



LINDSAY CITY COUNCIL REGULAR MEETING AGENDA

Click or tap to enter a date., **6:00 P.M.**
City Hall, 251 E. Honolulu St., Lindsay, CA 93247

Mayor
Misty Villarreal
Mayor Pro Tem
Yolanda Flores
Councilmembers
Adriana Nave
Rosaena Sanchez
Joe Soria

Notice is hereby given that the Lindsay City Council will hold a Regular Meeting on Tuesday, July 22, 2025 at 6:00 p.m. in person and live via YouTube.

 **City of Lindsay YouTube Channel:** <https://www.youtube.com/@CityofLindsay>



Se anima a los hispanohablantes a asistir a las próximas reuniones del Concejo Municipal de Lindsay. Para traducción al español, comuníquese con la oficina de la Secretaria Municipal por teléfono, (559) 562-7102 ext. 8034, o regístrese unos minutos antes en el momento de la reunión del Consejo.

Rules for Addressing the City Council:

- Members of the public may address the City Council on matters within the jurisdiction of the City of Lindsay.
- Persons wishing to address Council concerning an item on the agenda will be invited to address the Council during the time that Council is considering that agenda item. Persons wishing to address Council concerning issues not on the agenda will be invited to address Council during the Public Comment portion of the meeting.
- When invited by the Mayor to speak, please step up to the lectern, state your name and city of residence, and make your comments. Comments are limited to three minutes per speaker.

Americans with Disabilities Act

Pursuant to the Americans with Disabilities Act, persons with disabilities who may need assistance should contact the City Clerk prior to the meeting at (559) 562-7102 ext. 8034 or via email at mpeton@lindsay.ca.us.

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **ROLL CALL**
4. **APPROVAL OF AGENDA**
5. **COUNCIL REPORT**
6. **PUBLIC COMMENT** – The public is invited to comment on any subject under the jurisdiction of the Lindsay City Council. Please note that speakers that wish to comment on a Regular Item or Public Hearing on tonight's agenda will have an opportunity to speak when public comment for that item is requested by the Mayor. Comments shall be limited to three (3) minutes per person, with thirty (30) minutes for the total comment period, unless otherwise indicated by the Mayor. The public may also choose to submit a comment before the meeting via email. Public comments received via email will be distributed to the Council prior to the start of the meeting and incorporated into the official minutes; however, they will not be read aloud. Under state law, matters presented under public comment cannot be acted upon by the Council at this time.
7. **CITY MANAGER REPORT**
8. **CONSENT CALENDAR** – Routine items approved in one motion unless an item is pulled for discussion. There will be no separate discussion of these matters unless a request is made, in which event the item will be removed from the Consent Calendar to be discussed and voted upon by a separate motion.

8.1 Waive the Reading of Ordinance and Approve by Title Only.

Action & Recommendation: Approved the reading by title only of all ordinances and that further reading of such ordinances be waived.

Submitted by: Dalee Chang, Deputy City Clerk

8.2 Minutes of the Regular Meeting of June 24, 2025.

Action & Recommendation: Approve as submitted.

Submitted by: Dalee Chang, Deputy City Clerk

8.3 Warrant List for June 16, 2025 Through July 13, 2025.

Action & Recommendation: Accept the Warrant List for transaction dated June 16, 2025, through July 13, 2025.

Submitted by: Kuyler Crocker, Acting Director of Finance

8.4 Monthly Treasurer's Report for June 2025.

Action & Recommendation: Accept the June 2025 Treasurer's Report as presented.

Submitted by: Kuyler Crocker, Acting Director of Finance

8.5 Approval of Resolution 25-28 for Authorization to Submit a Revised Claim to Tulare County Association of Governments for RSTP Funds.

Action & Recommendation: Approved of Resolution No.25-28, a resolution of the City Council of the City of Lindsay authorizing staff to submit a claim to the Tulare County Association of Governments (TCAG) for Regional Surface Transportation Program (RSTP) Funds in exchange for Highway Accounts Funds.

Submitted by: Kuyler Crocker, Acting Director of Finance

8.6 Authorization to Issue Request for Proposal (RFP) for Independent Auditors.

Action & Recommendation: Approve authorization to issue request for proposal for Independent Auditors.

Submitted by: Kuyler Crocker, Acting Director of Finance

8.7 Authorization to Issue Request for Proposal (RFP) for IT Managed Services

Action & Recommendation: Approve authorization to issue request for proposal for IT Services.

Submitted by: Kuyler Crocker, Interim City Manager

9. PUBLIC HEARING

9.1 Public Hearing & Consider the Approval of Resolution 25-29 placing the Delinquent Sewer, Refuse, and Water Fees and Charges for the period ending July 22, 2025, on the Property Tax Roll for the Fiscal Year 2025-2026.

Action & Recommendation: Conduct public hearing & consider the approval of Resolution 25-29, A Resolution of the City Council of the City of Lindsay, County of Tulare, State of California, placing the Delinquent Sewer, Refuse, and Water Fees and Charges for the period ending July 22, 2025, on the Property Tax Roll for the Fiscal Year 2025-2026.

Submitted by: Kuyler Crocker, Acting Director of Finance

10. PRESENTATIONS ITEM

10.1 Baker Tilly (Moss Adams LLP) Financial Policies and Procedures Report Findings

Action & Recommendation: Review and Accept report provided by contract accounting firm Baker Tilly (Moss Adams LLP)

Presented by: Amy Ahyo, Baker Tilly Moss Adams LLP

11. ACTION ITEMS

11.1 Mason House & Museum Lease Renewal Agreement

Action & Recommendation: Approve the Mason House & Museum Lease Renewal Agreement.

Submitted by: Kuyler, Crocker, Interim City Manager

11.2 Labor Negotiations – Lindsay Police Officers Association and Lindsay City Professional Firefighters Association

Action & Recommendation: Approve the proposed changes to the Memorandum of Understanding (MOU) with the Lindsay Police Association and Professional Firefighters Association. Approve a Resolution No.25-30 a resolution of the City Council of the City of Lindsay providing the approving an updated Salary Matrix affecting Police Personnel Steps.

Submitted by: Vanessa Duran, Acting Human Resource Manager

11.3 Salary Matrix

Action & Recommendation: Approve of Resolution No.25-31 a resolution of the City Council of the City of Lindsay approving an updated salary matrix affecting police personnel steps.

Submitted by: Vanessa Duran, Acting Human Resource Manager

12. REQUEST FOR FUTURE ITEMS

13. EXECUTIVE (CLOSED) SESSION

13.1 Conference with Labor Negotiators

Pursuant to Cal Gov. Code § 54957.6

Agency Designated Representative: City Manager (or other designated negotiator)

Employee Organization: Lindsay City Employees' Association: Services Employees International Union (SEIU), Lindsay Public Safety Officers Association (LPOA), and Lindsay City Professional Firefighters' Association (LCPFA).

- 14. ADJOURNMENT –** Lindsay City Council meetings are held in the City Council Chambers at 251 E. Honolulu Street in Lindsay, California beginning at 6:00 P.M. on the second and fourth Tuesday of every month unless otherwise noticed. Materials related to an Agenda item submitted to the legislative body after distribution of the Agenda Packet are available for public inspection in the office of the City Clerk during normal business hours. A complete agenda is available at www.lindsay.ca.us. In compliance with the Americans with Disabilities Act & Ralph M. Brown Act, if you need special assistance to participate in this meeting, or to be able to access this agenda and documents in the agenda packet, please contact the office of the City Clerk at (559) 562-7102 x 8034. Notification prior to the meeting will enable the City to ensure accessibility to this meeting and/or provision of an alternative format of the agenda and documents in the agenda packet.

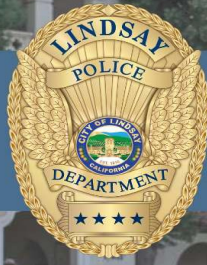
AFFIDAVIT OF POSTING AGENDA

I hereby certify, in conformance with Government Code Sections 54954.2 and 54956, this agenda was posted in the bulletin board at the front of City Hall, 251 E Honolulu St., as well as on the City of Lindsay's website (www.lindsay.ca.us).

DATE & TIME POSTED: Friday, July 18, 2025 at 03:45 p.m.

Dalee Chang, Deputy City Clerk

Weekly



Update

June 16th – June 22nd, 2025

Police Division Highlights:

Total Calls for Service: 139

Vehicle Vs. Fire Hydrant Traffic Collision / DUI Arrest

6/17/2025 at 2148 Hours:

Police and Fire units were dispatched to a report of a motor vehicle collision with unknown injuries in the area of Mariposa St and Central Ave. Upon arrival they located a silver Nissan Altima on its side, which had struck a fire hydrant and sheared it off its base. The driver, Carlos Robledo, 42, of Lindsay, was extricated from the vehicle and determined to be uninjured. He was, however, determined to be driving under the influence of alcohol, and while unlicensed. Robledo was arrested without incident, and it was later determined that his blood alcohol level was over three times the legal limit. His vehicle was impounded and City Services responded to shut off the water main to the hydrant.

Under the Influence of a Controlled Substance / Resisting Arrest

6/17/2025 at 1919 Hours:

While on patrol, Officer Steidley observed Guadalupe Aguilar, 20, of Lindsay in the area of Samoa St. and Gale Hill Ave., who upon contact was found to be displaying several objective symptoms of active drug influence. Aguilar was arrested and transported to the South County Detention Facility, where upon waiting to enter the booking area, Aguilar became physically aggressive and was subdued by Officer Steidley and Jail Staff.

Warrant Arrest

6/21/2025 at 0144 Hours:

Lindsay Officers responded to the 300 block of South Harvard Ave. where they contacted Andrew Cruz-Campos, 31, of Porterville, who was arrested for an active no-bail felony arrest warrant. Cruz-Campos was transported to the South County Detention Facility for booking.

Violation of a Criminal Protective Order / Warrant Arrest

6/21/2025 at 2120 Hours:

Lindsay Officers responded to the 300 block of South Harvard Ave. where they contacted Michael Barrera, 49, of Lindsay, who was determined to be in violation of the terms of a Criminal Protective Order. Barrera was also found to have an active arrest warrant out of San Bernardino County. Barrera was arrested and later booked at the South County Detention Facility.

Weekly



Update

Fire Division Highlights:

Total Calls for Service: 39

Grass Fire

6/17/2025 at 1548 Hours:

Lindsay officers and Patrol 87 responded to the area of Sherwood Ct. and Tulare Rd. for a report of a grass fire. Upon arrival they located approximately ¼ acre of light grass on fire west of Mt. Whitney Storage. Lindsay Fire and Tulare County Fire quickly brought the fire under control and prevented any damage to property.

TCFD Assist- Grass Fire

6/19/2025 at 1918 Hours:

Patrol 87 responded to the 21700 block of Avenue 196, Strathmore to assist Tulare County Fire resources on a large grass fire with several structure threats. Upon arrival LFD personnel assisted in fire suppression and overhaul until released by TCFD.

Grass Fire

6/20/2025 at 1842 Hours:

Lindsay Units and Patrol 87 responded to a report of a grass fire in the area of Locke Ave. and Santa Fe St. Upon arrival a small debris fire at an unoccupied homeless encampment was located and quickly extinguished with no loss to surrounding property.

TCFD Assist- Grass Fire

6/22/2025 at 1224 Hours:

Patrol 87 responded to the 21700 block of Avenue 196, Strathmore to assist Tulare County Fire resources on a second alarm grass fire with several structure threats. Upon arrival LFD personnel assisted in fire suppression and overhaul until released by TCFD.

TCFD Assist- Traffic Accident with Pin-in

6/22/2025 at 1527 Hours:

Truck 87 responded to the 24300 Block of Road 216, Lindsay, to assist Tulare County Fire with a rollover traffic accident with a pin-in. Upon arrival LFD personnel assisted in patient extrication through the windshield of the vehicle, which was resting on its side. The driver was then turned over to EMS for treatment of minor injuries, and the collision investigation was handled by CHP.

Weekly



Update

Special Events:

Friday Night Market attendance was up considerably from the prior week, with no reported issues.

Upcoming Events / Projects:

The controlled burn activity scheduled for 6/23/2025 at Lewis Hill with Cal-Fire TUU was cancelled due to unfavorable weather conditions. Once it is rescheduled, we will be recommitting personnel to assist for training purposes.

LPD Officers will be participating in the Northern California Special Olympics Law Enforcement Torch Run on Tuesday, June 24th, 2025 at around 2PM. Runners will start at LPD and carry the torch westbound on Hermosa St. to Jefferson School and back, before handing it off to the Porterville Police Department.

Nuisance complaints regarding aerial fireworks have started to come in, and we will be planning a special enforcement detail to address those igniting dangerous, illegal fireworks leading up to Independence Day.

Weekly



Update

June 30th – July 6th, 2025

Police Division Highlights:

Total Calls for Service: 169

Assault on a Firefighter / Assault on a Paramedic / Resisting Arrest

6/30/2025 at 1337 Hours:

Lindsay Police Officers responded to a report of a combative patient in the back of an ambulance at Samoa and Mirage. Upon arrival the subject, who was suspected of being under the influence of a controlled substance was found to have assaulted both a paramedic and firefighter in the back of the ambulance, which they were attempting to transport him to the hospital for treatment. The subject remained combative with officers until he was subdued and restrained. An LPD Officer followed the ambulance to the hospital where the subject was arrested and later released to hospital staff for continued care.

Violation of a Court Order / Possession of a Controlled Substance with Priors

6/30/2025 at 2210 Hours:

Lindsay Officers responded to the 300 block of S. Harvard Ave. for a report of a court order violation. Upon arrival they located Michael Barrera, 49, of Lindsay, who was found to be in violation of a court order, and in possession of suspected Methamphetamine with prior qualifying offenses. Barrera was arrested and later booked at the South County Detention Facility.

Domestic Violence

7/01/2025 at 0144 Hours:

Lindsay Officers responded to an address in the 400 block of N. Elmwood Ave. and arrested Braulio Morfin, 34, of Lindsay, for domestic violence and preventing a crime report. He was later booked into the South County Detention Facility.

Driving While Intoxicated

7/01/2025 at 0229 Hours:

Lindsay Officers contacted Laura Madrigal, 35, of Lindsay, during a traffic stop, and determined she had been driving her vehicle while under the influence of alcohol. Chemical testing would later reveal she was three times the legal limit for driving. She was booked at the South County Detention Facility.

Weekly



Update

Resisting Arrest / Possession of Drug Paraphernalia / Warrants

7/05/2025 at 2025 Hours:

While on patrol, Officer Steidley observed Melvin Quinteros, 35, of Lindsay, who was known to have active arrest warrants. Quinteros fled on a bicycle, but he was located and apprehended. He was further found to be in possession of drug paraphernalia and was later booked into the South County Detention Facility.

Disturbance / Brandishing a Deadly Weapon / Criminal Threats

7/05/2025 at 2251 Hours:

Lindsay Officers responded to a report of a disturbance in progress in the 800 block of North Sequoia Ave. and learned that Espiridion Baltazar, 34, of Lindsay had threatened to physically harm his girlfriend and brandished a metal pole at her. Baltazar was not immediately located, and a warrantless arrest authorization was issued for him. He was located on 7/06/2025 and arrested without incident prior to being booked at the South County Detention Facility.

Fire Division Highlights:

Total Calls for Service: 29

Vegetation Fire

7/04/2025 at 2311 Hours:

P87 and T87 responded to a report of a bush on fire next to a residence in the 800 block of E. Samoa St. Upon arrival a large bush was found to be fully engulfed and threatening the adjacent structure. Personnel took quick action, mitigating the hazard and extinguishing the fire, which was believed to have been caused by illegal fireworks.

Special Events:

Lindsay Officers assisted the Woodlake and Exeter Police Departments at their July 3rd Blast fireworks celebrations. Officers helped provide extra coverage for these large-scale events.

Additional personnel were on hand to staff the Independence Day Holiday, which went off largely without a hitch. Numerous illegal fireworks complaints were received, and officers issued five citations for offenders or responsible parties that were found to be in violation. One fire was caused by unlawful firework activity, but luckily no injuries or property loss resulted.

Weekly



Update

Upcoming Events / Projects:

A weekly, roving violent crime suppression detail has begun, which is a collaborative effort between the Woodlake, Lindsay, Exeter, and Farmersville Police Departments. Additional law enforcement units will be in town periodically to address any identified problems and provide high-visibility enforcement to suppress crime over the next several weeks.

Plans are underway for this year's National Night Out at the Lindsay Wellness and Aquatic Center on 8/05/2025



LINDSAY CITY COUNCIL REGULAR MEETING MINUTES

Lindsay Council Chambers
251 E Honolulu St., Lindsay CA 93247

Tuesday, June 24, 2025
6:00 p.m. – Regular Meeting

Proper notice of this meeting was given pursuant to Government Code Section 54954.2 and 54956.

STAFF PRESENT: Interim City Manager Kuyler Crocker, City Attorney Megan Crouch, Deputy City Clerk Carmen Wilson, Director of Recreation Services Armando da Silva, City Services Manager Joseph Avina, Acting City Services Director Ryan Heinks, Maintenance Supervisor Marshall Chairez.

1. CALL TO ORDER

Mayor Villarreal called to order the regular meeting of the Lindsay City Council at 6:00p.m. in the Council Chamber located at 251 E. Honolulu St.

2. INVOCATION

No invocation took place.

3. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Council Member Nave.

4. ROLL CALL

Council Present: Mayor Villarreal
Mayor Pro Tem Flores
Council member Nave
Council member Sanchez
Council member Soria

5. APPROVAL OF AGENDA

The agenda was approved 5-0.

6. PROCLAMATION

11.1 Recognizing 100 Years of the P.E.O. Sisterhood.

Council Member Adriana Nave read the Proclamation and introduced all members who were in attendance and mentioned member of Chapter EH & UL. Members of the Sisterhood Teresa Saucedo thanked the City Council for the recognition.

11.2 Designating July as Parks Makes Life Better! Month.

Mayor Misty Villarreal read the Proclamation for City of Lindsay Parks Supervisor Marshall Chairez. He accepted the proclamation on behalf of the City Crew.

7. COUNCIL REPORT

City Council Members Joe Soria, Rosaena Sanchez, Andriana Nave, Mayor Pro Tem Yolanda Flores, and Mayor Misty Villarreal reported on their attendance on various

affairs such as Lindsay Olive Bowl, Lindsay Transit Center, Kiwanis Event, Lindsay Skimmers Event, and Lindsay Truck Stop Progress.

8. CITY MANAGER REPORT

Interim City Manager Kuyler Crocker reported on the fine job Acting Public Safety Chief Nicolas Nave is doing. Interviews for City Clerk and Finance Director are being held in the upcoming weeks. Progress on Olive Bowl and EDC Meeting on Thursday June 26, 2025, at 6:00pm located in the City Council Chambers. Council meeting for July 8, 2025, is cancelled.

9. PUBLIC COMMENT

Anita Gustuson provided comment.

- 10. CONSENT CALENDAR** – Routine items approved in one motion unless an item is pulled for discussion. There will be no separate discussion of these matters unless a request is made, in which event the item will be removed from the Consent Calendar to be discussed and voted upon by separate motion.

10.1 Waive the Reading of Ordinance and Approve by Title Only.

Action & Recommendation: Approve the reading by title only of all ordinances and that further reading of such ordinances be waived.

10.2 Minutes of the regular Meeting of June 24, 2025.

Action & Recommendation: Approve as submitted.

Submitted by: Carmen Wilson, Deputy City Clerk

10.3 Warrant List for June 2, 2025 through June 15, 2025.

Action & Recommendation: Accept the Warrant List for transaction dates of June 2, 2025 through June 15, 2025.

Submitted by: Kuyler Crocker, Acting Director of Finance

10.4 Annual Report and Renewal of Military Equipment Use Ordinance

Action & Recommendation: Approve the Renewal of Ordinance 610, which added §2.24.030 to the Lindsay Municipal Code, related to military equipment pursuant to California Government Code §7071(e)(1).

Submitted by: Nicholas Nave, Interim Director of Public Safety

No items were pulled, Council Member Sanchez moved for the approval of the Consent Calendar. The motion was seconded by Mayor Pro Tem Flores, and unanimously approved 5-0.

11. PUBLIC HEARINGS

11.1 Public Hearing & Consider the Approval of Resolution 25-24 for the Continued Maintenance of Landscaping and Lighting Maintenance Districts 2025-2026 Fiscal Year

Action & Recommendation: Conduct public hearing & consider the approval of Resolution 25-24 ordering the continued maintenance of Landscaping and Lighting Maintenance Districts and confirming the Engineer's Report and Assessment for the 2025-2026 Fiscal Year.

Submitted by: Neyba Amezcua, Principal Project Manager for QK, Inc.

Public Hearing Open: Mayor Villarreal opened the public hearing at 6:35 p.m.

Public Comment: Public comment was provided by Eddie Alcantar regarding planting on their landscaping district, staff will look into that right away. No, other questions or comment to provide.

Public Hearing Closed: The Public Hearing closed at 6:36 p.m.

Council Action: Council Member Nave move for the approval of Resolution 25-24 for the continued maintenance of landscaping and Lighting Maintenance Districts 2025-2026 Fiscal Year. The motion was seconded by Council Member Sanchez, and unanimously approved 5-0.

11.2 Levy and Collection of Refuse and Delinquency Fees on County of Tulare Property Tax Rolls by Resolution 25-25.

Action & Recommendation: Public Hearing to Consider the Approval of Resolution 25-25, A Resolution of the City Council of the City of Lindsay, County of Tulare, State of California, Ordering the Levy and Collection of Annual Solid Waste Charges for the Fiscal Year 2025-2026.

Submitted by: Kuyler Crocker, Acting Director of Finance

Public Hearing Open: Mayor Villarreal opened the public at 6:40 p.m.

Public Comment: No public comment provided.

Public Hearing Closed: The Public Hearing Closed at 6:41 p.m.

Council Action: Council Member Soria moved for the approval of Resolution 25-25 Levy and Collection of Refuse and Delinquency Fees on County of Tulare Property Tax Rolls. The motion was seconded by Council Member Nave, and unanimously approved 5-0.

12. ACTION ITEMS

12.1 Sale of Vacant City-Owned Properties [122 E. Honolulu APN: 205-236-013-000, 100 E. Honolulu APN: 205-236-014-000, 190 S. Elmwood APN: 205-236-020-000, 116 S. Elmwood APN: 205-236-022-000].

Action & Recommendation: Authorize the sale of four vacant City-owned parcels of commercially zoned land, totaling approximately 46,132 square feet (1.05 acres), to Ernie Madrigal for a total purchase price of \$400,000. Authorize the City Manager to execute all necessary documents to complete the transaction, including but not limited to the purchase and sale agreement, escrow instructions, title and transfer documents, and any required regulatory filings. City Council to Authorize the City Manager to take any further actions necessary to facilitate the close of escrow in accordance with the terms of the agreement.

Submitted by: Kuyler Crocker, Interim City Manager

Public Comment: No public comment provided.

Council Action: Council Member Soria moved to approve the sale of the APN: 205-236-013, 205-236-014, 205-236-020, and 205-236-022. The motion was seconded by Council Member Nave, and unanimously approved 5-0.

12.2 Consider Approval of Resolution 25-26 for the Establishment of a Post-Employment Benefits Trust program administrated by the Public Agency Retirement Services (PARS).

Action & Recommendation: Approve Resolution 25-26 for the Establishment of a Post Employment Benefits Trust Program administrated by the Public Agency Retirement Services (PARS).

Submitted by: Kuyler Crocker, Interim City Manager

Public Comment: There were no public comments.

Council Action: Council Member Nave move to approve Resolution 25-26 authorizing participation in the PARS Post-Employment Benefits Trust Program to be administrated by Public Agency Retirement Services (PARS) and U.S Bank, appointing the City Manager as the City's Plan Administrator, and authorizing the City Manager to execute the necessary documents to implement the program. The motion was seconded by Council Member Soria, and unanimously approved 5-0.

12.3 Consider the Approval of Resolution 25-27 Continuing Expenditures and Revenues in Accordance with the Adopted Fiscal Year 2024-2025 Operating Budget and Fiscal Years Five-Year Capital Improvement Plan in Lieu of Fiscal Year 2025-2026 Budget.

Action & Recommendation: City Council adopt Resolution 25-27 and authorize a 60-day extension to finalize and present the Fiscal Year 2025-2026 Operating Budget and Five-Year Capital Improvement Plan Budget, while continuing to operate under the adopted 2024-2025 Fiscal Year budget.

Submitted by: Kuyler Crocker, Interim City Manager

Public Comment: There were no public comments.

Council Action: Council Member Nave move to approve Resolution 25-27 extending a 60-day extension to finalize and adopt the 2024-2025 operating budget. The motion was seconded by Council Member Sanchez, and unanimously approved 5-0.

13. REQUEST FOR FUTURE ITEMS

14. EXECUTIVE (CLOSED) SESSION

14.1 Conference with Labor Negotiators (Gov. Code § 54979.6)

Agency Designated Representative: City Manager (or other designated negotiator)

Employee Organization:

- Service Employees Internation Union (SEIU)
- Lindsay Police Officers Association (LPOA)
- Lindsay Professional Fire Fighters Association (LPFFA)

Council entered closed session at 7:25 pm. Council returned from closed session at 7:30pm with nothing to report.

15.ADJOURNMENT

The regular meeting was adjourned at 7:40 p.m.

Approved by Council: July 22, 2025.

Misty Villarreal, Mayor

ATTEST:

Dalee Chang, Deputy City Clerk

The next Regular Meeting of the Lindsay City Council is scheduled to be held on August 12, 2025.

DRAFT



STAFF REPORT

TO: Lindsay City Council

MEETING DATE: July 22, 2025

Item #: 8.3
Consent

DEPARTMENT: Finance

FROM: Kuyler Crocker, Acting Finance Director

AGENDA TITLE: Warrant List for June 16, 2025, through July 13, 2025

ACTION & RECOMMENDATION

Accept the Warrant List for transactions dated June 16, 2025, through July 13, 2025.

BACKGROUND | ANALYSIS

The warrant List for June 16, 2025, through July 13, 2025, is submitted for Council review and acceptance.

FISCAL IMPACT

There is no fiscal impact associated with this action.

ATTACHMENTS

1. Warrant List for June 16, 2025, through July 13, 2025.

Reviewed/Approved: _____

CITY OF LINDSAY | WARRANT LIST
TRANSACTION DATES: 06/16/2025 THROUGH 07/13/2025

Check#	Fund	Date	Vendor #	Vendor Name	Description	Amount
28225						\$418.64
	101 - GENERAL FUND	06/20/25	4660	CITY OF LINDSAY	DED:052 WELLNESS	39.70
	101 - GENERAL FUND	06/20/25	4660	CITY OF LINDSAY	DED:L203 CDBG LOAN	378.94
28226						\$373.42
	101 - GENERAL FUND	06/20/25	3192	SEIU LOCAL 521	DED:COPE COPE SEIU	2.00
	101 - GENERAL FUND	06/20/25	3192	SEIU LOCAL 521	DED:DUES UNION DUES	371.42
28227						\$6,653.93
	101 - GENERAL FUND	06/20/25	6452	GREAT-WEST TRUST	DED:0500 DEF COMP	1,862.56
	101 - GENERAL FUND	06/20/25	6452	GREAT-WEST TRUST	DED:0555 DC LOANPAY	2,101.45
	101 - GENERAL FUND	06/20/25	6452	GREAT-WEST TRUST	DED:151 DEFERCOMP	2,205.00
	101 - GENERAL FUND	06/20/25	6452	GREAT-WEST TRUST	DED:ROTH ROTH	484.92
28228						\$183.78
	101 - GENERAL FUND	06/20/25	7301	LINDSAY POLICE OFFI	DED:LPOA LPOA DUES	183.78
28229						\$73.82
	101 - GENERAL FUND	06/20/25	6246	MCDERMONT VENTURE I	DED:051 MCDERMONT	73.82
28230						\$62.76
	101 - GENERAL FUND	06/20/25	3042	STATE DISBURSEMENT	DED:0512 CHILD SUPT	62.76
28231						\$150.36
	400 - WELLNESS CENTER	06/20/25	3023	AAA SECURITY, INC.	W.C JUNE 2025	150.36
28232						\$383.96
	101 - GENERAL FUND	06/20/25	2873	ADVANTAGE ANSWERING	REISSUED CK26412	20.00
	101 - GENERAL FUND	06/20/25	2873	ADVANTAGE ANSWERING	FINANCE CHARGE	10.00
	101 - GENERAL FUND	06/20/25	2873	ADVANTAGE ANSWERING	REISSUED CK26412	59.00
	101 - GENERAL FUND	06/20/25	2873	ADVANTAGE ANSWERING	REISSUED CK26412	59.00
	101 - GENERAL FUND	06/20/25	2873	ADVANTAGE ANSWERING	REISSUED CK26412	58.99
	552 - WATER	06/20/25	2873	ADVANTAGE ANSWERING	REISSUED CK26412	58.99
	553 - SEWER	06/20/25	2873	ADVANTAGE ANSWERING	REISSUED CK26412	58.99
	554 - REFUSE	06/20/25	2873	ADVANTAGE ANSWERING	REISSUED CK26412	58.99
28233						\$1,010.00
	101 - GENERAL FUND	06/20/25	6504	ADVENTIST HEALTH TO	MAY 2025 LAB FEES	1,010.00
28234						\$546.08
	101 - GENERAL FUND	06/20/25	007	AG IRRIGATION SALES	2'ELECT VALVE W/FC/	156.59
	101 - GENERAL FUND	06/20/25	007	AG IRRIGATION SALES	FUSE FRN R-30	36.32
	101 - GENERAL FUND	06/20/25	007	AG IRRIGATION SALES	LOGIC PLUS RECIEVER	331.35
	552 - WATER	06/20/25	007	AG IRRIGATION SALES	MAINT SUPPLIES	21.82
28235						\$3,661.60
	101 - GENERAL FUND	06/20/25	6907	ALL VALLEY UNIFORMS	FIRE UNIFORM	256.73
	101 - GENERAL FUND	06/20/25	6907	ALL VALLEY UNIFORMS	FIRE UNIFORM	505.77
	101 - GENERAL FUND	06/20/25	6907	ALL VALLEY UNIFORMS	FIRE UNIFORM	505.77
	101 - GENERAL FUND	06/20/25	6907	ALL VALLEY UNIFORMS	FIRE UNIFORM	505.77
	101 - GENERAL FUND	06/20/25	6907	ALL VALLEY UNIFORMS	FIRE UNIFORM	1,381.79
	101 - GENERAL FUND	06/20/25	6907	ALL VALLEY UNIFORMS	FIRE UNIFORM	505.77
28236						\$38.51
	101 - GENERAL FUND	06/20/25	6362	AMERICAN BUSINESS M	FINANCE CHARGE	38.51
28237						\$298.99
	720 - HOME REVOLVING LN FUND	06/20/25	5123	ANDRADE ADRIANA	L97-14-OVERPMT PAYO	298.99
28238						\$221.85
	101 - GENERAL FUND	06/20/25	4041	ANGEL GARDEN FLOWER	OBF 2025 BOUQUET	221.85
28239						\$2,410.99
	553 - SEWER	06/20/25	5493	AQUA NATURAL SOLUTI	TONYVILLE-MICROBE L	2,410.99
28240						\$10,615.07
	552 - WATER	06/20/25	6630	AQUA-METRIC SALES,	WATER METERS	10,615.07
28241						\$297.04
	101 - GENERAL FUND	06/20/25	5457	AUTO ZONE COMMERCIA	TEST INVOICE REFUND	(16.30)
	101 - GENERAL FUND	06/20/25	5457	AUTO ZONE COMMERCIA	TEST-INVOICE	16.30
	101 - GENERAL FUND	06/20/25	5457	AUTO ZONE COMMERCIA	VEHICLE REPAIR MAIN	9.56
	101 - GENERAL FUND	06/20/25	5457	AUTO ZONE COMMERCIA	BAL INV 03329397142	0.10
	552 - WATER	06/20/25	5457	AUTO ZONE COMMERCIA	MTNCE MATERIALS	113.27
	552 - WATER	06/20/25	5457	AUTO ZONE COMMERCIA	TRUCK57-OIL,FILTER	30.42
	553 - SEWER	06/20/25	5457	AUTO ZONE COMMERCIA	MTNCE MATERIALS	113.26
	553 - SEWER	06/20/25	5457	AUTO ZONE COMMERCIA	TRUCK57-OIL,FILTER	30.43

28242						\$2,004.26
	101 - GENERAL FUND	06/20/25	5381	AWAKE SKATE SHOP	BANNER	2,004.26
28243						\$557.00
	101 - GENERAL FUND	06/20/25	5013	BUZZ KILL PEST CONT	157N MIRAGE PEST DE	35.00
	101 - GENERAL FUND	06/20/25	5013	BUZZ KILL PEST CONT	911NPARKSIDE PEST 1	29.00
	101 - GENERAL FUND	06/20/25	5013	BUZZ KILL PEST CONT	174 SWEETBRIER PEST	36.00
	400 - WELLNESS CENTER	06/20/25	5013	BUZZ KILL PEST CONT	801ELMWOOD PEST DEC	27.00
	400 - WELLNESS CENTER	06/20/25	5013	BUZZ KILL PEST CONT	W.C PEST DEC	87.00
	400 - WELLNESS CENTER	06/20/25	5013	BUZZ KILL PEST CONT	W.C PEST JAN 2025	89.00
	400 - WELLNESS CENTER	06/20/25	5013	BUZZ KILL PEST CONT	W.C PEST MARCH 2025	89.00
	552 - WATER	06/20/25	5013	BUZZ KILL PEST CONT	729WHONOLULU PEST	30.00
	553 - SEWER	06/20/25	5013	BUZZ KILL PEST CONT	23611RD196 PEST DEC	35.00
	886 - SAMOA	06/20/25	5013	BUZZ KILL PEST CONT	165-173WSAMOA PEST	45.00
	887 - SWEETBRIER TOWNHOUSES	06/20/25	5013	BUZZ KILL PEST CONT	201-265SWEETBRIER P	55.00
28244						\$35.16
	101 - GENERAL FUND	06/20/25	3056	CALIFORNIA TURF EQU	5484EXMARK	35.16
28245						\$486.59
	101 - GENERAL FUND	06/20/25	6351	CANON FINANCIAL SER	JUNE 2025 SN3FW0116	385.87
	400 - WELLNESS CENTER	06/20/25	6351	CANON FINANCIAL SER	W.C 6/1/2025-6/30/2	100.72
28246						\$5,716.81
	553 - SEWER	06/20/25	7313	CARDINAL BLUE SOLAR	05/1/2025-05/31/202	5,716.81
28247						\$351.25
	400 - WELLNESS CENTER	06/20/25	6500	CHARTER COMMUNICATI	INV#0044958060425	351.25
28248						\$215.53
	400 - WELLNESS CENTER	06/20/25	5832	CINTAS CORPORATION	W.C CLEANING SANITA	215.53
28249						\$4,702.48
	883 - SIERRA VIEW ASSESSMENT	06/20/25	6090	CLEAN CUT LANDSCAPE	SIERRAVIEW-MAY LAND	1,298.00
	884 - HERITAGE ASSESSMENT DIST	06/20/25	6090	CLEAN CUT LANDSCAPE	HERITAGE-MAY LANDSA	315.00
	886 - SAMOA	06/20/25	6090	CLEAN CUT LANDSCAPE	SAMOA-MAY LANDSCAPE	154.00
	887 - SWEETBRIER TOWNHOUSES	06/20/25	6090	CLEAN CUT LANDSCAPE	HERMODA-MAY LANDSCA	546.00
	887 - SWEETBRIER TOWNHOUSES	06/20/25	6090	CLEAN CUT LANDSCAPE	SWEETBRIER-EXTRA WO	664.00
	888 - PARKSIDE	06/20/25	6090	CLEAN CUT LANDSCAPE	PARKSIDE-MAY LANDSA	225.00
	889 - SIERRA VISTA ASSESSMENT	06/20/25	6090	CLEAN CUT LANDSCAPE	SIERRAVISTA-MAY LAN	97.00
	890 - MAPLE VALLEY ASSESSMENT	06/20/25	6090	CLEAN CUT LANDSCAPE	MAPLE- MAY LANDSCAP	55.00
	891 - PELOUS RANCH	06/20/25	6090	CLEAN CUT LANDSCAPE	PELOUS-EXTRA WORK	763.48
	891 - PELOUS RANCH	06/20/25	6090	CLEAN CUT LANDSCAPE	PELOUS-MAY LANDSACP	585.00
28250						\$2,383.52
	101 - GENERAL FUND	06/20/25	6672	COLBY'S TIRE,TOWING	LIC:1226638 MAINT	242.63
	101 - GENERAL FUND	06/20/25	6672	COLBY'S TIRE,TOWING	LIC1361755 MAINT	150.55
	101 - GENERAL FUND	06/20/25	6672	COLBY'S TIRE,TOWING	LIC1361777 TIRE	321.56
	101 - GENERAL FUND	06/20/25	6672	COLBY'S TIRE,TOWING	VIN:1FDBF2460 BATTE	316.54
	101 - GENERAL FUND	06/20/25	6672	COLBY'S TIRE,TOWING	VIN:1FM5K8AB4 MAINT	141.63
	101 - GENERAL FUND	06/20/25	6672	COLBY'S TIRE,TOWING	VIN:2FAFP71W8 TIRES	289.75
	101 - GENERAL FUND	06/20/25	6672	COLBY'S TIRE,TOWING	VIN1FM5K8AB3 MAINT	920.86
28251						\$20.00
	101 - GENERAL FUND	06/20/25	2623	COUNTY CLERK TULARE	LIEN RELEASE #710	20.00
28252						\$125.00
	400 - WELLNESS CENTER	06/20/25	7072	CPRS DISTRICT 7	5 W.C STAFF TRAININ	125.00
28253						\$200.53
	101 - GENERAL FUND	06/20/25	102	CULLIGAN	55962 185GALEHILL M	200.53
28254						\$2,537.67
	101 - GENERAL FUND	06/20/25	7358	CUMMINS INC- CSSNA	C340214	689.83
	101 - GENERAL FUND	06/20/25	7358	CUMMINS INC- CSSNA	C340214	461.96
	101 - GENERAL FUND	06/20/25	7358	CUMMINS INC- CSSNA	C340214	461.96
	552 - WATER	06/20/25	7358	CUMMINS INC- CSSNA	C340214	461.96
	553 - SEWER	06/20/25	7358	CUMMINS INC- CSSNA	C340214	461.96
28256						\$2,550.00
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	APR 2025	14.06
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JAN 2025	14.03
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JUN 2025	14.06
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	APR 2025	13.17
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JAN 2025	13.18
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JUN 2025	13.17
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	APR 2025	42.75
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JAN 2025	42.76
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JUN 2025	42.75
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	APR 2025	308.63
	101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JAN 2025	308.64

101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JUN 2025	308.63
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	APR 2025	48.79
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JAN 2025	48.79
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JUN 2025	48.79
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	APR 2025	28.39
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JAN 2025	28.39
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JUN 2025	28.39
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	APR 2025	50.57
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JAN 2025	50.58
101 - GENERAL FUND	06/20/25	6118	CVIN LLC	JUN 2025	50.57
261 - GAS TAX FUND	06/20/25	6118	CVIN LLC	APR 2025	20.31
261 - GAS TAX FUND	06/20/25	6118	CVIN LLC	JAN 2025	20.32
261 - GAS TAX FUND	06/20/25	6118	CVIN LLC	JUN 2025	20.31
263 - TRANSPORTATION	06/20/25	6118	CVIN LLC	APR 2025	16.66
263 - TRANSPORTATION	06/20/25	6118	CVIN LLC	JAN 2025	16.66
263 - TRANSPORTATION	06/20/25	6118	CVIN LLC	JUN 2025	16.66
400 - WELLNESS CENTER	06/20/25	6118	CVIN LLC	APR 2025	117.04
400 - WELLNESS CENTER	06/20/25	6118	CVIN LLC	JAN 2025	117.05
400 - WELLNESS CENTER	06/20/25	6118	CVIN LLC	JUN 2025	117.04
552 - WATER	06/20/25	6118	CVIN LLC	APR 2025	77.94
552 - WATER	06/20/25	6118	CVIN LLC	JAN 2025	77.91
552 - WATER	06/20/25	6118	CVIN LLC	JUN 2025	77.94
553 - SEWER	06/20/25	6118	CVIN LLC	APR 2025	78.20
553 - SEWER	06/20/25	6118	CVIN LLC	JAN 2025	78.20
553 - SEWER	06/20/25	6118	CVIN LLC	JUN 2025	78.20
554 - REFUSE	06/20/25	6118	CVIN LLC	APR 2025	30.77
554 - REFUSE	06/20/25	6118	CVIN LLC	JAN 2025	30.77
554 - REFUSE	06/20/25	6118	CVIN LLC	JUN 2025	30.77
556 - VITA-PAKT	06/20/25	6118	CVIN LLC	APR 2025	2.72
556 - VITA-PAKT	06/20/25	6118	CVIN LLC	JAN 2025	2.72
556 - VITA-PAKT	06/20/25	6118	CVIN LLC	JUN 2025	2.72
28257					\$609.00
101 - GENERAL FUND	06/20/25	316	DEPT OF JUSTICE	MAY 2025-LIVE SCAN	609.00
28258					\$55,256.85
781 - CAL HOME RLF	06/20/25	2540	DEPT.OF HOUSING & C	CAL HOME JAN 2025	55,256.85
28259					\$3,166.50
700 - CDBG REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	CDBG APRIL 2025	3,166.50
28260					\$3,175.71
700 - CDBG REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	CDBG FEB 2025	3,175.71
28261					\$2,148.37
700 - CDBG REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	CDBG JAN 2025	2,148.37
28262					\$3,768.71
700 - CDBG REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	CDBG MARCH 2025	3,768.71
28263					\$4,889.70
700 - CDBG REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	CDBG MAY 2025	4,889.70
28264					\$11,353.43
720 - HOME REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	HOME APRIL 2025	11,353.43
28265					\$11,801.21
720 - HOME REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	HOME FEB 2025	11,801.21
28266					\$43,450.84
720 - HOME REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	HOME JAN 2025	43,450.84
28267					\$18,742.34
720 - HOME REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	HOME MARCH 2025	18,742.34
28268					\$11,998.04
720 - HOME REVOLVING LN FUND	06/20/25	2540	DEPT.OF HOUSING & C	HOME MAY 2025	11,998.04
28269					\$128.10
101 - GENERAL FUND	06/20/25	5596	DIVISON OF THE STAT	CASP QTR 2024-4	427.00
101 - GENERAL FUND	06/20/25	5596	DIVISON OF THE STAT	CASP QTR 2024-4	(298.90)
28270					\$75.00
400 - WELLNESS CENTER	06/20/25	5912	DURAN YVETTE	MAY POUND CLASSES	75.00
28271					\$125.00
400 - WELLNESS CENTER	06/20/25	6599	EDWARDS MARIA	MAY 2025 ZUMBA CLAS	125.00

28272						\$80.98
	101 - GENERAL FUND	06/20/25	3218	FARMERS TRACTOR & E	BLADE MOWER	157.12
	101 - GENERAL FUND	06/20/25	3218	FARMERS TRACTOR & E	RETURNED BLADE	(76.14)
28273						\$275.00
	101 - GENERAL FUND	06/20/25	4068	FLORES YOLANDA	JUNE COUNCIL STIPEN	275.00
28274						\$73.18
	101 - GENERAL FUND	06/20/25	1450	FRESNO OXYGEN & WEL	OTHER SERVICES	73.18
28275						\$385.47
	101 - GENERAL FUND	06/20/25	1925	FRUIT GROWERS SUPPL	PARKS- OTHER EQUIP	385.47
28276						\$100.00
	101 - GENERAL FUND	06/20/25	7357	GONZALEZ GENESIS	#60624 DEPOSIT REFU	100.00
28277						\$925.00
	400 - WELLNESS CENTER	06/20/25	6973	GUND ELIZABETH	YOGA CHAIR CLASS MA	925.00
28278						\$125.00
	400 - WELLNESS CENTER	06/20/25	5819	GUTIERREZ ANITA	MAY ZUMBA CLASSES	125.00
28279						\$254.41
	261 - GAS TAX FUND	06/20/25	1391	HOME DEPOT	VOLT BATT XING SIGN	254.41
28280						\$594.76
	101 - GENERAL FUND	06/20/25	7200	INFOARMOR INC	INDENTITY PLAN JAN-	594.76
28281						\$100.00
	101 - GENERAL FUND	06/20/25	7353	LEMUS LILIANA	#60625 DEPOSIT REFU	100.00
28282						\$227.60
	400 - WELLNESS CENTER	06/20/25	5788	LINCOLN AQUATICS	BOTTLE DEPOSIT	(270.00)
	400 - WELLNESS CENTER	06/20/25	5788	LINCOLN AQUATICS	GAL DEPOSIT REFUND	(1,010.00)
	400 - WELLNESS CENTER	06/20/25	5788	LINCOLN AQUATICS	POOL CHEMICALS	1,507.60
28284						\$563.04
	101 - GENERAL FUND	06/20/25	1422	LINDSAY TRUE VALUE	MAY 2025 C.S	167.95
	101 - GENERAL FUND	06/20/25	1422	LINDSAY TRUE VALUE	MAY 2025 C.S	51.09
	101 - GENERAL FUND	06/20/25	1422	LINDSAY TRUE VALUE	MAY 2025 C.S	222.29
	101 - GENERAL FUND	06/20/25	1422	LINDSAY TRUE VALUE	MAY 2025 C.S	22.82
	552 - WATER	06/20/25	1422	LINDSAY TRUE VALUE	MAY 2025 C.S	73.90
	553 - SEWER	06/20/25	1422	LINDSAY TRUE VALUE	MAY 2025 C.S	24.99
28285						\$672.25
	101 - GENERAL FUND	06/20/25	2933	MALLORY CO.	50BX GLOVE LATEX	672.25
28286						\$5,936.60
	553 - SEWER	06/20/25	6550	MARIO SAGREDO ELECT	WWTP MOTOR REBUILD	5,936.60
28287						\$7,222.64
	101 - GENERAL FUND	06/20/25	7091	MARQUEZ HEATING & C	CM OFFICE AC	7,222.64
28288						\$50.00
	400 - WELLNESS CENTER	06/20/25	7298	MEDINA ROMELIA	4/17 ZUMBA GOLD CLA	25.00
	400 - WELLNESS CENTER	06/20/25	7298	MEDINA ROMELIA	5/29/25 ZUMBA GOLD	25.00
28289						\$180.00
	101 - GENERAL FUND	06/20/25	5852	MID VALLEY DISPOSAL	RENTAL CHARGE MAY	180.00
28290						\$59,356.48
	460 - CA STATE PARKS	06/20/25	7307	MISSION BANK	APP# 9	59,356.48
28291						\$7,792.50
	460 - CA STATE PARKS	06/20/25	6639	MOORE IACOFANO GOLT	MAY 2025 SERVICES	7,792.50
28292						\$2,000.00
	101 - GENERAL FUND	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	33.00
	101 - GENERAL FUND	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	31.00
	101 - GENERAL FUND	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	100.60
	101 - GENERAL FUND	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	726.20
	101 - GENERAL FUND	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	114.80
	101 - GENERAL FUND	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	66.80
	101 - GENERAL FUND	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	119.00
	261 - GAS TAX FUND	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	47.80
	263 - TRANSPORTATION	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	39.20
	400 - WELLNESS CENTER	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	275.40
	552 - WATER	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	183.40
	553 - SEWER	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	184.00
	554 - REFUSE	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	72.40
	556 - VITA-PAKT	06/20/25	6947	MOSS, LEVY & HARTZH	6/30/24 FIELDWORK	6.40
28293						\$250.00
	101 - GENERAL FUND	06/20/25	5236	NAVE ADRIANA MARIA	JUNE COUNCIL STIPEND	250.00
28294						\$438.61
	552 - WATER	06/20/25	6673	PACE SUPPLY CORP	2 FLANGES FOR METER	438.61

28295						\$1,978.50
	552 - WATER	06/20/25	6498	PACWEST DIRECT	6/11 UB PRINTING	747.31
	552 - WATER	06/20/25	6498	PACWEST DIRECT	6/9 DELINQUENT BILL	241.94
	553 - SEWER	06/20/25	6498	PACWEST DIRECT	6/11 UB PRINTING	747.30
	553 - SEWER	06/20/25	6498	PACWEST DIRECT	6/9 DELINQUENT BILL	241.95
28296						\$75.00
	101 - GENERAL FUND	06/20/25	7356	PANIAGUA GIVISIA	#61070 DEPOSIT REFUND	75.00
28297						\$325.00
	400 - WELLNESS CENTER	06/20/25	3208	PATTERSON SHANNON	AEROBIC CLASSES APR	200.00
	400 - WELLNESS CENTER	06/20/25	3208	PATTERSON SHANNON	AEROBIC CLASSES MAY	125.00
28298						\$191.53
	101 - GENERAL FUND	06/20/25	276	PORTERVILLE RECORDER	AD#483535 6/12/25	191.53
28299						\$4,005.40
	552 - WATER	06/20/25	4618	PROVOST & PRITCHARD	DBP DESIGN MAY 2025	376.00
	553 - SEWER	06/20/25	4618	PROVOST & PRITCHARD	GWMR MAY 2025	1,887.80
	556 - VITA-PAKT	06/20/25	4618	PROVOST & PRITCHARD	VITA CNSLTNG SRVS M	1,741.60
28300						\$978.83
	101 - GENERAL FUND	06/20/25	285	QUILL CORPORATION	CABLE TIE	43.65
	101 - GENERAL FUND	06/20/25	285	QUILL CORPORATION	P.S SUPPLIES	167.22
	101 - GENERAL FUND	06/20/25	285	QUILL CORPORATION	P.S SUPPLIES	286.71
	400 - WELLNESS CENTER	06/20/25	285	QUILL CORPORATION	CLUBWIPES W.C	293.59
	400 - WELLNESS CENTER	06/20/25	285	QUILL CORPORATION	TRASH BAGS W.C	187.66
28301						\$100.00
	101 - GENERAL FUND	06/20/25	7225	SAMANO ANA	#61058 DEPOSIT REFUND	100.00
28302						\$250.00
	101 - GENERAL FUND	06/20/25	5511	SANCHEZ ROSAENA	JUNE COUNCIL STIPEND	250.00
28303						\$580.00
	101 - GENERAL FUND	06/20/25	302	SEQUOIA TOWING	TOW- 2012 HONDA 5/6	290.00
	101 - GENERAL FUND	06/20/25	302	SEQUOIA TOWING	TOW 2018 CHEV 5/6	290.00
28304						\$10,229.64
	552 - WATER	06/20/25	4555	THATCHER COMPANY IN	2025250103227	53,254.92
	552 - WATER	06/20/25	4555	THATCHER COMPANY IN	2025250103239	(53,254.92)
	552 - WATER	06/20/25	4555	THATCHER COMPANY IN	2025250103240 CHLOR	12,029.64
	552 - WATER	06/20/25	4555	THATCHER COMPANY IN	2025250900608 DEPOS	(1,800.00)
28305						\$250.00
	101 - GENERAL FUND	06/20/25	4942	SORIA JOSE JR.	JUNE COUNCIL STIPEND	250.00
28306						\$635.42
	101 - GENERAL FUND	06/20/25	310	SOUTHERN CA. EDISON	113 W HICKORY 1250P	0.35
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	113 W HICKORY 1250P	84.44
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700271196179 108 HE	30.04
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700345129983 269SWE	56.68
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700439853113 108HER	86.08
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700477296224 151SAM	50.14
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700477332697 135HON	121.81
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700482892316 150HON	126.16
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700482892316 151HON	66.27
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700506806452 157 MI	48.10
	261 - GAS TAX FUND	06/20/25	310	SOUTHERN CA. EDISON	700506806452 157MIR	(34.65)
28307						\$4,866.77
	101 - GENERAL FUND	06/20/25	5755	TELEPACIFIC COMMUNI	06/9-7/8 COMMUNICAT	71.93
	101 - GENERAL FUND	06/20/25	5755	TELEPACIFIC COMMUNI	06/9-7/8 COMMUNICAT	588.02
	101 - GENERAL FUND	06/20/25	5755	TELEPACIFIC COMMUNI	06/9-7/8 COMMUNICAT	834.12
	101 - GENERAL FUND	06/20/25	5755	TELEPACIFIC COMMUNI	06/9-7/8 COMMUNICAT	1,265.85
	101 - GENERAL FUND	06/20/25	5755	TELEPACIFIC COMMUNI	06/9-7/8 COMMUNICAT	789.32
	400 - WELLNESS CENTER	06/20/25	5755	TELEPACIFIC COMMUNI	06/9-7/8 COMMUNICAT	783.87
	552 - WATER	06/20/25	5755	TELEPACIFIC COMMUNI	06/9-7/8 COMMUNICAT	133.70
	553 - SEWER	06/20/25	5755	TELEPACIFIC COMMUNI	06/9-7/8 COMMUNICAT	399.96
28308						\$1,692.30
	101 - GENERAL FUND	06/20/25	144	THE GAS COMPANY	06179979361 185 GAL	31.23
	101 - GENERAL FUND	06/20/25	144	THE GAS COMPANY	06179979361 140MIRA	24.56
	101 - GENERAL FUND	06/20/25	144	THE GAS COMPANY	06179979361 251 E H	347.85
	400 - WELLNESS CENTER	06/20/25	144	THE GAS COMPANY	06179979361 W.C	1,288.66
28309						\$301.35
	101 - GENERAL FUND	06/20/25	5792	THOMSON REUTERS - W	JUNE SOFTWARE	301.35

28310						\$805.72
	101 - GENERAL FUND	06/20/25	7273	T-MOBILE USA INC	202162798 4/15-5/20	31.15
	101 - GENERAL FUND	06/20/25	7273	T-MOBILE USA INC	202162798 4/15-5/20	31.15
	101 - GENERAL FUND	06/20/25	7273	T-MOBILE USA INC	202162798 4/15-5/20	681.12
	101 - GENERAL FUND	06/20/25	7273	T-MOBILE USA INC	202162798 4/15-5/20	31.15
	400 - WELLNESS CENTER	06/20/25	7273	T-MOBILE USA INC	202162798 4/15-5/20	31.15
28312						\$13,811.25
	101 - GENERAL FUND	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	227.84
	101 - GENERAL FUND	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	214.08
	101 - GENERAL FUND	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	694.71
	101 - GENERAL FUND	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	5,014.87
	101 - GENERAL FUND	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	792.76
	101 - GENERAL FUND	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	461.29
	101 - GENERAL FUND	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	821.77
	261 - GAS TAX FUND	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	330.10
	263 - TRANSPORTATION	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	270.71
	400 - WELLNESS CENTER	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	1,901.81
	552 - WATER	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	1,266.50
	553 - SEWER	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	1,270.64
	554 - REFUSE	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	499.97
	556 - VITA-PAKT	06/20/25	7305	TYLER TECHNOLOGIES,	PROJ&PHSE PLANNING	44.20
28313						\$1,127,773.18
	460 - CA STATE PARKS	06/20/25	7300	UNIFIED FIELD SERVI	APP 9 MAY	1,127,773.18
28314						\$2,732.01
	552 - WATER	06/20/25	356	USA BLUEBOOK	CONSTRUCT WATER MET	2,305.84
	552 - WATER	06/20/25	356	USA BLUEBOOK	OPEATING SUPPLIES	23.05
	552 - WATER	06/20/25	356	USA BLUEBOOK	OPERATING SUPPLIES	403.12
28315						\$596.70
	101 - GENERAL FUND	06/20/25	1041	VERIZON WIRELESS	642065758-0004 PS5/	596.70
28316						\$40.42
	552 - WATER	06/20/25	1041	VERIZON WIRELESS	642065758-0003 SCAD	20.21
	553 - SEWER	06/20/25	1041	VERIZON WIRELESS	642065758-0003 SCAD	20.21
28317						\$300.00
	101 - GENERAL FUND	06/20/25	4873	VILLARREAL MISTY	JUNE COUNCIL STIPEND	300.00
28318						\$53,943.16
	306 - COVID-19 ARPA FUND	06/20/25	7295	4CREEKS INC	PROJECT KAKU PARK	53,943.16
28319						\$4,002.00
	306 - COVID-19 ARPA FUND	06/20/25	399	QUAD KNOPF,INC.	STAKING KAKU	4,002.00
28320						\$418.64
	101 - GENERAL FUND	06/27/25	4660	CITY OF LINDSAY	DED:052 WELLNESS	39.70
	101 - GENERAL FUND	06/27/25	4660	CITY OF LINDSAY	DED:L203 CDBG LOAN	378.94
28321						\$346.49
	101 - GENERAL FUND	06/27/25	3192	SEIU LOCAL 521	DED:COPE COPE SEIU	2.00
	101 - GENERAL FUND	06/27/25	3192	SEIU LOCAL 521	DED:DUES UNION DUES	344.49
28322						\$6,317.93
	101 - GENERAL FUND	06/27/25	6452	GREAT-WEST TRUST	DED:0500 DEF COMP	1,862.56
	101 - GENERAL FUND	06/27/25	6452	GREAT-WEST TRUST	DED:0555 DC LOANPAY	2,101.45
	101 - GENERAL FUND	06/27/25	6452	GREAT-WEST TRUST	DED:151 DEFERCOMP	1,869.00
	101 - GENERAL FUND	06/27/25	6452	GREAT-WEST TRUST	DED:ROTH ROTH	484.92
28323						\$183.78
	101 - GENERAL FUND	06/27/25	7301	LINDSAY POLICE OFFI	DED:LPOA LPOA DUES	183.78
28324						\$73.82
	101 - GENERAL FUND	06/27/25	6246	MCDERMONT VENTURE I	DED:051 MCDERMONT	73.82
28325						\$62.76
	101 - GENERAL FUND	06/27/25	3042	STATE DISBURSEMENT	DED:0512 CHILD SUPT	62.76
28326						\$126.75
	101 - GENERAL FUND	06/27/25	1498	STATE OF CALIF FRAN	DED:0511 FTB - DEBT	126.75
28327						\$36.32
	101 - GENERAL FUND	06/30/25	007	AG IRRIGATION SALES	FUSE FRN	36.32

28328						\$0.00
101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	2 DURALAST BATTERY	-	
101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	BATTERY RETURN	-	
101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	BULB	-	
101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	CLEANER DEGREASER	-	
101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	WASH WAX	-	
101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	WIPER BLADES	-	
101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	2019 #4388 OILFILTE	-	
101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	ACCIDENT PLAN JUNE	-	
553 - SEWER	06/30/25	5457	AUTO ZONE COMMERCIA	OPERATING SUPPLIES	-	
28329						\$5,261.57
552 - WATER	06/30/25	051	BSK	BACTI 5/27/25	3,947.50	
553 - SEWER	06/30/25	051	BSK	WWTP	814.69	
556 - VITA-PAKT	06/30/25	051	BSK	VITA PAKT	499.38	
28330						\$402.00
101 - GENERAL FUND	06/30/25	5013	BUZZ KILL PEST CONT	157MIRAGE PEST CONT	37.00	
101 - GENERAL FUND	06/30/25	5013	BUZZ KILL PEST CONT	911PARKSIDE PEST CO	32.00	
101 - GENERAL FUND	06/30/25	5013	BUZZ KILL PEST CONT	175SWEET PEST CONTR	39.00	
400 - WELLNESS CENTER	06/30/25	5013	BUZZ KILL PEST CONT	801ELMWOOD PESTCONT	30.00	
400 - WELLNESS CENTER	06/30/25	5013	BUZZ KILL PEST CONT	W.C PEST CONTROL	89.00	
552 - WATER	06/30/25	5013	BUZZ KILL PEST CONT	729 HONOLULU PEST C	33.00	
553 - SEWER	06/30/25	5013	BUZZ KILL PEST CONT	23611RD196 PEST CON	38.00	
886 - SAMOA	06/30/25	5013	BUZZ KILL PEST CONT	165-173SAMOA PESTCO	47.00	
887 - SWEETBRIER TOWNHOUSES	06/30/25	5013	BUZZ KILL PEST CONT	201-265SWEETBRI PES	57.00	
28333						\$2,237.44
101 - GENERAL FUND	06/30/25	5832	CINTAS CORPORATION	OPERATING SUPPLIES	231.69	
101 - GENERAL FUND	06/30/25	5832	CINTAS CORPORATION	OPERATING SUPPLIES	231.68	
101 - GENERAL FUND	06/30/25	5832	CINTAS CORPORATION	OPERATING SUPPLIES	231.68	
400 - WELLNESS CENTER	06/30/25	5832	CINTAS CORPORATION	W.C CLEANING/SANITA	218.63	
552 - WATER	06/30/25	5832	CINTAS CORPORATION	ASHLEY-BOOTS	81.57	
552 - WATER	06/30/25	5832	CINTAS CORPORATION	J.GUTIERREZ BOOTS	187.01	
552 - WATER	06/30/25	5832	CINTAS CORPORATION	OPERATING SUPPLIES	231.74	
553 - SEWER	06/30/25	5832	CINTAS CORPORATION	ASHLEY-BOOTS	81.56	
553 - SEWER	06/30/25	5832	CINTAS CORPORATION	J.GUTIERREZ BOOTS	46.75	
553 - SEWER	06/30/25	5832	CINTAS CORPORATION	OPERATING SUPPLIES	231.73	
554 - REFUSE	06/30/25	5832	CINTAS CORPORATION	OPERATING SUPPLIES	231.70	
556 - VITA-PAKT	06/30/25	5832	CINTAS CORPORATION	OPERATING SUPPLIES	231.70	
28334						\$13,945.07
883 - SIERRA VIEW ASSESSMENT	06/30/25	086	CITY OF LINDSAY - UB	001759-01	1,689.09	
884 - HERITAGE ASSESSMENT DIST	06/30/25	086	CITY OF LINDSAY - UB	001711-01	467.38	
884 - HERITAGE ASSESSMENT DIST	06/30/25	086	CITY OF LINDSAY - UB	001720-01	750.97	
886 - SAMOA	06/30/25	086	CITY OF LINDSAY - UB	003533-01	556.03	
887 - SWEETBRIER TOWNHOUSES	06/30/25	086	CITY OF LINDSAY - UB	003609-01	1,424.70	
888 - PARKSIDE	06/30/25	086	CITY OF LINDSAY - UB	003532-01	1,950.46	
889 - SIERRA VISTA ASSESSMENT	06/30/25	086	CITY OF LINDSAY - UB	003954-00	666.14	
890 - MAPLE VALLEY ASSESSMENT	06/30/25	086	CITY OF LINDSAY - UB	003614-01	383.57	
890 - MAPLE VALLEY ASSESSMENT	06/30/25	086	CITY OF LINDSAY - UB	003615-01	338.38	
891 - PELOUS RANCH	06/30/25	086	CITY OF LINDSAY - UB	003606-01	1,654.20	
891 - PELOUS RANCH	06/30/25	086	CITY OF LINDSAY - UB	003607-01	390.93	
891 - PELOUS RANCH	06/30/25	086	CITY OF LINDSAY - UB	003608-01	1,009.03	
891 - PELOUS RANCH	06/30/25	086	CITY OF LINDSAY - UB	003616-01	1,563.01	
891 - PELOUS RANCH	06/30/25	086	CITY OF LINDSAY - UB	003617-01	1,101.18	
28335						\$1,218.00
101 - GENERAL FUND	06/30/25	6672	COLBY'S TIRE,TOWING	IMP 25L-03009 MERCE	579.00	
101 - GENERAL FUND	06/30/25	6672	COLBY'S TIRE,TOWING	IMP 25L-03425 HONDA	639.00	
28336						\$100.00
101 - GENERAL FUND	06/30/25	7329	CORIA BEATRICE	#61071 DEPOSIT REFU	100.00	

28337						\$10,417.00
	101 - GENERAL FUND	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	2,083.40
	101 - GENERAL FUND	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	208.34
	101 - GENERAL FUND	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	520.85
	101 - GENERAL FUND	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	937.53
	101 - GENERAL FUND	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	937.53
	101 - GENERAL FUND	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	104.17
	261 - GAS TAX FUND	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	1,041.70
	263 - TRANSPORTATION	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	1,041.70
	400 - WELLNESS CENTER	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	520.85
	552 - WATER	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	1,458.38
	553 - SEWER	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	1,041.70
	554 - REFUSE	06/30/25	7333	CROCKER KNOLL LLC	JUNE CM COMPENSATION	520.85
28338						\$1,625.00
	101 - GENERAL FUND	06/30/25	7342	DODD INVESTIGATIONS	CONFIDENTIAL INVESTIGATION	1,625.00
28339						\$41.19
	101 - GENERAL FUND	06/30/25	119	DOUG DELEO WELDING	873-15200 HITCH PIN	12.94
	553 - SEWER	06/30/25	119	DOUG DELEO WELDING	SUPPLIES 2'X6 SS NI	28.25
28340						\$987.08
	400 - WELLNESS CENTER	06/30/25	4807	FITGUARD INC.	GYM EQUIP REPAIRMAI	592.08
	400 - WELLNESS CENTER	06/30/25	4807	FITGUARD INC.	GYM MAINT VISIT	395.00
28341						\$251.88
	101 - GENERAL FUND	06/30/25	1450	FRESNO OXYGEN & WEL	000069169 4/25/25	(40.84)
	101 - GENERAL FUND	06/30/25	1450	FRESNO OXYGEN & WEL	0091688571 01/31/20	73.18
	101 - GENERAL FUND	06/30/25	1450	FRESNO OXYGEN & WEL	0091692195 02/28/25	73.18
	101 - GENERAL FUND	06/30/25	1450	FRESNO OXYGEN & WEL	0091696524 3/31/25	73.18
	101 - GENERAL FUND	06/30/25	1450	FRESNO OXYGEN & WEL	0091700804 4/30/25	73.18
28342						\$8,551.55
	552 - WATER	06/30/25	137	FRIANT WATER AUTHOR	SLDMWA JUN EST	8,551.55
28343						\$1,685.08
	101 - GENERAL FUND	06/30/25	6010	FRONTIER COMMUNICAT	209188320004169355/	391.62
	101 - GENERAL FUND	06/30/25	6010	FRONTIER COMMUNICAT	209188320004169355/	21.58
	101 - GENERAL FUND	06/30/25	6010	FRONTIER COMMUNICAT	209188320004169355/	2.99
	552 - WATER	06/30/25	6010	FRONTIER COMMUNICAT	209188320004169355/	420.94
	553 - SEWER	06/30/25	6010	FRONTIER COMMUNICAT	209188320004169355/	678.72
	553 - SEWER	06/30/25	6010	FRONTIER COMMUNICAT	209188320004169355/	43.19
	553 - SEWER	06/30/25	6010	FRONTIER COMMUNICAT	55956263171223035 6	126.04
28344						\$2,072.19
	553 - SEWER	06/30/25	148	GOMEZ AUTO & SMOG	2011 TRACTOR REPAIR	2,072.19
28345						\$1,275.91
	400 - WELLNESS CENTER	06/30/25	4917	LANGE PLUMBING SUPP	W.C VALVE	1,275.91
28346						\$3,530.30
	400 - WELLNESS CENTER	06/30/25	5788	LINCOLN AQUATICS	BULK CHLORINE	1,613.85
	400 - WELLNESS CENTER	06/30/25	5788	LINCOLN AQUATICS	CHLORINE	1,916.45
28347						\$1,800.00
	400 - WELLNESS CENTER	06/30/25	6260	LLEON SERVICES	JUNE CHEM BAL	1,800.00
28348						\$850.39
	101 - GENERAL FUND	06/30/25	6550	MARIO SAGREDO ELECT	NEW COUNCEL A/C	500.39
	400 - WELLNESS CENTER	06/30/25	6550	MARIO SAGREDO ELECT	BREAKER SCORE BOARD	350.00
28349						\$1,724.11
	101 - GENERAL FUND	06/30/25	5852	MID VALLEY DISPOSAL	FINANCE CHARGE	3.00
	101 - GENERAL FUND	06/30/25	5852	MID VALLEY DISPOSAL	LATE CHARGE	(35.46)
	101 - GENERAL FUND	06/30/25	5852	MID VALLEY DISPOSAL	JUNE -KAKU SITE	1,556.57
	101 - GENERAL FUND	06/30/25	5852	MID VALLEY DISPOSAL	MARCH- KAKU RENTAL	200.00
28350						\$100.00
	101 - GENERAL FUND	06/30/25	7359	NUÑES MARIA	60658 DEPOSIT REFUND	100.00
28351						\$171.80
	101 - GENERAL FUND	06/30/25	7242	ODP BUSINESS SOLUTI	BATTERY	139.73
	101 - GENERAL FUND	06/30/25	7242	ODP BUSINESS SOLUTI	OPERATING SUPPLIES	32.07
28352						\$933.58
	554 - REFUSE	06/30/25	276	PORTERVILLE RECORDE	AD482410 REFUSE P/N	933.58
28353						\$9,885.80
	101 - GENERAL FUND	06/30/25	399	QUAD KNOPF,INC.	5/11-6/7 PROJ 18045	479.40
	101 - GENERAL FUND	06/30/25	399	QUAD KNOPF,INC.	5/11-6/7 PROJ240009	2,222.80
	101 - GENERAL FUND	06/30/25	399	QUAD KNOPF,INC.	5/11-6/7PROJ250009.	1,205.70
	101 - GENERAL FUND	06/30/25	399	QUAD KNOPF,INC.	5/11-6/7 PROJ230009	2,521.40
	101 - GENERAL FUND	06/30/25	399	QUAD KNOPF,INC.	5/11-6/7 PROJ240009	2,864.20
	266 - LTF-ART 8 STREETS & ROADS	06/30/25	399	QUAD KNOPF,INC.	5/11-6/7 PROJ240182	592.30

28354						\$394.32
	101 - GENERAL FUND	06/30/25	285	QUILL CORPORATION	HR SUPPLIES	158.36
	101 - GENERAL FUND	06/30/25	285	QUILL CORPORATION	CALCULATOR	106.56
	400 - WELLNESS CENTER	06/30/25	285	QUILL CORPORATION	HP BLACK CARTRIDGE	129.40
28355						\$100.00
	101 - GENERAL FUND	06/30/25	6773	REYNA RUIZ	#60617 REFUND	100.00
28356						\$590.00
	101 - GENERAL FUND	06/30/25	7143	SEQUOIA HEALTH CARE	RECRUITMENT COSTS	590.00
28357						\$150.57
	101 - GENERAL FUND	06/30/25	3054	SHERWIN-WILLIAMS CO	STREETS- SUPPLIES	150.57
28358						\$299.65
	101 - GENERAL FUND	06/30/25	5624	SIERRA SANITATION,	MAY HARVARD PARK	299.65
28359						\$42,074.65
	101 - GENERAL FUND	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	370.69
	101 - GENERAL FUND	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	1,587.00
	101 - GENERAL FUND	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	1,297.95
	101 - GENERAL FUND	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	47.44
	101 - GENERAL FUND	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	1,230.77
	261 - GAS TAX FUND	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	6,765.55
	552 - WATER	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	28,758.91
	553 - SEWER	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	625.57
	556 - VITA-PAKT	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	15.42
	883 - SIERRA VIEW ASSESSMENT	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	286.33
	884 - HERITAGE ASSESSMENT DIST	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	95.52
	886 - SAMOA	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	25.22
	887 - SWEETBRIER TOWNHOUSES	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	34.78
	888 - PARKSIDE	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	95.28
	889 - SIERRA VISTA ASSESSMENT	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	216.80
	890 - MAPLE VALLEY ASSESSMENT	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	98.56
	891 - PELOUS RANCH	06/30/25	310	SOUTHERN CA. EDISON	600001505934 6/23	522.86
28360						\$17.90
	101 - GENERAL FUND	06/30/25	144	THE GAS COMPANY	16371569001 5/3	17.90
28361						\$280.48
	101 - GENERAL FUND	06/30/25	6413	TRANS UNION LLC	03/26/25-04/25/25	80.48
	101 - GENERAL FUND	06/30/25	6413	TRANS UNION LLC	04/26/2025-05/25/20	70.00
	101 - GENERAL FUND	06/30/25	6413	TRANS UNION LLC	09/25/2024-10/25/20	60.00
	101 - GENERAL FUND	06/30/25	6413	TRANS UNION LLC	11/25/2024-12/25/20	70.00
28363						\$8,265.00
	101 - GENERAL FUND	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	136.38
	101 - GENERAL FUND	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	128.11
	101 - GENERAL FUND	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	415.72
	101 - GENERAL FUND	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	3,001.02
	101 - GENERAL FUND	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	474.41
	101 - GENERAL FUND	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	276.05
	101 - GENERAL FUND	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	491.77
	261 - GAS TAX FUND	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	197.54
	263 - TRANSPORTATION	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	161.99
	400 - WELLNESS CENTER	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	1,138.10
	552 - WATER	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	757.91
	553 - SEWER	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	760.38
	554 - REFUSE	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	299.19
	556 - VITA-PAKT	06/30/25	7305	TYLER TECHNOLOGIES,	SOFTWARE	26.43
28364						\$1,500.00
	101 - GENERAL FUND	06/30/25	6733	VISALIA RAWHIDE	JULY 4 SPONSOR	1,500.00
28365						\$296.07
	400 - WELLNESS CENTER	06/30/25	382	ZUMAR INDUSTRIES IN	DISC GOLF SIGNS	296.07
28366						\$177.15
	101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	2 BATTERY	452.79
	101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	BATTERY RETURN	(445.50)
	101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	BULB	9.56
	101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	CLEANER DEGREASER	10.43
	101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	WASH & WAX	10.54
	101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	WIPER BLADE	55.44
	101 - GENERAL FUND	06/30/25	5457	AUTO ZONE COMMERCIA	2019 #4388 OILFILTE	69.22
	553 - SEWER	06/30/25	5457	AUTO ZONE COMMERCIA	OPERATING SUPPLIES	14.67
AFLAC4						\$413.80
	101 - GENERAL FUND	06/30/25	3977	AFLAC	AFLAC APRIL 2025 DE	413.80

AFLAC5						\$620.70
101 - GENERAL FUND	06/30/25	3977	AFLAC	AFLAC JUNE 2025 DED	620.70	
BORAPR						\$3,541.28
552 - WATER	06/16/25	2960	UNITED STATES BUREA	APRIL WATER USED	3,541.28	
BORMAR						\$6,493.12
552 - WATER	06/16/25	2960	UNITED STATES BUREA	MARCH 2025 WATER USED	6,493.12	
EDD613						\$3,573.18
101 - GENERAL FUND	06/18/25	687	STATE OF CALIFORNIA	PIT & LOCAL PRPD 6/13	3,573.18	
IRS613						\$25,629.28
101 - GENERAL FUND	06/18/25	2011	INTERNAL REVENUE SE	PRPD 6/13 FEDERAL	8,267.64	
101 - GENERAL FUND	06/18/25	2011	INTERNAL REVENUE SE	PRPD 6/13 FICA MEDICARE	17,361.64	
NAVIA6						\$425.94
101 - GENERAL FUND	06/21/25	4924	NAVIA BENEFIT SOLUT	FSA DISBURSEMENT 6/	425.94	
NAVIA6						\$2,566.91
101 - GENERAL FUND	06/27/25	4924	NAVIA BENEFIT SOLUT	FSA DISBURSEMENT 6/	2,566.91	
SRV525						\$26,245.31
101 - GENERAL FUND	06/16/25	457	PUBLIC EMPLOYEES RE	CAL PERS PMT 5/30/2	4,353.63	
101 - GENERAL FUND	06/16/25	457	PUBLIC EMPLOYEES RE	CAL PERS PMT 5/30/2	5,572.71	
101 - GENERAL FUND	06/16/25	457	PUBLIC EMPLOYEES RE	CAL PERS PMT 5/30/2	8,882.23	
101 - GENERAL FUND	06/16/25	457	PUBLIC EMPLOYEES RE	CAL PERS PMT 5/30/2	7,436.74	
SRV625						\$26,656.70
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 2354MBP	1,348.35	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 25354CT	1,349.35	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 25355CT	2,364.37	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 25355MB	2,362.66	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 26330CT	1,376.88	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 26630MB	1,355.87	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 433CTPD	6,020.77	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 433MBPD	2,947.56	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 434 CTP	5,517.58	
101 - GENERAL FUND	06/30/25	457	PUBLIC EMPLOYEES RE	5/25-6/7/25 434MBPD	2,013.31	
UBANK4						\$2,806.55
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 2/24 CR	(700.00)	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 4/22 HOTEL LEA	719.18	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 4/22 LEAGUE CITIES	850.00	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 2/24 DOLLAR GE	25.08	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 2/24 ZOOM HR	16.95	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 2/24 ZOOM HR	16.95	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 3/24 CC FEE	2.99	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 3/24 FORM 700	100.00	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 3/24 ZOOM HR	16.95	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 2/24 FLAG POLE	420.99	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 4/22 LEAGUE CITIES	850.00	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 10/22 CANVA	119.99	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 2/24/25 LATE FEE	84.31	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 3/24 LATE FEE	14.71	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 4/22 LATE FEE	117.91	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 4/22 FUEL FAST TRIP	75.51	
101 - GENERAL FUND	06/17/25	6326	CORPORATE PAYMENT S	STMT 4/22 FUEL WILLIES	75.03	
USB617						\$6,881.88
101 - GENERAL FUND	06/17/25	430	US BANK TRUST NA	2012 BOND CASH ON H	(4,368.12)	
101 - GENERAL FUND	06/17/25	430	US BANK TRUST NA	2012MCD BOND INT	11,250.00	
USSW06						\$25,623.00
553 - SEWER	06/30/25	1123	USDA RURAL DEVELOPM	92-09 SEWER INFRA I	14,222.91	
553 - SEWER	06/30/25	1123	USDA RURAL DEVELOPM	92-09 SEWER INFRA P	11,400.09	

SUMMARY BY FUNDING SOURCE

101 - GENERAL FUND	187,344.34
102 - PUBLIC SAFETY ASSET FORT	-
200 - STREET IMPROVEMENT FUND	-
261 - GAS TAX FUND	9,333.11
263 - TRANSPORTATION	1,563.58
266 - LTF-ART 8 STREETS & ROADS	592.30
300 - MCDERMONT SALE PROCEEDS	-
305 - EMERGENCY OPERATIONS	-
306 - COVID-19 ARPA FUND	57,945.16
400 - WELLNESS CENTER	18,566.07
460 - CA STATE PARKS	1,194,922.16
471 - PARK IMPROVEMENTS	-
552 - WATER	82,471.45
553 - SEWER	52,001.93
554 - REFUSE	2,708.99
555 - RECYCLE/BOTTLED BILL FUND	-
556 - VITA-PAKT	2,573.29
600 - CAPITAL IMPROVEMENT	-
660 - RDA OBLIGATION RETIREMENT	-
700 - CDBG REVOLVING LN FUND	17,148.99
720 - HOME REVOLVING LN FUND	97,644.85
779 - 00-HOME-0487	-
781 - CAL HOME RLF	55,256.85
883 - SIERRA VIEW ASSESSMENT	3,273.42
884 - HERITAGE ASSESSMENT DIST	1,628.87
886 - SAMOA	827.25
887 - SWEETBRIER TOWNHOUSES	2,781.48
888 - PARKSIDE	2,270.74
889 - SIERRA VISTA ASSESSMENT	979.94
890 - MAPLE VALLEY ASSESSMENT	875.51
891 - PELOUS RANCH	7,589.69

TOTAL	\$ 1,800,299.97
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STAFF REPORT

TO: Lindsay City Council

MEETING DATE: July 22, 2025

Item #: 8.4
Consent

DEPARTMENT: Finance

FROM: Kuyler Crocker, Acting Finance Director

AGENDA TITLE: June 2025 Monthly Treasurer's Report

ACTION & RECOMMENDATION

Accept the June 2025 Monthly Treasurer's Report.

BACKGROUND | ANALYSIS

The June 2025 Monthly Treasurer's Report is submitted for Council review and acceptance.

FISCAL IMPACT

There is no fiscal impact associated with this action.

ATTACHMENTS

1. June 2025 Treasurer's Report

Reviewed/Approved: _____



Monthly Treasurer's Report
JUNE 30 ,2025
Cash Balances Classified by Depository

CASH RESOURCES

LOCATION	GL ACCOUNT #	TYPE	BALANCE
Cash Register Funds (City Hall & Wellness)	100-102	RES	\$1,100
Bank of the Sierra- Depository Account	100-114	GEN	12,721,452
Bank of the Sierra - Wellness Center	100-500	GEN	839,820
Bank of the Sierra - Impound Account	100-120	RES	95,553
LAIF Savings: City & Successor Agency	100-103	INV-RES	3,775,125
MBS Investments	100-700	INV-RES	1,428,410
TOTAL			\$18,861,460

CASH EXPENDED

ACCOUNTS PAYABLE & PAYROLL	AMOUNT
Accounts Payable	\$2,218,458
Payroll (JUNE 13,2025)	\$229,198
Payroll (JUNE 27, 2025)	\$271,577
TOTAL	\$ 2,719,233

DEBT SERVICE	AMOUNT
MCDERMONT	\$6,882
SEWER PLANT	\$25,623
TOTAL	\$ 32,505

INVESTMENTS

INVESTMENT POLICY COMPLIANCE

As of the end of the month, the investments were in compliance with the requirements of the City's investment policy. This report reflects all cash and

INVESTED FUNDS	\$5,203,535
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Respectfully submitted,

Kayler Crocker

Acting Director of Finance
City of Lindsay

ABBREVIATIONS

GEN: GENERAL UNRESTRICTED
RES: RESTRICTED ACTIVITY
INV: INVESTMENT



STAFF REPORT

TO: Lindsay City Council
MEETING DATE: July 22, 2025

Item #: 8.5
Consent

DEPARTMENT: Finance

FROM: Kuyler Crocker, Interim City Manager

Agenda Title: Approval of Resolution 25-28 for Authorization to Submit a Revised Claim to Tulare County Association of Governments for RSTP Funds.

ACTION & RECOMMENDATION

Consider the approval of Resolution Number 25-28, authorizing the City of Lindsay to submit a revised claim through the Tulare County Association of Governments (TCAG) to receive updated Regional Surface Transportation Program (RSTP) funds in the amount of \$81,070.89.

BACKGROUND | ANALYSIS

On June 10th, 2025, the Lindsay City Council approved Resolution Number 25-21, authorizing the City to submit a claim for RSTP funding through TCAG for the Westwood Road Rehabilitation Project.

Subsequently, TCAG notified the City that an updated RSTP allocation is available for Fiscal Year 2024–2025. The revised funding amount now available to the City of Lindsay is \$81,070.89. These funds are offered by TCAG in exchange for State Highway Account Funds and must be used for eligible roadway-related projects. The claim and payment are subject to approval by the TCAG Governing Board and must comply with the terms outlined in the agreement between TCAG and Caltrans.

The City continues to designate the Westwood Road Rehabilitation Project as the recipient of these funds.

FISCAL IMPACT

The City of Lindsay will now receive \$81,070.89 in RSTP funds for roadway improvements, replacing the previously estimated amount of \$77,534.

ATTACHMENTS

1. FY 24-25 RSTP Claimant Sheet
2. Resolution Number 25-28

Reviewed/Approved: _____

**Claim to the Tulare County Association of Governments
for Regional Surface Transportation Program (RSTP) Funds in Exchange for
State Highway Account Funds FY 2024/2025**

Claimant: **City of Lindsay**

FY 2024/2025 Claim Amount: \$81,070.89

Claim Guidelines:
Projects outlined in the table below to be funded with this claim are only those projects that are defined under Sections 133(b) and 133(c) of Title 23, United States Code and Article XIX of the California State Constitution, implemented in accordance with the requirements of Section 182.6(d)(1) of the Streets and Highways Code.

- Claim Instructions:**
1. List (print or type) each **INDIVIDUAL** project to be funded with this claim.
 2. List the amount of funds to be used for each project.
 3. If the project is not a capacity expanding project and is exempt from the air quality conformance analysis check the "Exempt" box. (☒)
 4. If the project is a capacity expanding project and the "build" alternative of the air quality conformance analysis has been completed for the project as required check the "Air Quality" box. (☒)

Project	Cost of Project	Air Quality	Exempt
WESTWOOD ROAD REHABILITATION	\$81,070.89	<input type="checkbox"/>	<input type="checkbox"/>
	\$	<input type="checkbox"/>	<input type="checkbox"/>
	\$	<input type="checkbox"/>	<input type="checkbox"/>
	\$	<input type="checkbox"/>	<input type="checkbox"/>



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

NUMBER 25-28

TITLE A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY AUTHORIZING STAFF TO SUBMIT A CLAIM TO THE TULARE COUNTY ASSOCIATION OF GOVERNMENTS (TCAG) FOR REGIONAL SURFACE TRANSPORTATION PROGRAM (RSTP) FUNDS IN EXCHANGE FOR HIGHWAY ACCOUNT FUNDS

MEETING At a regularly scheduled meeting of the City of Lindsay City Council held on July 22nd, 2025, at 6:00 PM at 251 E. Honolulu Street, Lindsay, CA 93247

WHEREAS, the Tulare County Association of Governments (TCAG) offers Regional Surface Transportation Program (RSTP) Funds in exchange for State Highway Account Funds; and

WHEREAS, the RSTP funds must be used for roadway related projects; and

WHEREAS, TCAG has notified the City of Lindsay that the currently available amount for the City of Lindsay to claim is estimated to be approximately \$81,070.89.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LINDSAY DOES HEREBY RESOLVE AS FOLLOWS:

- SECTION 1. To authorize staff to submit the RSTP claim to TCAG for the available funds, estimated to be \$81,070.89, for Westwood Road Rehabilitation, identified by staff for as a qualified project.
- SECTION 2. This resolution shall be effective immediately upon its approval and adoption.
- SECTION 3. The Mayor, or presiding officer, is hereby authorized to affix her/his signature to the resolution signifying its adoption by the City Council to the City of Lindsay, and the City Clerk, or their appointed deputy, is directed to attest thereto.



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

PASSED AND ADOPTED by the City Council of the City of Lindsay as follows:

MEETING DATE	July 22, 2025
MOTION	
SECOND MOTION	
AYES	
ABSENT	
ABSTAIN	
NAYS	

CERTIFICATION OF THE FOREGOING RESOLUTION AS FULL, TRUE, PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LINDSAY AS DETAILED.

Misty Villarreal, Mayor

CERTIFICATE OF ATTESTING OFFICER

The undersigned, Dalee Chang, Deputy City Clerk of the City of Lindsay does hereby attest and certify that the foregoing Resolution is a true, full and correct copy of a resolution duly adopted at a meeting of the City of Lindsay which was duly convened and held on the date stated thereon, and that said document has not been amended, modified, repealed or rescinded since its date of adoption and is in full force and effect as of the date thereof.

ATTEST: _____
Dalee Chang, Deputy City Clerk



STAFF REPORT

TO: Lindsay City Council

MEETING DATE: July 22, 2025

Item #: 8.6
Consent

DEPARTMENT: Finance

FROM: Kuyler Crocker, Acting Director of Finance

AGENDA TITLE: Authorization to Issue Request for Proposals (RFP) for Professional Auditing Services

ACTION & RECOMMENDATION

Grant authorization the issuance of a Request for Proposals (RFP) for professional auditing services for the fiscal years ending June 30, 2025, 2026, and 2027.

BACKGROUND | ANALYSIS

The City of Lindsay is required by state law and governmental accounting standards to conduct an annual independent financial audit. The City's most recent auditing contract has expired, and a new competitive selection process is required to ensure continued compliance with the Government Finance Officers Association (GFOA), the Governmental Accounting Standards Board (GASB), and all applicable federal and state regulations.

The proposed RFP seeks qualified certified public accounting firms to audit the City's financial statements, including preparation of the Annual Comprehensive Financial Report (ACFR), Single Audit (if applicable), and related compliance reports.

DISCUSSION

The City intends to contract with a qualified firm for a three-year term, covering Fiscal Years 2024–2025 through 2026–2027 and assist with Fiscal Year 2023-2024.

The selected firm will be expected to:

- Perform audits in accordance with GAAP, GASB, and GFOA guidelines.
- Prepare the City's ACFR in compliance with the GFOA Certificate of Achievement Program.
- Conduct a Single Audit in compliance with Uniform Guidance, if required.
- Present findings to the City Council and management.
- Assist with technical consultation on accounting matters, as needed.
- Assist with the completion of Fiscal Year 2023-2024 as prior firm had started the process.

The RFP outlines the scope of services, minimum qualifications, evaluation criteria, and proposal submission requirements.

FISCAL IMPACT

Audit services are an annual budgeted expenditure in the Finance Department. The cost of the contract will be determined upon selection of the auditing firm and will be presented to the City Council for approval prior to execution of the agreement.

ATTACHMENTS

1. There are no attachments.

Reviewed/Approved: _____



STAFF REPORT

TO: Lindsay City Council
MEETING DATE: July 22, 2025

Item #: 8.7
Consent

DEPARTMENT: City Manager

FROM: Kuyler Crocker, Interim City Manager

AGENDA TITLE: Authorization to Issue Request for Proposal (RFP) for IT Managed Services

ACTION & RECOMMENDATION

Staff recommends that the City Council authorize the release of a Request for Proposals (RFP) for IT Managed Services and direct staff to return with a recommendation for contract award following evaluation of submitted proposals.

BACKGROUND | ANALYSIS

The City of Lindsay is seeking to strengthen its Information Technology (IT) infrastructure through the engagement of a qualified and experienced IT Managed Services provider. The City's current systems and support model are limited in scope and capacity, and an external provider is needed to ensure network reliability, system security, responsive end-user support, and long-term technology planning.

Scope of services including but not limited to:

- Network Infrastructure Management
- Server Maintenance and Monitoring
- End-User Help Desk Support
- Cybersecurity Services (including anti-virus, malware, and ransomware protection)
- Backup and Disaster Recovery Solutions
- IT Procurement and Technology Advising

The City favors a primary vendor approach but allows for the use of subcontractors with prior written approval. All proposers must demonstrate the ability to provide the required insurance coverage including general liability, auto insurance, and workers' compensation.

FISCAL IMPACT

The fiscal impact will be determined based on the proposals received and will be included in the final staff recommendation presented to Council for contract approval.

ATTACHMENTS

1. There is no attached.

Reviewed/Approved: _____



STAFF REPORT

TO: Lindsay City Council

MEETING DATE: July 22, 2024

Item #: 9.1
Public Hearing

DEPARTMENT: Finance

FROM: Kuyler Crocker, Acting Director of Finance

AGENDA TITLE: Delinquent Sewer, Refuse, and Water Fees and Charges for the period ending July 22, 2025, on the Property Tax Roll for the Fiscal Year 2025-2026.

ACTION & RECOMMENDATION

Consider the Approval of the following items

A. Public Hearing to Consider the Approval of Resolution 25- 29, A Resolution of the City Council of the City of Lindsay, County of Tulare, State of California, Placing the Delinquent Sewer and Water Fees and Charges for the Period Ending June 30, 2025, on the Property Tax Roll for the Fiscal Year 2025-2026

It is the City Staff's recommendation that the City Council pass and adopt Resolution 25- 29 to order the levy and collection of delinquent sewer and water fees and charges on the Property Tax Roll to ensure continuity of city services and efficient cost recovery for the City.

BACKGROUND | ANALYSIS

In advance of the July 22, 2025, public hearing, copies of the delinquencies notice were mailed out directly to delinquent account holders/property owners on July 7, 2025, via postal mail informing them of the June 22, 2025, public hearing, and requested that they pay the assessment amount by 4:00 PM on July 31, 2025, to avoid having a lien placed against their property.

Although a final exhibit report containing delinquency amounts will be presented to the City Council for approval at tonight's meeting, account holders/ property owners will be permitted to pay off any delinquency amount up until July 31, 2025, at 4:00 PM at the City of Lindsay Finance Department and avoid having the charges levied onto property tax rolls.

FISCAL IMPACT

Revenue and costs associated with enterprise activities would be sources and/or credited from the appropriate Enterprise Fund (Water, Sewer).

ATTACHMENTS

1. Resolution No. 25-29 with Exhibit.

Reviewed/Approved: _____

ASSESSOR'S PARCEL			
ACCOUNT	NUMBER	ADDRESS	AMOUNT
000002-2	206121021000	429 MEMORY LN	136.42
000028-1	206061012000	336 SYCAMORE AVE	25.13
000034-5	206113003000	1352 E HERMOSA ST	24.51
000148-3	206051004000	449 SYCAMORE AVE	714.97
000189-5	205113005000	481 FIRST ST	97.31
000220-1	206093019000	197 LINDA VISTA DR	83.43
000233-10	206103005000	250 S CAMBRIDGE AVE	452.29
000256-3	205172003000	656 E HONOLULU ST	103.79
000262-12	205164013000	137 N HARVARD AVE	320.92
000271-03	205153016000	201 N HARVARD AVE	108.51
000271-04	205153016000	201 N HARVARD AVE	84.32
000272-5	205153015000	211 N HARVARD AVE	774.27
000277-2	205153010000	245 N HARVARD AVE	185.27
000292-11	205144017000	809 E HERMOSA ST	163.2
000296-07	205153018000	216 OXFORD AVE	784.86
000296-8	205153018000	216 OXFORD AVE	208.57
000302-6	205164019000	142 OXFORD AVE	242.91
000340-11	202145001000	996 SYCAMORE AVE	35.01
000357-1	202131027000	1035 SYCAMORE AVE	713.35
000370-3	202144020000	901 SYCAMORE AVE	83.13
000398-04	206042006000	909 DENVER ST	854.99
000425-3	206042012000	589 DENVER CT	75.22
000432-11	206042011000	498 N HARVARD AVE	73.41
000464-7	205142005000	362 ORANGE AVE	181.63
000468-8	205142001000	394 ORANGE AVE	795.83
000482-3	205131010000	477 ORANGE AVE	999.96
000514-10	205141002000	378 N BELLAH AVE	289.62
000519-03	205131020000	416 N BELLAH AVE	435.46
000519-4	205131020000	416 N BELLAH AVE	42.89
000584-4	201113006000	767 HOMASSEL AVE	241.26
000594-11	201113011000	705 HOMASSEL AVE	171.07
000604-7	201111025000	751 HAMLIN WAY	366.65
000608-6	201123013000	806 HAMLIN WAY	83.41
000609-10	201123014000	820 HAMLIN WAY	385.99
000615-3	201133027000	305 E SIERRA VIEW ST	176.24
000621-2	201132008000	995 HAMLIN WAY	122.1
000622-2	201132009000	261 WHITNEY ST	93.62
000650-8	201140028000	1047 HAMLIN WAY	34.74
000657-1	201140005000	248 E HICKORY ST	55.86
000662-3	201132007000	982 BOND WAY	83.33
000663-2	201140026000	1073 HAMLIN WAY	141.42
000673-5	201122003000	892 BOND WAY	99.74

ASSESSOR'S PARCEL			
ACCOUNT	NUMBER	ADDRESS	AMOUNT
000688-11	201140041000	1049 HOMASSEL AVE	53.28
000694-11	201140031000	1080 HAMLIN WAY	192.9
000704-4	201140023000	526 GARDEN AVE	376.52
000712-5	201140019000	1048 HOMASSEL AVE	77.42
000720-4	201080012000	531 E SIERRA VIEW ST	172.48
000732-4	201124009000	847 N BELLAH AVE	117.15
000744-4	201080006000	584 MOUNTAIN CIRCLE DR	103.51
000752-6	201100001000	708 N BELLAH AVE	64.72
000763-9	201080013000	528 MOUNTAIN VIEW DR	110.67
000769-3	205242004000	240 HOMASSEL AVE	342.14
000782-4	201070021000	1035 MOUNTAIN VIEW DR	182.43
000801-1	205113009000	418 SECOND ST	147.06
000835-01	205112013000	395 HOMASSEL AVE	349.51
000846-3	205244004000	233 HOMASSEL AVE	64.35
000847-6	205244014000	205 HOMASSEL AVE	355.82
000856-3	205123005000	652 HOMASSEL AVE	266.58
000867-10	205161007000	163 N BELLAH AVE	121.13
000870-6	205161013000	195 N BELLAH AVE	273.51
000886-10	205171034000	384 E HONOLULU ST	574.35
000903-2	205172016000	322 SANTA FE ST	203.95
000942-04	205122001000	656 N GALE HILL AVE	159.24
000945-4	205122004000	682 N GALE HILL AVE	2353.6
000946-4	205122004000	682 N GALE HILL AVE	2840.15
000953-01	201112004000	777 SUNSET DR	144.73
000958-2	201111015000	261 FAIRVIEW DR	103.57
000961-1	201111013000	241 FAIRVIEW DR	48.29
000975-01	201160011000	780 N ELMWOOD AVE	50.91
000982-21	205121007000	696 N MIRAGE AVE	769.87
001011-6	205111007000	609 N GALE HILL AVE	133.11
001029-7	205111012000	531 N GALE HILL AVE	99.72
001053-2	205184017000	373 LOCKE AVE	223.05
001059-3	205184009000	272 PLEASANT ST	100.23
001063-07	205184010000	270 PLEASANT ST	47.77
001090-06	205181008000	271 LINDSAY ST	185.83
001126-10	205253009000	237 E HERMOSA ST	247.84
001153-9	205111003000	520 N MIRAGE AVE	532.85
001154-2	205235003000	219 S MIRAGE AVE	895
001233-13	205235012000	254 S ELMWOOD AVE	269.64
001273-09	205103001000	486 N ELMWOOD AVE	636.7
001275-2	205103001000	486 N ELMWOOD AVE	888.24
001287-16	205093021000	606 N ELMWOOD AVE	216.48
001297-3	205102030000	459 N ELMWOOD AVE	121.93

ASSESSOR'S PARCEL			
ACCOUNT	NUMBER	ADDRESS	AMOUNT
001303-1	205291001000	429 N ELMWOOD AVE	715.43
001305-03	205291001000	429 N ELMWOOD AVE	729.74
001309-1	205291004000	407 ELMWOOD AVE	831.53
001333-7	205282002000	185 N ELMWOOD AVE	478.28
001357-2	205292013000	348 N SWEET BRIER AVE	158.47
001359-2	205292014000	354 N SWEET BRIER AVE	112.78
001361-5	205292015000	358 N SWEET BRIER AVE	642.33
001380-2	205291013000	494 N SWEET BRIER AVE	77.69
001402-4	205092014000	710 N SWEET BRIER AVE	929.16
001442-10	201200012000	795 MONTE VISTA DR	301.02
001454-3	#N/A	709 SEQUOIA	1145.39
001455-1	201200022000	1044 SINDLINGER ST	38.41
001459-6	201200024000	780 MONTE VISTA DR	450.95
001519-8	205302003000	344 W FRAZIER ST	325.63
001557-2	205063023000	444 CENTRAL AVE	152.59
001570-2	205314002000	470 W HERMOSA ST	93.85
001579-13	205053022000	314 CENTRAL AVE	347.54
001580-1	205053023000	561 HERMOSA ST	47.96
001581-3	205053023000	561 HERMOSA ST	556.95
001583-2	205052014000	313 CENTRAL AVE	914.74
001590-9	205302016000	350 N ASHLAND AVE	74.35
001609-2	205062011000	437 CENTRAL AVE	148.69
001610-1	205062010000	447 CENTRAL AVE	74.85
001618-3	205062023000	480 VAN NESS AVE	247.88
001648-1	205052017000	330 VAN NESS AVE	257.95
001649-10	205052023000	322 VAN NESS AVE	97.48
001679-7	205200022000	504 S MIRAGE AVE	436.88
001680-2	205210002000	525 S MIRAGE AVE	949.62
001681-4	205190015000	496 S MIRAGE AVE	1054.19
001703-4	199250022000	740 MONTE CIR	23.99
001710-1	199250029000	760 OAK AVE	225.09
001755-11	205091004000	755 N SWEET BRIER AVE	667.42
001778-3	202200024000	930 PRINCETON AVE	185.23
001785-5	202200032000	915 GLENWOOD ST	902.8
001802-8	205132001000	496 ORANGE AVE	178.57
001835-1	199230010000	66 VISTA CIR	376.03
001846-7	199230013000	975 W FAIRVIEW DR	227.43
001858-12	201090030000	647 E ALAMEDA ST	306.19
001889-2	199100053000	998 W TULARE RD	91.17
001906-15	199070017000	655 N WESTWOOD AVE	94.79
001919-1	199070034000	977 FRESNO ST	763.26
001937-03	199070024000	851 FRESNO ST	1289.27

ASSESSOR'S PARCEL			
ACCOUNT	NUMBER	ADDRESS	AMOUNT
001940-2	199070022000	841 FRESNO ST	135.75
001971-1	199120043000	929 W MARIPOSA ST	69.51
001977-3	199070018000	645 N WESTWOOD AVE	208.11
002002-1	199120016000	804 FRESNO ST	379.86
002031-1	205061004000	498 N WESTWOOD AVE	164.02
002058-4	199210077000	380 N HWY 65	151.24
002067-3	205051022000	354 N WESTWOOD AVE	87.91
002127-1	206052009000	436 SYCAMORE AVE	167.89
002144-7	206032001000	394 N STANFORD AVE	210.35
002171-1	206031009000	333 N STANFORD AVE	155.36
002176-11	206031003000	395 N STANFORD AVE	240.23
002230-1	206101011000	138 HARVARD AVE	114.32
002270-3	206093023000	119 LINDA VISTA DR	287.45
002318-2	206063006000	385 SYCAMORE AVE	214.95
002390-1	206094012000	120 LINDA VISTA DR	182.19
002417-14	206012017000	116 N HARVARD AVE	95.93
002418-3	206091001000	192 S HARVARD AVE	28.83
002446-1	205141010000	359 ORANGE AVE	140.18
002460-4	206093024000	115 LINDA VISTA DR	82.96
002479-3	205062015000	402 VAN NESS AVE	502.29
002482-14	205123028000	429 SECOND ST	383.64
002507-2	205103008000	535 N MIRAGE AVE	22.25
002527-6	199250010000	770 SHERWOOD WAY	186.12
002567-6	201133006000	971 HOMASSEL AVE	612.64
002652-26	205142007000	340 ORANGE AVE	165.61
002716-3	201210008000	290 MATHEW CT	370.68
002771-2	201210012000	240 MATHEW CT	37.21
002796-6	205183009000	409 VALENCIA ST	88.7
003009-2	202200065000	969 W YALE AVE	393.53
003010-1	202200053000	974 W YALE AVE	161.67
003063-3	202190022000	1021 MONTE VISTA ST	146.45
003135-3	202161012000	738 LAFAYETTE AVE	373.05
003139-5	202161009000	1181 E TULARE RD	433.65
003235-1	202163009000	730 LAUREL AVE	1470.92
003300-6	202200020000	975 PRINCETON AVE	283.69
003348-5	201131003000	120 MONTE VISTA DR	277.1
003366-3	205111001000	480 N MIRAGE AVE	761.63
003386-3	202190011000	1112 N HARVARD AVE	467.13
003427-3	202190032000	1070 PRINCETON AVE	367.91
003442-2	201090046000	834 ORANGE CT	171.02
003458-1	201250005000	1201 HOMASSEL AVE	149.08
003463-1	201210084000	1131 HAMLIN WAY	101.54

ASSESSOR'S PARCEL			
ACCOUNT	NUMBER	ADDRESS	AMOUNT
003494-1	205030004000	761 W HONOLULU DR	145.74
003511-2	199320027000	928 MAPLE VALLEY WAY	73.41
003597-1	205030015000	728 W HONOLULU DR	84.79
003613-3	205030051000	622 W HONOLULU DR	85.22
003618-1	201080034000	984 ORANGE CT	157.73
003620-1	205030011000	695 W HONOLULU DR	72.48
003637-3	199320024000	910 MAPLE VALLEY WAY	746.6
003700-1	199320003000	842 ASH AVENUE	198.84
003706-1	199320034000	835 MAPLE AVE	215.85
003732-0	205030018000	762 W HONOLULU DR	97.91
003752-0	202092012000	1813 BISHOP ST	172.86
003774-1	205030062000	642 W SILVERCREST DR	150.29
003778-1	199320036000	825 MAPLE AVE	64.69
003785-1	199320044000	994 MAPLE VALLEY WAY	390.92
003810-1	201250048000	1397 GALE HILL CT	372.27
003838-1	201250066000	1333 BOND CT	130.68
003842-0	202080031000	1344 N FOOTHILL AVE	489.96
003870-1	199320050000	901 MULBERRY CT	92.49
003877-1	199320070000	877 ASHEVILLE ST	106.11
003880-0	199320064000	886 MAPLE VALLEY WAY	353.49
003881-1	199320049000	903 MULBERRY CT	636.42
003899-1	199320054000	821 MAPLE VALLEY WAY	111.14
003906-1	199320073000	845 AUTUMN GOLD AVE	165.78
003910-1	199320059000	892 AUTUMN GOLD AVE	215
003914-1	199320079000	860 ASHEVILLE ST	106.11
003916-2	205244002000	263 HOMASSEL AVE	206.19



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

NUMBER 25-29

TITLE A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY, COUNTY OF TULARE, STATE OF CALIFORNIA, PLACING THE DELINQUENT SEWER, REFUSE, AND WATER FEES AND CHARGES FOR THE PERIOD ENDING JULY 22, 2025, ON THE PROPERTY TAX ROLL FOR THE FISCAL YEAR 2025-2026

MEETING At a regularly scheduled meeting of the City of Lindsay City Council held on July 22, 2025, at 6:00 PM at 251 E. Honolulu Street, Lindsay, CA 93247

WHEREAS, pursuant to the Lindsay Municipal Code Section 13.04.340, delinquent charges and penalties for water, sewer, or refuse disposal services that remain unpaid as of (60) days after the original due date following delinquency may be levied onto a premises' property tax rolls upon approval by City Council; and

WHEREAS, California Health and Safety Code Sections 5473.1, 5473.2 and 5473.3, require a hearing to be held regarding protests and objections to the adoption of said report; and

WHEREAS, said hearing was set for the regular City Council meeting of July 22, 2025; and

WHEREAS, on July 22, 2025, a hearing was held and all persons desiring to be heard and all oral and written protests and objections, if any, were fully heard and this Council gave all persons present an opportunity to hear and be heard with respect to the adoption of said report and the placing of said delinquent charges on the tax rolls for Fiscal Year 2025-2026.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LINDSAY DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The owners of a majority of the separate parcels of property described in the report, attached hereto as an Exhibit, have failed to submit written protests or voice objections against the adoption of the delinquency report. Except to the extent of any changes ordered herein by the City Council, each and all oral and written protests and objections, if any, made or filed in this matter are hereby overruled and denied.

SECTION 2. The delinquency report of the Finance Director for Fiscal Year 2024-2025 is hereby adopted and the charges specified therein are hereby ordered to be placed on the tax rolls for Fiscal Year 2025-2026, as required by law.



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

SECTION 3. The City Clerk is hereby directed to file with the Auditor of the County of Tulare a copy of the delinquency reports. The County Auditor shall enter the amounts of the charges against the assessment roll. The City Clerk is further directed to file any other documents which are necessary to effectuate the placement of charges on the tax rolls.

SECTION 4. This Resolution shall become immediately effective upon adoption and shall remain in effect until specifically repealed.

PASSED AND ADOPTED by the City Council of the City of Lindsay as follows:

MEETING DATE	July 22, 2025
MOTION	
SECOND MOTION	
AYES	
ABSENT	
ABSTAIN	
NAYS	

CERTIFICATION OF THE FOREGOING RESOLUTION AS FULL, TRUE, PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LINDSAY AS DETAILED.

DALEE CHANG
CITY CLERK

MISTY VILLARREAL
MAYOR



STAFF REPORT

TO: Lindsay City Council
MEETING DATE: July 22, 2025

Item #: 10.1
Presentations

DEPARTMENT: City Manager

FROM: Kuyler Crocker, Interim City Manager

AGENDA TITLE: Baker Tilly (Moss Adams LLP) Financial Policies and Procedures Report Findings

ACTION & RECOMMENDATION

Review and Accept report provided by contract accounting firm Baker Tilly (Moss Adams LLP).

BACKGROUND | ANALYSIS

In May of 2025, the City of Lindsay began a contractual relationship with Baker Tilly (Moss Adams LLP) to provide an assessment of its financial policies and procedures, assist with staffing shortages, along with providing expert level municipal accounting advise for the City.

Over the past two months, Moss Adams' staff has regularly met with all staff in Lindsay's Finance Department in addition to key members of staff in all other departments. In these meetings, existing conditions and practices were observed and discussed. Staff of Moss Adams have already made recommendations for practices to be immediately implemented, which have already taken place throughout this process.

Moss Adams staff will continue to assist with advice and hands-on staffing throughout the remainder of the calendar year, but has completed the assessment portion of their contract.

Staff is presenting the finished work product for Moss Adams' findings.

This report includes key takeaways for further implementation of best practices to ensure the City of Lindsay is operating in a highly efficient and effective fashion.

Staff is recommending reviewing and accepting the report, as well as, implementation of its recommendations.

FISCAL IMPACT

This report is part of the Moss Adams' contract with the City. Implementation of report findings would result in operation cost savings for the City.

ATTACHMENTS

1. Moss Adams Report

Reviewed/Approved: _____



City of Lindsay

2025 Financial Assessment

Why Are We Here?



Assess the effectiveness of the City of Lindsay's (the City's) current finance and accounting procedures to streamline processes and improve efficiency



Conduct interviews with the City's personnel to identify opportunities to refine procedures for increased transparency in financial reporting



Improve the overall work environment

Where Are We Going?



Understand how the personnel changes within the Finance department have affected the City



Provide greater transparency in financial reporting



Update processes to align with best practices

**The following
recommendations should be
considered to enhance
financial reporting.**

Budget Management

Observation	Impact	Recommendation
<ul style="list-style-type: none">City personnel reported challenges making timely purchases because the budget in the accounting system does not match the budget approved by the City, which hinders the procurement process.	<ul style="list-style-type: none">Inaccurate and unavailable funding have contributed to delayed purchase order processing and receipt of goods or services.There are instances where invoices were not paid timely, which may contribute to fines or late fees.There are instances of used or refurbished goods, when new goods were more appropriate, due to limited funding.	<ul style="list-style-type: none">Develop a process to regularly review the current budget against the approved version and ensure that all changes have supporting budget modification documentation.Consider integrating budget management controls in the accounting system, within the procurement module, to streamline the available budget to purchases outstanding.



Accounts Payable

Observation	Impact	Recommendation
<ul style="list-style-type: none"> The City's accounts payable (AP) process is laborious and inefficient. We identified the following inefficiencies: <ul style="list-style-type: none"> Invoices are manually stamped upon receipt, and invoice details are recorded in Excel to track aging. There are delays in the Finance department's review and approval of invoices, leading to several follow-up emails. Each individual invoice is manually entered into the accounting system. The City Manager approves all invoices prior to disbursement and must physically sign all checks. Invoice stubs are attached to checks. Invoices are scanned and saved by vendor. 	<ul style="list-style-type: none"> Manually processing invoices requires more time and resources, which may contribute to employee overload and burnout. The Finance department's repetitive efforts for the review and approval of invoices may reduce capacity to focus on value-added activities. Requiring the City Manager's review and approval of all invoices and securing their signature on checks increases the likelihood of bottlenecks in the payment disbursement process. Attaching invoice stubs to checks requires additional efforts, when the required information can be added to the check stub. Saving invoices within vendor files is time-consuming. Saving invoices by batch is more efficient and accomplishes a similar result. 	<ul style="list-style-type: none"> Adopt an AP system that automates the invoice receipt, review, and approval processes. Consider an electronic AP solution that integrates with the accounting system to support real-time financial reporting. Establish invoice review and approval thresholds (e.g., \$5,000) and delegate as appropriate to decrease the City Manager's workload and improve efficiencies in the disbursement process. Begin adding remittance information into the check stub, so the invoice stub doesn't have to be attached. Format the accounting system so that signatures print on the check automatically. Institute an additional process to account for all checks monthly so that audit and fraud requirements are met. Adjust the scanning process to be by batch, not by vendor.

Accounts Payable

Observation	Impact	Recommendation
<ul style="list-style-type: none">• A physical check is printed then manually voided to account for any electronic payments.• There is currently not a consistent process to monitor cash flow. Payments are made twice a month and there is currently excess cash in the account due to the recent settlement and property tax payments, so cash flow decisions have not been a priority. There is a concern that settlement cash is being used for payments as opposed to budgeted operating cash.	<ul style="list-style-type: none">• Using a physical check then manually voiding it is a waste of check stock and adds unnecessary work.• Cash flow monitoring is important to get ahead of any operating cash deficiencies. Payments should be carefully timed to coincide with influxes of operating cash, and settlement cash should be used intentionally.	<ul style="list-style-type: none">• Use a consistent check numbering system, such as first five letters of vendor name and date (depending on limitations of field spaces).• Establish cash flow monitoring that matches influxes and expenses and plans six to eight weeks ahead.



Grants Management

Observation	Impact	Recommendation
<ul style="list-style-type: none">The Finance Director’s departure from the City siloed the grants management process to the individual grantee departments. While it is important for each department to have a comprehensive understanding of the respective grant and their own tracking method, there should be consistent oversight from the Finance department to mitigate noncompliance with grant requirements and create consistency among departments. Use of American Rescue Plan Act (ARPA) grant funds have specific requirements, such as timeframe for use, quarterly Project and Expenditure Reports (PERs), and eligible use of funds.	<ul style="list-style-type: none">The Finance department’s limited visibility into each department’s grant balance and activity exposes the City to increased risk of noncompliance with federal, state, or local regulations. Noncompliance with grant fund requirements may lead to repayments of funds, loss of eligibility for future federal awards, fines, and other penalties.	<ul style="list-style-type: none">Develop a comprehensive grants management-tracking system, centralized within the Finance department, to promote transparency and continued grant compliance. Additionally:<ul style="list-style-type: none">Appoint a qualified personnel to regularly review grant expenditures for compliance with grant requirements.Implement recurring (monthly or quarterly) meetings to discuss grant status and activity with the respective departments.Consider the implementation of technology, such as Fluxx Grantmaker, that integrates with the accounting system to aid in the management of grants and overall financial reporting.



Accounting System

Observation	Impact	Recommendation
<ul style="list-style-type: none">• An upgrade to a more robust accounting system, Tyler, was started under the Finance Director, which she worked on without input or support from the rest of the accounting staff. At her departure, there was no continuity because the work was done in a silo. After talking to the implementation team at Tyler, there are many steps that have not been completed, and the implementation was put on hold after significant investment in time and money from the City.• The implementation team indicated that the earliest the City can expect to be live on Tyler after re-starting implementation tasks is July 2026 because the City has been taken off the go-live list and much of the work will need to be resubmitted.	<ul style="list-style-type: none">• The Tyler system is used by many public sector organizations. It will streamline utility management, has more robust reporting, aids in compliance, and can automate many of the accounting functions.• The utility management functions within Tyler can reduce the Accountant's current manual functions, allowing this employee to perform other necessary duties within the accounting department.	<ul style="list-style-type: none">• Contact the implementation team at Tyler to reconnect and resume the implementation process.• Establish regular meetings with the new Finance Director to keep milestones on track and ensure active participation from all members of the Accounting team throughout the process.



Financial Reporting

Observation	Impact	Recommendation
<ul style="list-style-type: none"> Personnel disclosed multiple processes that lack sufficient checklists to support timely and accurate financial reporting. Specifically, the City reportedly lacks the following: <ul style="list-style-type: none"> A monthly checklist to support the close-out of monthly financials A year-end checklist to support entries such as payroll-related accruals Finance software, some consultants, and the City Manager are being directly expensed to the operating and enterprise departments instead of being held at the Finance and administrative departments. 	<ul style="list-style-type: none"> Absent standardized checklists, closing processes may be inconsistent through each reporting period, potentially causing inaccurate financial reports. The closing process may be delayed due to errors and omissions as well as an inability to timely identify corrective actions. Directly charging departments for software and consultant expenses is not best practice. Spreading these costs makes it difficult for the City to measure true cost and for department leaders to manage cost. 	<ul style="list-style-type: none"> Develop and standardize formal checklists to support the month-end and year-end financial reporting processes. At a minimum, the checklists should include the following: <ul style="list-style-type: none"> Identification of the appropriate personnel to perform each closing task Listing of each account to review, reconcile, accrue, and close Clearly defined timelines for each closing procedure Secondary review and approval of each process, as appropriate Starting with fiscal year 2026 actuals, revert to charging expenses for software and consultants to the appropriate departments and submit budget modifications, if necessary.



**The following
recommendations should be
considered to improve
processes related to
timekeeping and payroll.**

Timekeeping

Observation	Impact	Recommendation
<ul style="list-style-type: none">• Departments prepare timesheets manually, a process that is time-consuming due to frequent errors and the need to hand-deliver timesheets to the Finance department:<ul style="list-style-type: none">▪ The process is labor-intensive for both departmental staff and Finance personnel.▪ Paper-based timesheets are susceptible to loss or damage and complicate recordkeeping and audits.▪ The Administrative Supervisor spends time deciphering handwriting and verifying the calculations within the timesheets.	<ul style="list-style-type: none">• Review and approval of physical timesheets are contributing to the Administrative Supervisor's workload.• Lack of a standardized timekeeping system exposes the City to inconsistent practices among departments, which can lead to non-compliance with Department of Labor requirements.• Hand-delivery of physical timesheets may lead to delays in the payroll process if essential personnel are unavailable.	<ul style="list-style-type: none">• To streamline the timekeeping process, consider implementing an automated mobile timekeeping system. At a minimum, an updated timekeeping system will allow for the following:<ul style="list-style-type: none">▪ Reduced human errors and improved precision when recording City employee hours▪ Enhanced real-time data to capture labor costs▪ Increased employee convenience as a result of remote access▪ Reduced manual labor within all departments



Payroll

Observation	Impact	Recommendation
<ul style="list-style-type: none">The City’s current payroll platform, CentralSquare, is outdated and lacks automation features that can streamline the payroll preparation, review, and approval process. Payroll processing for the limited number of employees at the City currently takes almost 24 hours, which is longer than expected. Specifically, personnel noted the following challenges:<ul style="list-style-type: none">Payroll tax liabilities are manually prepared for each pay period and quarter.The Administrative Supervisor must prepare a spreadsheet, based on physical timesheet submissions from each department, that consolidates the timesheets for input into the payroll system.There are concerns of noncompliance due to manually calculating Internal Revenue Code 457 deferred compensation liabilities.	<ul style="list-style-type: none">Manual tax calculations increase the risk of miscalculations or omissions, which may lead to noncompliance with federal, state, or local tax laws and potential fines or penalties.Systems limitations are preventing the City from integrating payroll into the accounting system to generate accurate and timely payroll-related costs.	<ul style="list-style-type: none">Consider integrating a new payroll system, in conjunction with the proposed timekeeping procedures, to streamline the payroll review and approval process. When reviewing a new payroll platform, the following should be considered:<ul style="list-style-type: none">Ability to automatically import time and attendance data from electronic timekeeping systemsIntegration with existing HR platforms and accounting systemAutomated tax calculations and electronic filing capabilitiesSupport for federal, state, and local tax regulations, including updates for changing lawsGeneration of required payroll tax forms (e.g., W-2 and 1099) and compliance reports



Payroll

Observation	Impact	Recommendation
<ul style="list-style-type: none">• The City's employee onboarding process involves HR completing physical new hire forms, which are then scanned and emailed to the Administrative Supervisor for inclusion in payroll, rather than being stored in a centralized shared drive or document management system.• Any payroll changes, such as rate increases or department changes, are emailed to the Administrative Supervisor.• With the lack of a Finance Director, the Administrative Supervisor enters and reviews payroll. There is not a review of data changes or audit reports when finalizing payroll.	<ul style="list-style-type: none">• Emailing scanned documents increases the risk of exposing sensitive data to unauthorized personnel and data breaches.• A review of data changes and audit reports would reassure auditors that all changes made in the payroll system have corresponding backup.	<ul style="list-style-type: none">• Create a limited-access shared drive or folder for HR and Payroll to use for communication of all payroll-related paperwork. Establish a process for saving documents so that HR has reassurance that the paperwork has been processed.• Search for a data change or audit report in the payroll system and include this report as part of the final approval.



**The following
recommendations should be
considered to improve the
City's overall compliance with
City and State regulations.**

Utilities Management

Observation	Impact	Recommendation
<ul style="list-style-type: none">• Maintaining consistent updates to water and other utility rates is a challenging and cumbersome process that is performed manually.• A recent rate change that was in effect on January 1, 2025, was not fully inputted into the system until June 2025 due to competing priorities assigned by the former Finance Director.• Utility readings are handwritten and forwarded to the Accountant for billing. There is no integration into the accounting system, so meter readings must be entered one at a time into the customer's account for bill calculation.• Many meters are broken, so the Accountant bills for a flat amount until actual numbers can be obtained.	<ul style="list-style-type: none">• Frequent changes in utilities require timely rate adjustments. Absent current rates and sufficient time, true revenue may not be accurate.• Noncompliance with rate changes increases the risk of penalties and fines, such as consumer protection violations or environmental- and health-related fines.• Manually keying meter readings into the system can result in errors in the customer's bill and be time-consuming.• Estimating a customer's water usage for many months when the meter is broken can result in adjustments and customer complaints.	<ul style="list-style-type: none">• Continue to implement Tyler Munis, which was started by the former Director of Finance and can automate integration with meter readings and make rate updates easier. The completed integration will change the way utility billing is managed in the Finance office.



Licensing

Observation	Impact	Recommendation
<ul style="list-style-type: none">The City currently lacks an effective system to track business licenses, which is creating challenges in monitoring license renewals and ensuring continued compliance.	<ul style="list-style-type: none">Failure to track license expirations may lead to businesses operating without valid licenses, exposing the City to legal and regulatory risks.Untracked or expired licenses can result in missed renewal fees and penalties, negatively impacting the City's revenue.	<ul style="list-style-type: none">Develop formal policies and procedures to support license issuance, renewal-tracking, and steps to follow-up on expired licenses.Consider using an electronic platform (e.g., Smartsheet) to track licensing status and send automated renewal reminders to the appropriate City personnel.



Implementation Plan

Category	Recommendation	Priority	Responsible Party



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STAFF REPORT

TO: Lindsay City Council

MEETING DATE: July 22, 2024

Item #: 11 .1
Action Items

DEPARTMENT: City Manager

FROM: Kuyler Crocker, Interim City Manager

AGENDA TITLE: Mason House& Museum Lease Renewal Agreement

ACTION & RECOMMENDATION

Approved the Renewal Agreement between the City of Lindsay and Lindsay Cultural Arts Council.

BACKGROUND | ANALYSIS

The City of Lindsay has leased two City-owned historical properties—commonly known as the Mason House and the Library Building (City Museum)—to the Lindsay Cultural Arts Council (LCAC), a local nonprofit organization dedicated to promoting the arts and preserving cultural heritage. These facilities are utilized for museum exhibits, art galleries, and community cultural events.

Mason House Improvements (147 N. Gail Hill Street)

Significant rehabilitation efforts were completed to restore the Mason House as a structurally sound, and historically respectful facility. Key improvements over the pass 20-year lease include:

- **Structural Leveling:** Laser-leveling corrected up to 5–6 inches of settling to stabilize the foundation.
- **Flooring:** Original wood floors were stripped, sanded, and refinished.
- **Windows:** New dual-pane, energy-efficient windows were installed.
- **Painting:** Full interior and exterior repainting improved aesthetics and surface protection.
- **Plumbing:** Complete replacement of plumbing and installation of a new water heater.
- **Porches:** Reconstruction of the back and side porches; repairs to the front porch ceiling.
- **Interior Repairs:** Replacement of a damaged ceiling in an upstairs room.
- **Bathroom & Kitchen Upgrades:** New toilets and updated kitchen appliances installed.
- **Outdoor Improvements:** Construction of a new brick patio between the Mason House and adjacent City property.

Former Library Building / City Museum Improvements (165 N. Gail Hill Street)

Renovations to the former library building focused on adapting the space for museum use while preserving historical elements over the pass 20-year lease:

- **Interior Renovations:**
 - Removal of outdated furniture and carpeting.
 - Safe abatement and removal of asbestos-containing materials.
 - Restoration of original wood flooring.
 - Installation of historically accurate lighting and gallery-ready electrical upgrades.
 - Conversion of bookshelves into enclosed display cases.
 - Full interior repainting with period-sensitive finishes.
- **Window Restoration:** Original windows restored with laminated, UV-tinted glass.
- **Site and Exterior Improvements:**
 - Removal and regrading of yard and walkways for improved drainage.
 - Installation of wrought iron fencing and perimeter landscaping.
 - ADA-compliant gravel surfacing added for accessibility.
- **Bathroom & Plumbing Upgrades:** New water-efficient toilets and updated plumbing fixtures.
- **Exterior Painting:** Entire exterior cleaned, primed, and painted in historically appropriate colors.

Cost of repairs replacement and upgrades to both building approximated to \$175,000. The completed improvements at the Mason House and the City Museum represent a substantial investment in the City of Lindsay's cultural and historical resources. These renovations enhance the facilities' functionality, historical

integrity, and community value. Staff will continue to coordinate with the LCAC to support future cultural programming and preservation efforts.

Key provisions of the lease include:

- **Term:** 10 years
- **Rent:** \$1.00 per year
- **Use:** Museum/Gallery and Cultural Arts activities only

FISCAL IMPACT

- Minimal rent revenue (\$1/year).
- Potential indirect costs if maintenance, repairs, or upgrades are needed and not covered by Lessee.

ATTACHMENTS

Lease Agreement (2025) – City of Lindsay & Lindsay Cultural Arts Council

1. Exhibit A: 1 Year Agreement to Mason House
2. Exhibit B: 10 Year Agreement to Museum/Gallery and other Cultural Arts purposes.

Reviewed/Approved: _____

AGREEMENT FOR LEASE OF PREMISES

THIS AGREEMENT, is entered into as of this 1st day of July 2025 by and between the CITY OF LINDSAY, hereinafter referred to as “Lessor”, and LINDSAY CULTURAL ARTS COUNCIL, a non-profit corporation, hereinafter referred to as “Lessee”, with respect to the following:

WHEREAS, Lessor owns the real ae located at 147 North Gail Hill Street in the City of Lindsay, County of Tulare, California and more particularly described in Exhibit A, attached hereto; and

WHEREAS, Lessee desires to cause the property to be leased for Museum/Gallery and other Cultural Arts purposes; and

WHEREAS, Lessor is willing to enter into a lease with Lessee under the terms and conditions set forth below.

ACCORDINGLY, IT IS AGREED:

PART 1.

LEASE, TERM, OPTION TO EXTEND, HOLDOVER, ASSIGNMENT SUBLETTING

1.1 Lease.

Lessee will lease the Premises located at 147 North Gail Hill Street, in the City of Lindsay, County of Tulare, California, from Lessor on the terms and conditions set forth below.

1.2 Lessee's Possession Date and Term.

Lessee will be entitled to exclusive possession of the Premises on the date to be mutually agreed upon by Lessee and Lessor. If Lessee takes possession of the Premises on a date other than the first day of a calendar month, the initial term will consist of the unexpired portion of the calendar month in which Lessee holds possession of the Premises plus one (1) full year from the first day of the calendar month immediately following. The anniversary date will be the first day of the first full month of the term.

1.3 Lessee's Option to Extend Term.

Provided Lessee is not then in default of this Lease, Lessee shall have the option to extend for an additional 1 year period under terms and conditions mutually agreed to.

1.4 Holdover Without Consent.

If Lessee holds over beyond the expiration of the initial term of this Lease without the written consent of Lessor, the holding over will be deemed a month-to-month tenancy, until the tenancy is terminated in a manner provided by law.

1.5 Assignment and Subletting.

Lessee may not assign this Agreement, or sublet any portion thereof, without the prior written consent of Lessor, which consent may be withheld for any reason.

2. RENT

2.1 Amount.

Lessee will pay the following rent to Lessor for the exclusive use and occupancy of the Premises.

2.1.1 Annual Rent.

The sum of \$1.00 per year.

3. USE OF PREMISES.

3.1 Allowed Uses.

Lessee and Lessee's subtenants will use the Premises only for the provision for Museum/Gallery and other Cultural Arts purposes, unless Lessee first obtains Lessor's written consent for other uses. Lessee will use the Premises in compliance with all laws, ordinances, and other governmental regulations now in force or which may hereafter be in force relating thereto, including, but not limited to all zoning, building, safety and public health requirements and regulations.

3.2. Prohibited Uses.

Lessee will not commit or permit the commission of any acts on the Property that:

1. Increase Lessor's existing rates for, or causes the cancellation of, any fire, casualty, liability, or other policy of Lessor insuring the Premises or its contents;
or
2. Violate or conflict with any law, statute, ordinance, or governmental rule or regulation, whether now in force or hereafter enacted, applicable to the Premises; or
3. Constitute waste on the Premises, or the maintenance of a nuisance as defined by the laws of California.

3.3 Lessor's Use of Premises.

Lessor, from time to time, desires to use the Premises for City-related uses such as meetings and events. Lessee agrees to allow Lessor to use the Premises for such purposes. Lessor agrees to provide Lessee five (5) days' notice prior to using the Premises for such purposes.

4. MAINTENANCE, REPAIR AND UPKEEP

4.1 Lessee's Responsibilities.

Lessee will be responsible for all maintenance, repair and upkeep of the Premises including all building interiors and exteriors, all exterior structures and attached equipment and fixtures, including fire extinguishers, whether furnished or constructed by Lessor or by Lessee, all pest control, and all parking areas. Lessee shall be responsible for repairing and maintaining the building. Lessee will be responsible for complying with all codes or laws requiring alterations, maintenance or restoration of the Premises during the term of the lease, at no cost to Lessor, including codes requiring fire extinguishers or other fire suppression equipment. If Lessee is required by any code or regulation to construct any alteration as a result of Lessee's or any subtenant's particular and specific use of the Premises, or if Lessee is required to repair any deterioration or damage to the Premises caused by Lessee's clients, invitees, or subtenants, or by Lessee's lack of ordinary care, Lessee will either directly pay, or will reimburse Lessor for, the reasonable cost thereof.

Lessee will be responsible for providing all custodial service and supplies for the Premises. On the expiration or termination of this Lease, Lessee will deliver the Premises to Lessor in as good condition and repair as existed upon possession of Premises, reasonable wear and tear and damage by the elements excepted.

4.2 Lessor's Responsibilities.

Lessor will be responsible for maintenance of the grounds, at lessee's request and at Lessee's sole cost and expense.

5. UTILITIES

5.1 Lessee's Responsibilities.

Lessee shall be responsible for and will pay for all utilities and services furnished to the Premises, including gas, electricity, telephone, and all related connection charges. Lessor will be responsible for water and trash collection services.

6. LESSEE'S ALTERATIONS

6.1 Alterations Permitted.

Lessee may make such alterations, additions or improvements to the interior of the building on the Premises as Lessee deems necessary in order to conduct Lessee's operations on the Premises, including the addition, rerouting or expansion of electrical circuits, telephone and data lines. Lessee may install signs on any exterior wall, door or window on the building, provided that such changes must not weaken or cause structural damage to the building or reduce the value of the Premises or result in a lien upon the Premises. All signs displayed on any exterior wall, door or window on the building shall be in compliance with City Codes. Lessor will be notified in writing before any alterations, additions or improvements are undertaken by Lessee. All such alterations, additions or improvements will be at Lessee's sole expense.

6.2 Permits.

Lessee will obtain all governmental permits required for such changes, and such changes must comply with all applicable laws and regulations. All changes must comply with the City's regulations and guidelines.

6.3 Lessor's Inspection.

Lessor may, at Lessor's own expense, inspect any of Lessee's work carried out under the terms of this paragraph 6, and may consult with any contractor, subcontractor or architect, as to any aspect of such work.

6.4 Ownership and Removal.

All alterations, additions, improvements, or signs provided by Lessee or a subtenant and not removed by Lessee within 30 days of the expiration or other termination of the lease will become the property of Lessor, unless Lessor instructs Lessee in writing to remove the same at Lessee's sole expense. Lessee will promptly repair any damage to the Premises caused by any such removal, at no cost to Lessor.

7. INSURANCE

7.1 Fire Insurance.

Upon delivery of the premises, Lessee will procure and maintain a policy or policies of the fire and extended coverage insurance insuring against damage to or destruction of the premises from any insurable cause during the entire term of the lease, and any renewal or holdover period, subject to approval by Lessor, Lessee will provide Lessor with a certificate or certificates of coverage showing the policy or policies are issued by insurers admitted to conduct business in the State of California.

7.2 Liability Insurance.

For the duration of this Agreement, including any renewal or holdover period, Lessee will

maintain commercial general liability insurance coverage on the Premises with combined single limit coverage of \$2,000,000 per occurrence, issued by a company with a Best's rating of at least A-V, admitted to transact business in California. The policy must contain, or be endorsed to contain, the following:

7.2.1 City of Lindsay.

The City, its officers, employees, agents and subtenants must be covered as additional insured as respects liability arising out of activities performed by or on behalf of Lessor; and premises owned, occupied or used by Lessor. The coverage must contain no special limitations on the scope of protection afforded to Lessee, its officers, employees or agents.

7.2.2 Primary.

Lessee's insurance coverage must be primary insurance as respects Lessor, its officers, employees, agents or subtenants. Any insurance or self-insurance maintained by Lessor, its officers, employees, agents or subtenants will be excess of Lessee's insurance and will not contribute to it.

7.2.3 Notice to Lessee.

The policy must not be suspended, voided, canceled or reduced in coverage or in limits, except after 30 days prior written notice has been given to Lessee

7.2.4 Proof of Insurance.

Throughout Lessee's occupancy of the Premises Lessee will provide Lessor with a certificate or certificates acceptable to Lessor showing compliance with the provisions required above, and on written request of Lessor, will provide Lessor with a true and complete copy of any policy or policies required above.

9. INDEMNITY.

9.1 Lessor's Indemnity.

To the fullest extent permitted by law, Lessee shall indemnify, defend (at Lessee's sole cost and expense and with legal counsel approved by City, which approval shall not be unreasonably withheld), protect and hold harmless City and all of the City's representatives, officers, directors, employees, consultants, agents, successors and assigns, from and against all claims (including, without limitation, claims for damages, actions, causes of action, bodily injury, death or damage to property), demands, obligations, suits, losses, judgments, fines, penalties, liabilities, costs, and expenses (including, without limitation, attorneys fees, disbursements and court costs, and all other expert/consultants' fees and City's administrative expenses) of every kind and nature

whatsoever which may arise from or in any manner relate to this Lease, the Premises, or any work performed or services or assistance provided. Lessee understands that the indemnification obligation extends to and includes claims arising from the active and passive negligence of indemnified parties. Notwithstanding the foregoing, nothing herein shall be construed to require Lessee to indemnify the indemnified parties from any claim arising from the sole negligence or willful misconduct of the indemnified parties. Lessor's obligation will continue beyond the expiration or termination of this Agreement as to any act or omission which occurred before expiration or termination.

10. CONDEMNATION.

10.1 Lessee's Right to Terminate.

In the event of a total or partial taking of the Premises by an entity other than Lessor, exercising the right of eminent domain, which taking renders the majority of the Premises useless for the uses permitted under this Lease, Lessee will have the option of terminating this Lease.

11. TERMINATION FOR CAUSE.

11.1 Cause.

Either party may terminate this Agreement for cause without prejudice to any other right or remedy to which the terminating party may be entitled at law or under this Agreement. Cause for the purpose of this Agreement exists if a party:

- (a) is adjudged a bankrupt, or
- (b) becomes insolvent or has a receiver appointed, or
- (c) makes a general assignment for the benefit of creditors, or
- (d) suffers any judgment which remains unsatisfied for 30 days, and which would substantively impair the ability of the judgment debtor to perform under this Agreement, or
- (e) materially breaches this Agreement.

11.2 Notice to Defaulting Party.

For any of the above occurrences except item (e), termination may be effected upon written notice by the terminating party specifying the date of the termination. Upon a material breach, the Agreement may be terminated only after the failure of the defaulting party to remedy the breach to the satisfaction of the non-defaulting party within 5 calendar

days of delivery of a written notice specifying the nature of the breach. If the breach is not remedied within that 5-day period, the non-defaulting party may terminate this Agreement by delivering a further written notice specifying the date of termination. If the nature of the breach is such that it cannot be cured within the 5-day period, the defaulting party may deliver a written proposal to the non-defaulting party within that period which sets forth a specific means to resolve the default. If the non-defaulting party consents to that proposal in writing, which consent will not be unreasonably withheld, the defaulting party will immediately embark on its plan to cure. If the default is not cured within the time agreed, the non-defaulting party may terminate after delivering a written notice specifying the date of termination.

11.3 Delivery of Notices.

Notices given under paragraph 11.2 will be deemed delivered as provided in paragraph 12.17 below.

11.4 Obligations Surviving Termination.

Termination of this Agreement will not terminate any obligations to indemnify, to maintain and make available any records pertaining to this Agreement, to cooperate with any audit, to be subject to offset, or to make any reports of per-termination contract activities.

11.5 Unlawful Detainer.

The notices provided for in paragraph 12.2 are in addition to any required statutory notices for unlawful detainer proceedings under Code of Civil Procedure section 1161 et seq.

12. MISCELLANEOUS

12.1 Quiet Enjoyment.

Upon the payment of the rent and Reimbursables and the performance of all the terms, covenants and conditions by Lessee to be performed as herein provided, Lessee will be allowed to peaceably and quietly hold and enjoy the Premises during the term of this lease, or any extended term thereof.

12.2 Surrender.

Lessee will peaceably surrender possession of the Premises upon the expiration or other termination of this lease, and will return the Premises to Lessor in as good a condition as when received, reasonable wear and tear and damage from the elements excepted, except for so much of said Premises as may be injured or destroyed by fire, earthquake or other casualty not the fault of Lessee.

12.3 Amendment.

This Agreement may be modified, amended or terminated at any time by mutual consent in writing of the parties hereto.

12.4 Entire Agreement Represented.

This Agreement represents the entire understanding between Lessor and Lessee as to its subject matter and no prior oral or written understanding shall be of any force or effect. No part of this Agreement may be modified, waived or repealed without the written consent of both parties.

12.5. Headings.

Section headings are provided for organizational purposes only and do not in any manner affect the scope, meaning or intent of the provisions under the headings.

12.6 Interpretation.

This Agreement reflects the contributions of both parties and accordingly the provisions of Civil Code section 1654 shall not apply to address and interpret any uncertainty.

12.7 No Third Party Beneficiaries.

Unless specifically set forth, the parties to this Agreement do not intend to provide any third party' with any benefit or enforceable legal or equitable right or remedy.

12.8 Governing Law.

This Agreement will be interpreted and governed under the laws of the State of California without reference to California conflicts of law principles. Any litigation arising out of this Agreement will be brought in Tulare County California. Lessor waives the removal provisions of California code of Civil Procedure Section 394.

12.9 Waivers.

The failure of either party to insist on strict compliance with any provision of this Agreement will not be considered to be a waiver of any right to do so, whether for that breach or any subsequent breach. The acceptance by either party of either performance or payment will not be considered to be a waiver of any preceding breach of the Agreement by the other party.

12.10 Exhibits and Recitals.

All Exhibits to this Agreement are fully incorporated into and are integral parts of this Agreement.

12.11 Conflict with Laws or Regulations; Severability.

This Agreement is subject to all applicable laws and regulations. If any provision of this Agreement is e parties, to be in conflict with any code or found by any court or other legal

authority, or is agreed by the parties to be in conflict with any code or regulation governing its subject, the conflicting provision will be considered null and void. If the effect of nullifying any conflicting provision is such that a material benefit of the Agreement to either party is lost, the Agreement may be terminated at the option of the affected party. In all other cases the remainder of the Agreement will continue in full force and effect. If either party, exercising its sole discretion, elects to defend this agreement against a third party suit alleging any invalidity in this Agreement, they must do so at their own expense.

12.12 Further Assurances.

Each party will execute any additional documents and will perform any further acts which may be reasonably required to effect the purposes of this Agreement. Lessee will, on request by Lessor, execute appropriate estoppel certificates and attornments in favor of any trust deed holders or encumbrancers.

12.13 Assurances of Non-discrimination.

Lessor will not discriminate in employment or the performance of the Work or in the provision of services called for under this Agreement on the basis of any characteristic or condition upon which discrimination is prohibited by state or federal law or regulation.

Lessee herein covenants by and for himself or herself, his or her heirs, executors, administrators, and assigns, and all persons claiming under or through him or her, and this lease is made and accepted upon and subject to the following conditions:

That there shall be no discrimination against or segregation of any person or group of persons, on account of race, color, creed, religion, sex, marital status, national origin, or ancestry, in the leasing, subleasing, transferring, use, occupancy, tenure, or enjoyment of the premises herein leased nor shall the lessee himself, or any person claiming under or through him or her, establish or permit any such practice or practices of discrimination or segregation with reference to the selection, location, number, use, or occupancy, of tenants, lessees, sublessees, subtenants, or vendees in the premises herein leased.

12.14 Lessor's Right to Enter to Inspect and Post.

Lessee will permit Lessor and its agents to enter upon the Premises at all reasonable times for the purpose of posting notices of non-responsibility for alterations or additions made by Lessee, or for the purpose of inspecting the Premises, and, within six (6) months prior to the expiration of the term of this Lease, or any extension thereof, will permit Lessor to enter for the purpose of placing ordinary for sale or for lease signs.

12.15 Brokers.

All negotiations relative to this Agreement have been carried out directly by representatives

of Lessor and Lessee without the participation of brokers and each party represents to the other that there are no unpaid broker's fees in connection with this Agreement.

12.16 Encumbrance of Premises.

Lessor may encumber the Premises so long as Lessee's quiet enjoyment of the Premises is not disturbed thereby.

12.17 Notices.

All notices required to be given under this Agreement must be delivered to the addresses set forth below, unless otherwise instructed in writing, and will be deemed delivered on the following dates:

12.17.1 Notice to Lessor.

When delivered to Lessor in person, or when mailed by certified mail, postage prepaid, to City of Lindsay, 251 Honolulu Street, P.O. Box 369, Lindsay, California 93247.

12.17.2 Notice to Lessee.

When delivered to Lessee in person, or when mailed by certified mail,, postage prepaid, to Lindsay Cultural Arts Council, 109 East Hermosa, Lindsay, California 93247.

12.19 Successors and Assigns.

This Agreement is binding on and will inure to the benefit of the successors and assigns of the parties, but nothing in this section shall be construed as consent by Lessor to any sublease or assignment by Lessee if such consent is otherwise required by the terms of this Agreement.

12.20 Duplicate Originals.

This Agreement will be executed in duplicate originals.

12.21 Time of the Essence.

Time is of the essence of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

CITY OF LINDSAY

Date: _____

By: _____

Mayor

LESSOR

LINDSAY CULTURAL ARTS COUNCIL

Date: _____

By: _____

LESSEE

AGREEMENT FOR LEASE OF PREMISES

THIS AGREEMENT, is entered into as of this 1st day of July 2025 by and between the CITY OF LINDSAY, hereinafter referred to as “Lessor”, and LINDSAY CULTURAL ARTS COUNCIL, a non-profit corporation, hereinafter referred to as “Lessee”, with respect to the following:

WHEREAS, Lessor owns the real ae located at 165 North Gail Hill Street in the City of Lindsay, County of Tulare, California and more particularly described in Exhibit A, attached hereto; and

WHEREAS, Lessee desires to cause the property to be leased for Museum/Gallery and other Cultural Arts purposes; and

WHEREAS, Lessor is willing to enter into a lease with Lessee under the terms and conditions set forth below.

ACCORDINGLY, IT IS AGREED:

PART 1.

LEASE, TERM, OPTION TO EXTEND, HOLDOVER, ASSIGNMENT SUBLETTING

1.1 Lease.

Lessee will lease the Premises located at 165 North Gail Hill Street, in the City of Lindsay, County of Tulare, California, from Lessor on the terms and conditions set forth below.

1.2 Lessee's Possession Date and Term.

Lessee will be entitled to exclusive possession of the Premises on the date to be mutually agreed upon by Lessee and Lessor. If Lessee takes possession of the Premises on a date other than the first day of a calendar month, the initial term will consist of the unexpired portion of the calendar month in which Lessee holds possession of the Premises plus ten (10) full years from the first day of the calendar month immediately following. The anniversary date will be the first day of the first full month of the term.

1.3 Lessee's Option to Extend Term.

Provided Lessee is not then in default of this Lease, Lessee shall have the option to extend for an additional 10 year period under terms and conditions mutually agreed to.

1.4 Holdover Without Consent.

If Lessee holds over beyond the expiration of the initial term of this Lease without the written consent of Lessor, the holding over will be deemed a month-to-month tenancy, until the tenancy is terminated in a manner provided by law.

1.5 Assignment and Subletting.

Lessee may not assign this Agreement, or sublet any portion thereof, without the prior written consent of Lessor, which consent may be withheld for any reason.

2. RENT

2.1 Amount.

Lessee will pay the following rent to Lessor for the exclusive use and occupancy of the Premises.

2.1.1 Annual Rent.

The sum of \$1.00 per year.

3. USE OF PREMISES.

3.1 Allowed Uses.

Lessee and Lessee's subtenants will use the Premises only for the provision for Museum/Gallery and other Cultural Arts purposes, unless Lessee first obtains Lessor's written consent for other uses. Lessee will use the Premises in compliance with all laws, ordinances, and other governmental regulations now in force or which may hereafter be in force relating thereto, including, but not limited to all zoning, building, safety and public health requirements and regulations.

3.2. Prohibited Uses.

Lessee will not commit or permit the commission of any acts on the Property that:

1. Increase Lessor's existing rates for, or causes the cancellation of, any fire, casualty, liability, or other policy of Lessor insuring the Premises or its contents;
or
2. Violate or conflict with any law, statute, ordinance, or governmental rule or regulation, whether now in force or hereafter enacted, applicable to the Premises; or
3. Constitute waste on the Premises, or the maintenance of a nuisance as defined by the laws of California.

4. MAINTENANCE, REPAIR AND UPKEEP

4.1 Lessee's Responsibilities.

Lessee will be responsible for all maintenance, repair and upkeep of the Premises including all building interiors and exteriors, all exterior structures and attached equipment and fixtures, including fire extinguishers, whether furnished or constructed by Lessor or by Lessee, all pest control, and all parking areas. Lessee shall be responsible for repairing and maintaining the building. Lessee will be responsible for complying with all codes or laws requiring alterations, maintenance or restoration of the Premises during the term of the lease, at no cost to Lessor, including codes requiring fire extinguishers or other fire suppression equipment. If Lessee is required by any code or regulation to construct any alteration as a result of Lessee's or any subtenant's particular and specific use of the Premises, or if Lessee is required to repair any deterioration or damage to the Premises caused by Lessee's clients, invitees, or subtenants, or by Lessee's lack of ordinary care, Lessee will either directly pay, or will reimburse Lessor for, the reasonable cost thereof.

Lessee will be responsible for providing all custodial service and supplies for the Premises. On the expiration or termination of this Lease, Lessee will deliver the Premises to Lessor in as good condition and repair as existed upon possession of Premises, reasonable wear and tear and damage by the elements excepted.

4.2 Lessor's Responsibilities.

Lessor will be responsible for maintenance of the grounds, at lessee's request and at Lessee's sole cost and expense.

5. UTILITIES

5.1 Lessee's Responsibilities.

Lessee shall be responsible for and will pay for all utilities and services furnished to the Premises, including gas, electricity, telephone, and all related connection charges. Lessor will be responsible for water and trash collection services.

6. LESSEE'S ALTERATIONS

6.1 Alterations Permitted.

Lessee may make such alterations, additions or improvements to the interior of the building on the Premises as Lessee deems necessary in order to conduct Lessee's operations on the Premises, including the addition, rerouting or expansion of electrical circuits, telephone and data lines. Lessee may install signs on any exterior wall, door or window on the building, provided that such changes must not weaken or cause structural damage to the building or reduce the value of the Premises or result in a lien upon the

Premises. All signs displayed on any exterior wall, door or window on the building shall be in compliance with City Codes. Lessor will be notified in writing before any alterations, additions or improvements are undertaken by Lessee. All such alterations, additions or improvements will be at Lessee's sole expense.

6.2 Permits.

Lessee will obtain all governmental permits required for such changes, and such changes must comply with all applicable laws and regulations. All changes must comply with the City's regulations and guidelines.

6.3 Lessor's Inspection.

Lessor may, at Lessor's own expense, inspect any of Lessee's work carried out under the terms of this paragraph 6, and may consult with any contractor, subcontractor or architect, as to any aspect of such work.

6.4 Ownership and Removal.

All alterations, additions, improvements, or signs provided by Lessee or a subtenant and not removed by Lessee within 30 days of the expiration or other termination of the lease will become the property of Lessor, unless Lessor instructs Lessee in writing to remove the same at Lessee's sole expense. Lessee will promptly repair any damage to the Premises caused by any such removal, at no cost to Lessor.

7. INSURANCE

7.1 Fire Insurance.

Upon delivery of the premises, Lessee will procure and maintain a policy or policies of the fire and extended coverage insurance insuring against damage to or destruction of the premises from any insurable cause during the entire term of the lease, and any renewal or holdover period, subject to approval by Lessor, Lessee will provide Lessor with a certificate or certificates of coverage showing the policy or policies are issued by insurers admitted to conduct business in the State of California.

7.2 Liability Insurance.

For the duration of this Agreement, including any renewal or holdover period, Lessee will maintain commercial general liability insurance coverage on the Premises with combined single limit coverage of \$2,000,000 per occurrence, issued by a company with a Best's rating of at least A-V, admitted to transact business in California. The policy must contain, or be endorsed to contain, the following:

7.2.1 City of Lindsay.

The City, its officers, employees, agents and subtenants must be covered as additional insured as respects liability arising out of activities performed by or on

behalf of Lessor; and premises owned, occupied or used by Lessor. The coverage must contain no special limitations on the scope of protection afforded to Lessee, its officers, employees or agents.

7.2.2 Primary.

Lessee's insurance coverage must be primary insurance as respects Lessor, its officers, employees, agents or subtenants. Any insurance or self-insurance maintained by Lessor, its officers, employees, agents or subtenants will be excess of Lessee's insurance and will not contribute to it.

7.2.3 Notice to Lessee.

The policy must not be suspended, voided, canceled or reduced in coverage or in limits, except after 30 days prior written notice has been given to Lessee

7.2.4 Proof of Insurance.

Throughout Lessee's occupancy of the Premises Lessee will provide Lessor with a certificate or certificates acceptable to Lessor showing compliance with the provisions required above, and on written request of Lessor, will provide Lessor with a true and complete copy of any policy or policies required above.

9. INDEMNITY.

9.1 Lessor's Indemnity.

To the fullest extent permitted by law, Lessee shall indemnify, defend (at Lessee's sole cost and expense and with legal counsel approved by City, which approval shall not be unreasonably withheld), protect and hold harmless City and all of the City's representatives, officers, directors, employees, consultants, agents, successors and assigns, from and against all claims (including, without limitation, claims for damages, actions, causes of action, bodily injury, death or damage to property), demands, obligations, suits, losses, judgments, fines, penalties, liabilities, costs, and expenses (including, without limitation, attorneys fees, disbursements and court costs, and all other expert/consultants' fees and City's administrative expenses) of every kind and nature whatsoever which may arise from or in any manner relate to this Lease, the Premises, or any work performed or services or assistance provided. Lessee understands that the indemnification obligation extends to and includes claims arising from the active and passive negligence of indemnified parties. Notwithstanding the foregoing, nothing herein shall be construed to require Lessee to indemnify the indemnified parties from any claim arising from the sole negligence or willful misconduct of the indemnified parties. Lessor's

obligation will continue beyond the expiration or termination of this Agreement as to any act or omission which occurred before expiration or termination.

10. CONDEMNATION.

10.1 Lessee's Right to Terminate.

In the event of a total or partial taking of the Premises by an entity other than Lessor, exercising the right of eminent domain, which taking renders the majority of the Premises useless for the uses permitted under this Lease, Lessee will have the option of terminating this Lease.

11. TERMINATION FOR CAUSE.

11.1 Cause.

Either party may terminate this Agreement for cause without prejudice to any other right or remedy to which the terminating party may be entitled at law or under this Agreement.

Cause for the purpose of this Agreement exists if a party:

- (a) is adjudged a bankrupt, or
- (b) becomes insolvent or has a receiver appointed, or
- (c) makes a general assignment for the benefit of creditors, or
- (d) suffers any judgment which remains unsatisfied for 30 days, and which would substantively impair the ability of the judgment debtor to perform under this Agreement, or
- (e) materially breaches this Agreement.

11.2 Notice to Defaulting Party.

For any of the above occurrences except item (e), termination may be effected upon written notice by the terminating party specifying the date of the termination. Upon a material breach, the Agreement may be terminated only after the failure of the defaulting party to remedy the breach to the satisfaction of the non-defaulting party within 5 calendar days of delivery of a written notice specifying the nature of the breach. If the breach is not remedied within that 5-day period, the non-defaulting party may terminate this Agreement by delivering a further written notice specifying the date of termination. If the nature of the breach is such that it cannot be cured within the 5-day period, the defaulting party may deliver a written proposal to the non-defaulting party within that period which sets forth a specific means to resolve the default. If the non-defaulting party consents to that proposal

in writing, which consent will not be unreasonably withheld, the defaulting party will immediately embark on its plan to cure. If the default is not cured within the time agreed, the non-defaulting party may terminate after delivering a written notice specifying the date of termination.

11.3 Delivery of Notices.

Notices given under paragraph 11.2 will be deemed delivered as provided in paragraph 12.17 below.

11.4 Obligations Surviving Termination.

Termination of this Agreement will not terminate any obligations to indemnify, to maintain and make available any records pertaining to this Agreement, to cooperate with any audit, to be subject to offset, or to make any reports of per-termination contract activities.

11.5 Unlawful Detainer.

The notices provided for in paragraph 12.2 are in addition to any required statutory notices for unlawful detainer proceedings under Code of Civil Procedure section 1161 et seq.

12. MISCELLANEOUS

12.1 Quiet Enjoyment.

Upon the payment of the rent and Reimbursables and the performance of all the terms, covenants and conditions by Lessee to be performed as herein provided, Lessee will be allowed to peaceably and quietly hold and enjoy the Premises during the term of this lease, or any extended term thereof.

12.2 Surrender.

Lessee will peaceably surrender possession of the Premises upon the expiration or other termination of this lease, and will return the Premises to Lessor in as good a condition as when received, reasonable wear and tear and damage from the elements excepted, except for so much of said Premises as may be injured or destroyed by fire, earthquake or other casualty not the fault of Lessee.

12.3 Amendment.

This Agreement may be modified, amended or terminated at any time by mutual consent in writing of the parties hereto.

12.4 Entire Agreement Represented.

This Agreement represents the entire understanding between Lessor and Lessee as to its subject matter and no prior oral or written understanding shall be of any force or effect. No part of this Agreement may be modified, waived or repealed without the written consent of both parties.

12.5. Headings.

Section headings are provided for organizational purposes only and do not in any manner affect the scope, meaning or intent of the provisions under the headings.

12.6 Interpretation.

This Agreement reflects the contributions of both parties and accordingly the provisions of Civil Code section 1654 shall not apply to address and interpret any uncertainty.

12.7 No Third Party Beneficiaries.

Unless specifically set forth, the parties to this Agreement do not intend to provide any third party' with any benefit or enforceable legal or equitable right or remedy.

12.8 Governing Law.

This Agreement will be interpreted and governed under the laws of the State of California without reference to California conflicts of law principles. Any litigation arising out of this Agreement will be brought in Tulare County California. Lessor waives the removal provisions of California code of Civil Procedure Section 394.

12.9 Waivers.

The failure of either party to insist on strict compliance with any provision of this Agreement will not be considered to be a waiver of any right to do so, whether for that breach or any subsequent breach. The acceptance by either party of either performance or payment will not be considered to be a waiver of any preceding breach of the Agreement by the other party.

12.10 Exhibits and Recitals.

All Exhibits to this Agreement are fully incorporated into and are integral parts of this Agreement.

12.11 Conflict with Laws or Regulations; Severability.

This Agreement is subject to all applicable laws and regulations. If any provision of this Agreement is in conflict with any code or found by any court or other legal authority, or is agreed by the parties to be in conflict with any code or regulation governing its subject, the conflicting provision will be considered null and void. If the effect of nullifying any conflicting provision is such that a material benefit of the Agreement to either party is lost, the Agreement may be terminated at the option of the affected party. In all other cases the remainder of the Agreement will continue in full force and effect. If either party, exercising its sole discretion, elects to defend this agreement against a third party suit alleging any invalidity in this Agreement, they must do so at their own expense.

12.12 Further Assurances.

Each party will execute any additional documents and will perform any further acts which

may be reasonably required to effect the purposes of this Agreement. Lessee will, on request by Lessor, execute appropriate estoppel certificates and attornments in favor of any trust deed holders or encumbrancers.

12.13 Assurances of Non-discrimination.

Lessor will not discriminate in employment or the performance of the Work or in the provision of services called for under this Agreement on the basis of any characteristic or condition upon which discrimination is prohibited by state or federal law or regulation.

Lessee herein covenants by and for himself or herself, his or her heirs, executors, administrators, and assigns, and all persons claiming under or through him or her, and this lease is made and accepted upon and subject to the following conditions:

That there shall be no discrimination against or segregation of any person or group of persons, on account of race, color, creed, religion, sex, marital status, national origin, or ancestry, in the leasing, subleasing, transferring, use, occupancy, tenure, or enjoyment of the premises herein leased nor shall the lessee himself, or any person claiming under or through him or her, establish or permit any such practice or practices of discrimination or segregation with reference to the selection, location, number, use, or occupancy, of tenants, lessees, sublessees, subtenants, or vendees in the premises herein leased.

12.14 Lessor's Right to Enter to Inspect and Post.

Lessee will permit Lessor and its agents to enter upon the Premises at all reasonable times for the purpose of posting notices of non-responsibility for alterations or additions made by Lessee, or for the purpose of inspecting the Premises, and, within six (6) months prior to the expiration of the term of this Lease, or any extension thereof, will permit Lessor to enter for the purpose of placing ordinary for sale or for lease signs.

12.15 Brokers.

All negotiations relative to this Agreement have been carried out directly by representatives of Lessor and Lessee without the participation of brokers and each party represents to the other that there are no unpaid broker's fees in connection with this Agreement.

12.16 Encumbrance of Premises.

Lessor may encumber the Premises so long as Lessee's quiet enjoyment of the Premises is not disturbed thereby.

12.17 Notices.

All notices required to be given under this Agreement must be delivered to the addresses set forth below, unless otherwise instructed in writing, and will be deemed delivered on the following dates:

12.17.1 Notice to Lessor.

When delivered to Lessor in person, or when mailed by certified mail, postage prepaid, to City of Lindsay, 251 Honolulu Street, P.O. Box 369, Lindsay, California 93247.

12.17.2 Notice to Lessee.

When delivered to Lessee in person, or when mailed by certified mail,, postage prepaid, to Lindsay Cultural Arts Council, 109 East Hermosa, Lindsay, California 93247.

12.19 Successors and Assigns.

This Agreement is binding on and will inure to the benefit of the successors and assigns of the parties, but nothing in this section shall be construed as consent by Lessor to any sublease or assignment by Lessee if such consent is otherwise required by the terms of this Agreement.

12.20 Duplicate Originals.

This Agreement will be executed in duplicate originals.

12.21 Time of the Essence.

Time is of the essence of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

CITY OF LINDSAY

Date: _____

By: _____

Mayor
LESSOR

LINDSAY CULTURAL ARTS COUNCIL

Date: _____

By: _____

LESSEE



STAFF REPORT

TO: Lindsay City Council
MEETING DATE: July 22, 2025

Item #: 11.2
Action Items

DEPARTMENT: City Manager

FROM: Vanessa Duran, Acting Human Resource Manager

AGENDA TITLE: Labor Negotiations – Lindsay Police Officers Association and Lindsay City Professional Firefighters Association

ACTION & RECOMMENDATION

1. Approve the proposed changes to the Memorandum of Understanding (MOU) with the Lindsay Police Officers Association.
2. Approve the proposed changes to the Memorandum of Understanding (MOU) with the Lindsay City Professional Firefighters Association.
3. Adopt Resolutions 25-30 and 25-31 approving the agreements.

BACKGROUND | ANALYSIS

The City of Lindsay has concluded negotiations with the Lindsay Police Officers Association (LPOA) and Lindsay Professional Firefighters Association (LCPFA) to update and revise the terms of their respective MOUs. The changes are as follows:

Lindsay Police Officers Association

1. Article 1 & 2 – Language updates: Updated wording to reflect new titles and remove outdated references.
2. Article 14A – Compensation – A 4.0% base wage increase will take effect for all members starting August 3, 2025.
3. Article 15 – Holidays – Updated to include Juneteenth as a recognized LPOA City holiday.

Lindsay Professional Firefighters Association

1. Section 6.06 – Longevity Pay – Added 5% longevity pay at 5 years of service; increased 10-year longevity from 5% to 6.5%.
2. Section 9.01 – Safety Equipment – Clothing added to the list of provided safety gear.
3. Section 9.02 – Uniform and Allowance: Clarified language and changed uniform payments from bi-weekly to twice per year.

FISCAL IMPACT

The changes will result in a 4.0% base wage increase for all employees represented by the Lindsay Police Officers Association, effective August 3, 2025. The costs for both LPOA and LPFA are incorporated into the FY 2025–2026 operational budget.

ATTACHMENTS

1. Resolution 25-30
2. Updated MOU Language – Police Officers Association

3. Updated MOU Language – Professional Firefighters Association
4. Updated City of Lindsay Salary Matrix

Reviewed/Approved: _____

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LINDSAY AND
THE LINDSAY POLICE OFFICERS' ASSOCIATION**

July 1, 2025 - June 30, 2026

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ARTICLE 1 - PREAMBLE

This Memorandum of Understanding, hereinafter referred to as "Agreement" or "MOU", is made and entered into between the City of Lindsay, hereinafter referred to as "City" and the Lindsay Police Officers' Association, hereinafter referred to as "Association", pursuant to California Government Code §3500, et seq.

ARTICLE 2 - RECOGNITION

- A. The City recognizes the Association as the recognized and exclusive representative for the following job classifications:
 - 1. Police Sergeant
 - 2. Police Corporal
 - 3. Police Officer
- B. This recognition excludes:
 - 1. All Management Employees
 - 2. All Temporary Employees
 - 4. All Part-Time Employees
- C. The City agrees to meet and confer with the Association as the exclusive representative on matters relating to the scope of representation under the Meyers-Milias-Brown Act, and as provided under the City's Employer-Employee Relations Policy, Chapter 2.40.

ARTICLE 3 - SEVERANCE

- A. If any provision of this agreement should be found invalid, unconstitutional, unlawful, or unenforceable by reason of any existing or subsequently enacted legislative provision or by judicial authority, the offending provision shall be severed, and all other provision of this agreement shall remain in full force and effect for the duration of the agreement.
- B. Should a provision be severed as a result of Section (A) above, the City and Association agree to meet and confer in a timely manner in an attempt to negotiate a substitute provision. Such negotiations shall apply only to the severed provision(s) of this agreement.

ARTICLE 4 - SOLE AGREEMENT

- A. If, during the term of this agreement the parties mutually agree to modify, amend, or alter the provisions of this agreement in any manner, such changes shall only be effective when reduced to writing and approved by authorized representatives of the City and the Association. Any such changes so adopted shall become part of this agreement and subject to its terms.
- B. It is agreed that any provisions pertaining to wages, hours, or working conditions found to be in conflict with provisions of this agreement shall be null and void, and that the provisions of this agreement shall prevail.

ARTICLE 5 - ASSOCIATION RIGHTS

- A. The City agrees that as the exclusive representative, the Association officers or officially designated representatives shall be allowed the following:
 - 1. Reasonable access to employee work locations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Access shall be restricted so as not to interfere with the normal operations of the department or with

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- established safety or security requirements.
- 2. Space on existing department bulletin boards within the representation unit provided such use is not derogatory to the City, Employees of the City or other Employee Organizations. No material shall be posted on the bulletin boards that refer to candidates for public office or ballot measures.
- B. The City agrees to provide for payroll deductions for Association monthly dues. Such payroll deduction shall be provided in accordance with City forms and processes. The Association agrees to hold the City harmless for withholding such dues.

ARTICLE 6 - CITY RIGHTS

In order to ensure that the City shall continue to carry out necessary City service functions and responsibilities to the public and to maintain efficient and responsive public safety services for the citizens of the City of Lindsay, the City continues to reserve and retain solely and exclusively all rights, including but not limited to:

- A. Determine Public Safety Department Policy, including the right to manage the affairs of the Public Safety Department in all respects.
- B. Evaluate, direct, supervise, hire, promote, suspend, discipline, discharges, demote, transfer, assign and retain employees of the Public Safety Department.
- C. Relieve employees of the Public Safety Department from duties because of lack of work or funds, or under conditions where continued work would be ineffective or nonproductive, in accordance with City's Rules and Regulations.
- D. Determine the level of service to be rendered, operations to be performed, utilization of technology and equipment, means and methods of operation and overall budgetary matters.
- E. Determine the appropriate job classification, organizational structure and personnel by which Public Safety Department Operations are conducted.
- F. Determine the size and composition of the Public Safety Department.
- G. Assign employees of the Public Safety Department per operational needs as determined by the City.
- H. Determine the issues of public policy and control the overall mission of the Public Safety Department.
- I. Maintain and improve the efficiency and effectiveness of the Public Safety Department.

ARTICLE 7 - CONTRACTING AND SUBCONTRACTING

Prior to contracting out any work or function of the operation of the Public Safety Department performed by Association members, the City will meet and confer with the Association regarding the impacts of contracting out the work or function.

ARTICLE 8 - CALPERS RETIREMENT

- A. Safety employees who are not defined as "new members" under the Public Employees' Pension Reform Act ("PEPRA") will pay the entire nine percent (9%) employee contribution.
- B. Safety employees who are defined as "new members" under PEPRA will be subject to all applicable PEPRA provisions. New members will contribute fifty percent (50%) of the total normal cost of the retirement benefit, as determined by CalPERS. In addition, new members will pay an additional five percent (5%) of the employer share as cost sharing under Government Code section 20516(f). The

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parties agree that cost sharing will survive the expiration of this MOU and will continue during successor negotiations and all required impasse procedures.

ARTICLE 9 - GRIEVANCE PROCEDURE

The City and the Association agree that a "Grievance" is the expressed claim by an employee or group of employees that the City has violated, misrepresented or misapplied the MOU provisions and/or City Personnel Ordinances, Rules & Regulations or Administrative Directives.

ARTICLE 10 - SAFETY EQUIPMENT

A. The City shall at a minimum furnish all Public Safety Officers with the following safety equipment:

- 1) Firearm
- 2) Holster
- 3) Belt
- 4) Duty Ammunition
- 5) Two Handcuffs with Case
- 6) Flashlight with batteries
- 7) Baton
- 8) Three Magazines with Case
- 9) QC Spray with Holder
- 10) Ballistic Vest (Level II or Higher)
- 11) Foul Weather Gear
- 12) Taser Conducted Electrical Weapon with holster
- 13) Structure firefighting safety equipment safety clothing and footwear
- 14) City-issued cell phone

ARTICLE 11 - WORK WEEK AND WORK PERIOD

Employees assigned to police functions:

- A. Work Cycle- Monday 0000 through Sunday 2359 hours.
- B. Work Period - The work period shall be a 14-day work period under Section 207(k) of the FLSA. The work period begins on Monday 0000 and ends on Sunday 2359 hours.
- C. Work Schedule - A two-week schedule of 12-Hour shifts, cycling three days on/four days off, followed by four days on/three days off. This City reserves the right to alter this work schedule to fit the needs of the Department/City
- D. Overtime - Those hours worked in excess of 80 hours per 14-day work period.
- E. Sick Days and Vacation Days shall be counted as hours worked for the purposes of overtime.
- F. Days *off* shall normally be consecutive.
- G. Call back to work from off duty time shall be paid at 1.5 times the normal rate or pay, with a guaranteed two (2) hour minimum. Additional hours worked may also be "Flexed Off" from future scheduled hours in the same pay cycle at the option of the employee with a supervisor's approval, or the employee may choose to accrue earned Compensatory Time *Off* at 1.5 times the normal rate, or have those hours paid as

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overtime.

ARTICLE 12 - COURT TIME

- A. Any employee covered by the terms of this MOU required to appear for authorized Court Time when off duty shall receive a minimum of two hours pay for such court or call back time.

ARTICLE 13-SPECIAL PAYS

A. POST CERTIFICATE or EDUCATIONAL INCENTIVE PAY

1. The City will pay the following monthly amount, paid on a bi-weekly basis, to any Public Safety Officer covered by this agreement for the possession of any one of the following:
 - a. POST Intermediate Certificate - \$125 (\$57.69 bi-weekly)
 - b. POST Advanced Certificate - \$150 (\$69.23 bi-weekly)
 - c. Associate's Degree (AA or AS, etc.) - \$200 (\$92.31 bi-weekly) **OR** Bachelor's Degree (BA or BS, etc.) - \$300 (\$138.46 bi-weekly)
2. No employee may receive both the Educational Incentive Pay **AND** the POST Certificate Pay simultaneously.

B. COURT STANDBY PAY

1. Court Standby Pay will be paid at the rate of \$26.92 bi-weekly.

C. DEFERRED COMPENSATION MATCH

1. City will match any employee's contribution to the City's Deferred Compensation program in an amount not to exceed 3% of the contributing employee's base salary.

D. SPECIAL ASSIGNMENT PAY

1. Employees assigned to work in any of the following specific assignments will be paid an additional sum according to each assignment as follows:
 - a. K-9 Team- 5%
 - b. Detective Division Premium - 5%
 - c. Crime Scene Investigator Premium - 5%
 - d. Traffic Investigations Supervisor- 3%

E. FIELD TRAINING OFFICER PAY

1. Employees formally appointed by the City to serve as Field Training Officers (FTO) will receive premium pay in an amount equal to 3% of their base salary, payable only when the FTO is assigned to a specific trainee.

F. OFFICER-IN-CHARGE PAY

1. An employee who is designated by the Public Safety Director to serve as an Officer- In-Charge (OIC) when no sergeant is assigned to patrol responsibilities will receive premium pay in an amount equal to 3% of the employee's base salary each workday, or portion thereof such designation is in effect.

G. UNIFORM ALLOWANCE

1. After six months of employment, each employee covered by this agreement will receive a uniform allowance of \$38.46 bi-weekly.

H. BILINGUAL PAY

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1. The City will pay \$18.46 bi-weekly for Certified Translators.

I. RESIDENCY INCENTIVE STIPEND

1. Employees covered by this agreement residing within a one (1) mile radius of the Lindsay City limits shall receive a \$34.62 bi-weekly stipend.

J. FIREFIGHTER PAY

1. The City will pay each employee who acts in the capacity of a firefighter an additional sum of \$19.23 bi-weekly. Should the City discontinue the practice of requiring members of the bargaining unit to perform fire suppression services, this stipend will also be discontinued.

K. LONGEVITY PAY

1. Any employee who has completed ten years of service with the City will receive a longevity incentive in the amount of 5% of the employee's base salary each month. An additional 2.5% of the employee's base salary will be awarded at 15 years of service with the City. An additional 2.5% of the employee's base salary will be awarded at 20 years of service with the City.

ARTICLE 14-SALARY

The City agrees to adjust the Classification and Salary Schedule for all members of the bargaining unit as follows:

- A. Effective the first full pay period following City Council approval of this MOU, which begins on August 3, 2025, Association members will receive a 4.0% base wage increase.
- B. The City does not guarantee general salary increases during the term of this agreement beyond the increase noted in point A above. However, the City will have the discretion to give increases up to 5% in any particular year covered by the agreement if the City Council authorizes the increases through the budget process. City executives will present budget scenarios with various levels of increases to the City Council ad-hoc committee, who will determine which scenario to present to the full City Council for adoption. The determination will be based on the City's fiscal health and economic outlook in that year.

ARTICLE 15- HOLIDAYS

Each employee covered by this agreement will receive eight hours of Holiday Pay at the base hourly rate for the following 13 holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Presidents Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day, Columbus Day
- Veteran's Day
- Thanksgiving Day
- The day After Thanksgiving
- Christmas Eve
- Christmas Day

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- New Year's Eve.

Holiday Pay will be paid in the pay period in which the holiday falls according to the City's annual holiday calendar. Holidays are not counted as hours worked for the purposes of overtime.

ARTICLE 16 - VACATION

- A. Vacation time will be accrued at the rate of 102 hours per year after 5 years of continuous service and 128 hours per year after 7 years of continuous service.
- B. Vacation accruals will cap at 300 hours earned. There shall be no loss in accrued vacation hours for employees who, as of July 1, 2019 have more than 300 vacation hours. Employees will not accrue vacation for any period during which their vacation leave bank is at or greater than 300 hours.
- C. The City will adapt its hardship review process for vacation buyback purposes to include a committee review. The Hardship review committee consists of the City Manager, the Finance Director and Human Resources Manager. Employees seeking a hardship exemption to the vacation buyback rules must submit a written request to the committee. The committee will meet within four business days to review and approve or deny the request. If a member of the committee is not in the office during those four days, then the present committee members will select an alternate from a Department Head or Assistant to the City Manager. If two or all three members are out of the office, then the request will wait until at least two of the committee have returned to the office.
- D. Employees are required to use 40 hours of vacation time in a Fiscal Year before they are eligible to sell back vacation time. Eligible employees will be able to sell back up to 40 hours of vacation time in a Fiscal Year. Employees who wish to have an exemption to either rule must follow the hardship review process. Comp Time is not part of the calculation for vacation buy back. Employees may sell back eligible vacation time and any comp time once per quarter. There is no longer a minimum number of hours the employee must retain in their vacation leave bank.

ARTICLE 17 - INSURANCE

- A. Medical, Dental, Vision, Life Insurance- During the term of this agreement, the City agrees to continue to provide Medical, Dental, Vision and Life Insurance coverage for all eligible employees and their eligible dependents. The City further agrees to continue to pay 100% of the total of the combined employee-only premium and 50% of the combined dependent premiums, except for Life Insurance, which the employee would be responsible for 100% of the dependent's premium in the event he/she elects such coverage.
- B. Continuation Upon Retirement - Effective upon insurance plan renewal, the City agrees to allow employees with 15 or more years of continuous service to continue coverage in the City active employees' health insurance program until said retiree reaches the age of Medicare eligibility by contributing 3.5% of the employee-only premium for each year of the employee's continuous service with the City.
- C. The City retains the right to change insurance policy/provider during the duration of this Agreement.

ARTICLE 18 - BEREAVEMENT LEAVE

Immediate Family, for the purposes of Bereavement Leave, is defined as the employee's Spouse, Child, Parent, Brother, Sister,

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Mother-in-law, Father-in-law, Brother-in-law, Sister-in-law, Grandparent or Registered Domestic Partner.

ARTICLE 19 - IRC SECTION 125 PLAN

All employees covered by this agreement will be allowed to participate in any 125 Plan provided by the City.

ARTICLE 20 - EDUCATIONAL EXPENSE & INCENTIVE PROGRAM

A. Pursuant to Rule XVII, Section 3 of the Personnel Rules and Regulations, any employee covered by this agreement may be eligible to receive educational expense reimbursement subject to the following procedure:

1. When in the opinion of the City Manager, a course to be taken by the employee will specifically benefit the City, then the City manager may authorize the reimbursement or advancement of fees for tuition and/or required text books. Any textbooks paid for by the City become property of the City.
2. When course tuition is advanced or reimbursed by the City, the employee must provide written evidence of satisfactorily passing, with a grade of "C" or better; or, the employee will be required to refund any advanced tuition or may be refused reimbursement regardless of pre-approval.
3. If a recipient of an educational expense advance or reimbursement terminates or is terminated from employment within six (6) months of completion of a course, the employee will be required to refund any expenses paid by the city in relation to said course.
4. In no event will the City be responsible for the reimbursement of expenses not approved in advance by the City Manager.
5. In no event will the total educational expense reimbursement exceed \$4,000 per 12-month period.

B. EDUCATIONAL EXPENSE PROGRAM

1. Purpose- The purpose of this program is to provide financial incentive to employees who, on their own time, enroll and complete approved educational programs that will add and/or improve skills that will enhance employee productivity and thereby augment their value as employees of the City.
2. Eligible Employees- "Employee" shall mean any permanent full-time employee or any permanent part-time employee working thirty (30) or more hours per week.
3. Approved Educational Programs- An "Approved Educational Program" shall mean a class or classes, which are recommended by the department head and approved by the City Manager, and determined to be beneficial to the performance of an employee in his/her current job assignment. The class must be approved in advance to qualify for the incentive program. To qualify, the class must be conducted by a fully accredited adult school, college or university and require at least 20 hours of course instruction in the case of adult schools, or be a complete semester or quarter in duration in the case of colleges and/or universities.
 - a. Classes taken while on duty (On Compensable Time), at the express direction of the City, e.g. POST Basic Academy will not be eligible for the incentive program.
4. Grade Requirement- In addition to meeting the criteria above, incentive payment will only be allowed in the event of the successful completion of the course undertaken with a passing grade of "C" or better, or "Pass" if the course is graded as "Pass/Fail". The employee is

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LINDSAY AND
THE LINDSAY POLICE OFFICERS' ASSOCIATION**

July 1, 2025 - June 30, 2026

- responsible for providing appropriate evidence of successful completion.
5. Amount of Incentive- The incentive will be paid only to those employees who continue their employment with the City, as provided below:
- a. Employees who continue their employment for a full six (6) months (180 days) following completion of an approved class will receive a payroll bonus of \$150.
 - b. Employees who continue their employment for a full twelve (12) months (365 days) following completion of the class will receive an additional \$150 payroll bonus.
 - c. There will be no incentive payment if an employee does not continue employment for at least six months, and there will be no pro rata payment for employees who terminate employment between the sixth and twelfth month following completion of an approved class.
 - d. An employee may not, in any event, qualify for an incentive payment of more than \$300 in any fiscal year.

ARTICLE 21 -RENEGOTIATION

In the event either party hereto desires to negotiate the provisions of a successor MOU, such party shall serve upon the other a written request to commence negotiations on or before the 15th day of March of the year in which this agreement expires. Failure to provide such notice shall indicate satisfaction with the existing terms and conditions, and the desire for such terms and conditions to remain in force an additional twelve (12) months beyond its expiration date.

ARTICLE 22 - TERM

This MOU shall be in effect until June 30, 2026, unless notice, as provided in Article 21 of this MOU, is not given in the required time.

[Signatures on page 10]

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LINDSAY AND
THE LINDSAY POLICE OFFICERS' ASSOCIATION**

July 1, 2025 - June 30, 2026

This Memorandum of Understanding entered into and signed.

Representative – President Date

Representative – City of Lindsay (City Manager) Date

Representative – LPOA Member Date

Representative – City of Lindsay () Date

TENTATIVE AGREEMENT
CITY OF LINDSAY PROPOSAL
LPOA NEGOTIATIONS

June 9, 2025

Some portions of this proposal are in concept format; final language will be drafted as appropriate. This proposal is a comprehensive package/proposal. The provisions contained herein are not separate proposals but are part of a package, which must be accepted in its entirety or it shall be deemed rejected. MOU language not changed in this comprehensive proposal shall remain unchanged; however, language that has sunset will be deleted. This proposal is not retroactive and is effective on a go-forward basis.

1. Revise Article 1 and 2 to delete reference to "Public Safety" and replace with "Police" and delete reference to "Teamsters."
2. Article 14A – delete outdated language regarding November 13, 2022 pay increase, and replace with: "Effective the first full pay period following City Council approval of this MOU, which begins on (insert date), Association members will receive a 4.0% base wage increase."
3. Article 15 – Clean up – add "Juneteenth" to list of holidays.
4. Article 22 - Term – One year through to June 30, 2026.



For City

6-10-25

Date



For LPOA

6-17-25

Date



MEMORANDUM OF UNDERSTANDING

BETWEEN THE

CITY OF LINDSAY

AND THE

LINDSAY CITY PROFESSIONAL FIREFIGHTERS' ASSOCIATION

July 22, 2025 THROUGH July 22, 2026

Article 1. Preamble

This Memorandum of Understanding (hereinafter "Agreement" or "MOU"), is made by and entered into between the City of Lindsay ("City") and the Lindsay City Professional Firefighters' Association ("Association") after meeting and conferring in good faith pursuant to the Meyers-Milias-Brown Act, California Gov. Code § 3500 et seq. ("MMBA").

Article 2. Recognition

- (a) The City hereby recognizes the Association as the exclusive bargaining for City employees in the following job classifications:
 - (1) Public Safety Fire Apparatus Engineer (FAE)
 - (2) Public Safety Firefighter (FF)
 - (3) Public Safety Fire Lieutenant (FL)
- (b) This recognition excludes any employees designated as management employees, as well as all temporary or part-time employees.
- (c) The City agrees to meet and confer with the Association as the exclusive representative on all matters relating to the scope of representation pertaining to the above-listed job classifications pursuant to the MMBA and as provided under the City's Employer-Employee Relations Policy. This includes, but is not limited to, meeting and conferring with the Association to the extent required by law regarding the impacts of contracting out any work or function assigned to employees represented by the Association.

Article 3. Association Rights

The City agrees that as the exclusive representative, the Association firefighters or officially designated representatives shall be allowed the following:

- (a) Reasonable access to employee work locations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Access shall be restricted so as not to interfere with the normal operations of the department or with established safety or security requirements.
- (b) Space on existing department bulletin boards within the representation unit provided such use is not derogatory to the City, City employees, or other employee organizations. No material shall be posted on the bulletin boards that refer to candidates for public office or ballot measures.
- (c) The City agrees to provide payroll deductions for Association monthly dues in accordance with state law. Such payroll deduction shall be provided in accordance with City forms and processes.

Article 4. City Rights

To ensure that the City shall continue to carry out necessary City service functions and responsibilities to the public and to maintain efficient and responsive public safety services for the residents of the City of Lindsay, the City continues to reserve and retain solely and exclusively all rights, including but not limited to the rights to:

- (a) Determine the City's mission, including that of its constituent departments, commissions, and boards.
- (b) Direct the affairs of, manage, and maintain the efficiency of the City, to set standards of service, and to control the organization and operation of the City.
- (c) Determine Public Safety Department Policy, including the right to manage the affairs of the Public Safety Department in all respects.
- (d) Direct the City's workforce, including scheduling and assigning work and overtime according to operational needs as determined by the City.
- (e) Evaluate, direct, supervise, hire, promote, suspend, discipline, discharge, demote, transfer, assign, and retain employees of the Public Safety Department.
- (f) Relieve employees of the Public Safety Department from duties because of lack of work or funds, or under conditions where continued work would be ineffective or nonproductive, in accordance with the City's Rules and Regulations.
- (g) Determine the level of service to be rendered, operations to be performed, utilization of technology and equipment, means and methods of operation, and overall budgetary matters.
- (h) Determine the appropriate job classification, organizational structure, and personnel by which Public Safety Department Operations are conducted.
- (i) Determine the size and composition of the Public Safety Department.
- (j) Determine the issues of public policy and control the overall mission of the Public Safety Department.
- (k) Maintain and improve the efficiency and effectiveness of the Public Safety Department.

Article 5. Work Hours and Work Period

Section 5.01 Work Schedules

(a) Employees Assigned to Suppression Shifts

Employees assigned to suppression shifts shall work 24-hour shifts on a 48/96 schedule (two days on duty, four days off duty) consisting of three platoons (A, B, and C). Each 24-hour shift begins and ends at 8:00 a.m. Early relief is permitted with supervisor's approval pursuant to 29 CFR Section 553.225.

If the standard shift schedule for a particular calendar year would result in the same platoon working on both December 24 and December 25, the Association may request a temporary change to the shift schedule in order to divide those two dates among two platoons. The Association's request must propose a specific alternative shift schedule. The City shall accommodate the Association's request, provided that (a) all shifts affected by the proposed change are in the same FLSA work period, (b) all shifts affected by the proposed change are in the same calendar year, and (c) the requested change does not result in one platoon working three 24-hour shifts in a row.

(b) Employees Not Assigned to Suppression Shifts

Employees not assigned to suppression shifts shall work a 40-hour workweek. The specific schedule will be assigned by the employee's supervisor or department management.

Section 5.02 Overtime

(a) Contract Overtime

For the purpose of calculating contract overtime, all hours actually worked in excess of the employee's regularly scheduled hours will be compensated at one and one-half (1.5) times the employee's normal hourly rate.

(b) FLSA Overtime

For the purpose of calculating overtime pursuant to the Fair Labor Standards Act (FLSA), the City has adopted a 14-day work period pursuant to Section 207(k) of the FLSA. Hours worked in excess of 106 hours in a 14-day work period will be paid as overtime in accordance with the FLSA. This work period applies to all City personnel engaged in fire protection activities as defined in 29 C.F.R. § 553.210, regardless of shift schedule or assignment.

(c) Advance Notice

If, in the judgment of the City, work beyond the normal workday, workweek, or work period is required, the City will notify any employee who may be asked or required to perform such overtime of the apparent need for such overtime whenever practicable prior to when the overtime is expected to begin.

(d) Minimum Staffing

The required minimum staffing is 1 person at the rank of Fire Apparatus Engineer or 1 person at the rank of Fire Lieutenant. In the event that the employee regularly assigned to a shift is out for vacation, sick leave, training, or an out of county assignment, their shift will be covered by a qualified employee who shall be relieved of their regular assigned duties while assigned to cover the vacancy.

Article 6. Compensation

Section 6.01 Pay Period and Pay Days

The City has adopted biweekly pay periods. On the regularly scheduled pay day for each pay period, employees will receive compensation for hours worked and paid leave hours taken in that pay period. FLSA overtime compensation will be paid on the regular pay day for the pay period in which the FLSA work period ends.

Section 6.02 Salary; Cost of Living Increases

The City agrees to adjust the current classification and salary schedule for all members of the bargaining unit as follows:

- A. Effective following City Council approval of this MOU (pay period including June 25, 2024), a 4.0% base wage increase.

Section 6.03 Administrative Assignment Premium

Employees assigned to a 40-hour non-suppression assignment shall have their normal hourly rate increased by a factor of 1.4 in order to keep the employee at the same overall pay level despite the reduction in hours.

Section 6.04 Educational Incentive Pay

Any Public Safety Firefighter covered by this Agreement shall receive be eligible to receive incentive pay, in equal biweekly installments, for possession of any one of the following:

- (a) Associate's degree (AA/AS): \$200 per month (\$92.31 biweekly)
- (b) Bachelor's degree (BA/BS): \$300 per month (\$138.46 biweekly)

An employee who possesses more than one of the above certifications/degrees shall only be entitled to whichever incentive pay provides the greater amount.

Section 6.05 Bilingual Pay

The City will provide \$40 per month, in equal prorated installments each pay period (\$18.46 biweekly), to employees who are certified translators in a language that, in the City's determination, is beneficial to the performance of City services.

It is the intent of the parties that all Public Safety Department officers will be eligible to take the oral and written tests currently being used for members of the SEIU bargaining unit, and that such tests will be offered to the Lindsay Public Safety Department members within ninety (90) days from the ratification of this Agreement by all parties.

Section 6.06 Longevity Pay

Employees covered by this Agreement are eligible for a longevity pay premium above their base hourly rate based on years of continuous service with the City, as follows:

- (a) Five (5) years of service: 5.0%
- (b) Ten (10) years of service: 6.5%
- (c) Fifteen (15) years of service: 7.5%
- (d) Twenty (20) years of service: 10.0%

This premium pay shall be effective as of the first full pay period after the employee's anniversary date. The amounts listed above are not cumulative.

Article 7. Benefits

Section 7.01 CalPERS Retirement

- (a) Safety employees who are not defined as “new members” under the Public Employees’ Pension Reform Act (“PEPRA”) will pay the entire nine percent (9%) employee contribution.
- (b) Safety employees who are “new members” will be subject to all applicable PEPRA provisions. New members will contribute fifty percent (50%) of the total normal cost of the retirement benefit as determined by CalPERS. In addition, new members will pay an additional five percent (5%) of the employer share as cost sharing under Government Code section 20516(f). The parties agree that cost sharing will survive the expiration of this MOU and will continue during successor negotiations and all required impasse procedures.

Section 7.02 Deferred Compensation Program

Any employee covered by this MOU is eligible to participate in the City’s 457(b) Deferred Compensation Program. The City will match any employee’s contribution to the Deferred Compensation Program in an amount not to exceed 3% of the contributing employee’s base salary.

Section 7.03 Group Insurance Benefits

- (a) During the term of this agreement, the City agrees to continue to provide Medical, Dental, Vision and Life Insurance coverage for all eligible employees and their eligible dependents.
- (b) The City will pay 100% of the total of the combined employee only premium. For medical, dental, and vision, the City will pay 50% of the combined dependent premiums
- (c) For life insurance, the City will pay the employee premium only. The employee is responsible for 100% of the premium for any dependent coverage.
- (d) Effective upon insurance plan renewal, the City agrees to allow employees with 15 or more years of continuous service to continue coverage in the City active employees’ health insurance program until said retiree reaches the age of Medicare eligibility. The City will contribute 3.5% of the employee only premium for each year of the employee’s continuous service with the City.
- (e) The City retains the right to change insurance policy/provider during the duration of this Agreement.

Section 7.04 IRC Section 125 Plan

All employees covered by this agreement will be allowed to participate in any Section 125 plan provided by the City.

Section 7.05 Educational Expense and Incentive Program

(a) Educational Expense Reimbursement

Any employee covered by this agreement may be eligible to receive educational expense reimbursement pursuant to Rule XVII, Section 3 of the City of Lindsay Personnel Rules and Regulations. For courses

with a letter grade, satisfactorily passing the course means a grade of "C" or better. In no event will the City be responsible for the reimbursement of expenses not approved in advance by the City Manager.

(b) Educational Incentive Program

- (1) The purpose of this program is to provide financial incentive to employees who, on their own time, enroll and complete approved educational programs that will add and/or improve skills that will enhance employee productivity and thereby augment their value as employees of the City.
- (2) Only permanent full-time employees and permanent part-time employees working thirty (30) or more hours per week are eligible for the educational incentive.
- (3) An "Approved Educational Program" shall mean a class or classes, which are approved by the City Manager on a written recommendation from the Fire Chief and determined to be beneficial to the performance of an employee in his/her current job assignment. The class must be approved in advance to qualify for the incentive program.
 - a. To qualify, the class must be conducted by a fully accredited adult school, college or university and require at least 20 hours of course instruction in the case of adult schools or be a complete semester or quarter in duration in the case of colleges and/or universities.
 - b. Classes taken while on duty (On Compensable Time), at the express direction of the City, e.g., Fire Academy will not be eligible for the incentive program.
 - c. A course being approved for educational expense reimbursement pursuant to subsection (a) of this Section 7.05 does not by itself constitute approval for purposes of the educational incentive program.
- (4) Grade Requirement: Incentive payment will only be allowed in the event of the successful completion of the course undertaken with a passing grade of "C" or better, or "Pass" if the course is graded as "Pass/Fail". The employee is responsible for providing appropriate evidence of successful completion.
- (5) Amount of Incentive- The incentive will be paid only to those employees who continue their employment with the City for a minimum duration, as provided below:
 - a. Employees who continue their employment for a full six (6) months (180 days) following completion of an approved class will receive a one-time payroll bonus of \$150.
 - b. Employees who continue their employment for a full twelve (12) months (365 days) following completion of the class will receive an additional one-time \$150 payroll bonus.
 - c. There will be no incentive payment if an employee does not continue employment for at least six months, and there will be no pro rata payment for employees who separate from City employment between the sixth and twelfth month following completion of an approved class.

- d. An employee may not, in any event, qualify for an incentive payment of more than \$300 in any fiscal year.

Article 8. Leaves and Time Off

Section 8.01 Holidays

Each employee covered by this Agreement will be paid 8 hours of holiday pay for each of the following holidays.

New Year's Day	January 1
Martin Luther King, Jr. Day	Third Monday in January
Presidents Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19th
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day After Thanksgiving Day	
Christmas Eve	December 24
Christmas Day	December 25
New Years Eve	December 31

The holiday pay shall be paid in the pay period in which the particular holiday occurs. Holiday pay will be paid at the 40-hour per week rate, regardless of whether an employee is on a 40-hour schedule or a 56-hour average per week suppression schedule. For employees on a 56-hour average per week schedule, their base rate will be multiplied by 1.4 to arrive at the 40-hour rate.

This leave is provided in lieu of any holiday benefits or time off provided by other City policies, including the Personnel Rules and Regulations.

Section 8.02 Sick Leave and Vacation Leave

Employees covered by this agreement accrue and may use sick leave and vacation leave pursuant to the provisions of the City of Lindsay Personnel Rules and Regulations, with the following exception: The accrual rates provided in the Personnel Rules shall apply to employees on a 40-hour shift schedule; employees on suppression shifts shall have their accrual rate increased by a factor of 1.4 to account for the difference in shift schedule.

Section 8.03 Conversion of Hours

In order to provide equivalent time off regardless of shift schedule, any accrued paid leaves for employees reassigned from suppression shifts to a 40-hour shift schedule will be reduced (divided) by a factor of 1.4, representing the proportional difference between a 56-hour week and a 40-hour week.

Similarly, employees who are reassigned from a 40-hour shift assignment to a suppression shift assignment will have accrued leaves increased (multiplied) by a factor of 1.4.

Article 9. Equipment

Section 9.01 Safety Equipment

The City shall furnish all Public Safety Fire Personnel with the following safety equipment:

- (a) Turnouts (2ea. jacket and 2ea.pants) (NFPA)
- (b) Structure helmet with goggles and shield. (NFPA)
- (c) Structure gloves and fire hood (NFPA)
- (d) Structure boots (NFPA)
- (e) Wild land jacket (NFPA)
- (f) Dual Compliant station / wildland boots Haix boot (NFPA)
- (g) Wild land helmet w/ goggles and shroud (NFPA)
- (h) Wild land gloves and wild land pack with fire shelter (NFPA)
- (i) Class 2 harness (NFPA)
- (j) Individual SCBA masks with voice amplifier and bag.
- (k) Wild land pants (dual compliant) blue Nomex

Any safety equipment that is damaged during the course of duty and is no longer functional shall be replaced by the City upon written request from the employee.

Section 9.02 Uniform and Uniform Allowance

At the time of hire, the City shall purchase a complete uniform consisting of: 2 pair of Crew Boss pants; 2 pair of Work Rite fire officer shirt (Nomex); 2 pair of long sleeve Work Rite fire officer shirt (Nomex); 2 Boston leather 1 ¾ belt (basket weave); 6 LCFD 5:11 T-shirt; 1 LCFD 5:11 job sweatshirt; 1 LCFD duty hat and beanie; and 1 clip on dress tie; and 1 officer shirt; 1 long sleeve shirt; 1 belt.

Commencing after six months of employment, employees will receive a uniform allowance equivalent to \$1,000 per year, payable twice per year in July and January; however, for July 2025, the payment will be prorated based on amounts already paid for calendar year and the balance paid the first full pay period following City Council approval of the new MOU.

Article 10. Grievance Procedure

Any grievance, meaning a claim by an employee or group of employees involving the interpretation, application, or alleged violation of this Agreement shall be processed according to the Grievance Procedure set forth in the City of Lindsay Personnel Rules and Regulations.

Article 11. Miscellaneous Provisions

Section 11.01 Severance

- (a) If any provision of this agreement should be found invalid, unconstitutional, unlawful, or unenforceable by reason of any existing or subsequently enacted legislative provision or by a judicial authority, the offending provision shall be severed, and all other provisions of this agreement shall remain in full force and effect for the duration of the agreement.
- (b) Should a provision be severed as a result of Section (A) above, the City and Association agree to meet and confer in a timely manner in an attempt to negotiate a substitute provision. Such negotiations shall apply only to the severed provision(s) of this agreement.

Section 11.02 Sole and Complete Agreement

- (a) It is agreed that this MOU contains all the covenants, stipulations, and provisions agreed to by the parties, and no prior agreement, written or oral, that is not expressly set forth in this MOU shall be enforceable against either party.
- (b) It is agreed that the parties' agreement encompasses the entire scope of matters that are subject to collective bargaining. All subjects relating to employee wages, hours, and other terms and conditions of employment shall remain the same for the term of this agreement or as specifically provided herein. For the entire term of this Agreement, neither party shall be compelled to bargain with the other concerning any subject of bargaining whether or not that issue is expressly referenced in this Agreement and whether or not the issue was specifically discussed during the negotiations prior to the execution of this Agreement.
- (c) If, during the term of this agreement the parties mutually agree to modify, amend, or alter the provisions of this agreement in any manner, such changes shall only be effective when reduced to writing and approved by authorized representatives of the City and the Association. Any such changes so adopted shall become part of this agreement and subject to its terms.
- (d) The parties agree that the Personnel Rules and Regulations of the City of Lindsay apply in full to City employees represented by the Association, except that where a provision of this Agreement is inconsistent with those Rules, the provisions of this Agreement shall prevail.

Section 11.03 Renegotiation

In the event either party hereto desires to negotiate the provisions of a successor MOU, such party shall, on or before the 15th day of March of the year in which this agreement expires, serve upon the other a written request to commence negotiations. Failure by both parties to provide such notice shall indicate satisfaction with the existing terms and conditions, and the mutual desire for such terms and conditions to remain in force. In such case this Agreement shall automatically be extended for an additional twelve (12) months.

City Representative (City Manager)

Date:

LCPFA Member

Date:

City Representative ()

Date:

LCPFA Member

Date:

**TENTATIVE AGREEMENT
CITY OF LINDSAY/LINDSAY PROFESSIONAL FIREFIGHTERS'
ASSOCIATION NEGOTIATIONS
June 20, 2025**

This proposal is in concept format; final language will be drafted as appropriate. This proposal is a comprehensive package/proposal. The provisions contained herein are not separate proposals, but are part of a package, which ultimately for final approval by the City Council, must be accepted in its entirety or it shall be deemed rejected. This proposal is not retroactive and is effective on a go forward basis.

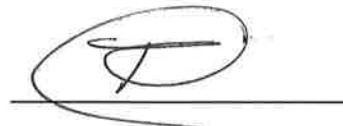
1. Section 6.06 – Longevity pay – agree to add 5% at 5 years continuous service and modify 10 years from 5% to 6.5%
2. Section 9.01 – Safety Equipment – agree to add:
 - a. a) “2 pairs each” for turnouts (jacket and pants); and
 - b. “k) Wild land pants (dual compliant) blue Nomex”
3. Section 9.02 – Uniform and Uniform Allowance:
 - a. Clean up – delete last reference as it is duplicative – “4 LCFD 5:11 shirts”; and
 - b. Delete “in biweekly installments each pay period (38.46 biweekly)” and replace with “twice per year in July and January; however, for July 2025, the payment will be prorated based on amounts already paid for calendar year and the balance paid the first full pay period following City Council approval of the new MOU.”



For City

6/26/25

Date



For LCPFA

6/26/2025

Date



City of Lindsay

Hourly Salary Schedule
FY 2025/2026 Effective 08/03/2025

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Unrepresented	Part-Time Seasonal	Interns/Seasonal	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
Non-Exempt	Unrepresented	Part-Time	Recreation - Lifeguard	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	Unrepresented	Part-Time	Recreation I	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Maintenance	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Account Clerk I	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Code Enforcement Officer	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Records Clerk	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
Non-Exempt	SEIU	Full-Time	Maintenance Senior I	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
Non-Exempt	Unrepresented	Part-Time	Lead Lifeguard	\$ 16.75	\$ 17.59	\$ 18.47	\$ 19.39	\$ 20.36	\$ 21.38	\$ 22.45
Non-Exempt	SEIU	Full-Time	Community Development Specialist	\$ 17.81	\$ 18.70	\$ 19.63	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.87
Non-Exempt	SEIU	Full-Time	Administrative Secretary	\$ 17.81	\$ 18.70	\$ 19.63	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.87
Non-Exempt	SEIU	Full-Time	Utility Operator Trainee	\$ 17.95	\$ 18.85	\$ 19.79	\$ 20.78	\$ 21.82	\$ 22.91	\$ 24.06
Non-Exempt	SEIU	Full-Time	Pool Manager	\$ 18.36	\$ 19.28	\$ 20.24	\$ 21.25	\$ 22.32	\$ 23.43	\$ 24.60
Non-Exempt	SEIU	Part-Time	Records/IT Clerk	\$ 20.60	\$ 21.63	\$ 22.72	\$ 23.85	\$ 25.04	\$ 26.30	\$ 27.61
Non-Exempt	SEIU	Full-Time	Maintenance Senior II	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	SEIU	Full-Time	Animal Control Officer	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	SEIU	Full-Time	Community Services Officer	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	SEIU	Full-Time	Account Clerk III	\$ 20.99	\$ 22.04	\$ 23.14	\$ 24.30	\$ 25.52	\$ 26.79	\$ 28.13
Non-Exempt	SEIU	Full-Time	Recreation Coordinator	\$ 22.63	\$ 23.76	\$ 24.95	\$ 26.20	\$ 27.51	\$ 28.88	\$ 30.33
Non-Exempt	SEIU	Full-Time	Utility Operator I	\$ 25.26	\$ 26.52	\$ 27.84	\$ 29.24	\$ 30.70	\$ 32.23	\$ 33.84
Non-Exempt	SEIU	Full-Time	Engineering Technician	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	SEIU	Full-Time	Assistant City Planner	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	SEIU	Full-Time	Building Inspector I	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	Confidential Employee	Full-Time	Deputy City Clerk	\$ 26.81	\$ 28.15	\$ 29.56	\$ 31.04	\$ 32.59	\$ 34.22	\$ 35.93
Exempt	Unrepresented	Full-Time	Administrative Supervisor	\$ 33.00	\$ 34.65	\$ 36.38	\$ 38.20	\$ 40.11	\$ 42.12	\$ 44.22
Exempt	Unrepresented	Full-Time	Maintenance Senior III	\$ 33.00	\$ 34.65	\$ 36.38	\$ 38.20	\$ 40.11	\$ 42.12	\$ 44.22
Exempt	Unrepresented	Full-Time	Planning Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	Finance & Accounting Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	IT Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	Executive Projects Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	City Services Manager/Inspector	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Non-Exempt	SEIU	Full-Time	Utility Operator II	\$ 35.15	\$ 36.91	\$ 38.75	\$ 40.69	\$ 42.73	\$ 44.86	\$ 47.10
Exempt	Unrepresented	Full-Time	City Services Deputy Director	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.29	\$ 42.30	\$ 44.41	\$ 46.64
Non-Exempt	SEIU	Full-Time	Utility Operator III	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20
Exempt	Unrepresented	Full-Time	City Clerk / Human Resource Manager	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20

*All hourly rates are based on a 40-hour work week.

Fire Personnel										
Fire Rate										
Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 16.64	\$ 17.47	\$ 18.35	\$ 19.26	\$ 20.23	\$ 21.24	\$ 22.30
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 21.85	\$ 22.94	\$ 24.09	\$ 25.29	\$ 26.56	\$ 27.89	\$ 29.28
Administrative Rate										
Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 23.30	\$ 24.47	\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.74	\$ 31.22
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 30.60	\$ 32.13	\$ 33.74	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.01

*Fire personnel will convert to a 56-hour work week upon completion of their training.

*Fire personnel are paid based on whether they are on the 56-hour per week average schedule or the 40-hour per week schedule.

*Holiday pay will still be paid out based on the 40-hour per week rate, regardless of whether an employee is on a 56-hour per week average schedule or a 40-hour per week schedule.

*Reserve Firefighter will fall under Part-Time Seasonal category

Public Safety Personnel										
Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	LPOA	Full-Time	Police Officer Recruit	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10
Non-Exempt	LPOA	Full-Time	Police Officer	\$ 29.10	\$ 30.56	\$ 32.08	\$ 33.69	\$ 35.37	\$ 37.14	\$ 39.00
Non-Exempt	LPOA	Full-Time	Police Corporal	\$ 32.08	\$ 33.68	\$ 35.37	\$ 37.14	\$ 38.99	\$ 40.94	\$ 42.99
Non-Exempt	LPOA	Full-Time	Police Sergeant	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.00	\$ 43.05	\$ 45.21	\$ 47.47
Exempt	Unrepresented	Full-Time	Public Safety Lieutenant	\$ 43.41	\$ 45.58	\$ 47.86	\$ 50.25	\$ 52.77	\$ 55.40	\$ 58.17

*Reserve Police Officer will fall under Part-Time Seasonal category

Contract Personnel					
Category	Bargaining Unit	Type	Title	Minimum	Maximum
Exempt	Unrepresented	Full-Time	City Manager	\$ 55.05	\$ 80.00
Exempt	Unrepresented	Full-Time	Director of Public Works	\$ 46.00	\$ 70.00
Exempt	Unrepresented	Full-Time	Director of Finance	\$ 41.72	\$ 70.00
Exempt	Unrepresented	Full-Time	Director of Public Safety	\$ 41.46	\$ 70.00
Exempt	Unrepresented	Full-Time	Recreation Services Director	\$ 34.37	\$ 60.00



City of Lindsay
Annual Salary Schedule
FY 2025/2026 Effective 08/03/2025

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Unrepresented	Part-Time Seasonal	Interns/Seasonal	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00
Non-Exempt	Unrepresented	Part-Time	Recreation - Lifeguard	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	Unrepresented	Part-Time	Recreation I	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Maintenance	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Account Clerk I	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Code Enforcement Officer	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Records Clerk	\$ 34,403.20	\$ 36,129.60	\$ 37,939.20	\$ 39,832.00	\$ 41,828.80	\$ 43,929.60	\$ 46,113.60
Non-Exempt	SEIU	Full-Time	Maintenance Senior I	\$ 34,403.20	\$ 36,129.60	\$ 37,939.20	\$ 39,832.00	\$ 41,828.80	\$ 43,929.60	\$ 46,113.60
Non-Exempt	Unrepresented	Part-Time	Lead Lifeguard	\$ 34,840.00	\$ 36,587.20	\$ 38,417.60	\$ 40,331.20	\$ 42,348.80	\$ 44,470.40	\$ 46,696.00
Non-Exempt	SEIU	Full-Time	Community Development Specialist	\$ 37,044.80	\$ 38,896.00	\$ 40,830.40	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,649.60
Non-Exempt	SEIU	Full-Time	Administrative Secretary	\$ 37,044.80	\$ 38,896.00	\$ 40,830.40	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,649.60
Non-Exempt	SEIU	Full-Time	Utility Operator Trainee	\$ 37,336.00	\$ 39,208.00	\$ 41,163.20	\$ 43,222.40	\$ 45,385.60	\$ 47,652.80	\$ 50,044.80
Non-Exempt	SEIU	Full-Time	Pool Manager	\$ 38,188.80	\$ 40,102.40	\$ 42,099.20	\$ 44,200.00	\$ 46,425.60	\$ 48,734.40	\$ 51,168.00
Non-Exempt	SEIU	Part-Time	Records/IT Clerk	\$ 42,848.00	\$ 44,990.40	\$ 47,257.60	\$ 49,608.00	\$ 52,083.20	\$ 54,704.00	\$ 57,428.80
Non-Exempt	SEIU	Full-Time	Maintenance Senior II	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Animal Control Officer	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Community Services Officer	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Account Clerk III	\$ 43,659.20	\$ 45,843.20	\$ 48,131.20	\$ 50,544.00	\$ 53,081.60	\$ 55,723.20	\$ 58,510.40
Non-Exempt	SEIU	Full-Time	Recreation Coordinator	\$ 47,070.40	\$ 49,420.80	\$ 51,896.00	\$ 54,496.00	\$ 57,220.80	\$ 60,070.40	\$ 63,086.40
Non-Exempt	SEIU	Full-Time	Utility Operator I	\$ 52,540.80	\$ 55,161.60	\$ 57,907.20	\$ 60,819.20	\$ 63,856.00	\$ 67,038.40	\$ 70,387.20
Non-Exempt	SEIU	Full-Time	Engineering Technician	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	SEIU	Full-Time	Assistant City Planner	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	SEIU	Full-Time	Building Inspector I	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	Confidential Employee	Full-Time	Deputy City Clerk	\$ 55,764.80	\$ 58,552.00	\$ 61,484.80	\$ 64,563.20	\$ 67,787.20	\$ 71,177.60	\$ 74,734.40
Exempt	Unrepresented	Full-Time	Administrative Supervisor	\$ 68,640.00	\$ 72,072.00	\$ 75,670.40	\$ 79,456.00	\$ 83,428.80	\$ 87,609.60	\$ 91,977.60
Exempt	Unrepresented	Full-Time	Maintenance Senior III	\$ 68,640.00	\$ 72,072.00	\$ 75,670.40	\$ 79,456.00	\$ 83,428.80	\$ 87,609.60	\$ 91,977.60
Exempt	Unrepresented	Full-Time	Planning Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	Finance & Accounting Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	IT Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	Executive Projects Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	City Services Manager/Inspector	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Non-Exempt	SEIU	Full-Time	Utility Operator II	\$ 73,112.00	\$ 76,772.80	\$ 80,600.00	\$ 84,635.20	\$ 88,878.40	\$ 93,308.80	\$ 97,968.00
Exempt	Unrepresented	Full-Time	City Services Deputy Director	\$ 72,384.00	\$ 76,003.20	\$ 79,809.60	\$ 83,803.20	\$ 87,984.00	\$ 92,372.80	\$ 97,011.20
Non-Exempt	SEIU	Full-Time	Utility Operator III	\$ 82,576.00	\$ 86,715.20	\$ 91,041.60	\$ 95,596.80	\$ 100,380.80	\$ 105,393.60	\$ 110,656.00
Exempt	Unrepresented	Full-Time	City Clerk / Human Resource Manager	\$ 82,576.00	\$ 86,715.20	\$ 91,041.60	\$ 95,596.80	\$ 100,380.80	\$ 105,393.60	\$ 110,656.00

*All hourly rates are based on a 40-hour work week.

Fire Personnel

Fire Rate

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 48,455.68	\$ 50,872.64	\$ 53,435.20	\$ 56,085.12	\$ 58,909.76	\$ 61,850.88	\$ 64,937.60
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 63,627.20	\$ 66,801.28	\$ 70,150.08	\$ 73,644.48	\$ 77,342.72	\$ 81,215.68	\$ 85,263.36

Administrative Rate

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 48,464.00	\$ 50,897.60	\$ 53,435.20	\$ 56,097.60	\$ 58,905.60	\$ 61,859.20	\$ 64,937.60
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 63,648.00	\$ 66,830.40	\$ 70,179.20	\$ 73,673.60	\$ 77,355.20	\$ 81,224.00	\$ 85,300.80

*Fire personnel will convert to a 56-hour work week upon completion of their training.

*Fire personnel are paid based on whether they are on the 56-hour per week average schedule or the 40-hour per week schedule.

*Holiday pay will still be paid out based on the 40-hour per week rate, regardless of whether an employee is on a 56-hour per week average schedule or a 40-hour per week schedule.

*Reserve Firefighter will fall under Part-Time Seasonal category

Public Safety Personnel

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	LPOA	Full-Time	Police Officer Recruit	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00
Non-Exempt	LPOA	Full-Time	Public Safety Officer	\$ 60,528.00	\$ 63,564.80	\$ 66,726.40	\$ 70,075.20	\$ 73,569.60	\$ 77,251.20	\$ 81,120.00
Non-Exempt	LPOA	Full-Time	Police Corporal	\$ 66,726.40	\$ 70,054.40	\$ 73,569.60	\$ 77,251.20	\$ 81,099.20	\$ 85,155.20	\$ 89,419.20
Non-Exempt	LPOA	Full-Time	Public Safety Sergeant	\$ 73,673.60	\$ 77,355.20	\$ 81,224.00	\$ 85,280.00	\$ 89,544.00	\$ 94,036.80	\$ 98,737.60
Exempt	Unrepresented	Full-Time	Public Safety Lieutenant	\$ 90,292.80	\$ 94,806.40	\$ 99,548.80	\$ 104,520.00	\$ 109,761.60	\$ 115,232.00	\$ 120,993.60

*Reserve Police Officer will fall under Part-Time Seasonal category

Contract Personnel

Category	Bargaining Unit	Type	Title	Minimum	Maximum
Exempt	Unrepresented	Full-Time	City Manager	\$ 114,504.00	\$ 166,400.00
Exempt	Unrepresented	Full-Time	Director of Public Works	\$ 95,680.00	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Director of Finance	\$ 86,777.60	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Director of Public Safety	\$ 86,236.80	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Recreation Services Director	\$ 71,489.60	\$ 124,800.00



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

NUMBER 25-30

TITLE A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY PROVIDING FOR APPROVING AN UPDATED SALARY MATRIX AFFECTING POLICE PERSONNEL STEPS.

MEETING At a regularly scheduled meeting of the City of Lindsay City Council held on July 22, 2025, at 6:00 PM at 251 E. Honolulu Street, Lindsay, CA 93247

WHEREAS, the City of Lindsay has completed labor negotiations with both the Lindsay Police Officers Association (LPOA) and the Lindsay City Professional Firefighters Association (LCPFA); and

WHEREAS, the parties have agreed to revisions in the respective Memoranda of Understanding (MOUs) to reflect updated compensation, holidays, benefits, and clarifying language; and

WHEREAS, for the LPOA, updates include a 4.0% base wage increase effective August 3, 2025, addition of Juneteenth as a recognized City holiday, and revisions to outdated language in Articles 1 and 2; and

WHEREAS, for the LCPFA, updates include revised longevity pay in Section 6.06, expansion of safety equipment in Section 9.01 to include clothing, and changes to uniform allowance disbursement in Section 9.02; and

WHEREAS, the City Council approves the updated Salary Matrix.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LINDSAY DOES HEREBY RESOLVE AS FOLLOWS:

- SECTION 1. The City Council approves the updated Memorandum of Understanding with the Lindsay Police Officers Association.
- SECTION 2. The City Council approves the updated Memorandum of Understanding with the Lindsay City Professional Firefighters Association.
- SECTION 3. The wage and benefit changes outlined in the updated MOUs shall take effect beginning August 3, 2025.
- SECTION 4. The Mayor, or presiding officer, is hereby authorized to affix their signature to the Resolution signifying its adoption by the City Council to the City of Lindsay, and the City Clerk, or their appointed deputy, is directed to attest thereto



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

PASSED AND ADOPTED by the City Council of the City of Lindsay as follows:

MEETING DATE	July 22, 2025
MOTION	
SECOND MOTION	
AYES	
ABSENT	
ABSTAIN	
NAYS	

CERTIFICATION OF THE FOREGOING RESOLUTION AS FULL, TRUE, PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LINDSAY AS DETAILED.

Misty Villarreal, Mayor

CERTIFICATE OF ATTESTING OFFICER

The undersigned, Dalee Chang, Deputy City Clerk of the City of Lindsay does hereby attest and certify that the foregoing Resolution is a true, full and correct copy of a resolution duly adopted at a meeting of the City of Lindsay which was duly convened and held on the date stated thereon, and that said document has not been amended, modified, repealed or rescinded since its date of adoption and is in full force and effect as of the date thereof.

ATTEST: _____
Dalee Chang, Deputy City Clerk



STAFF REPORT

TO: Lindsay City Council
MEETING DATE: July 22, 2025

Item #: 11.3
Action Items

DEPARTMENT: City Manager

FROM: Vanessa Duran, Acting Human Resource Manager

AGENDA TITLE: Salary Matrix

ACTION & RECOMMENDATION

Staff recommends the following actions:

1. Approve the updated salary matrix, which removes Steps 1 and 2 and adds two new higher steps to maintain a 7-step salary scale. This adjustment is intended to strengthen recruitment efforts and enhance the retention of existing police personnel. The revised matrix will take effect on August 3, 2025.

BACKGROUND | ANALYSIS

In response to recruitment challenges and to remain competitive with comparable agencies, staff conducted a review of the current salary structure for public safety personnel. The analysis revealed that initial steps on the salary scale were no longer effective in attracting qualified applicants and retaining experienced officers.

To address this issue, staff recommends removing Steps 1 and 2 from the existing matrix and introducing two higher steps at the end of the scale. This adjustment maintains the 7-step structure while increasing earning potential for long-term employees. By making pay more competitive with what other agencies offer, the City aims to improve hiring outcomes and reduce turnover within the Lindsay Department of Public Safety.

This adjustment will not result in any immediate raises for current employees, except one. Instead, employees will be transitioned laterally within the new 7-step structure. Employees currently at Step 7 will become Step 5 on the revised matrix and will not receive an increase in pay until their respective anniversary date, in accordance with the City’s existing step progression policy. This approach keeps pay consistent while allowing for future growth opportunities.

CURRENT SALARY MATRIX							
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Public Safety Officer	\$ 25.37	\$ 26.64	\$ 27.98	\$ 29.37	\$ 30.84	\$ 32.38	\$ 34.00
Police Corporal	\$ 27.98	\$ 29.38	\$ 30.85	\$ 32.39	\$ 34.01	\$ 35.70	\$ 37.49
Public Safety Sergeant	\$ 30.89	\$ 32.43	\$ 34.06	\$ 35.76	\$ 37.55	\$ 39.43	\$ 41.40

PROPOSED SALARY MATRIX							
Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Officer	\$ 27.98	\$ 29.38	\$ 30.85	\$ 32.39	\$ 34.01	\$ 35.71	\$ 37.50
Police Corporal	\$ 30.85	\$ 32.39	\$ 34.01	\$ 35.71	\$ 37.50	\$ 39.37	\$ 41.34
Police Sergeant	\$ 34.06	\$ 35.76	\$ 37.55	\$ 39.43	\$ 41.40	\$ 43.47	\$ 45.64

FISCAL IMPACT

The proposed changes will result in an immediate increase in salary for one employee only, estimated at approximately \$2,787 annually based on their current step placement. All other employees will remain at their current pay level and will move laterally to the corresponding step in the updated matrix. Step increases will continue to occur in accordance with each employee's anniversary date and the City's established step advancement policy.

Long term, the revised salary matrix is expected to help stabilize staffing levels and reduce expenses associated with recruitment, training, and overtime. A reduction in turnover by even one officer per year could save the City an estimated \$15,000 to \$25,000 annually in indirect staffing costs. The updated salary matrix and related costs will be incorporated into the FY 2025–2026 operational budget.

ATTACHMENTS

1. Updated City of Lindsay Salary Matrix
2. Resolution 25-31

Reviewed/Approved: _____



City of Lindsay

Hourly Salary Schedule
FY 2025/2026 Effective 08/03/2025

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Unrepresented	Part-Time Seasonal	Interns/Seasonal	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50	\$ 16.50
Non-Exempt	Unrepresented	Part-Time	Recreation - Lifeguard	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	Unrepresented	Part-Time	Recreation I	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Maintenance	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Account Clerk I	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Code Enforcement Officer	\$ 16.50	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06	\$ 22.11
Non-Exempt	SEIU	Full-Time	Records Clerk	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
Non-Exempt	SEIU	Full-Time	Maintenance Senior I	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
Non-Exempt	Unrepresented	Part-Time	Lead Lifeguard	\$ 16.75	\$ 17.59	\$ 18.47	\$ 19.39	\$ 20.36	\$ 21.38	\$ 22.45
Non-Exempt	SEIU	Full-Time	Community Development Specialist	\$ 17.81	\$ 18.70	\$ 19.63	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.87
Non-Exempt	SEIU	Full-Time	Administrative Secretary	\$ 17.81	\$ 18.70	\$ 19.63	\$ 20.62	\$ 21.65	\$ 22.73	\$ 23.87
Non-Exempt	SEIU	Full-Time	Utility Operator Trainee	\$ 17.95	\$ 18.85	\$ 19.79	\$ 20.78	\$ 21.82	\$ 22.91	\$ 24.06
Non-Exempt	SEIU	Full-Time	Pool Manager	\$ 18.36	\$ 19.28	\$ 20.24	\$ 21.25	\$ 22.32	\$ 23.43	\$ 24.60
Non-Exempt	SEIU	Part-Time	Records/IT Clerk	\$ 20.60	\$ 21.63	\$ 22.72	\$ 23.85	\$ 25.04	\$ 26.30	\$ 27.61
Non-Exempt	SEIU	Full-Time	Maintenance Senior II	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	SEIU	Full-Time	Animal Control Officer	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	SEIU	Full-Time	Community Services Officer	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39	\$ 26.66	\$ 27.99
Non-Exempt	SEIU	Full-Time	Account Clerk III	\$ 20.99	\$ 22.04	\$ 23.14	\$ 24.30	\$ 25.52	\$ 26.79	\$ 28.13
Non-Exempt	SEIU	Full-Time	Recreation Coordinator	\$ 22.63	\$ 23.76	\$ 24.95	\$ 26.20	\$ 27.51	\$ 28.88	\$ 30.33
Non-Exempt	SEIU	Full-Time	Utility Operator I	\$ 25.26	\$ 26.52	\$ 27.84	\$ 29.24	\$ 30.70	\$ 32.23	\$ 33.84
Non-Exempt	SEIU	Full-Time	Engineering Technician	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	SEIU	Full-Time	Assistant City Planner	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	SEIU	Full-Time	Building Inspector I	\$ 26.08	\$ 27.39	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.29	\$ 34.95
Non-Exempt	Confidential Employee	Full-Time	Deputy City Clerk	\$ 26.81	\$ 28.15	\$ 29.56	\$ 31.04	\$ 32.59	\$ 34.22	\$ 35.93
Exempt	Unrepresented	Full-Time	Administrative Supervisor	\$ 33.00	\$ 34.65	\$ 36.38	\$ 38.20	\$ 40.11	\$ 42.12	\$ 44.22
Exempt	Unrepresented	Full-Time	Maintenance Senior III	\$ 33.00	\$ 34.65	\$ 36.38	\$ 38.20	\$ 40.11	\$ 42.12	\$ 44.22
Exempt	Unrepresented	Full-Time	Planning Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	Finance & Accounting Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	IT Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	Executive Projects Manager	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Exempt	Unrepresented	Full-Time	City Services Manager/Inspector	\$ 33.78	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27
Non-Exempt	SEIU	Full-Time	Utility Operator II	\$ 35.15	\$ 36.91	\$ 38.75	\$ 40.69	\$ 42.73	\$ 44.86	\$ 47.10
Exempt	Unrepresented	Full-Time	City Services Deputy Director	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.29	\$ 42.30	\$ 44.41	\$ 46.64
Non-Exempt	SEIU	Full-Time	Utility Operator III	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20
Exempt	Unrepresented	Full-Time	City Clerk / Human Resource Manager	\$ 39.70	\$ 41.69	\$ 43.77	\$ 45.96	\$ 48.26	\$ 50.67	\$ 53.20

*All hourly rates are based on a 40-hour work week.

Fire Personnel										
Fire Rate										
Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 16.64	\$ 17.47	\$ 18.35	\$ 19.26	\$ 20.23	\$ 21.24	\$ 22.30
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 21.85	\$ 22.94	\$ 24.09	\$ 25.29	\$ 26.56	\$ 27.89	\$ 29.28

Administrative Rate										
Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 23.30	\$ 24.47	\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.74	\$ 31.22
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 30.60	\$ 32.13	\$ 33.74	\$ 35.42	\$ 37.19	\$ 39.05	\$ 41.01

*Fire personnel will convert to a 56-hour work week upon completion of their training.

*Fire personnel are paid based on whether they are on the 56-hour per week average schedule or the 40-hour per week schedule.

*Holiday pay will still be paid out based on the 40-hour per week rate, regardless of whether an employee is on a 56-hour per week average schedule or a 40-hour per week schedule.

*Reserve Firefighter will fall under Part-Time Seasonal category

Public Safety Personnel										
Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	LPOA	Full-Time	Police Officer Recruit	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10	\$ 24.10
Non-Exempt	LPOA	Full-Time	Police Officer	\$ 27.98	\$ 29.38	\$ 30.85	\$ 32.39	\$ 34.01	\$ 35.71	\$ 37.50
Non-Exempt	LPOA	Full-Time	Police Corporal	\$ 30.85	\$ 32.39	\$ 34.01	\$ 35.71	\$ 37.50	\$ 39.37	\$ 41.34
Non-Exempt	LPOA	Full-Time	Police Sergeant	\$ 34.06	\$ 35.76	\$ 37.55	\$ 39.43	\$ 41.40	\$ 43.47	\$ 45.64
Exempt	Unrepresented	Full-Time	Public Safety Lieutenant	\$ 43.41	\$ 45.58	\$ 47.86	\$ 50.25	\$ 52.77	\$ 55.40	\$ 58.17

*Reserve Police Officer will fall under Part-Time Seasonal category

Contract Personnel					
Category	Bargaining Unit	Type	Title	Minimum	Maximum
Exempt	Unrepresented	Full-Time	City Manager	\$ 55.05	\$ 80.00
Exempt	Unrepresented	Full-Time	Director of Public Works	\$ 46.00	\$ 70.00
Exempt	Unrepresented	Full-Time	Director of Finance	\$ 41.72	\$ 70.00
Exempt	Unrepresented	Full-Time	Director of Public Safety	\$ 41.46	\$ 70.00
Exempt	Unrepresented	Full-Time	Recreation Services Director	\$ 34.37	\$ 60.00



City of Lindsay
Annual Salary Schedule
FY 2025/2026 Effective 08/03/2025

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Unrepresented	Part-Time Seasonal	Interns/Seasonal	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00	\$ 34,320.00
Non-Exempt	Unrepresented	Part-Time	Recreation - Lifeguard	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	Unrepresented	Part-Time	Recreation I	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Maintenance	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Account Clerk I	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Code Enforcement Officer	\$ 34,320.00	\$ 36,046.40	\$ 37,835.20	\$ 39,728.00	\$ 41,724.80	\$ 43,804.80	\$ 45,988.80
Non-Exempt	SEIU	Full-Time	Records Clerk	\$ 34,403.20	\$ 36,129.60	\$ 37,939.20	\$ 39,832.00	\$ 41,828.80	\$ 43,929.60	\$ 46,113.60
Non-Exempt	SEIU	Full-Time	Maintenance Senior I	\$ 34,403.20	\$ 36,129.60	\$ 37,939.20	\$ 39,832.00	\$ 41,828.80	\$ 43,929.60	\$ 46,113.60
Non-Exempt	Unrepresented	Part-Time	Lead Lifeguard	\$ 34,840.00	\$ 36,587.20	\$ 38,417.60	\$ 40,331.20	\$ 42,348.80	\$ 44,470.40	\$ 46,696.00
Non-Exempt	SEIU	Full-Time	Community Development Specialist	\$ 37,044.80	\$ 38,896.00	\$ 40,830.40	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,649.60
Non-Exempt	SEIU	Full-Time	Administrative Secretary	\$ 37,044.80	\$ 38,896.00	\$ 40,830.40	\$ 42,889.60	\$ 45,032.00	\$ 47,278.40	\$ 49,649.60
Non-Exempt	SEIU	Full-Time	Utility Operator Trainee	\$ 37,336.00	\$ 39,208.00	\$ 41,163.20	\$ 43,222.40	\$ 45,385.60	\$ 47,652.80	\$ 50,044.80
Non-Exempt	SEIU	Full-Time	Pool Manager	\$ 38,188.80	\$ 40,102.40	\$ 42,099.20	\$ 44,200.00	\$ 46,425.60	\$ 48,734.40	\$ 51,168.00
Non-Exempt	SEIU	Part-Time	Records/IT Clerk	\$ 42,848.00	\$ 44,990.40	\$ 47,257.60	\$ 49,608.00	\$ 52,083.20	\$ 54,704.00	\$ 57,428.80
Non-Exempt	SEIU	Full-Time	Maintenance Senior II	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Animal Control Officer	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Community Services Officer	\$ 43,451.20	\$ 45,614.40	\$ 47,902.40	\$ 50,294.40	\$ 52,811.20	\$ 55,452.80	\$ 58,219.20
Non-Exempt	SEIU	Full-Time	Account Clerk III	\$ 43,659.20	\$ 45,843.20	\$ 48,131.20	\$ 50,544.00	\$ 53,081.60	\$ 55,723.20	\$ 58,510.40
Non-Exempt	SEIU	Full-Time	Recreation Coordinator	\$ 47,070.40	\$ 49,420.80	\$ 51,896.00	\$ 54,496.00	\$ 57,220.80	\$ 60,070.40	\$ 63,086.40
Non-Exempt	SEIU	Full-Time	Utility Operator I	\$ 52,540.80	\$ 55,161.60	\$ 57,907.20	\$ 60,819.20	\$ 63,856.00	\$ 67,038.40	\$ 70,387.20
Non-Exempt	SEIU	Full-Time	Engineering Technician	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	SEIU	Full-Time	Assistant City Planner	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	SEIU	Full-Time	Building Inspector I	\$ 54,246.40	\$ 56,971.20	\$ 59,800.00	\$ 62,795.20	\$ 65,936.00	\$ 69,243.20	\$ 72,696.00
Non-Exempt	Confidential Employee	Full-Time	Deputy City Clerk	\$ 55,764.80	\$ 58,552.00	\$ 61,484.80	\$ 64,563.20	\$ 67,787.20	\$ 71,177.60	\$ 74,734.40
Exempt	Unrepresented	Full-Time	Administrative Supervisor	\$ 68,640.00	\$ 72,072.00	\$ 75,670.40	\$ 79,456.00	\$ 83,428.80	\$ 87,609.60	\$ 91,977.60
Exempt	Unrepresented	Full-Time	Maintenance Senior III	\$ 68,640.00	\$ 72,072.00	\$ 75,670.40	\$ 79,456.00	\$ 83,428.80	\$ 87,609.60	\$ 91,977.60
Exempt	Unrepresented	Full-Time	Planning Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	Finance & Accounting Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	IT Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	Executive Projects Manager	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Exempt	Unrepresented	Full-Time	City Services Manager/Inspector	\$ 70,262.40	\$ 73,777.60	\$ 77,459.20	\$ 81,328.00	\$ 85,404.80	\$ 89,668.80	\$ 94,161.60
Non-Exempt	SEIU	Full-Time	Utility Operator II	\$ 73,112.00	\$ 76,772.80	\$ 80,600.00	\$ 84,635.20	\$ 88,878.40	\$ 93,308.80	\$ 97,968.00
Exempt	Unrepresented	Full-Time	City Services Deputy Director	\$ 72,384.00	\$ 76,003.20	\$ 79,809.60	\$ 83,803.20	\$ 87,984.00	\$ 92,372.80	\$ 97,011.20
Non-Exempt	SEIU	Full-Time	Utility Operator III	\$ 82,576.00	\$ 86,715.20	\$ 91,041.60	\$ 95,596.80	\$ 100,380.80	\$ 105,393.60	\$ 110,656.00
Exempt	Unrepresented	Full-Time	City Clerk / Human Resource Manager	\$ 82,576.00	\$ 86,715.20	\$ 91,041.60	\$ 95,596.80	\$ 100,380.80	\$ 105,393.60	\$ 110,656.00

*All hourly rates are based on a 40-hour work week.

Fire Personnel

Fire Rate

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 48,455.68	\$ 50,872.64	\$ 53,435.20	\$ 56,085.12	\$ 58,909.76	\$ 61,850.88	\$ 64,937.60
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 63,627.20	\$ 66,801.28	\$ 70,150.08	\$ 73,644.48	\$ 77,342.72	\$ 81,215.68	\$ 85,263.36

Administrative Rate

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	Fire	Full-Time	Fire Apparatus Engineer	\$ 48,464.00	\$ 50,897.60	\$ 53,435.20	\$ 56,097.60	\$ 58,905.60	\$ 61,859.20	\$ 64,937.60
Non-Exempt	Fire	Full-Time	Fire Lieutenant	\$ 63,648.00	\$ 66,830.40	\$ 70,179.20	\$ 73,673.60	\$ 77,355.20	\$ 81,224.00	\$ 85,300.80

*Fire personnel will convert to a 56-hour work week upon completion of their training.

*Fire personnel are paid based on whether they are on the 56-hour per week average schedule or the 40-hour per week schedule.

*Holiday pay will still be paid out based on the 40-hour per week rate, regardless of whether an employee is on a 56-hour per week average schedule or a 40-hour per week schedule.

*Reserve Firefighter will fall under Part-Time Seasonal category

Public Safety Personnel

Category	Bargaining Unit	Type	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Non-Exempt	LPOA	Full-Time	Police Officer Recruit	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00	\$ 50,128.00
Non-Exempt	LPOA	Full-Time	Public Safety Officer	\$ 58,198.40	\$ 61,110.40	\$ 64,168.00	\$ 67,371.20	\$ 70,740.80	\$ 74,276.80	\$ 78,000.00
Non-Exempt	LPOA	Full-Time	Police Corporal	\$ 64,168.00	\$ 67,371.20	\$ 70,740.80	\$ 74,276.80	\$ 78,000.00	\$ 81,889.60	\$ 85,987.20
Non-Exempt	LPOA	Full-Time	Public Safety Sergeant	\$ 70,844.80	\$ 74,380.80	\$ 78,104.00	\$ 82,014.40	\$ 86,112.00	\$ 90,417.60	\$ 94,931.20
Exempt	Unrepresented	Full-Time	Public Safety Lieutenant	\$ 90,292.80	\$ 94,806.40	\$ 99,548.80	\$ 104,520.00	\$ 109,761.60	\$ 115,232.00	\$ 120,993.60

*Reserve Police Officer will fall under Part-Time Seasonal category

Contract Personnel

Category	Bargaining Unit	Type	Title	Minimum	Maximum
Exempt	Unrepresented	Full-Time	City Manager	\$ 114,504.00	\$ 166,400.00
Exempt	Unrepresented	Full-Time	Director of Public Works	\$ 95,680.00	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Director of Finance	\$ 86,777.60	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Director of Public Safety	\$ 86,236.80	\$ 145,600.00
Exempt	Unrepresented	Full-Time	Recreation Services Director	\$ 71,489.60	\$ 124,800.00



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

NUMBER 25-31

TITLE A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY PROVIDING FOR APPROVING AN UPDATED SALARY MATRIX AFFECTING POLICE PERSONNEL STEPS.

MEETING At a regularly scheduled meeting of the City of Lindsay City Council held on July 22, 2025, at 6:00 PM at 251 E. Honolulu Street, Lindsay, CA 93247

WHEREAS, the City of Lindsay has experienced recruitment and retention challenges related to its current salary matrix for public safety personnel; and

WHEREAS, staff conducted a salary analysis and determined that removing the first two steps and adding two new steps at the end of the current 7 step salary scale would improve competitiveness with other agencies; and

WHEREAS, the revised salary matrix will support recruitment, retention, and long-term staffing stability.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LINDSAY DOES HEREBY RESOLVE AS FOLLOWS:

- SECTION 1. The City Council approves the updated 7 step salary matrix for police personnel as presented in the staff report dated July 22, 2025.
- SECTION 2. Current employees will be transitioned laterally into the new matrix according to their existing step placement, with future step increases occurring on their respective anniversary dates under the City's current step advancement policy.
- SECTION 3. The revised salary matrix shall become effective on August 3, 2025.
- SECTION 4. The Mayor, or presiding officer, is hereby authorized to affix their signature to the Resolution signifying its adoption by the City Council to the City of Lindsay, and the City Clerk, or their appointed deputy, is directed to attest thereto



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

PASSED AND ADOPTED by the City Council of the City of Lindsay as follows:

MEETING DATE	July 22, 2025
MOTION	
SECOND MOTION	
AYES	
ABSENT	
ABSTAIN	
NAYS	

CERTIFICATION OF THE FOREGOING RESOLUTION AS FULL, TRUE, PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LINDSAY AS DETAILED.

Misty Villarreal, Mayor

CERTIFICATE OF ATTESTING OFFICER

The undersigned, Dalee Chang, Deputy City Clerk of the City of Lindsay does hereby attest and certify that the foregoing Resolution is a true, full and correct copy of a resolution duly adopted at a meeting of the City of Lindsay which was duly convened and held on the date stated thereon, and that said document has not been amended, modified, repealed or rescinded since its date of adoption and is in full force and effect as of the date thereof.

ATTEST: _____
Dalee Chang, Deputy City Clerk