

CLOVIS CITY COUNCIL MEETING

July 7, 2025

6:00 P.M.

Council Chamber

Meeting called to order by Mayor Mouanoutoua at 6:01
Flag Salute led by Councilmember Basgall

Roll Call: Present: Councilmembers Ashbeck, Basgall, Bessinger, Mayor Pro Tem Pearce
Mayor Mouanoutoua

PUBLIC COMMENTS – 6:02

Dr. Jeni-Ann Kren, resident, discussed concerns about posts made on social media by elected officials regarding children's library books, as well as a question regarding districting.

CONSENT CALENDAR – 6:05

Upon call, there was no public comment.

Motion by Councilmember Ashbeck, seconded by Councilmember Bessinger, that the items on the Consent Calendar be approved, including the waiver of the reading of the ordinance, except item 20. Motion carried by unanimous vote.

1. Administration - Approval - Minutes from the June 16, 2025, Special Council Meeting, and the June 16, 2025, Regular Council Meeting.
2. Administration - Adopt - **Ord. 25-09**, R2023-004, An ordinance of the City Council approving a rezoning of ±7.45 acres from the R-1-AH (Single-Family Residential Very Low Density) Zone District to the C-P (Administrative and Professional Office) Zone District. (Vote: 5-0)
3. Administration - Receive and File – Business Organization of Old Town (BOOT) Fourth Quarter Report, April through June 2025.
4. Administration - Approval – Request from Our Lady of Perpetual Help Catholic Church for closure of a portion of Eighth Street to hold a small special event on October 12, 2025.
5. Administration – Approval – Award the Request for Proposals and approve the purchase of an Audio/Visual System for the Emergency Operation Center from One Diversified, LLC, in the amount of \$245,966.55.
6. Administration – Approval – Waive the normal purchasing process and approve the purchase of thirty (30) Mobile Data Computers to LEHR Upfitters, LLC, in the amount of \$175,171.30.
7. Administration - Approval – Waive Normal Purchasing Process and approve the purchases of replacement desktop computers and servers using competitively bid contracts with purchasing provisions for California State and Local government agencies.
8. Finance – Receive and File – Investment Report for the Month of December 2024.
9. Finance – Receive and File – Treasurer's Report for the Month of December 2024.
10. Finance – Receive and File – Investment Report for the Month of January 2025.
11. Finance – Receive and File – Treasurer's Report for the Month of January 2025.
12. General Services – Approval – **Res. 25-70**, Approval of a Memorandum of Understanding between the City of Clovis and the Clovis Public Safety Employees Association.

13. General Services – Approval – **Res. 25-71**, Authorizing Amendments to the Principal Utilities Engineer classification in the Public Utilities Department.
14. General Services – Approval – **Res. 25-72**, Adopting the Projects Administrator Classification with a Salary Range of \$9,852 to \$11,975 per month in the Planning and Development Services Department.
15. General Services – Approval – **Res. 25-73**, Authorizing Amendments to the City's Classification and Compensation Plans by Revising the Classifications of Deputy Director of Information Technology and Information Technology Supervisor, and by Adopting the Classification of Information Technology Manager with a Monthly Salary Range of \$11,206 to \$13,402 in the Administration Department.
16. General Services – Approval – **Res. 25-74**, Authorizing Amendments to the City's Classification Plan by Revising the Fire Captain Classification in the Fire Department.
17. General Services – Approval - Claim Rejection of the General Liability Claim on behalf of Juliana Morin.
18. Planning and Development Services – Approval – **Res. 25-75**, Final Map Tract 6457, located near the northeast corner of Shepherd Avenue and N. Sunnyside Avenue (Great Bigland, Inc., a California Corporation).
19. Planning and Development Services – Approval – **Res. 25-76**, Annexation of Proposed Tract 6457, located near the northeast corner of Shepherd Avenue and N. Sunnyside Avenue to the Landscape Maintenance District No. 1 of the City of Clovis. (Great Bigland, Inc., a California Corporation).
21. Planning and Development Services – Approval – Authorize the City Manager to execute a purchase agreement and associated documents with Behymer/Minnewawa for a property located at 3778 East Behymer, Clovis, CA, LLC, in the amount of \$3,700,000.
22. Public Utilities – Approval – Continue Emergency Authorization for the City Manager to Approve and Sign a Contract for Emergency Water Main Repairs in an Amount Not to Exceed \$250,000, Pursuant to Public Contract Code Section 22050.
23. Public Utilities – Approval – Waive Formal Bidding Requirements and Award a Contract to Calgon Carbon Corporation to Purchase and Replace Granular Activated Carbon (GAC) at Well 12 in the amount of \$127,820.

THE FOLLOWING ITEMS WERE PULLED FROM THE CONSENT CALENDAR FOR FURTHER DISCUSSION

- 6:06 ITEM 20 - Planning and Development Services – Approval – Authorizing the City Manager to execute a consultant agreement between the City of Clovis and LSA Associates, Inc. in the amount of \$149,289 for the preparation of the environmental studies for CIP 24-22 Cottonwood Park Pedestrian Bridge.

Councilmember Bessinger recused himself from the item due to a potential conflict of interest, as he owns real property within 1,000 feet of the project site.

Upon call, there was no public comment.

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Basgall. Motion carried by 4-0-0-1, with Councilmember Bessinger recused.

COUNCIL ITEMS – 6:07

6:07 ITEM 24 - Consider Approval – Appointments of the Measure Y Oversight Committee.

Upon call, there was no public comment.

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Basgall. Motion carried by unanimous vote.

6:09 ITEM 25 - Consider Approval - **Res. 25-77**, A resolution appointing members of the General Plan Advisory Committee.

Steven Trevino, a resident, encouraged offering livestream options for meetings.

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Bessinger. Motion carried by unanimous vote.

ADMINISTRATIVE ITEMS – 6:28

6:28 ITEM 26 - Consider Approval - **Res. 25-78**, A Resolution Confirming the Diagram and Assessments for the Fiscal Year 2025-26 Annual Levy for Landscape Maintenance District No. 1; and Declare Results of the Assessment Ballot Election Regarding a Proposed Assessment Increase in Benefit Zones 4 and 5 of Landscape Maintenance District No. 1.

Brian Wilson, resident, suggested using Measure Y funds to repair deteriorating playgrounds.

Steven Trevino, resident, suggested adding a plaque honoring David McDonald at David McDonald Park.

Motion for approval by Councilmember Bessinger, seconded by Councilmember Ashbeck. Motion carried by unanimous vote.

6:41 ITEM 27 - General Services – Approval – **Res. 25-79**, Adopting Wage and Benefit Changes for City of Clovis Unrepresented Management Employees for FY 2025-2026, FY 2026-2027, and FY 2027-2028.

Upon call, there was no public comment.

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Basgall. Motion carried by unanimous vote.

6:46 ITEM 28 - Consider Approval of various actions related to the acquisition of Fire Apparatus.

28a. Consider Approval – Waive the City's formal bidding requirements and authorize the sole-source ordering of a Pierce Velocity 107' All-Wheel Steer Quint aerial fire truck replacement from Golden State Fire Apparatus in the amount of \$2,303,126.93; and

Steven Trevino, resident, suggested purchasing additional fire trucks to prepare for future population growth.

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Bessinger. Motion carried by unanimous vote.

28b. Consider Approval – Waive the City's formal bidding requirements and authorize the sole-source ordering of a new Pierce Triple Combination Pumper engine for Fire Station 1 from Golden State Fire Apparatus in the amount of \$1,391,037.69; and

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Bessinger. Motion carried by unanimous vote.

28c. Consider Approval – Authorize the City Manager to sign the purchase agreements.

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Bessinger. Motion carried by unanimous vote.

PUBLIC HEARINGS – 7:03

7:03 ITEM 29 - Consider various actions related to Annexation of Territory (Annexation #76, T6452 Northwest Corner Sunnyside / Perrin, T6467 Southeast Corner Minnewawa / Perrin, T6375 Northeast Corner Minnewawa / Shepherd) to the City of Clovis Community Facilities District No. 2004-1 (Police and Fire Services).

29a. Consider Approval - **Res. 25-80**, A Resolution annexing territory (Annexation #76) (T6452 Northwest Corner Sunnyside/Perrin, T6467 Southeast Corner Minnewawa/Perrin, T6375 Northeast Corner Minnewawa/Shepherd) to the City of Clovis Community Facilities District No. 2004-1 (Police and Fire Services) and calling a special landowner election to annex territory (Annexation #76) to City of Clovis Community Facilities District No. 2004-1 (Police and Fire Services).

Upon call, there was no public comment. The public hearing closed at 7:07 p.m.

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Bessinger. Motion carried by unanimous vote.

29b. Consider Approval - **Res. 25-81**, A Resolution of the City of Clovis declaring the results of a special landowner election and directing recording of the Notice of Special Tax Lien for City of Clovis Community Facilities District No. 2004-1 (Police and Fire Services).

City Clerk Parra announced that for Annexation 76, the City received three ballots representing 91 votes, indicating passage.

Motion for approval by Councilmember Ashbeck, seconded by Councilmember Bessinger. Motion carried by unanimous vote.

CITY MANAGER COMMENTS – 7:09

The City Manager announced upcoming summer community events, including mobile recreation at local parks, police department movie nights, and workshops on mobility hubs and Measure C.

COUNCIL COMMENTS – 7:09

There was a consensus to sign and send a Proclamation honoring Rachel Axt, Miss California 2025.

CLOSED SESSION – 7:47

ITEM 30 - GOVERNMENT CODE SECTION 54956.9(D)(1) CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION CASE NAME: MATTHEW MACIEL V. CITY OF CLOVIS, ET AL., FRESNO COUNTY SUPERIOR COURT CASE NO. 25CECG02450

ITEM 31 - GOVERNMENT CODE SECTION 54956.9(D)(4) CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION DECIDING WHETHER TO INITIATE LITIGATION ONE POTENTIAL CASE

ITEM 32 - GOVERNMENT CODE SECTION 54956.9(D)(4) CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION DECIDING WHETHER TO INITIATE LITIGATION ONE POTENTIAL CASE

RECONVENE INTO OPEN SESSION AND REPORT FROM CLOSED SESSION

No action taken.

ADJOURNMENT

Mayor Mouanoutoua adjourned the meeting of the Council to August 4, 2025.

Meeting adjourned: 8:25 p.m.



Mayor



City Clerk





CITY of CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council
 FROM: General Services Department
 DATE: July 7, 2025
 SUBJECT: General Services – Approval – Res. 25-____, Adopting Wage and Benefit Changes for City of Clovis Unrepresented Management Employees for FY 2025-2026, FY 2026-2027, and FY 2027-2028.

Staff: Amy Hance, General Services Director
Recommendation: Approve

ATTACHMENTS: 1. Res. 25-____
 2. Management Benefit Summary
 3. Executive Management Benefit Summary

RECOMMENDATION

For the City Council to approve a resolution authorizing adjustments in wages and benefits for City management employees during FY 2025-2026, FY 2026-2027, and FY 2027-2028.

EXECUTIVE SUMMARY

It is recommended that the City Council authorize specific changes to the wages and benefits provided to City management employees during FY 2025-2026, FY 2026-2027, and FY 2027-2028. The recommended changes include wage increases of 3.0% in FY 2025-2026, 2.0% in FY 2026-2027, and 2.0% in FY 2027-2028. In addition, market adjustments are recommended for fifteen classifications as indicated in Attachment 1.

BACKGROUND

Staff recommend wage and benefit adjustments for City management employees in FY 2025-2026, FY 2026-2027, and FY 2027-2028. The proposed changes as stated in Attachment 1A would result in City management employees receiving across-the-board wage adjustments of 3.0% in FY 2025-2026, 2.0% in FY 2026-2027, and 2.0% in FY 2027-2028. Adjustments to fifteen classifications are recommended due to below market wages as indicated in Attachment 1.

Other changes to management and executive management wage and benefits included in the revised summaries are:

- Increase uniform allowance for sworn police and fire managers from \$1,500 per year to \$2,000 per year.
- New uniform allowance for Special Projects & Life Safety Manager and Deputy Fire Marshall of \$750.00 per year.
- Reinstatement of fire management lateral transfer benefit of 80 hours of sick and 80 hours of management compensation time.
- Increase to fire management Holiday Time Off from 200 hours per year to 240 hours per year.
- Bilingual Pay of \$150 per month (does not include Executive Management)
- Notary Pay of \$150 per month (does not include Executive Management)
- Increase in Executive Management Leave cash out from 56 hours per year to 96 hours per year.
- City Clerk to be added to Executive Management group.

FISCAL IMPACT

The proposed amendments to the management and executive management compensation and budget will result in approximate net increased salary costs of \$3,900,000 over the next three (3) years, which will be budgeted during the term of the agreement.

REASON FOR RECOMMENDATION

The proposed amendments are within the financial parameters authorized by the City Council and will preserve the City's ability to attract and retain qualified personnel. Prior to implementation, the proposed changes must be authorized by City Council Resolution.

ACTIONS FOLLOWING APPROVAL

Staff will implement the proposed wage and benefit changes as described.

CONFLICT OF INTEREST

None.

Prepared by: Amy Hance, General Services Director

Reviewed by: City Manager AH

RESOLUTION 25-

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVIS ADOPTING WAGE
AND BENEFIT CHANGES FOR CITY OF CLOVIS MANAGEMENT EMPLOYEES
FOR FY 2025-2026, FY 2026-2027, AND FY 2027-2028**

WHEREAS, the City Council authorizes a wage and benefit package for City management employees; and

WHEREAS, the City's wage and benefit package is designed to attract and retain highly qualified management employees; and

WHEREAS, it is appropriate to establish City management wage and benefit packages for FY 2025-2026, FY 2026-2027, and FY 2027-2028; and

WHEREAS, a Summary of management employee wage and benefit changes, is attached as Attachment A.

NOW THEREFORE, BE IT RESOLVED that the City of Clovis hereby adopts specific wage and benefit changes for City management personnel for FY 2025-2026, FY 2026-2027, and FY 2027-2028.

* * * * *

The foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Clovis held on July 7, 2025, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

DATED: July 7, 2025

Mayor

City Clerk

**SUMMARY OF WAGE AND BENEFIT CHANGES FOR CITY MANAGEMENT
EMPLOYEES FOR FY 2025-2026, FY 2026-2027, AND FY 2027-2028**

1. Term

July 1, 2025, through June 30, 2028

2. Wages

The following wage increases will be implemented:

- July 1, 2025 3.0%
- July 1, 2026 2.0%
- July 1, 2027 2.0%

In addition to across-the-board increases listed above, the following management classifications were determined to be below the labor market median and will receive the following increase:

Classification	Market Adjustment
Assistant City Manager	7.0%
Business Development Manager	7.0%
City Clerk	7.0%
City Engineer	6.14%
City Planner	0.78%
Finance Manager	4.0%
Fire Chief	4.21%
Housing Program Manager	5.92%
Management Analyst	0.71%
Parks Manager	0.68%
Police Captain	3.61%
Police Chief	5.41%
Police Lieutenant	2.70%
Public Utilities Director	7.0%
Senior Personnel Technician	4.13%
Solid Waste Manager	6.84%
Transit Manager	6.72%
Utilities Manager	3.85%
Water Production Manager	7.0%

3. Uniform Allowances

Sworn police and fire uniform allowance increase to \$2,000 per year.

New uniform allowance for Special Projects & Life Safety Manager and Deputy Fire Marshall of \$750 per year.

4. Lateral Transfer Benefit

The lateral transfer benefit of an extra 80 hours sick and 80 hours management compensation time has been reinstated for Fire management and remains for sworn Police management.

5. Holiday Time Off Increase

An additional 40 hours per year of Holiday Time Off for Fire Command Staff.

6. Bilingual Pay

Management employees who possess non-English language skills determined to be beneficial to the Department shall receive \$150 per month. (does not include Executive Management)

7. Notary Pay

Management employees who maintain a Notary Public certification that is determined to be beneficial to the Department shall receive \$150 per month. (does not include Executive Management)

8. Executive Management Leave

Up to 96 hours of Executive Management Leave can be cashed out each year.

9. City Clerk

The City Clerk will be added to the Executive Management group.