91,332.00
MONTHLY	5,964.00	6,262.00	6,575.00	6,904.00	7,249.00	7,611.00
BI-WEEKLY	2,752.62	2,890.15	3,034.62	3,186.46	3,345.69	3,512.77
HOURLY	34.4077	36.1269	37.9327	39.8308	41.8212	43.9096
Monthly						
Lgy Bonus 10	149.10	156.55	164.38	172.60	181.23	190.28
Lgy Bonus 20	298.20	313.10	328.75	345.20	362.45	380.55
Lgy Bonus 25	447.30	469.65	493.13	517.80	543.68	570.83

107

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,368.00	77,040.00	80,892.00	84,936.00	89,184.00	93,648.00
MONTHLY	6,114.00	6,420.00	6,741.00	7,078.00	7,432.00	7,804.00
BI-WEEKLY	2,821.85	2,963.08	3,111.23	3,266.77	3,430.15	3,601.85
HOURLY	35.2731	37.0385	38.8904	40.8346	42.8769	45.0231
Monthly						
Lgy Bonus 10	152.85	160.50	168.53	176.95	185.80	195.10
Lgy Bonus 20	305.70	321.00	337.05	353.90	371.60	390.20
Lgy Bonus 25	458.55	481.50	505.58	530.85	557.40	585.30

108 Economic Development Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	75,204.00	78,960.00	82,908.00	87,048.00	91,404.00	95,976.00
MONTHLY	6,267.00	6,580.00	6,909.00	7,254.00	7,617.00	7,998.00
BI-WEEKLY	2,892.46	3,036.92	3,188.77	3,348.00	3,515.54	3,691.38
HOURLY	36.1558	37.9615	39.8596	41.8500	43.9442	46.1423
Monthly						
Lgy Bonus 10	156.68	164.50	172.73	181.35	190.43	199.95
Lgy Bonus 20	313.35	329.00	345.45	362.70	380.85	399.90
Lgy Bonus 25	470.03	493.50	518.18	544.05	571.28	599.85

109

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	77,088.00	80,940.00	84,984.00	89,232.00	93,696.00	98,376.00
MONTHLY	6,424.00	6,745.00	7,082.00	7,436.00	7,808.00	8,198.00
BI-WEEKLY	2,964.92	3,113.08	3,268.62	3,432.00	3,603.69	3,783.69
HOURLY	37.0615	38.9135	40.8577	42.9000	45.0462	47.2962
Monthly						
Lgy Bonus 10	160.60	168.63	177.05	185.90	195.20	204.95
Lgy Bonus 20	321.20	337.25	354.10	371.80	390.40	409.90
Lgy Bonus 25	481.80	505.88	531.15	557.70	585.60	614.85

110

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,996.00	82,944.00	87,096.00	91,452.00	96,024.00	100,824.00
MONTHLY	6,583.00	6,912.00	7,258.00	7,621.00	8,002.00	8,402.00
BI-WEEKLY	3,038.31	3,190.15	3,349.85	3,517.38	3,693.23	3,877.85
HOURLY	37.9788	39.8769	41.8731	43.9673	46.1654	48.4731
Monthly						
Lgy Bonus 10	164.58	172.80	181.45	190.53	200.05	210.05
Lgy Bonus 20	329.15	345.60	362.90	381.05	400.10	420.10
Lgy Bonus 25	493.73	518.40	544.35	571.58	600.15	630.15

111

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,988.00	85,032.00	89,280.00	93,744.00	98,436.00	103,356.00
MONTHLY	6,749.00	7,086.00	7,440.00	7,812.00	8,203.00	8,613.00
BI-WEEKLY	3,114.92	3,270.46	3,433.85	3,605.54	3,786.00	3,975.23
HOURLY	38.9365	40.8808	42.9231	45.0692	47.3250	49.6904
Monthly						
Lgy Bonus 10	168.73	177.15	186.00	195.30	205.08	215.33
Lgy Bonus 20	337.45	354.30	372.00	390.60	410.15	430.65
Lgy Bonus 25	506.18	531.45	558.00	585.90	615.23	645.98

112

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	83,028.00	87,180.00	91,536.00	96,108.00	100,908.00	105,948.00
MONTHLY	6,919.00	7,265.00	7,628.00	8,009.00	8,409.00	8,829.00
BI-WEEKLY	3,193.38	3,353.08	3,520.62	3,696.46	3,881.08	4,074.92
HOURLY	39.9173	41.9135	44.0077	46.2058	48.5135	50.9365
Monthly						
Lgy Bonus 10	172.98	181.63	190.70	200.23	210.23	220.73
Lgy Bonus 20	345.95	363.25	381.40	400.45	420.45	441.45
Lgy Bonus 25	518.93	544.88	572.10	600.68	630.68	662.18

113

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	85,116.00	89,376.00	93,840.00	98,532.00	103,464.00	108,636.00
MONTHLY	7,093.00	7,448.00	7,820.00	8,211.00	8,622.00	9,053.00
BI-WEEKLY	3,273.69	3,437.54	3,609.23	3,789.69	3,979.38	4,178.31
HOURLY	40.9212	42.9692	45.1154	47.3712	49.7423	52.2288
Monthly						
Lgy Bonus 10	177.33	186.20	195.50	205.28	215.55	226.33
Lgy Bonus 20	354.65	372.40	391.00	410.55	431.10	452.65
Lgy Bonus 25	531.98	558.60	586.50	615.83	646.65	678.98

114

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,240.00	91,608.00	96,192.00	101,004.00	106,056.00	111,360.00
MONTHLY	7,270.00	7,634.00	8,016.00	8,417.00	8,838.00	9,280.00
BI-WEEKLY	3,355.38	3,523.38	3,699.69	3,884.77	4,079.08	4,283.08
HOURLY	41.9423	44.0423	46.2462	48.5596	50.9885	53.5385
Monthly						
Lgy Bonus 10	181.75	190.85	200.40	210.43	220.95	232.00
Lgy Bonus 20	363.50	381.70	400.80	420.85	441.90	464.00
Lgy Bonus 25	545.25	572.55	601.20	631.28	662.85	696.00

115

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,424.00	93,900.00	98,592.00	103,524.00	108,696.00	114,132.00
MONTHLY	7,452.00	7,825.00	8,216.00	8,627.00	9,058.00	9,511.00
BI-WEEKLY	3,439.38	3,611.54	3,792.00	3,981.69	4,180.62	4,389.69
HOURLY	42.9923	45.1442	47.4000	49.7712	52.2577	54.8712
Monthly						
Lgy Bonus 10	186.30	195.63	205.40	215.68	226.45	237.78
Lgy Bonus 20	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 25	558.90	586.88	616.20	647.03	679.35	713.33

116

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,644.00	96,228.00	101,040.00	106,092.00	111,396.00	116,964.00
MONTHLY	7,637.00	8,019.00	8,420.00	8,841.00	9,283.00	9,747.00
BI-WEEKLY	3,524.77	3,701.08	3,886.15	4,080.46	4,284.46	4,498.62
HOURLY	44.0596	46.2635	48.5769	51.0058	53.5558	56.2327
Monthly						
Lgy Bonus 10	190.93	200.48	210.50	221.03	232.08	243.68
Lgy Bonus 20	381.85	400.95	421.00	442.05	464.15	487.35
Lgy Bonus 25	572.78	601.43	631.50	663.08	696.23	731.03

117 Transportation Operations Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	93,924.00	98,616.00	103,548.00	108,720.00	114,156.00	119,868.00
MONTHLY	7,827.00	8,218.00	8,629.00	9,060.00	9,513.00	9,989.00
BI-WEEKLY	3,612.46	3,792.92	3,982.62	4,181.54	4,390.62	4,610.31
HOURLY	45.1558	47.4115	49.7827	52.2692	54.8827	57.6288
Monthly						
Lgy Bonus 10	195.68	205.45	215.73	226.50	237.83	249.73
Lgy Bonus 20	391.35	410.90	431.45	453.00	475.65	499.45
Lgy Bonus 25	587.03	616.35	647.18	679.50	713.48	749.18

118 Administrative Management Analyst I

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	96,288.00	101,100.00	106,152.00	111,456.00	117,024.00	122,880.00
MONTHLY	8,024.00	8,425.00	8,846.00	9,288.00	9,752.00	10,240.00
BI-WEEKLY	3,703.38	3,888.46	4,082.77	4,286.77	4,500.92	4,726.15
HOURLY	46.2923	48.6058	51.0346	53.5846	56.2615	59.0769
Monthly						
Lgy Bonus 10	200.60	210.63	221.15	232.20	243.80	256.00
Lgy Bonus 20	401.20	421.25	442.30	464.40	487.60	512.00
Lgy Bonus 25	601.80	631.88	663.45	696.60	731.40	768.00

119 Fleet Maintenance Supervisor
119 Transit Administrative Supervisor
119 Transit Training and Safety Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,676.00	103,608.00	108,792.00	114,228.00	119,940.00	125,940.00
MONTHLY	8,223.00	8,634.00	9,066.00	9,519.00	9,995.00	10,495.00
BI-WEEKLY	3,795.23	3,984.92	4,184.31	4,393.38	4,613.08	4,843.85
HOURLY	47.4404	49.8115	52.3038	54.9173	57.6635	60.5481
Monthly						
Lgy Bonus 10	205.58	215.85	226.65	237.98	249.88	262.38
Lgy Bonus 20	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 25	616.73	647.55	679.95	713.93	749.63	787.13

120 Administrative Management Analyst II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,160.00	106,224.00	111,540.00	117,120.00	122,976.00	129,120.00
MONTHLY	8,430.00	8,852.00	9,295.00	9,760.00	10,248.00	10,760.00
BI-WEEKLY	3,890.77	4,085.54	4,290.00	4,504.62	4,729.85	4,966.15
HOURLY	48.6346	51.0692	53.6250	56.3077	59.1231	62.0769
Monthly						
Lgy Bonus 10	210.75	221.30	232.38	244.00	256.20	269.00
Lgy Bonus 20	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 25	632.25	663.90	697.13	732.00	768.60	807.00

121

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,680.00	108,864.00	114,312.00	120,024.00	126,024.00	132,324.00
MONTHLY	8,640.00	9,072.00	9,526.00	10,002.00	10,502.00	11,027.00
BI-WEEKLY	3,987.69	4,187.08	4,396.62	4,616.31	4,847.08	5,089.38
HOURLY	49.8462	52.3385	54.9577	57.7038	60.5885	63.6173
Monthly						
Lgy Bonus 10	216.00	226.80	238.15	250.05	262.55	275.68
Lgy Bonus 20	432.00	453.60	476.30	500.10	525.10	551.35
Lgy Bonus 25	648.00	680.40	714.45	750.15	787.65	827.03

122 Facilities Maintenance Supervisor
122 Senior Planner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,284.00	111,600.00	117,180.00	123,036.00	129,192.00	135,648.00
MONTHLY	8,857.00	9,300.00	9,765.00	10,253.00	10,766.00	11,304.00
BI-WEEKLY	4,087.85	4,292.31	4,506.92	4,732.15	4,968.92	5,217.23
HOURLY	51.0981	53.6538	56.3365	59.1519	62.1115	65.2154
Monthly						
Lgy Bonus 10	221.43	232.50	244.13	256.33	269.15	282.60
Lgy Bonus 20	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 25	664.28	697.50	732.38	768.98	807.45	847.80

123

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	108,936.00	114,384.00	120,108.00	126,108.00	132,408.00	139,032.00
MONTHLY	9,078.00	9,532.00	10,009.00	10,509.00	11,034.00	11,586.00
BI-WEEKLY	4,189.85	4,399.38	4,619.54	4,850.31	5,092.62	5,347.38
HOURLY	52.3731	54.9923	57.7442	60.6288	63.6577	66.8423
Monthly						
Lgy Bonus 10	226.95	238.30	250.23	262.73	275.85	289.65
Lgy Bonus 20	453.90	476.60	500.45	525.45	551.70	579.30
Lgy Bonus 25	680.85	714.90	750.68	788.18	827.55	868.95

124 Senior Administrative Analyst
124 Transit Training and Safety Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,672.00	117,252.00	123,120.00	129,276.00	135,744.00	142,536.00
MONTHLY	9,306.00	9,771.00	10,260.00	10,773.00	11,312.00	11,878.00
BI-WEEKLY	4,295.08	4,509.69	4,735.38	4,972.15	5,220.92	5,482.15
HOURLY	53.6885	56.3712	59.1923	62.1519	65.2615	68.5269
Monthly						
Lgy Bonus 10	232.65	244.28	256.50	269.33	282.80	296.95
Lgy Bonus 20	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 25	697.95	732.83	769.50	807.98	848.40	890.85

125

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	114,456.00	120,180.00	126,192.00	132,504.00	139,128.00	146,088.00
MONTHLY	9,538.00	10,015.00	10,516.00	11,042.00	11,594.00	12,174.00
BI-WEEKLY	4,402.15	4,622.31	4,853.54	5,096.31	5,351.08	5,618.77
HOURLY	55.0269	57.7788	60.6692	63.7038	66.8885	70.2346
Monthly						
Lgy Bonus 10	238.45	250.38	262.90	276.05	289.85	304.35
Lgy Bonus 20	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 25	715.35	751.13	788.70	828.15	869.55	913.05

126 Administrative Services Manager
126 Community Development Manager
126 Economic Development Manager
126 Family Child Care Manager
126 Recreation & Human Services Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	117,324.00	123,192.00	129,348.00	135,816.00	142,608.00	149,736.00
MONTHLY	9,777.00	10,266.00	10,779.00	11,318.00	11,884.00	12,478.00
BI-WEEKLY	4,512.46	4,738.15	4,974.92	5,223.69	5,484.92	5,759.08
HOURLY	56.4058	59.2269	62.1865	65.2962	68.5615	71.9885
Monthly						
Lgy Bonus 10	244.43	256.65	269.48	282.95	297.10	311.95
Lgy Bonus 20	488.85	513.30	538.95	565.90	594.20	623.90
Lgy Bonus 25	733.28	769.95	808.43	848.85	891.30	935.85

127

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	120,252.00	126,264.00	132,576.00	139,200.00	146,160.00	153,468.00
MONTHLY	10,021.00	10,522.00	11,048.00	11,600.00	12,180.00	12,789.00
BI-WEEKLY	4,625.08	4,856.31	5,099.08	5,353.85	5,621.54	5,902.62
HOURLY	57.8135	60.7038	63.7385	66.9231	70.2692	73.7827
Monthly						
Lgy Bonus 10	250.53	263.05	276.20	290.00	304.50	319.73
Lgy Bonus 20	501.05	526.10	552.40	580.00	609.00	639.45
Lgy Bonus 25	751.58	789.15	828.60	870.00	913.50	959.18

128 Equipment Maintenance Superintendent
128 Finance and Administrative Services Manager
128 Senior Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,264.00	129,432.00	135,900.00	142,692.00	149,832.00	157,320.00
MONTHLY	10,272.00	10,786.00	11,325.00	11,891.00	12,486.00	13,110.00
BI-WEEKLY	4,740.92	4,978.15	5,226.92	5,488.15	5,762.77	6,050.77
HOURLY	59.2615	62.2269	65.3365	68.6019	72.0346	75.6346
Monthly						
Lgy Bonus 10	256.80	269.65	283.13	297.28	312.15	327.75
Lgy Bonus 20	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 25	770.40	808.95	849.38	891.83	936.45	983.25

129

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	126,348.00	132,660.00	139,296.00	146,256.00	153,564.00	161,244.00
MONTHLY	10,529.00	11,055.00	11,608.00	12,188.00	12,797.00	13,437.00
BI-WEEKLY	4,859.54	5,102.31	5,357.54	5,625.23	5,906.31	6,201.69
HOURLY	60.7442	63.7788	66.9692	70.3154	73.8288	77.5212
Monthly						
Lgy Bonus 10	263.23	276.38	290.20	304.70	319.93	335.93
Lgy Bonus 20	526.45	552.75	580.40	609.40	639.85	671.85
Lgy Bonus 25	789.68	829.13	870.60	914.10	959.78	1007.78

130 Park Maintenance Superintendent
130 Recreation Program Administrator
130 Revenue and Purchasing Manager
130 Street Maintenance Superintendent
130 Transportation Administrative Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	129,492.00	135,972.00	142,776.00	149,916.00	157,416.00	165,288.00
MONTHLY	10,791.00	11,331.00	11,898.00	12,493.00	13,118.00	13,774.00
BI-WEEKLY	4,980.46	5,229.69	5,491.38	5,766.00	6,054.46	6,357.23
HOURLY	62.2558	65.3712	68.6423	72.0750	75.6808	79.4654
Monthly						
Lgy Bonus 10	269.78	283.28	297.45	312.33	327.95	344.35
Lgy Bonus 20	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 25	809.33	849.83	892.35	936.98	983.85	1033.05

131 Plan Check Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	132,732.00	139,368.00	146,340.00	153,660.00	161,340.00	169,404.00
MONTHLY	11,061.00	11,614.00	12,195.00	12,805.00	13,445.00	14,117.00
BI-WEEKLY	5,105.08	5,360.31	5,628.46	5,910.00	6,205.38	6,515.54
HOURLY	63.8135	67.0038	70.3558	73.8750	77.5673	81.4442
Monthly						
Lgy Bonus 10	276.53	290.35	304.88	320.13	336.13	352.93
Lgy Bonus 20	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 25	829.58	871.05	914.63	960.38	1008.38	1058.78

132 FCC Therapist/Trainer II

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	136,056.00	142,860.00	150,000.00	157,500.00	165,372.00	173,640.00
MONTHLY	11,338.00	11,905.00	12,500.00	13,125.00	13,781.00	14,470.00
BI-WEEKLY	5,232.92	5,494.62	5,769.23	6,057.69	6,360.46	6,678.46
HOURLY	65.4115	68.6827	72.1154	75.7212	79.5058	83.4808
Monthly						
Lgy Bonus 10	283.45	297.63	312.50	328.13	344.53	361.75
Lgy Bonus 20	566.90	595.25	625.00	656.25	689.05	723.50
Lgy Bonus 25	850.35	892.88	937.50	984.38	1033.58	1085.25

133 Public Works Superintendent

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	139,440.00	146,412.00	153,732.00	161,424.00	169,500.00	177,972.00
MONTHLY	11,620.00	12,201.00	12,811.00	13,452.00	14,125.00	14,831.00
BI-WEEKLY	5,363.08	5,631.23	5,912.77	6,208.62	6,519.23	6,845.08
HOURLY	67.0385	70.3904	73.9096	77.6077	81.4904	85.5635
Monthly						
Lgy Bonus 10	290.50	305.03	320.28	336.30	353.13	370.78
Lgy Bonus 20	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 25	871.50	915.08	960.83	1008.90	1059.38	1112.33

134

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	142,944.00	150,096.00	157,596.00	165,480.00	173,760.00	182,448.00
MONTHLY	11,912.00	12,508.00	13,133.00	13,790.00	14,480.00	15,204.00
BI-WEEKLY	5,497.85	5,772.92	6,061.38	6,364.62	6,683.08	7,017.23
HOURLY	68.7231	72.1615	75.7673	79.5577	83.5385	87.7154
Monthly						
Lgy Bonus 10	297.80	312.70	328.33	344.75	362.00	380.10
Lgy Bonus 20	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 25	893.40	938.10	984.98	1034.25	1086.00	1140.30

135

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	146,508.00	153,828.00	161,520.00	169,596.00	178,080.00	186,984.00
MONTHLY	12,209.00	12,819.00	13,460.00	14,133.00	14,840.00	15,582.00
BI-WEEKLY	5,634.92	5,916.46	6,212.31	6,522.92	6,849.23	7,191.69
HOURLY	70.4365	73.9558	77.6538	81.5365	85.6154	89.8962
Monthly						
Lgy Bonus 10	305.23	320.48	336.50	353.33	371.00	389.55
Lgy Bonus 20	610.45	640.95	673.00	706.65	742.00	779.10
Lgy Bonus 25	915.68	961.43	1009.50	1059.98	1113.00	1168.65

136

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	150,156.00	157,668.00	165,552.00	173,832.00	182,520.00	191,652.00
MONTHLY	12,513.00	13,139.00	13,796.00	14,486.00	15,210.00	15,971.00
BI-WEEKLY	5,775.23	6,064.15	6,367.38	6,685.85	7,020.00	7,371.23
HOURLY	72.1904	75.8019	79.5923	83.5731	87.7500	92.1404
Monthly						
Lgy Bonus 10	312.83	328.48	344.90	362.15	380.25	399.28
Lgy Bonus 20	625.65	656.95	689.80	724.30	760.50	798.55
Lgy Bonus 25	938.48	985.43	1034.70	1086.45	1140.75	1197.83

137

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	153,924.00	161,616.00	169,692.00	178,176.00	187,080.00	196,440.00
MONTHLY	12,827.00	13,468.00	14,141.00	14,848.00	15,590.00	16,370.00
BI-WEEKLY	5,920.15	6,216.00	6,526.62	6,852.92	7,195.38	7,555.38
HOURLY	74.0019	77.7000	81.5827	85.6615	89.9423	94.4423
Monthly						
Lgy Bonus 10	320.68	336.70	353.53	371.20	389.75	409.25
Lgy Bonus 20	641.35	673.40	707.05	742.40	779.50	818.50
Lgy Bonus 25	962.03	1010.10	1060.58	1113.60	1169.25	1227.75

138 Principal Civil Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	157,776.00	165,660.00	173,940.00	182,640.00	191,772.00	201,360.00
MONTHLY	13,148.00	13,805.00	14,495.00	15,220.00	15,981.00	16,780.00
BI-WEEKLY	6,068.31	6,371.54	6,690.00	7,024.62	7,375.85	7,744.62
HOURLY	75.8538	79.6442	83.6250	87.8077	92.1981	96.8077
Monthly						
Lgy Bonus 10	328.70	345.13	362.38	380.50	399.53	419.50
Lgy Bonus 20	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 25	986.10	1035.38	1087.13	1141.50	1198.58	1258.50

139

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	161,712.00	169,800.00	178,296.00	187,212.00	196,572.00	206,400.00
MONTHLY	13,476.00	14,150.00	14,858.00	15,601.00	16,381.00	17,200.00
BI-WEEKLY	6,219.69	6,530.77	6,857.54	7,200.46	7,560.46	7,938.46
HOURLY	77.7462	81.6346	85.7192	90.0058	94.5058	99.2308
Monthly						
Lgy Bonus 10	336.90	353.75	371.45	390.03	409.53	430.00
Lgy Bonus 20	673.80	707.50	742.90	780.05	819.05	860.00
Lgy Bonus 25	1010.70	1061.25	1114.35	1170.08	1228.58	1290.00

140

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	165,756.00	174,048.00	182,748.00	191,880.00	201,480.00	211,560.00
MONTHLY	13,813.00	14,504.00	15,229.00	15,990.00	16,790.00	17,630.00
BI-WEEKLY	6,375.23	6,694.15	7,028.77	7,380.00	7,749.23	8,136.92
HOURLY	79.6904	83.6769	87.8596	92.2500	96.8654	101.7115
Monthly						
Lgy Bonus 10	345.33	362.60	380.73	399.75	419.75	440.75
Lgy Bonus 20	690.65	725.20	761.45	799.50	839.50	881.50
Lgy Bonus 25	1035.98	1087.80	1142.18	1199.25	1259.25	1322.25

141

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	169,908.00	178,404.00	187,320.00	196,692.00	206,532.00	216,864.00
MONTHLY	14,159.00	14,867.00	15,610.00	16,391.00	17,211.00	18,072.00
BI-WEEKLY	6,534.92	6,861.69	7,204.62	7,565.08	7,943.54	8,340.92
HOURLY	81.6865	85.7712	90.0577	94.5635	99.2942	104.2615
Monthly						
Lgy Bonus 10	353.98	371.68	390.25	409.78	430.28	451.80
Lgy Bonus 20	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 25	1061.93	1115.03	1170.75	1229.33	1290.83	1355.40

142

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	174,144.00	182,856.00	192,000.00	201,600.00	211,680.00	222,264.00
MONTHLY	14,512.00	15,238.00	16,000.00	16,800.00	17,640.00	18,522.00
BI-WEEKLY	6,697.85	7,032.92	7,384.62	7,753.85	8,141.54	8,548.62
HOURLY	83.7231	87.9115	92.3077	96.9231	101.7692	106.8577
Monthly						
Lgy Bonus 10	362.80	380.95	400.00	420.00	441.00	463.05
Lgy Bonus 20	725.60	761.90	800.00	840.00	882.00	926.10
Lgy Bonus 25	1088.40	1142.85	1200.00	1260.00	1323.00	1389.15

143

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	178,512.00	187,440.00	196,812.00	206,652.00	216,984.00	227,832.00
MONTHLY	14,876.00	15,620.00	16,401.00	17,221.00	18,082.00	18,986.00
BI-WEEKLY	6,865.85	7,209.23	7,569.69	7,948.15	8,345.54	8,762.77
HOURLY	85.8231	90.1154	94.6212	99.3519	104.3192	109.5346
Monthly						
Lgy Bonus 10	371.90	390.50	410.03	430.53	452.05	474.65
Lgy Bonus 20	743.80	781.00	820.05	861.05	904.10	949.30
Lgy Bonus 25	1115.70	1171.50	1230.08	1291.58	1356.15	1423.95

144

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	182,964.00	192,108.00	201,708.00	211,788.00	222,372.00	233,496.00
MONTHLY	15,247.00	16,009.00	16,809.00	17,649.00	18,531.00	19,458.00
BI-WEEKLY	7,037.08	7,388.77	7,758.00	8,145.69	8,552.77	8,980.62
HOURLY	87.9635	92.3596	96.9750	101.8212	106.9096	112.2577
Monthly						
Lgy Bonus 10	381.18	400.23	420.23	441.23	463.28	486.45
Lgy Bonus 20	762.35	800.45	840.45	882.45	926.55	972.90
Lgy Bonus 25	1143.53	1200.68	1260.68	1323.68	1389.83	1459.35

145

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	187,548.00	196,920.00	206,772.00	217,116.00	227,976.00	239,376.00
MONTHLY	15,629.00	16,410.00	17,231.00	18,093.00	18,998.00	19,948.00
BI-WEEKLY	7,213.38	7,573.85	7,952.77	8,350.62	8,768.31	9,206.77
HOURLY	90.1673	94.6731	99.4096	104.3827	109.6038	115.0846
Monthly						
Lgy Bonus 10	390.73	410.25	430.78	452.33	474.95	498.70
Lgy Bonus 20	781.45	820.50	861.55	904.65	949.90	997.40
Lgy Bonus 25	1172.18	1230.75	1292.33	1356.98	1424.85	1496.10

146

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	192,240.00	201,852.00	211,944.00	222,540.00	233,664.00	245,352.00
MONTHLY	16,020.00	16,821.00	17,662.00	18,545.00	19,472.00	20,446.00
BI-WEEKLY	7,393.85	7,763.54	8,151.69	8,559.23	8,987.08	9,436.62
HOURLY	92.4231	97.0442	101.8962	106.9904	112.3385	117.9577
Monthly						
Lgy Bonus 10	400.50	420.53	441.55	463.63	486.80	511.15
Lgy Bonus 20	801.00	841.05	883.10	927.25	973.60	1022.30
Lgy Bonus 25	1201.50	1261.58	1324.65	1390.88	1460.40	1533.45

147

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	197,064.00	206,916.00	217,260.00	228,120.00	239,532.00	251,508.00
MONTHLY	16,422.00	17,243.00	18,105.00	19,010.00	19,961.00	20,959.00
BI-WEEKLY	7,579.38	7,958.31	8,356.15	8,773.85	9,212.77	9,673.38
HOURLY	94.7423	99.4788	104.4519	109.6731	115.1596	120.9173
Monthly						
Lgy Bonus 10	410.55	431.08	452.63	475.25	499.03	523.98
Lgy Bonus 20	821.10	862.15	905.25	950.50	998.05	1047.95
Lgy Bonus 25	1231.65	1293.23	1357.88	1425.75	1497.08	1571.93

148

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	201,972.00	212,076.00	222,684.00	233,820.00	245,508.00	257,784.00
MONTHLY	16,831.00	17,673.00	18,557.00	19,485.00	20,459.00	21,482.00
BI-WEEKLY	7,768.15	8,156.77	8,564.77	8,993.08	9,442.62	9,914.77
HOURLY	97.1019	101.9596	107.0596	112.4135	118.0327	123.9346
Monthly						
Lgy Bonus 10	420.78	441.83	463.93	487.13	511.48	537.05
Lgy Bonus 20	841.55	883.65	927.85	974.25	1022.95	1074.10
Lgy Bonus 25	1262.33	1325.48	1391.78	1461.38	1534.43	1611.15

149

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	207,036.00	217,392.00	228,264.00	239,676.00	251,664.00	264,252.00
MONTHLY	17,253.00	18,116.00	19,022.00	19,973.00	20,972.00	22,021.00
BI-WEEKLY	7,962.92	8,361.23	8,779.38	9,218.31	9,679.38	10,163.54
HOURLY	99.5365	104.5154	109.7423	115.2288	120.9923	127.0442
Monthly						
Lgy Bonus 10	431.33	452.90	475.55	499.33	524.30	550.53
Lgy Bonus 20	862.65	905.80	951.10	998.65	1048.60	1101.05
Lgy Bonus 25	1293.98	1358.70	1426.65	1497.98	1572.90	1651.58

150

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

200 Police Trainee

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	87,336.00	-	-	-	-	-
MONTHLY	7,278.00	-	-	-	-	-
BI-WEEKLY	3,359.08	-	-	-	-	-
HOURLY	41.9885	-	-	-	-	-

201 Police Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	102,744.00	107,868.00	113,268.00	118,920.00	124,884.00	131,124.00
MONTHLY	8,562.00	8,989.00	9,439.00	9,910.00	10,407.00	10,927.00
BI-WEEKLY	3,951.69	4,148.77	4,356.46	4,573.85	4,803.23	5,043.23
HOURLY	49.3962	51.8596	54.4558	57.1731	60.0404	63.0404

Monthly Rates

EDUCATIONAL INCENTIVE BONUS						
AA	1,310.41	1,310.41	1,310.41	1,310.41	1,310.41	1,310.41
BA	1,826.41	1,826.41	1,826.41	1,826.41	1,826.41	1,826.41
SPECIALIST	694.67	694.67	694.67	694.67	694.67	694.67
Lgy Bonus 7	365.00	365.00	365.00	365.00	365.00	365.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	948.10	969.45	991.95	1,015.50	1,040.35	1,066.35
Lgy Bonus 26	1,376.20	1,418.90	1,463.90	1,511.00	1,560.70	1,612.70

203 Police Sergeant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	133,212.00	139,884.00	146,856.00	154,200.00	161,928.00	170,028.00
MONTHLY	11,101.00	11,657.00	12,238.00	12,850.00	13,494.00	14,169.00
BI-WEEKLY	5,123.54	5,380.15	5,648.31	5,930.77	6,228.00	6,539.54
HOURLY	64.0442	67.2519	70.6038	74.1346	77.8500	81.7442

Monthly Rates

EDUCATIONAL INCENTIVE BONUS						
AA	1,783.48	1,783.48	1,783.48	1,783.48	1,783.48	1,783.48
BA	2,401.48	2,401.48	2,401.48	2,401.48	2,401.48	2,401.48
SPECIAL DUTY PAY	420.00	420.00	420.00	420.00	420.00	420.00
Lgy Bonus 7	326.00	326.00	326.00	326.00	326.00	326.00
Lgy Bonus 12	520.00	520.00	520.00	520.00	520.00	520.00
Lgy Bonus 20	1,075.05	1,102.85	1,131.90	1,162.50	1,194.70	1,228.45
Lgy Bonus 26	1,630.10	1,685.70	1,743.80	1,805.00	1,869.40	1,936.90

227 Police Lieutenant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	170,856.00	179,400.00	188,376.00	197,796.00	207,684.00	218,064.00
MONTHLY	14,238.00	14,950.00	15,698.00	16,483.00	17,307.00	18,172.00
BI-WEEKLY	6,571.38	6,900.00	7,245.23	7,607.54	7,987.85	8,387.08
HOURLY	82.1423	86.2500	90.5654	95.0942	99.8481	104.8385
			Monthly Rates			
CA POST Supervisory/Adv.	1,837.84	1,912.84	1,991.56	2,074.24	2,161.00	2,252.00
CA POST Mgmt. Cert.	711.90	747.50	784.90	824.15	865.35	908.60
Lgy Bonus 20	711.90	747.50	784.90	824.15	865.35	908.60
Lgy Bonus 25	1,423.80	1,495.00	1,569.80	1,648.30	1,730.70	1,817.20
Mgmt Incentive Pay	1,352.61	1,420.25	1,491.31	1,565.89	1,644.17	1,726.34

231 Police Captain

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	203,148.00	213,300.00	223,968.00	235,164.00	246,924.00	259,272.00
MONTHLY	16,929.00	17,775.00	18,664.00	19,597.00	20,577.00	21,606.00
BI-WEEKLY	7,813.38	8,203.85	8,614.15	9,044.77	9,497.08	9,972.00
HOURLY	97.6673	102.5481	107.6769	113.0596	118.7135	124.6500
			Monthly Rates			
CA POST Supervisory/Adv.	2,120.92	2,209.96	2,303.56	2,401.84	2,505.04	2,613.50
CA POST Mgmt. Cert.	846.45	888.75	933.20	979.85	1,028.85	1,080.30
Lgy Bonus 20	846.45	888.75	933.20	979.85	1,028.85	1,080.30
Lgy Bonus 25	1,692.90	1,777.50	1,866.40	1,959.70	2,057.70	2,160.60
Mgmt Incentive Pay	1,608.26	1,688.63	1,773.08	1,861.72	1,954.82	2,052.57

232 Deputy Police Chief

STEP	*1*
ANNUAL	272,232.00
MONTHLY	22,686.00
BI-WEEKLY	10,470.46
HOURLY	130.8808
Monthly Rates	
CA POST Supervisory/Adv.	2,727.00
CA POST Mgmt. Cert.	1,134.30
Lgy Bonus 20	1,134.30
Lgy Bonus 25	2,268.60
Mgmt Incentive Pay	2,155.17