



CITY of CLOVIS

AGENDA • CITY COUNCIL MEETING

Council Chamber, 1033 Fifth Street, Clovis, CA 93612 (559) 324-2060
www.clovisca.gov

February 17, 2026

6:00 PM

Council Chamber

In compliance with the Americans with Disabilities Act, if you need special assistance to access the City Council Chamber to participate at this meeting, please contact the City Clerk or General Services Director at (559) 324-2060 (TTY – 711). Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to the Council Chamber.

The Clovis City Council meetings are open to the public at the physical address listed above. There are numerous ways to participate in the City Council meetings: you are able to attend in person; you may submit written comments as described below; and you may view the meeting which is webcast and accessed at www.clovisca.gov/agendas.

Written Comments

- Members of the public are encouraged to submit written comments at: www.clovisca.gov/agendas at least two (2) hours before the meeting (4:00 p.m.). You will be prompted to provide:

- Council Meeting Date
- Item Number
- Name
- Email
- Comment



SCAN ME

- Please submit a separate form for each item you are commenting on.
- A copy of your written comment will be provided to the City Council noting the item number. If you wish to make a verbal comment, please see instructions below.
- Please be aware that any written comments received that do not specify a particular agenda item will be marked for the general public comment portion of the agenda.
- If a written comment is received after 4:00 p.m. on the day of the meeting, efforts will be made to provide the comment to the City Council during the meeting. However, staff cannot guarantee that written comments received after 4:00 p.m. will be provided to City Council during the meeting. All written comments received prior to the end of the meeting will be made part of the record of proceedings.

CAMPAIGN CONTRIBUTION PROHIBITIONS AND MANDATORY DISCLOSURE – Pursuant to Government Code section 84308, a Councilmember shall not accept, solicit, or direct a campaign contribution of more than \$500 from any party or their agent, or from any participant or their agent, while a proceeding involving a license, permit, contract, or other entitlement for use is pending before the City or for 12 months after a final decision is rendered in that proceeding. Any Councilmember who has received a campaign contribution of more than \$500 within the preceding 12 months from a party or their agent, or from a participant or their agent, must disclose that fact on the record of the proceeding and shall not make, participate in making, or in any way attempt to use their official position to influence the decision.

Pursuant to Government Code section 84308, subdivision (e), any party to a covered proceeding before the City Council is required to disclose on the record of the proceeding any campaign contribution, including aggregated contributions, of more than \$500 made within the preceding 12 months by the party or their agent to any Councilmember. The disclosure shall be made as required by Government Code Section 84308, subdivision (e)(1) and California Code of Regulations, Title 2, section 18438.8. No party or their agent, and no participant or their agent, shall make a campaign contribution of more than \$500 to any Councilmember during the covered proceeding or for 12 months after a final decision is made in that proceeding. The foregoing statements do not constitute legal advice, and parties and participants are urged to consult with their own legal counsel regarding the applicable requirements of the law.

CALL TO ORDER

FLAG SALUTE - Councilmember Ashbeck

ROLL CALL

PUBLIC COMMENTS - This is an opportunity for the members of the public to address the City Council on any matter within the City Council's jurisdiction that is not listed on the Agenda. In order for everyone to be heard, please limit your comments to 3 minutes or less, or 10 minutes per topic. Anyone wishing to be placed on the Agenda for a specific topic should contact the City Manager's office and submit correspondence at least 10 days before the desired date of appearance.

CONSENT CALENDAR - Items considered routine in nature are to be placed upon the Consent Calendar. They will all be considered and voted upon in one vote as one item unless a Councilmember requests individual consideration. A Councilmember's vote in favor of the Consent Calendar is considered and recorded as a separate affirmative vote in favor of each action listed. Motions in favor of adoption of the Consent Calendar are deemed to include a motion to waive the reading of any ordinance or resolution on the Consent Calendar. For adoption of ordinances, only those that have received a unanimous vote upon introduction are considered Consent items.

1. Administration - Approval - Minutes from the February 9, 2026, Council Meeting.
2. General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Public Works Employees Association (CPWEA) to Establish a Modified Salary Structure Methodology.
3. General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Police Officers Association (CPOA) to Establish a Modified Salary Structure Methodology.

- [4.](#) General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Public Safety Employees Association (CPSEA) to Establish a Modified Salary Structure Methodology.
- [5.](#) General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Employee Association (CEA) to Establish a Modified Salary Structure Methodology.
- [6.](#) General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Firefighters Association (CFFA) to Establish a Modified Salary Structure Methodology.
- [7.](#) General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Professional and Technical Association (CPTA) to Establish a Modified Salary Structure Methodology.
- [8.](#) Planning and Development Services – Approval – Bid Award for CIP 26-02 ADA Curb Return Ramps - 2026 to Tosted Asphalt, Inc., in the amount of \$171,673.58 and Authorize the City Manager to execute the contract on behalf of the City.
- [9.](#) Police – Approval – Waive Formal Bidding Requirements and Authorize the Purchase of a New Tait Public Safety Radio Infrastructure System in the Amount of \$2,201,415.40, Utilizing the NASPO ValuePoint Cooperative Contract.

ADMINISTRATIVE ITEMS - Administrative Items are matters on the regular City Council Agenda other than Public Hearings.

- [10.](#) Discussion and Direction – City Gateway Entry Feature and Signage, Theme and Design Guidance.

Staff: Tatiana Partain, Management Analyst

Recommendation: Provide Direction

- [11.](#) Workshop: Fire Department Update.

Staff: Chris Ekk, Fire Chief

Recommendation: Receive and File

- [12.](#) Receive and File – Informational Update on the Annual Tobacco Retailer License Fee

Staff: Russell Moring, Police Corporal

Recommendation: Receive and File

- [13.](#) Consider Approval - Res. 26-____, Adopting a Modified Salary Structure Methodology for City of Clovis Unrepresented Management Employees and Changes to Wages.

Staff: Amy Hance, General Services Director

Recommendation: Approve

CITY MANAGER COMMENTS

COUNCIL COMMENTS

ADJOURNMENT

FUTURE MEETINGS

Regular City Council Meetings are held at 6:00 P.M. in the Council Chamber. The following are future meeting dates:

Mar. 2, 2026 (Mon.)
Mar. 9, 2026 (Mon.)
Mar. 16, 2026 (Mon.)

CLOVIS CITY COUNCIL MEETING

February 9, 2026

6:00 P.M.

Council Chamber

Meeting called to order by Mayor Mouanoutoua at **6:00**
Flag Salute led by Councilmember Mayor Pro Tem Pearce

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

PUBLIC COMMENTS – 6:01

Peter Fridrich, resident, warned the council about foreign government influence and advocacy groups targeting local governments and law enforcement.

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. Motion carried by unanimous vote.

1. Administration - Approval - Minutes from the February 2, 2026, Council Meeting.
2. Administration – Approval – Waive normal purchasing process and authorize purchase of the Solarwinds subscription for three years from Axelliant, LLC, in the amount \$63,403.49.
3. General Services – Approval – **Res. 26-11**, Amending the City’s FY 2025-2026 Position Allocation Plan by adding one (1) Management Analyst Position and removing one (1) Administrative Assistant Position within the Fire Department.
4. Planning and Development Services – Approval – Final Acceptance for CIP 19-18 Gettysburg Ave Street Improvements, for a final contract cost of \$961,955.34.
5. Planning and Development Services - Approval – **Res. 26-12**, Final Map Tract 6467 located South of East Perrin Avenue, Between North Minnewawa and the North Clovis Avenue alignment (Bonadelle Homes).
6. Planning and Development Services – Approval – **Res. 26-13**, Annexation of Proposed Tract 6467, located South of Perrin Avenue, Between North Minnewawa and the North Clovis Avenue alignment to the Landscape Maintenance District No. 1 of the City of Clovis (Bonadelle Homes).
7. Public Utilities Department – Approval – Final Acceptance for CIP 24-28, Loma Vista Recharge Basin Park Demo, with a Final Contract Cost of \$178,128.
8. Public Utilities – Approval – Waive Formal Bidding Requirements and Authorize the Purchase of One GreenWorks Battery-Powered Electric Riding Mower from California Turf Equipment & Supply, Inc., Utilizing the Sourcwell Purchasing Contract in the Amount of \$23,826.27; and Approval – **Res. 26-14**, Authorizing the Submittal of a Voucher Application Under the San Joaquin Valley Air Pollution Control District (SJVAPCD) Zero-Emission Landscaping Equipment (ZELE) Voucher Program and Authorizing the City Manager to be the Contract Authority.

- 9. Public Utilities – Approval – Waive Formal Bidding Requirements and Authorize the Purchase of a 2026 Freightliner M2 106 PB Loader Asphalt Patcher Truck Model B-4 from Municipal Maintenance Equipment, Inc., Utilizing the Sourcewell Purchasing Contract in the Total Amount of \$319,255.92.

ADMINISTRATIVE ITEMS – 6:06

6:06 ITEM 10 - Workshop: General Services Department Update.

The following members of the public addressed Council: Mercedes Stark and Steven Trevino.

Received and Filed

6:51 ITEM 11 - Discussion and Direction – Potential Displays in the City Council Chamber.

The following members of the public addressed Council: Bill Scott, Bruce Kinabrew, Tracy Boren, Sam Lucido, Rev. Dr. Angelo Frazier, Josh Fuller, Tara Wink, Eric Rollins, Dr. Jeni-Ann Kren, Linda Hebert, Mollie Anala, Kathy Reinhardt, Brian Wilson, Ted Lurrent, and Mason Magsig.

Motion by Mayor Pro Tem Pearce seconded by Councilmember Bessinger, to approve the display of “In God We Trust” above the council dais and funded by private donation. Motion carried by unanimous vote.

Motion by Councilmember Ashbeck seconded by Councilmember Bessinger to table the proposed policy for future discussion and pause any future discussion and refrain from adding or displaying any additional items until the council has had more time to consider the issue. Motion carried by unanimous vote.

CITY MANAGER COMMENTS – 7:37

City Manager Haussler gave a brief update on recent sales tax collections and projected trends, noting that Measure Y is performing as expected. He also informed the Council about newly passed state rules that could impact card rooms, including the card room located in the City of Clovis.

COUNCIL COMMENTS – 7:38

There was no formal Council direction for staff.

CLOSED SESSION – 7:38

Upon call, there were no public comments.

ITEM 12 - GOVERNMENT CODE SECTION 54956.9(A) CONFERENCE WITH LEGAL COUNCIL- EXISTING LITIGATION WORKERS COMPENSATION CASE IN REGARD TO: JOSIAH FORD

RECONVENE INTO OPEN SESSION AND REPORT FROM CLOSED SESSION

No action taken.

ADJOURNMENT

Mayor Mouanoutoua adjourned the meeting of the Council to February 17, 2026.

Meeting adjourned: 7:50 p.m.

Mayor

City Clerk



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: General Services

DATE: February 17, 2026

SUBJECT: General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Public Works Employees Association (CPWEA) to Establish a Modified Salary Structure Methodology.

ATTACHMENTS: 1. Res. 26-____, Side Letter

RECOMMENDATION

For the City Council to approve a resolution approving a side letter agreement with the Clovis Public Works Employees Association to establish a modified salary structure methodology.

EXECUTIVE SUMMARY

The City has conducted a salary structure analysis of all job classifications throughout the City, including those located within the bargaining unit represented by CPWEA. The City has identified the Water Systems Technician and the Assistant Water Systems Technician job descriptions as two positions represented by the CPWEA in need of salary adjustment. The position of Water Systems Technician will receive a base salary increase of 1.72%. The position of Assistant Water Systems Technician will receive a base salary increase of 5.93%. In addition, the City has established a salary structure for all positions represented in the bargaining unit.

BACKGROUND

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. This analysis revealed a wide disparity between classification series, also known as job families.

To provide consistent structure throughout the organization, staff developed a general structure standard using a strategy known as benchmarking, which is simply identifying a position within a classification series that has been proven to be consistently compared to similar positions during the city's triennial salary survey. Once a position has been designated as a benchmark, other positions within the same job family are assigned a goal percentage difference in salary. This difference in salary can be above the benchmark position, or it may be below the benchmark position, depending on the structure of the job family.

There are several advantages to the benchmark strategy, including consistency across roles and departments along with budget control and predictability. Additionally, this change will allow a higher degree of workforce planning, which is paramount as roles within the City continue to change and additional jobs are added. And finally, and most importantly, salary transparency builds trust with employees.

FISCAL IMPACT

The cost associated with the Side Letter Agreement for FY 2025-2026 is approximately \$13,000.00. Sufficient funding is available within the current Public Utilities Department budget to cover these costs.

REASON FOR RECOMMENDATION

A resolution by the City Council is required to authorize the execution of a Side Letter Agreement between the City and CPWEA.

ACTIONS FOLLOWING APPROVAL

The Side Letter Agreement between the City and CPWEA will be executed.

CONFLICT OF INTEREST

None.

Prepared by: Amy Hance, General Services Director

Reviewed by: City Manager AA

RESOLUTION 26-____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVIS APPROVING A SIDE LETTER AGREEMENT WITH THE CLOVIS PUBLIC WORKS EMPLOYEES ASSOCIATION (CPWEA)

WHEREAS, the City conducted a comprehensive salary structure analysis to determine the current position structure; and

WHEREAS, the goal was to support standardization of the structure to enhance succession planning and employee retention; and

WHEREAS, the City has established a salary structure for all positions represented in CPWEA; and

WHEREAS, two positions represented by CPWEA have been identified as in need of salary adjustment which are Water Systems Technician with a base salary increase of 1.72% and Assistant Water Systems Technician with a base salary increase of 5.93%; and

WHEREAS, CPWEA and the City representatives met and conferred on the side letter and are in agreement.

NOW THEREFORE, BE IT RESOLVED that the City of Clovis approves the Side Letter Agreement with CPWEA (Attachment A) and authorizes the City Manager to sign the agreement.

* * * * *

The foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Clovis held on February 17, 2026, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

DATED: February 17, 2026

Mayor

City Clerk

Side Letter Agreement to the 2025-2028 Memorandum of Understanding Between the City of Clovis and the Clovis Public Works Employees Association (CPWEA)

The City of Clovis (“The City”) and the CPWEA mutually agree to this Side Letter Agreement. This Side Letter Agreement will be incorporated into the Memorandum of Understanding between the City of Clovis and CPWEA (“MOU”). Except as amended herein, each and every term and condition of the MOU shall remain in full force and effect.

The City has conducted a salary structure analysis of all job classifications throughout the city, including those located within the bargaining unit represented by CPWEA. The City has identified the Water Systems Technician and the Assistant Water Systems Technician job descriptions as two positions represented by the CPWEA in need of salary adjustment. The position of Water Systems Technician will receive a base salary increase of 1.72%. The position of Assistant Water Systems Technician will receive a base salary increase of 5.93%. The new salary schedule is found in the updated “CPWEA – Monthly Salary Schedule – Effective March 1, 2026”, which is attached to this document as Exhibit A.

In addition, CPWEA agrees to the adoption of the salary structure for all positions represented in the bargaining unit as found in Exhibit B, attached. This salary structure shall not affect the salary adjustments to the positions of Water Systems Technician and Assistant Water Systems Technician as set forth in this Side Letter Agreement.

The parties hereby mutually agree that the conditions and requirements set forth in “Side-Letter Agreement between the City of Clovis and CPWEA to 2025-2028 MOU regarding Water Systems Technician and Assistant Water systems Technician Job Descriptions” dated June 26, 2025 (“Water Systems Job Description Agreement”), have been satisfied by execution of this Side Letter Agreement. As such, the Water System Job Description Agreement is hereby rescinded and shall have no further force or effect.

This Side Letter Agreement will become effective March 1, 2026, when approved by the City Council and fully executed by the parties.

For the CITY:

For the ASSOCIATION:

Andrew Haussler, City Manager

Davy Arizmendez, CPWEA President

Scott G. Cross, City Attorney

Loaland Brittsan, CPWEA Vice President

ATTEST: _____
Briana Parra, City Clerk

EXHIBIT A

CITY OF CLOVIS

Salary Structure Modification - Effective March 1, 2026

Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5
1840	Water Systems Technician	7,652	8,035	8,437	8,859	9,302
1080	Asst Water Systems Technician	6,653	6,986	7,335	7,702	8,088

EXHIBIT B
Salary Structure

Position Title	Position Relationship
Maintenance Leadworker	15% Above Senior San Op
Landfill Leadworker	15% Above Senior San Op
Parks Maintenance Leadworker	15% Above Senior San Op
Disposal Leadworker	15% Above Senior San Op
Senior Maintenance Worker	18% Above Maintenance Worker
Maintenance Worker	16% above Utility Worker
Utility Worker	Benchmark
Water Treatment Plant Operator	Benchmark
Water Systems Technician	5% Below Water Treatment Plant Operator
Assistant Water Systems Technician	15% Below Water Systems Technician
Meter Reader	9% Above Maintenance Worker
Fleet Maintenance Leadworker	15% Above Senior San Op
Equipment Mechanic	Benchmark
Equipment Mechanic Assistant	7% Below Equipment Mechanic
Fleet Maintenance Service Writer	Same as Parts Clerk
Parts Clerk	Benchmark
Equipment Service Worker	13% Below Equipment Mechanic Assistant
Parts Runner	Same as Utility Worker
Parks Senior Maintenance Worker	Same as Senior Maintenance Worker
Electrician	Benchmark
Equipment Operator	8% Above Senior San Op
Street Sweeper Operator	1% Below Senior San Op
Senior Sanitation Operator	3% Above Senior Maintenance Worker
Sanitation Operator	16% Below Senior Sanitation Operator
Waste Recycling Maintenance Worker	Same as Maintenance Worker
Assistant Building Technician	Benchmark
Building Maintenance Leadworker	Benchmark
Building Maintenance Worker	Benchmark



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: General Services

DATE: February 17, 2026

SUBJECT: General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Police Officers Association (CPOA) to Establish a Modified Salary Structure Methodology.

ATTACHMENTS: 1. Res. 26-____, Side Letter

RECOMMENDATION

For the City Council to approve a resolution approving a side letter agreement with the Clovis Police Officers Association to establish a modified salary structure methodology.

EXECUTIVE SUMMARY

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. The goal was to support standardization of the structure to enhance succession planning and employee retention. The City has identified the Police Corporal and Police Sergeant as two positions represented by the CPOA in need of salary adjustment. The position of Police Corporal will receive a base salary increase of 6.99%. The position of Police Sergeant will receive a base salary increase of 4.93%. In addition, the City has established a salary structure for all positions represented in the bargaining unit.

BACKGROUND

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. This analysis revealed a wide disparity between classification series, also known as job families.

To provide consistent structure throughout the organization, staff developed a general structure standard using a strategy known as benchmarking, which is simply identifying a position within a classification series that has been proven to be consistently compared to similar positions in comparison cities during Clovis' triennial salary survey. Once a position has been designated as a benchmark, other positions within the same job family are assigned a goal percentage difference in salary. This difference in salary can be above the benchmark position, or it may be

below the benchmark position, depending on the structure of the job family. The position also may be set to be the same as a similar position with similar duties in another department or bargaining unit.

There are several advantages to the benchmark strategy, including consistency across roles and departments along with budget control and predictability. Additionally, this change will allow a higher degree of workforce planning, which is paramount as roles within the City continue to change and additional jobs are added. And finally, and most importantly, salary transparency builds trust with employees.

FISCAL IMPACT

The cost associated with the Side Letter Agreement for FY 2025-2026 is approximately \$158,000. Sufficient funding is available within the current Police Department budget to cover these costs.

REASON FOR RECOMMENDATION

A resolution by the City Council is required to authorize the execution of a Side Letter Agreement between the City and CPOA.

ACTIONS FOLLOWING APPROVAL

The Side Letter Agreement between the City and CPOA will be executed.

CONFLICT OF INTEREST

None.

Prepared by: Amy Hance, General Services Director

Reviewed by: City Manager *AH*

RESOLUTION 26-____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVIS APPROVING A SIDE LETTER AGREEMENT WITH THE CLOVIS POLICE OFFICERS ASSOCIATION (CPOA)

WHEREAS, the City conducted a comprehensive salary structure analysis to determine the current position structure; and

WHEREAS, the goal was to support standardization of the structure to enhance succession planning and employee retention; and

WHEREAS, the City has established a salary structure for all positions represented in CPOA; and

WHEREAS, two positions represented by CPOA have been identified as in need of salary adjustment which are Police Corporal with a base salary increase of 6.99% and Police Sergeant with a base salary increase of 4.93%; and

WHEREAS, CPOA and the City representatives met and conferred on the side letter and are in agreement.

NOW THEREFORE, BE IT RESOLVED that the City of Clovis approves the Side Letter Agreement with CPOA (Attachment A) and authorizes the City Manager to sign the agreement.

* * * * *

The foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Clovis held on February 17, 2026, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

DATED: February 17, 2026

Mayor

City Clerk

Side Letter Agreement to the 2025-2028 Memorandum of Understanding Between the City of Clovis and the Clovis Police Officers Association (CPOA)

The City of Clovis (“The City”) and the CPOA mutually agree to this Side Letter Agreement. This Side Letter Agreement will be incorporated into the Memorandum of Understanding between the City of Clovis and CPOA (“MOU”). Except as amended herein, each and every term and condition of the MOU shall remain in full force and effect.

The City has conducted a salary structure analysis of all job classifications throughout the city, including those located within the bargaining unit represented by CPOA. The City has identified the Police Corporal and Police Sergeant job descriptions as two positions represented by the CPOA in need of salary adjustment. The position of Police Corporal will receive a base salary increase of 6.99%. The position of Police Sergeant will receive a base salary increase of 4.93%. The new salary schedule is found in the updated “CPOA – Monthly Salary Schedule – Effective March 1, 2026”, which is attached to this document as Exhibit A.

In addition, CPOA agrees to the adoption of the salary structure for all positions represented in the bargaining unit as found in Exhibit B, attached. This salary structure shall not affect the salary adjustments to the positions of Police Corporal and Police Sergeant as set forth in this Side Letter Agreement.

This Side Letter Agreement will become effective March 1, 2026, when approved by the City Council and fully executed by the parties.

For the CITY:

For the ASSOCIATION:

Andrew Haussler, City Manager

Antonio Feguson, CPOA President

Scott G. Cross, City Attorney

Dayna De Jong, CPOA Vice President

ATTEST: _____
Briana Parra, City Clerk

EXHIBIT A

CITY OF CLOVIS						
CPOA Salary Structure Modification - Effective March 1, 2026						
Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5
4325	Police Sergeant (Base)	11,256	11,819	12,410	13,031	13,681
4225	Police Corporal (Base)	10,233	10,745	11,282	11,846	12,438

EXHIBIT B

Position Title	Position Relationship
Police Sergeant (Base)	10% Above Corporal
Police Corporal (Base)	16% Above Police Officer
Police Officer (Base)	Benchmark
Police Officer (Recruit)	N/A
Police Officer (Trainee)	N/A



CITY of CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: General Services

DATE: February 17, 2026

SUBJECT: General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Public Safety Employees Association (CPSEA) to Establish a Modified Salary Structure Methodology.

ATTACHMENTS: 1. Res. 26-____, Side Letter

RECOMMENDATION

For the City Council to approve a resolution approving a side letter agreement with the Clovis Public Safety Employees Association to establish a modified salary structure methodology.

EXECUTIVE SUMMARY

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. The goal was to support standardization of the structure to enhance succession planning and employee retention. The City has identified the Senior Animal Control Officer job description as a position represented by the CPSEA in need of salary adjustment. The position of Senior Animal Control Officer will receive a base salary increase of 7.72%.

BACKGROUND

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. This analysis revealed a wide disparity between classification series, also known as job families.

To provide consistent structure throughout the organization, staff developed a general structure standard using a strategy known as benchmarking, which is simply identifying a position within a classification series that has been proven to be consistently compared to similar positions in comparison cities during Clovis' triennial salary survey. Once a position has been designated as a benchmark, other positions within the same job family are assigned a goal percentage difference in salary. This difference in salary can be above the benchmark position, or it may be below the benchmark position, depending on the structure of the job family. The position also

may be set to be the same as a similar position with similar duties in another department or bargaining unit.

There are several advantages to the benchmark strategy, including consistency across roles and departments along with budget control and predictability. Additionally, this change will allow a higher degree of workforce planning, which is paramount as roles within the City continue to change and additional jobs are added. And finally, and most importantly, salary transparency builds trust with employees.

FISCAL IMPACT

The cost associated with the Side Letter Agreement for FY 2025-2026 is approximately \$6,000. Sufficient funding is available within the current Police Department budget to cover these costs.

REASON FOR RECOMMENDATION

A resolution by the City Council is required to authorize the execution of a Side Letter Agreement between the City and CPSEA.

ACTIONS FOLLOWING APPROVAL

The Side Letter Agreement between the City and CPSEA will be executed.

CONFLICT OF INTEREST

None.

Prepared by: Amy Hance, General Services Director

Reviewed by: City Manager *AH*

RESOLUTION 26-____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVIS APPROVING A SIDE LETTER AGREEMENT WITH THE CLOVIS PUBLIC SAFETY EMPLOYEES' ASSOCIATION (CPSEA)

WHEREAS, the City conducted a comprehensive salary structure analysis to determine the current position structure; and

WHEREAS, the goal was to support standardization of the structure to enhance succession planning and employee retention; and

WHEREAS, one position represented by CPSEA has been identified as in need of salary adjustment which is Senior Animal Control Officer with a base salary increase of 7.72%; and

WHEREAS, CPSEA and the City representatives met and conferred on the side letter and are in agreement.

NOW THEREFORE, BE IT RESOLVED that the City of Clovis approves the Side Letter Agreement with CPSEA (Attachment A) and authorizes the City Manager to sign the agreement.

* * * * *

The foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Clovis held on February 17, 2026, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

DATED: February 17, 2026

Mayor

City Clerk

Side Letter Agreement to the 2025-2028 Memorandum of Understanding Between the City of Clovis and the Clovis Public Safety Employees Association (CPSEA)

The City of Clovis (“The City”) and the CPSEA mutually agree to this Side Letter Agreement. This Side Letter Agreement will be incorporated into the Memorandum of Understanding between the City of Clovis and CPSEA (“MOU”). Except as amended herein, each and every term and condition of the MOU shall remain in full force and effect.

The City has conducted a salary structure analysis of all job classifications throughout the city, including those located within the bargaining unit represented by CPSEA. The City has identified the Senior Animal Control Officer job description as a position represented by the CPSEA in need of salary adjustment. The position of Senior Animal Control Officer will receive a base salary increase of 7.72%. The new salary schedule is found in the updated “CPSEA – Monthly Salary Schedule – Effective March 1, 2026”, which is attached to this document as Exhibit A.

This Side Letter Agreement will become effective March 1, 2026, when approved by the City Council and fully executed by the parties.

For the CITY:

For the ASSOCIATION:

Andrew Haussler, City Manager

Ty Wood, CPSEA President

Scott G. Cross, City Attorney

Shawn Knapp, CPSEA Vice President

ATTEST: _____
Briana Parra, City Clerk

EXHIBIT A

CITY OF CLOVIS

CPSEA Salary Structure Modification - Effective March 1, 2026

Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5
5875	Senior Animal Control Officer	6,239	6,551	6,879	7,223	7,583



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: General Services

DATE: February 17, 2026

SUBJECT: General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Employee Association (CEA) to Establish a Modified Salary Structure Methodology.

ATTACHMENTS: 1. Res. 26-____, Side Letter

RECOMMENDATION

For the City Council to approve a resolution approving a side letter agreement with the Clovis Employees Association (CEA) to establish a modified salary structure methodology.

EXECUTIVE SUMMARY

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. The goal was to support standardization of the structure to enhance succession planning and employee retention. The City has established a salary structure for all positions represented in CEA.

BACKGROUND

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. This analysis revealed a wide disparity between classification series, also known as job families.

To provide consistent structure throughout the organization, staff developed a general structure standard using a strategy known as benchmarking, which is simply identifying a position within a classification series that has been proven to be consistently compared to similar positions in comparison cities during Clovis' triennial salary survey. Once a position has been designated as a benchmark, other positions within the same job family are assigned a goal percentage difference in salary. This difference in salary can be above the benchmark position, or it may be below the benchmark position, depending on the structure of the job family. The position also may be set to be the same as a similar position with similar duties in another department or bargaining unit.

There are several advantages to the benchmark strategy, including consistency across roles and departments along with budget control and predictability. Additionally, this change will allow a higher degree of workforce planning, which is paramount as roles within the City continue to change and additional jobs are added. And finally, and most importantly, salary transparency builds trust with employees.

Through the meet and confer process, the City and CEA mutually agreed upon the terms in the Side Letter Agreement.

FISCAL IMPACT

None.

REASON FOR RECOMMENDATION

A resolution by the City Council is required to authorize the execution of a Side Letter Agreement between the City and CEA.

ACTIONS FOLLOWING APPROVAL

The Side Letter Agreement between the City and CEA will be executed.

CONFLICT OF INTEREST

None.

Prepared by: Amy Hance, General Services Director

Reviewed by: City Manager *AH*

RESOLUTION 26-

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVIS APPROVING A SIDE LETTER AGREEMENT WITH THE CLOVIS EMPLOYEES ASSOCIATION (CEA)

WHEREAS, the City conducted a comprehensive salary structure analysis to determine the current position structure; and

WHEREAS, the goal was to support standardization of the structure to enhance succession planning and employee retention; and

WHEREAS, the City has established a salary structure for all positions represented in CEA; and

WHEREAS, CEA and the City representatives met and conferred on the side letter and are in agreement.

NOW THEREFORE, BE IT RESOLVED that the City of Clovis approves the Side Letter Agreement with CEA (Attachment A) and authorizes the City Manager to sign the agreement.

* * * * *

The foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Clovis held on February 17, 2026, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

DATED: February 17, 2026

Mayor

City Clerk

Side Letter Agreement to the 2025-2028 Memorandum of Understanding Between the City of Clovis and the Clovis Employees Association (CEA)

The City of Clovis (“The City”) and the CEA mutually agree to this Side Letter Agreement. This Side Letter Agreement will be incorporated into the Memorandum of Understanding between the City of Clovis and CEA(“MOU”). Except as amended herein, each and every term and condition of the MOU shall remain in full force and effect.

The City has conducted a salary structure analysis of all job classifications throughout the city, including those located within the bargaining unit represented by CEA. CEA agrees to the adoption of the salary structure for all positions represented in the bargaining unit as found in Exhibit A, attached.

This Side Letter Agreement will become effective March 1, 2026, when approved by the City Council and fully executed by the parties.

For the CITY:

For the ASSOCIATION:

Andrew Haussler, City Manager

Holly Greathouse, CEA President

Scott G. Cross, City Attorney

Kayleigh Bader, CEA Vice President

ATTEST: _____
Briana Parra, City Clerk

Salary Structure

Position Title	Position Relationship
Administrative Assistant	5% Above Staff Analyst
Staff Analyst	Benchmark
Principal Office Assistant	Benchmark
Senior Custodian	Benchmark
Custodian	10% Below Senior Custodian
Recreation Specialist	Same As Principal Office Assistant
Recreation Leader	15% Below Recreation Specialist
Sr. Center Nutrition Services Worker	Same As Recreation Leader
Principal Account Clerk	Benchmark
Communications & Marketing Specialist	Benchmark



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: General Services

DATE: February 17, 2026

SUBJECT: General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Firefighters Association (CFFA) to Establish a Modified Salary Structure Methodology.

ATTACHMENTS: 1. Res. 26-____, Side Letter

RECOMMENDATION

For the City Council to approve a resolution approving a side letter agreement with the Clovis Firefighters Association to establish a modified salary structure methodology.

EXECUTIVE SUMMARY

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. The goal was to support standardization of the structure to enhance succession planning and employee retention. The City has identified the Fire Engineer job descriptions as a position represented by the CFFA in need of salary adjustment. The position of Fire Engineer will receive a base salary increase of 3.02%. Those employees in the job of Firefighter who possess a valid California paramedic license will receive a salary premium of 6% in recognition of additional duties and responsibilities. In addition, the City has established a salary structure for all positions represented in the bargaining unit.

BACKGROUND

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. This analysis revealed a wide disparity between classification series, also known as job families.

To provide consistent structure throughout the organization, staff developed a general structure standard using a strategy known as benchmarking, which is simply identifying a position within a classification series that has been proven to be consistently compared to similar positions in comparison cities during Clovis' triennial salary survey. Once a position has been designated as a benchmark, other positions within the same job family are assigned a goal percentage

difference in salary. This difference in salary can be above the benchmark position, or it may be below the benchmark position, depending on the structure of the job family. The position also may be set to be the same as a similar position with similar duties in another department or bargaining unit.

There are several advantages to the benchmark strategy, including consistency across roles and departments along with budget control and predictability. Additionally, this change will allow a higher degree of workforce planning, which is paramount as roles within the City continue to change and additional jobs are added. And finally, and most importantly, salary transparency builds trust with employees.

FISCAL IMPACT

The cost associated with the Side Letter Agreement for FY 2025-2026 is approximately \$63,000. Sufficient funding is available within the current Fire Department budget to cover these costs.

REASON FOR RECOMMENDATION

A resolution by the City Council is required to authorize the execution of a Side Letter Agreement between the City and CFFA.

ACTIONS FOLLOWING APPROVAL

The Side Letter Agreement between the City and CFFA will be executed.

CONFLICT OF INTEREST

None.

Prepared by: Amy Hance, General Services Director

Reviewed by: City Manager *AH*

RESOLUTION 26-

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVIS APPROVING A SIDE LETTER AGREEMENT WITH THE CLOVIS FIREFIGHTERS ASSOCIATION (CFFA)

WHEREAS, the City conducted a comprehensive salary structure analysis to determine the current position structure; and

WHEREAS, the goal was to support standardization of the structure to enhance succession planning and employee retention; and

WHEREAS, the City has established a salary structure for all positions represented in CFFA; and

WHEREAS, one position represented by CFFA has been identified as in need of salary adjustment which is Fire Engineer with a base salary increase of 3.02%, along with the addition of special compensation for Firefighters in possession of a current valid California Paramedic license of 6% of base salary; and

WHEREAS, CFFA and the City representatives met and conferred on the side letter and are in agreement.

NOW THEREFORE, BE IT RESOLVED that the City of Clovis approves the Side Letter Agreement with CFFA (Attachment A) and authorizes the City Manager to sign the agreement.

* * * * *

The foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Clovis held on February 17, 2026, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

DATED: February 17, 2026

Mayor

City Clerk

EXHIBIT A

CITY OF CLOVIS						
CFFA Salary Structure Modification - Effective March 1, 2026						
Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5
2225	Fire Engineer (Base)	9,221	9,682	10,166	10,674	11,209

EXHIBIT B

Position Title	Position Relationship
Training Captain (Base)	7.5% Above Captain
Prevention Captain (Base)	7.5% Above Captain
Captain (Base)	10% Above Engineer
Fire Engineer (Base)	16% Above Firefighter
Firefighter (Base)	Benchmark



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: General Services

DATE: February 17, 2026

SUBJECT: General Services – Approval – Res. 26-____, Approving a Side Letter Agreement with the Clovis Professional and Technical Association (CPTA) to Establish a Modified Salary Structure Methodology.

ATTACHMENTS: 1. Res. 26-____, Side Letter

RECOMMENDATION

For the City Council to approve a resolution approving a side letter agreement with the Clovis Professional and Technical Association to establish a modified salary structure methodology.

EXECUTIVE SUMMARY

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. The goal was to support standardization of the structure to enhance succession planning and employee retention. The City has identified the Planning Technician I job description as a position represented by CPTA in need of salary adjustment. The position of Planning Technician I will receive a base salary increase of 9.43%.

BACKGROUND

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. This analysis revealed a wide disparity between classification series, also known as job families.

To provide consistent structure throughout the organization, staff developed a general structure standard using a strategy known as benchmarking, which is simply identifying a position within a classification series that has been proven to be consistently compared to similar positions in comparison cities during Clovis' triennial salary survey. Once a position has been designated as a benchmark, other positions within the same job family are assigned a goal percentage difference in salary. This difference in salary can be above the benchmark position, or it may be below the benchmark position, depending on the structure of the job family. The position also

may be set to be the same as a similar position with similar duties in another department or bargaining unit.

There are several advantages to the benchmark strategy, including consistency across roles and departments along with budget control and predictability. Additionally, this change will allow a higher degree of workforce planning, which is paramount as roles within the City continue to change and additional jobs are added. And finally, and most importantly, salary transparency builds trust with employees.

FISCAL IMPACT

The cost associated with the Side Letter Agreement for FY 2025-2026 is approximately \$3,000. Sufficient funding is available within the current budget to cover these costs.

REASON FOR RECOMMENDATION

A resolution by the City Council is required to authorize the execution of a Side Letter Agreement between the City and CPTA.

ACTIONS FOLLOWING APPROVAL

The Side Letter Agreement between the City and CPTA will be executed.

CONFLICT OF INTEREST

None.

Prepared by: Amy Hance, General Services Director

Reviewed by: City Manager *AH*

RESOLUTION 26-

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVIS APPROVING A SIDE LETTER AGREEMENT WITH THE CLOVIS PROFESSIONAL AND TECHNICAL ASSOCIATION (CPTA)

WHEREAS, the City conducted a comprehensive salary structure analysis to determine the current position structure; and

WHEREAS, the goal was to support standardization of the structure to enhance succession planning and employee retention; and

WHEREAS, one position represented by CPTA has been identified as in need of salary adjustment which is Planning Technician I with a base salary increase of 9.43%; and

WHEREAS, CPTA and the City representatives met and conferred on the side letter and are in agreement.

NOW THEREFORE, BE IT RESOLVED that the City of Clovis approves the Side Letter Agreement with CPTA (Attachment A) and authorizes the City Manager to sign the agreement.

* * * * *

The foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Clovis held on February 17, 2026, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

DATED: February 17, 2026

Mayor

City Clerk

Side Letter Agreement to the 2025-2028 Memorandum of Understanding Between the City of Clovis and the Clovis Professional and Technical Association (CPTA)

The City of Clovis (“The City”) and the CPTA mutually agree to this Side Letter Agreement. This Side Letter Agreement will be incorporated into the Memorandum of Understanding between the City of Clovis and CPTA (“MOU”). Except as amended herein, each and every term and condition of the MOU shall remain in full force and effect.

The City has conducted a salary structure analysis of all job classifications throughout the city, including those located within the bargaining unit represented by CPTA. The City has identified the Planning Technician I job description as a position represented by the CPTA in need of salary adjustment. The position of Planning Technician I will receive a base salary increase of 9.43%. The new salary schedule is found in the updated “CPTA – Monthly Salary Schedule – Effective March 1, 2026”, which is attached to this document as Exhibit A.

This Side Letter Agreement will become effective March 1, 2026, when approved by the City Council and fully executed by the parties.

For the CITY:

For the ASSOCIATION:

Andrew Haussler, City Manager

Nicole Ducas, CPTA President

Scott G. Cross, City Attorney

Trish Densmore, CPTA Vice President

ATTEST: _____
Briana Parra, City Clerk

EXHIBIT A

CITY OF CLOVIS						
CPTA Salary Structure Modification - Effective March 1, 2026						
Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5
5726	Planning Technician I	5,639	5,921	6,217	6,528	6,854



CITY of CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: Planning and Development Services Department

DATE: February 17, 2026

SUBJECT: Planning and Development Services – Approval – Bid Award for CIP 26-02 ADA Curb Return Ramps - 2026 to Tosted Asphalt, Inc., in the amount of \$171,673.58 and Authorize the City Manager to execute the contract on behalf of the City.

ATTACHMENTS: 1. Vicinity Map

RECOMMENDATION

1. For the City Council to award a contract for CIP 26-02 ADA Curb Return Ramps - 2026 to Tosted Asphalt, Inc., in the amount of \$171,673.58; and
2. For the City Council to authorize the City Manager to execute the contract on behalf of the City.

EXECUTIVE SUMMARY

Staff is recommending that City Council award the contract to Tosted Asphalt, Inc., who was the lowest responsible bidder from a bid opening that took place on February 10, 2026, and authorize the City Manager to execute the project contract on behalf of the City.

This project involves reconstruction of concrete curb ramps, curbs, gutters, and sidewalks. The work shall include but not be limited to, clearing, grubbing, saw cutting, compacting, installation of concrete curb ramps, sidewalks, valley gutters, curb, gutter, asphalt concrete, adjusting existing utilities to finish grade, adjusting landscaping, adjusting irrigation, signage, striping, and traffic control.

BACKGROUND

The following is a summary of the bids received on February 10, 2026:

BIDDERS	BASE BID
Tosted Asphalt, Inc.	\$ 171,673.58
Villalobos & Associates, Inc.	\$ 188,483.38
Ares Eng, LLC	\$ 206,760.00
Platinum General Engineering, LLC	\$ 214,885.85

Juarez Brothers General Engineering, Inc.	\$ 224,898.50
CLS/Cervantes Landscaping Services, Inc.	\$ 227,374.00
Asphalt Design by Juan Gomez	\$ 234,000.00
Dave Christian Construction Co., Inc.	\$ 234,954.00
Eslick Construction, Inc.	\$ 238,126.00
Dawson-Mauldin, LLC	\$ 276,249.50
Advanced Engineering USA	\$ 278,482.00
Imperial Construction & Engineering, Inc.	\$ 318,188.00

ENGINEER’S ESTIMATE \$ 246,990.00

All bids were examined, and the bidder’s submittals were found to be in order, except for a few arithmetic and clerical errors that did not affect the order of the bid results. For this reason, Tosted Asphalt, Inc., is the lowest responsible bidder. Staff has validated the lowest bidder contractor’s license status and bid bond.

FISCAL IMPACT

This project was approved in the Community Investment Program 2025-2026 fiscal year budget and is funded by Measure C funding through the City Community Investment Program.

REASON FOR RECOMMENDATION

Tosted Asphalt, Inc., is the lowest responsible bidder. There are sufficient funds available for the anticipated cost of this project.

ACTIONS FOLLOWING APPROVAL

1. The contract will be prepared and executed, subject to the Contractor providing performance security that is satisfactory to the City.
2. Construction will begin approximately two (2) weeks after the contract execution and be completed in twenty-five (25) working days thereafter.

CONFLICT OF INTEREST

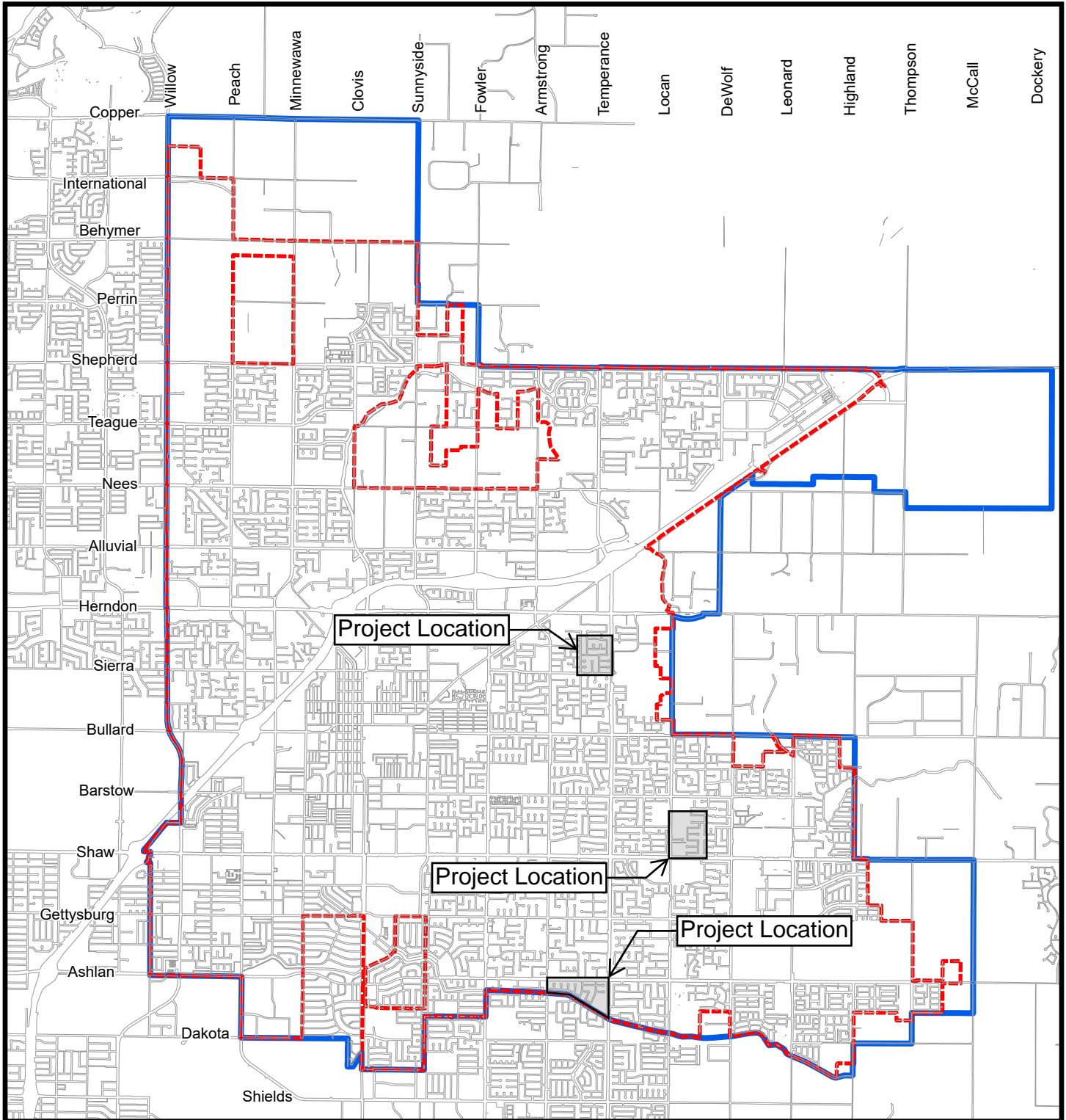
None.

Prepared by: Gerry Villalobos, Project Engineer

Reviewed by: City Manager *AH*

VICINITY MAP

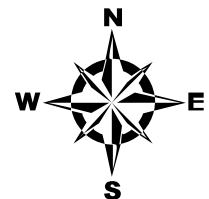
CIP 26-02 ADA Curb Return Ramps - 2026



Attachment 1



- City Limits
- Sphere of Influence





CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: Police Department

DATE: February 17, 2026

SUBJECT: Police – Approval – Waive Formal Bidding Requirements and Authorize the Purchase of a New Tait Public Safety Radio Infrastructure System in the Amount of \$2,201,415.40, Utilizing the NASPO ValuePoint Cooperative Contract.

ATTACHMENTS: 1. Tait Radio Infrastructure System Quote

RECOMMENDATION

For the City Council to waive the City's formal bidding requirements and authorize the City Manager to execute all necessary agreements and related documents to purchase and implement the Tait radio infrastructure system for public safety in the amount of \$2,201,415.40, utilizing the NASPO ValuePoint Cooperative Contract.

EXECUTIVE SUMMARY

The City of Clovis Police Department seeks Council approval to proceed with the acquisition and installation of a new Tait radio infrastructure system to replace the existing public safety radio network, which has reached the end of its serviceable life. This upgrade will enhance the reliability and operational capabilities of public safety communications by implementing modern, standards-based technology across multiple sites, with project delivery and technical services coordinated through established vendors. The procurement process leverages a cooperative purchasing agreement to ensure timely implementation and compliance with applicable purchasing regulations.

BACKGROUND

The City of Clovis has historically relied on a dedicated public safety radio system to support critical communications for law enforcement, fire, and emergency response operations. The existing infrastructure, originally purchased in 2014, has provided essential services, but is now approaching the end of its effective service life. The existing system has experienced increasing maintenance requirements and operational limitations, prompting a comprehensive review of available technology solutions. The proposed Tait radio infrastructure system is intended to address these challenges by providing enhanced reliability, interoperability, and support for evolving public safety communication needs.

The procurement process for this replacement leverages the NASPO cooperative contract, which is recognized as an approved purchasing vehicle for public agencies in California and allows for streamlined acquisition in accordance with state and local procurement guidelines.

FISCAL IMPACT

The proposed purchase of the Tait radio infrastructure system will result in a one-time expenditure of \$2,201,415.40, which includes all equipment, installation, technical services, warranty, and applicable sales tax as detailed in the attached quote. Funding for this project is included in the current fiscal year budget for the Police Department. No additional appropriation or budget amendment is required. This item has been reviewed by the Finance Department.

REASON FOR RECOMMENDATION

The recommendation is based on the need to ensure continuity of critical public safety communications by replacing infrastructure that has reached the end of its serviceable life. The proposed Tait radio system provides a comprehensive solution that incorporates current industry standards for reliability, interoperability, and system monitoring. The procurement approach, utilizing the NASPO cooperative contract, enables the City to expedite acquisition and implementation while maintaining compliance with applicable purchasing regulations.

ACTIONS FOLLOWING APPROVAL

Upon Council approval, the City Manager will execute all required purchase agreements and the Police Department will facilitate the update of all public safety infrastructure equipment.

CONFLICT OF INTEREST

None.

Prepared by: Curt Fleming, Chief of Police

Reviewed by: City Manager *AA*



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount

**NASPO Contract 00318
State of California Addendum
Number 7-23-70-49-24**

Clovis PD HQ

1	SXMR1G	Rack open 86 inch, Extra Deep	1537.50	1537.50
2	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	2464.20
5	T01-11103-LAAA	TB9400 Stocker Reciter 440-480Mhz	2339.14	11695.70
5	T01-11121-LAAA	TB9400 Stocker Linear PA 440-480Mhz	1293.52	6467.60
3	T01-11140-ADAA	TB9 Stocker PMU TD440- ACDC48	2266.62	6799.86
3	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	35.52
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
5	TBAS050	Tait P25 Common Air Interface (CAI)	5843.78	29218.90
5	TBAS073	SFE-Key--TaskBuilder	170.94	854.70
5	TBAS060	Tait Digital Fixed Station Interface	474.30	2371.50
5	TBAS061	Tait Central Voter	4373.40	21867.00
5	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	21430.40
5	TBAS065	SFE Key-P25 Linear Simulcast Modulation (LSM) (94)	1237.28	6186.40
1	2402-413	SecureSync 2400 Time & Frequency synchronization	7000.00	7000.00

Thank You

ATTACHMENT 1



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount

system with 2 expansion slots for option cards. Single fixed 24/48 VDC power, OCXO oscillator, and L1 GNSS reference.

2	2400-HS-D2	SecureSync Hot Swap 24/48 VDC Power Supply module. Hot Swappable 24/48 VDC Power Supply; Compatible only with SecureSync 2400 configuration with Hot Swap power supply support. Limit 2 per system. Includes mating connector and clamp.	1100.00	2200.00
1	8230	GPS/GNSS Outdoor Antenna supporting GPS L1, BeiDou B1, Galileo E1, and QZSS L1, with L-bracket for vent pipe/pole mounting via metal straps (included). Compatible with CA01-ONON, Cal7XXX or CALP7XXX cables.	410.00	410.00
1	ANT-KT	Post Mount Kit Rugged Post Mount Kit compatible with 8230 and ANT-35 GNSS antennas.	280.00	280.00
50	LMR400	Low Loss Coax	2.28	114.00
4	EZ400NMH-X	N Male Connector for LMR400 w/ Captive Pin	28.73	114.92
1	8226	GPS Antenna Surge Protector GPS Surge protector, highly recommended for all outdoor GPS antenna installations. Includes MP10-0000-0002 Mounting Bracket. Compatible with cable with Type N connectors. Recommended to purchase 2 GPS antenna cables to and from 8226	455.00	455.00
2	1204-1C	Safran SecureSync 10mhz Out Option Card 3 X 10Mhz	1086.00	2172.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

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Sandra Macy
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Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms
10/09/25	Field Install	Origin	Net 30

Purchase Order Number	Sales Person	Expiration Date
	Paul Lambert	02/27/26

Quantity Required	Item Number	Description	Unit Price	Amount
Outputs				
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
2	VS-MN3X	KIT, C1111 Router Site MTG	156.00	312.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
1	SPD3670B-5U	UHF 5 Channel Combiner/Rx Filter Systems with TTA Custom	56651.00	56651.00
1	DS43USEIMIC	Seismic Rack Kit for DBMOFR-43U four post Rack	1238.00	1238.00
3	E75-0030-007	Kit Antenna Side Mount Adjustable	1340.00	4020.00
2	DS4F03P36U-D	dBSpectra Omni, 3dB Gain Low PIM, DIN	1945.00	3890.00
6	J29-0110-001	7/16 Din Male Connector fits 1/2" Hardline	49.20	295.20
4	J90-0114-005	Connector 7/16 Din Female, cable 7/8In Foam I	39.80	159.20
5	W56-1000-410	10' Jumper Cable 1/2" Din M-M	60.00	300.00
4	G50-0032-002	VHF Surge Protector/Comb 100-512mhz 750w	225.00	900.00
12	KT-018357-001	Kit, Grounding for 7/8in Coaxial , 60in	35.00	420.00
3	KT-014859-001	Kit, Hoisting grip, 7/8in Cable	30.00	90.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
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Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
3	KT-014861-001	Kit, Cable Boot, 4in for 1 7/8 in Cable	55.00	165.00
285	CA-015466-001	Coaxial Cable 1/2" SuperFlex	2.75	783.75
390	CA-015474-001	Cable, Coaxial 7/8in, Low Loss Foam	3.25	1267.50
12	CN-015463-001	N-Male Connector 1/2" Coax	40.00	480.00
2	A33-1016-004	PwrMon, Selective, 440-470Mhz, 7/16DIN,AC	2660.00	5320.00
1	DS4F06P36U-D	dB Spectra Omni, 6dB Gain, Low Pim, DIN	2875.00	2875.00
2	J90-0114-004	7/16 Din Female Connector fits 1/2 Hard Line	30.00	60.00
3	KT-018357-002	Grounding Kit for 1/2" Coax	20.00	60.00
1	KT-014874-001	Hoisting Grip Kit fits 1/2" Cable	30.00	30.00
1	KT-014860-001	Cable Boot Kit 4" 3 Holes 1/2" Cable	55.00	55.00
130	CA-015468-001	Coaxial Cable 1/2" Low Loss Foam	2.00	260.00
4	NM-SCF12-071	Connector , N Male for 1/2in Coax, Right Angle	105.00	420.00
5	W90-0223-701	Cable Assby BNC(M) to SMA(M) RG223 72In	105.00	525.00
2	MATERIALSFEE4	Installation Material Bundle	400.00	800.00
		Clovis PD Clovis North		
1	SXMR1G	Rack open 86 inch, Extra Deep	1537.50	1537.50

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**

1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Ship To: **City of Clovis Police Department**

1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
2	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	2464.20
5	T01-11103-LAAA	TB9400 Stocker Reciter 440-480Mhz	2339.14	11695.70
5	T01-11121-LAAA	TB9400 Stocker Linear PA 440-480Mhz	1293.52	6467.60
3	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	6799.86
3	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	35.52
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
5	TBAS050	Tait P25 Common Air Interface (CAI)	5843.78	29218.90
5	TBAS073	SFE-Key--TaskBuilder	170.94	854.70
5	TBAS060	Tait Digital Fixed Station Interface	474.34	2371.70
5	TBAS061	Tait Central Voter	4373.40	21867.00
5	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	21430.40
5	TBAS065	SFE Key-P25 Linear Simulcast Modulation (LSM) (94)	1237.28	6186.40
1	2402-413	SecureSync 2400 Time & Frequency synchronization system with 2 expansion slots for option cards. Single fixed 24/48 VDC power, OCXO oscillator, and L1 GNSS reference.	7000.00	7000.00
2	2400-HS-D2	SecureSync Hot Swap 24/48 VDC Power Supply module. Hot Swappable 24/48 VDC	1100.00	2200.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount

		Power Supply; Compatible only with SecureSync 2400 configuration with Hot Swap power supply support. Limit 2 per system. Includes mating connector and clamp.		
1	8230	GPS/GNSS Outdoor Antenna supporting GPS L1, BeiDou B1, Galileo E1, and QZSS L1, with L-bracket for vent pipe/pole mounting via metal straps (included). Compatible with CA01-ONON, Cal7XXX or CALP7XXX cables.	410.00	410.00
1	ANT-KT	Post Mount Kit Rugged Post Mount Kit compatible with 8230 and ANT-35 GNSS antennas.	280.00	280.00
50	LMR400	Low Loss Coax	2.28	114.00
4	EZ400NMH-X	N Male Connector for LMR400 w/ Captive Pin	28.73	114.92
1	8226	GPS Antenna Surge Protector GPS Surge protector, highly recommended for all outdoor GPS antenna installations. Includes MP10-0000-0002 Mounting Bracket. Compatible with cable with Type N connectors. Recommended to purchase 2 GPS antenna cables to and from 8226	455.00	455.00
2	1204-1C	Safran SecureSync 10mhz Out Option Card 3 X 10Mhz Outputs	1086.00	2172.00
1	14032-0001-89	Router, ISR, C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W,	232.17	464.34

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		C1111,C1000, ISR4221		
2	VS-MN3X	KIT, C1111 Router Site MTG	156.00	312.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
1	SPD3670B-5U	UHF 5 Channel Combiner/ Rx Filter Systems with TTA Custom	56651.00	56651.00
1	DS43USEIMIC	Seismic Rack Kit for DBMOFR-43U four post Rack	1238.00	1238.00
3	E75-0030-007	Kit Antenna Side Mount Adjustable	1340.00	4020.00
2	DS4F03P36U-D	dBSpectra Omni, 3dB Gain Low PIM, DIN	1945.00	3890.00
10	J29-0110-001	7/16 Din Male Connector fits 1/2" Hardline	49.20	492.00
6	J90-0114-005	Connector 7/16 Din Female, cable 7/8In Foam I	39.80	238.80
5	W56-1000-410	10' Jumper Cable 1/2" Din M-M	60.00	300.00
4	G50-0032-002	VHF Surge Protector/Comb 100-512mhz 750w	225.00	900.00
15	KT-018357-001	Kit, Grounding for 7/8in Coaxial , 60in	35.00	525.00
3	KT-014859-001	Kit, Hoisting grip, 7/8in Cable	30.00	90.00
3	KT-014861-001	Kit, Cable Boot, 4in for 1 7/8 in Cable	55.00	165.00
285	CA-015466-001	Coaxial Cable 1/2" SuperFlex	2.75	783.75
690	CA-015474-001	Cable, Coaxial 7/8in,	3.25	2242.50

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

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Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms
10/09/25	Field Install	Origin	Net 30

Purchase Order Number	Sales Person	Expiration Date
	Paul Lambert	02/27/26

Quantity Required	Item Number	Description	Unit Price	Amount
		Low Loss Foam		
14	CN-015463-001	N-Male Connector 1/2" Coax	40.00	560.00
1	A33-1016-004	PwrMon, Selective, 440- 470Mhz, 7/16DIN,AC	2660.00	2660.00
1	DS4F06P36U-D	dB Spectra Omni, 6dB Gain, Low Pim, DIN	2875.00	2875.00
2	J90-0114-004	7/16 Din Female Connector fits 1/2 Hard Line	30.00	60.00
230	CA-015468-001	Coaxial Cable 1/2" Low Loss Foam	2.00	460.00
5	KT-018357-002	Grounding Kit for 1/2" Coax	20.00	100.00
1	KT-014874-001	Hoisting Grip Kit fits 1/2" Cable	30.00	30.00
1	KT-014860-001	Cable Boot Kit 4" 3 Holes 1/2" Cable	55.00	55.00
4	NM-SCF12-071	Connector , N Male for 1/2in Coax, Right Angle	105.00	420.00
5	W90-0223-701	Cable Assby BNC(M) to SMA(M) RG223 72In	105.00	525.00
2	MATERIALSFEE4	Installation Material Bundle	400.00	800.00
		Clovis PD Fire Training Yard		
1	SXMR1G	Rack open 86 inch, Extra Deep	1537.50	1537.50
2	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	2464.20
5	T01-11103-LAAA	TB9400 Stocker Reciter 440-480Mhz	2339.14	11695.70

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**

1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Ship To: **City of Clovis Police Department**

1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
5	T01-11121-LAAA	TB9400 Stocker Linear PA 440-480Mhz	1293.52	6467.60
3	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	6799.86
3	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	35.52
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
5	TBAS050	Tait P25 Common Air Interface (CAI)	5843.78	29218.90
5	TBAS073	SFE-Key--TaskBuilder	170.94	854.70
5	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	21430.40
5	TBAS065	SFE Key-P25 Linear Simulcast Modulation (LSM) (94)	1237.28	6186.40
5	TBAS071	Tait IP Networking Satellite	690.42	3452.10
1	2402-413	SecureSync 2400 Time & Frequency synchronization system with 2 expansion slots for option cards. Single fixed 24/48 VDC power, OCXO oscillator, and L1 GNSS reference.	7000.00	7000.00
2	2400-HS-D2	SecureSync Hot Swap 24/48 VDC Power Supply module. Hot Swappable 24/48 VDC Power Supply; Compatible only with SecureSync 2400 configuration with Hot Swap power supply support. Limit 2 per system. Includes mating connector and clamp.	1100.00	2200.00
1	8230	GPS/GNSS Outdoor Antenna supporting GPS L1,BeiDou B1,	410.00	410.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount

		Gallileo E1, and QZSS L1, with L-bracket for vent pipe/pole mounting via metal straps(included). Cmpatible with CA01-ONON, Cal7XXX or CALP7XXX cables.		
1	ANT-KT	Post Mount Kit Rugged Post Mount Kit compatible with 8230 and ANT-35 GNSS antennas.	280.00	280.00
50	LMR400	Low Loss Coax	2.28	114.00
4	EZ400NMH-X	N Male Connector for LMR400 w/ Captive Pin	28.73	114.92
1	8226	GPS Antenna Surge Protector GPS Surge protector, highly recommended for all outdoor GPS antenna installations. Includes MP10-0000-0002 Mounting Bracket. Compatible with cable with Type N connectors. Recommended to purchase 2 GPS antenna cables to and from 8226	455.00	455.00
2	1204-1C	Safran SecureSync 10mhz Out Option Card 3 X 10Mhz Outputs	1086.00	2172.00
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
2	VS-MN3X	KIT, C1111 Router Site MTG	156.00	312.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
1	SPD3670B-5U	UHF 5 Channel Combiner/ Rx Filter Systems with TTA	56651.00	56651.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		Custom		
1	DS43USEIMIC	Seismic Rack Kit for DBMOFR-43U four post Rack	1238.00	1238.00
3	E75-0030-007	Kit Antenna Side Mount Adjustable	1340.00	4020.00
2	DS4F03P36U-D	dBSpectra Omni, 3dB Gain Low PIM, DIN	1945.00	3890.00
10	J29-0110-001	7/16 Din Male Connector fits 1/2" Hardline	49.20	492.00
6	J90-0114-005	Connector 7/16 Din Female, cable 7/8In Foam I	39.80	238.80
5	W56-1000-410	10' Jumper Cable 1/2" Din M-M	60.00	300.00
4	G50-0032-002	VHF Surge Protector/Comb 100-512mhz 750w	225.00	900.00
15	KT-018357-001	Kit, Grounding for 7/8in Coaxial , 60in	35.00	525.00
3	KT-014859-001	Kit, Hoisting grip, 7/8in Cable	30.00	90.00
3	KT-014861-001	Kit, Cable Boot, 4in for 1 7/8 in Cable	55.00	165.00
285	CA-015466-001	Coaxial Cable 1/2" SuperFlex	2.75	783.75
750	CA-015474-001	Cable, Coaxial 7/8in, Low Loss Foam	3.25	2437.50
16	CN-015463-001	N-Male Connector 1/2" Coax	40.00	640.00
2	A33-1016-004	PwrMon, Selective, 440-470Mhz, 7/16DIN,AC	2660.00	5320.00
1	DS4F06P36U-D	dB Spectra Omni, 6dB Gain,	2587.50	2587.50

Thank You



160 North Broadway
Fresno, CA 93701-1592

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1233 5th Street
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Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		Low Pim, DIN		
2	J90-0114-004	7/16 Din Female Connector fits 1/2 Hard Line	30.00	60.00
250	CA-015468-001	Coaxial Cable 1/2" Low Loss Foam	2.00	500.00
10	KT-018357-002	Grounding Kit for 1/2" Coax	20.00	200.00
1	KT-014874-001	Hoisting Grip Kit fits 1/2" Cable	30.00	30.00
1	KT-014860-001	Cable Boot Kit 4" 3 Holes 1/2" Cable	55.00	55.00
4	NM-SCF12-071	Connector , N Male for 1/2in Coax, Right Angle	105.00	420.00
5	W90-0223-701	Cable Assby BNC(M) to SMA(M) RG223 72In	105.00	525.00
2	MATERIALSFEE4	Installation Material Bundle	400.00	800.00
		Clovis FD at PD HQ		
1	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	1232.10
3	T01-11103-BAAA	TB9400 Stocker Reciter 136-174M	2339.14	7017.42
3	T01-11121-BABA	TB9400 Stocker Lin PA 136-174 50W	1293.52	3880.56
2	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	4533.24
2	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	23.68
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
3	TBAS073	SFE-Key--TaskBuilder	170.94	512.82

Thank You



160 North Broadway
Fresno, CA 93701-1592

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Quote To: City of Clovis Police Department

1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Ship To: City of Clovis Police Department

1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms
10/09/25	Field Install	Origin	Net 30

Purchase Order Number	Sales Person	Expiration Date
	Paul Lambert	02/27/26

Quantity Required	Item Number	Description	Unit Price	Amount
3	TBAS060	Tait Digital Fixed Station Interface	474.34	1423.02
3	TBAS061	Tait Central Voter	4373.40	13120.20
3	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	12858.24
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
2	VS-MN3X	KIT, C1111 Router Site MTG	156.00	312.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
1	SPD3670A-3V	VHF 3Ch Combiner/RX Filter Systems for separate TX and RX antenna Sites	26694.00	26694.00
2	E75-0030-007	Kit Antenna Side Mount Adjustable	1340.00	2680.00
1	DS1F03P36U-D	Omni PIM/PIP,2.9dBd dB Spectra antenna	3385.00	3385.00
6	J29-0110-001	7/16 Din Male Connector fits 1/2" Hardline	49.20	295.20
4	J90-0114-005	Connector 7/16 Din Female, cable 7/8In Foam I	39.80	159.20
2	W56-1000-410	10' Jumper Cable 1/2" Din M-M	60.00	120.00
2	G50-0032-002	VHF Surge Protector/Comb 100-512mhz 750w	225.00	450.00
10	KT-018357-001	Kit, Grounding for 7/8in Coaxial , 60in	35.00	350.00

Thank You



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Fresno, CA 93701-1592

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Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount
2	KT-014859-001	Kit, Hoisting grip, 7/8in Cable	30.00	60.00
2	KT-014861-001	Kit, Cable Boot, 4in for 1 7/8 in Cable	55.00	110.00
200	CA-015466-001	Coaxial Cable 1/2" SuperFlex	2.75	550.00
460	CA-015474-001	Cable, Coaxial 7/8in, Low Loss Foam	3.25	1495.00
8	CN-015463-001	N-Male Connector 1/2" Coax	40.00	320.00
1	A33-1016-001	PwrMon, Selective 150-174mhz 7/16 Din	2660.00	2660.00
1	DS1F06P36U-D	db Spectra Omni, PIM/PIP, 6dB	4095.00	4095.00
2	J90-0114-004	7/16 Din Female Connector fits 1/2 Hard Line	30.00	60.00
6	NM-SCF12-071	Connector , N Male for 1/2in Coax, Right Angle	105.00	630.00
3	W90-0223-701	Cable Assby BNC(M) to SMA(M) RG223 72In	105.00	315.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
Clovis FD Clovis North				
1	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	1232.10
3	T01-11103-BAAA	TB9400 Stocker Reciter 136-174M	2339.14	7017.42
3	T01-11121-BABA	TB9400 Stocker Lin PA 136-174 50W	1293.52	3880.56

Thank You



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Fresno, CA 93701-1592

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Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
2	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	4533.24
2	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	23.68
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
3	TBAS073	SFE-Key--TaskBuilder	170.94	512.82
3	TBAS060	Tait Digital Fixed Station Interface	474.34	1423.02
3	TBAS061	Tait Central Voter	4373.40	13120.20
3	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	12858.24
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
2	VS-MN3X	KIT, C1111 Router Site MTG	156.00	312.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
1	SPD3670A-3V	VHF 3Ch Combiner/RX Filter Systems for separate TX and RX antenna Sites	26694.00	26694.00
2	E75-0030-007	Kit Antenna Side Mount Adjustable	1340.00	2680.00
1	DS1F03P36U-D	Omni PIM/PIP,2.9dBd dB Spectra antenna	3385.00	3385.00
4	J29-0110-001	7/16 Din Male Connector fits 1/2" Hardline	49.20	196.80
4	J90-0114-005	Connector 7/16 Din Female,	39.80	159.20

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		cable 7/8In Foam I		
2	W56-1000-410	10' Jumper Cable 1/2" Din M-M	60.00	120.00
2	G50-0032-002	VHF Surge Protector/Comb 100-512mhz 750w	225.00	450.00
8	KT-018357-001	Kit, Grounding for 7/8in Coaxial , 60in	35.00	280.00
2	KT-014859-001	Kit, Hoisting grip, 7/8in Cable	30.00	60.00
2	KT-014861-001	Kit, Cable Boot, 4in for 1 7/8 in Cable	55.00	110.00
190	CA-015466-001	Coaxial Cable 1/2" SuperFlex	2.75	522.50
260	CA-015474-001	Cable, Coaxial 7/8in, Low Loss Foam	3.25	845.00
8	CN-015463-001	N-Male Connector 1/2" Coax	40.00	320.00
1	A33-1016-001	PwrMon, Selective 150-174mhz 7/16 Din	2660.00	2660.00
1	DS1F06P36U-D	db Spectra Omni, PIM/PIP, 6dB	4095.00	4095.00
6	NM-SCF12-071	Connector , N Male for 1/2in Coax, Right Angle	105.00	630.00
3	W90-0223-701	Cable Assby BNC(M) to SMA(M) RG223 72In	105.00	315.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
		ClovisFD Training Yard		
1	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	1232.10

Thank You



160 North Broadway
Fresno, CA 93701-1592

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1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Ship To: **City of Clovis Police Department**

1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
3	T01-11103-BAAA	TB9400 Stocker Reciter 136-174M	2339.14	7017.42
3	T01-11121-BABA	TB9400 Stocker Lin PA 136-174 50W	1293.52	3880.56
2	T01-11140-ADAA	TB9 Stocker PMU TD440- ACDC48	2266.62	4533.24
2	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	23.68
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
3	TBAS073	SFE-Key--TaskBuilder	170.94	512.82
3	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	12858.24
3	TBAS071	Tait IP Networking Satellite	690.42	2071.26
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000- 16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
2	VS-MN3X	KIT, C1111 Router Site MTG	156.00	312.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
1	SPD3670A-3V	VHF 3Ch Combiner/RX Filter Systems for separate TX and RX antenna Sites	26694.00	26694.00
2	E75-0030-007	Kit Antenna Side Mount Adjustable	1340.00	2680.00
1	DS1F03P36U-D	Omni PIM/PIP,2.9dBd dB Spectra antenna	3385.00	3385.00
6	J29-0110-001	7/16 Din Male Connector	49.20	295.20

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
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Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms
10/09/25	Field Install	Origin	Net 30

Purchase Order Number	Sales Person	Expiration Date
	Paul Lambert	02/27/26

Quantity Required	Item Number	Description	Unit Price	Amount
		fits 1/2" Hardline		
4	J90-0114-005	Connector 7/16 Din Female, cable 7/8In Foam I	39.80	159.20
2	W56-1000-410	10' Jumper Cable 1/2" Din M-M	60.00	120.00
2	G50-0032-002	VHF Surge Protector/Comb 100-512mhz 750w	225.00	450.00
10	KT-018357-001	Kit, Grounding for 7/8in Coaxial , 60in	35.00	350.00
2	KT-014859-001	Kit, Hoisting grip, 7/8in Cable	30.00	60.00
2	KT-014861-001	Kit, Cable Boot, 4in for 1 7/8 in Cable	55.00	110.00
200	CA-015466-001	Coaxial Cable 1/2" SuperFlex	2.75	550.00
500	CA-015474-001	Cable, Coaxial 7/8in, Low Loss Foam	3.25	1625.00
8	CN-015463-001	N-Male Connector 1/2" Coax	40.00	320.00
1	A33-1016-001	PwrMon, Selective 150-174mhz 7/16 Din	2660.00	2660.00
1	DS1F06P36U-D	db Spectra Omni, PIM/PIP, 6dB	4095.00	4095.00
6	NM-SCF12-071	Connector , N Male for 1/2in Coax, Right Angle	105.00	630.00
3	W90-0223-701	Cable Assby BNC(M) to SMA(M) RG223 72In	105.00	315.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00

Owens PD 3

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
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Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
1	T01-11103-LAAA	TB9400 Stocker Reciter 440-480Mhz	2339.14	2339.14
1	T01-11121-LAAA	TB9400 Stocker Linear PA 440-480Mhz	1293.52	1293.52
1	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	2266.62
1	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	11.84
1	TBAS050	Tait P25 Common Air Interface (CAI)	5843.78	5843.78
1	TBAS060	Tait Digital Fixed Station Interface	474.30	474.30
1	TBAS073	SFE-Key--TaskBuilder	170.94	170.94
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
1	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	232.17
1	VS-MN3X	KIT, C1111 Router Site MTG **Clovis PD Fire Station 6**	156.00	156.00
1	SXMR1G	Rack open 86 inch, Extra Deep	1537.50	1537.50
2	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	2464.20
5	T01-11103-LAAA	TB9400 Stocker Reciter 440-480Mhz	2339.14	11695.70
5	T01-11121-LAAA	TB9400 Stocker Linear PA 440-480Mhz	1293.52	6467.60

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
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1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
3	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	6799.86
3	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	35.52
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
5	TBAS050	Tait P25 Common Air Interface (CAI)	5843.78	29218.90
5	TBAS073	SFE-Key--TaskBuilder	170.94	854.70
5	TBAS071	Tait IP Networking Satellite	690.42	3452.10
5	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	21430.40
5	TBAS065	SFE Key-P25 Linear Simulcast Modulation (LSM) (94)	1237.28	6186.40
1	2402-413	SecureSync 2400 Time & Frequency synchronization system with 2 expansion slots for option cards. Single fixed 24/48 VDC power, OCXO oscillator, and L1 GNSS reference.	7000.00	7000.00
2	2400-HS-D2	SecureSync Hot Swap 24/48 VDC Power Supply module. Hot Swappable 24/48 VDC Power Supply; Compatible only with SecureSync 2400 configuration with Hot Swap power supply support. Limit 2 per system. Includes mating connector and clamp.	1100.00	2200.00
1	8230	GPS/GNSS Outdoor Antenna supporting GPS L1, BeiDou B1, Galileo E1, and QZSS L1, with L-bracket for vent pipe/pole mounting via metal straps(included). Cmpatible with	410.00	410.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

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Quote To: **City of Clovis Police Department**
1233 5th Street
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Clovis, CA 93612-1316

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1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms
10/09/25	Field Install	Origin	Net 30

Purchase Order Number	Sales Person	Expiration Date
	Paul Lambert	02/27/26

Quantity Required	Item Number	Description	Unit Price	Amount
		CA01-ONON, Cal7XXX or CALP7XXX cables.		
1	ANT-KT	Post Mount Kit Rugged Post Mount Kit compatible with 8230 and ANT-35 GNSS antennas.	280.00	280.00
80	LMR400	Low Loss Coax	2.28	182.40
4	EZ400NMH-X	N Male Connector for LMR400 w/ Captive Pin	28.73	114.92
1	8226	GPS Antenna Surge Protector GPS Surge protector, highly recommended for all outdoor GPS antenna installations. Includes MP10-0000-0002 Mounting Bracket. Compatible with cable with Type N connectors. Recommended to purchase 2 GPS antenna cables to and from 8226	455.00	455.00
2	1204-1C	Safran SecureSync 10mhz Out Option Card 3 X 10Mhz Outputs	1086.00	2172.00
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
2	VS-MN3X	KIT, C1111 Router Site MTG	156.00	312.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
1	SPD3670B-5U	UHF 5 Channel Combiner/ Rx Filter Systems with TTA Custom	56651.00	56651.00
1	DS43USEIMIC	Seismic Rack Kit for DBMOFR-43U four post	1238.00	1238.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		Rack		
3	E75-0030-007	Kit Antenna Side Mount Adjustable	1340.00	4020.00
2	DS4F03P36U-D	dB Spectra Omni, 3dB Gain Low PIM, DIN	1945.00	3890.00
6	J29-0110-001	7/16 Din Male Connector fits 1/2" Hardline	49.20	295.20
4	J90-0114-005	Connector 7/16 Din Female, cable 7/8in Foam I	39.80	159.20
5	W56-1000-410	10' Jumper Cable 1/2" Din M-M	60.00	300.00
4	G50-0032-002	VHF Surge Protector/Comb 100-512mhz 750w	225.00	900.00
12	KT-018357-001	Kit, Grounding for 7/8in Coaxial , 60in	35.00	420.00
3	KT-014859-001	Kit, Hoisting grip, 7/8in Cable	30.00	90.00
3	KT-014861-001	Kit, Cable Boot, 4in for 1 7/8 in Cable	55.00	165.00
285	CA-015466-001	Coaxial Cable 1/2" SuperFlex	2.75	783.75
390	CA-015474-001	Cable, Coaxial 7/8in, Low Loss Foam	3.25	1267.50
12	CN-015463-001	N-Male Connector 1/2" Coax	40.00	480.00
2	A33-0116-004	PWRMon, Selective, 440-470Mhz, 7/16 DIN, AC	2660.00	5320.00
1	DS4F06P36U-D	dB Spectra Omni, 6dB Gain, Low Pim, DIN	2875.00	2875.00
2	J90-0114-004	7/16 Din Female Connector fits 1/2 Hard Line	30.00	60.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

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Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
3	KT-018357-002	Grounding Kit for 1/2" Coax	20.00	60.00
1	KT-014874-001	Hoisting Grip Kit fits 1/2" Cable	30.00	30.00
1	KT-014860-001	Cable Boot Kit 4" 3 Holes 1/2" Cable	55.00	55.00
130	CA-015468-001	Coaxial Cable 1/2" Low Loss Foam	2.00	260.00
4	NM-SCF12-071	Connector , N Male for 1/2in Coax, Right Angle	105.00	420.00
5	W90-0223-701	Cable Assby BNC(M) to SMA(M) RG223 72In	105.00	525.00
2	MATERIALSFEE4	Installation Material Bundle **FD Fire Station 6**	400.00	800.00
1	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	1232.10
3	T01-11103-BAAA	TB9400 Stocker Reciter 136-174M	2339.14	7017.42
3	T01-11121-BABA	TB9400 Stocker Lin PA 136-174 50W	1293.52	3880.56
2	T01-11140-ADAA	TB9 Stocker PMU TD440- ACDC48	2266.62	4533.24
2	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	23.68
1	TB9415S-050T	TB9415 Single 50w chassis Assembly	1158.84	1158.84
3	TBAS073	SFE-Key--TaskBuilder	170.94	512.82
3	TBAS071	Tait IP Networking Satellite	690.42	2071.26
3	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	12858.24

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Fresno, CA 93701-1592

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Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
2	VS-MN3X	KIT, C1111 Router Site MTG	156.00	312.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
1	SPD3670A-3V	VHF 3Ch Combiner/RX Filter Systems for separate TX and RX antenna Sites	26694.00	26694.00
2	E75-0030-007	Kit Antenna Side Mount Adjustable	1340.00	2680.00
1	DS1F03P36U-D	Omni PIM/PIP,2.9dBd dB Spectra antenna	3385.00	3385.00
6	J29-0110-001	7/16 Din Male Connector fits 1/2" Hardline	49.20	295.20
4	J90-0114-005	Connector 7/16 Din Female, cable 7/8In Foam I	39.80	159.20
2	W56-1000-410	10' Jumper Cable 1/2" Din M-M	60.00	120.00
2	G50-0032-002	VHF Surge Protector/Comb 100-512mhz 750w	225.00	450.00
10	KT-018357-001	Kit, Grounding for 7/8in Coaxial , 60in	35.00	350.00
2	KT-014859-001	Kit, Hoisting grip, 7/8in Cable	30.00	60.00
2	KT-014861-001	Kit, Cable Boot, 4in for 1 7/8 in Cable	55.00	110.00
200	CA-015466-001	Coaxial Cable 1/2" SuperFlex	2.75	550.00

Thank You



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Fresno, CA 93701-1592

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1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms
10/09/25	Field Install	Origin	Net 30

Purchase Order Number	Sales Person	Expiration Date
	Paul Lambert	02/27/26

Quantity Required	Item Number	Description	Unit Price	Amount
460	CA-015474-001	Cable, Coaxial 7/8in, Low Loss Foam	3.25	1495.00
8	CN-015463-001	N-Male Connector 1/2" Coax	40.00	320.00
1	A33-1016-001	PwrMon, Selective 150-174mhz 7/16 Din	2660.00	2660.00
1	DS1F06P36U-D	db Spectra Omni, PIM/PIP, 6dB	4095.00	4095.00
2	J90-0114-004	7/16 Din Female Connector fits 1/2 Hard Line	30.00	60.00
6	NM-SCF12-071	Connector , N Male for 1/2in Coax, Right Angle	105.00	630.00
3	W90-0223-701	Cable Assby BNC(M) to SMA(M) RG223 72In	105.00	315.00
1	MATERIALSFEE4	Installation Material Bundle **RECEIVE ONLY SITE** Fresno Fire Station 13 PD1, PD2, PD5, PD6	400.00	400.00
1	TB9444-RX4T	TB9400 Multi Receiver X4 capable chassis Assembly	1035.26	1035.26
4	T01-11104-LAAA	TB9400 Stocker 440-480M Receiver only	1559.92	6239.68
1	T01-11140-ADAA	TB9 Stocker PMU TD440- ACDC48	2266.62	2266.62
1	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	11.84
4	TBAS050-R0	Tait P25 Common Air Interface RX Only P25 Common Air Interface (CAI) Rx Only	2922.26	11689.04

Thank You



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Fresno, CA 93701-1592

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Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: **City of Clovis Police Department**
1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Ship To: **City of Clovis Police Department**
1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount
4	TBAS073	SFE-Key--TaskBuilder	170.94	683.76
4	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	17144.32
4	TBAS071-R0	Tait IP Networking Satellite Rx Only IP Networking Satellite RxOnly ** PW 7 ** Receive Only	346.32	1385.28
1	TB9444-RX1T	TB9444 Single receiverx1 chassis assembly	1035.26	1035.26
1	T01-11104-LAAA	TB9400 Stocker 440-480M Receiver only	1559.92	1559.92
1	T01-11140-ADAA	TB9 Stocker PMU TD440- ACDC48	2266.62	2266.62
1	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	11.84
1	TBAS050-R0	Tait P25 Common Air Interface RX Only P25 Common Air Interface (CAI) Rx Only	2922.26	2922.26
1	TBAS073	SFE-Key--TaskBuilder	170.94	170.94
1	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	4286.08
1	TBAS071-R0	Tait IP Networking Satellite Rx Only IP Networking Satellite RxOnly ***GPS Time Reference***	346.32	346.32
1	2402-413	SecureSync 2400 Time & Frequency synchronization system with 2 expansion slots for option cards. Single fixed 24/48 VDC power, OCXO oscillator, and L1 GNSS reference.	7000.00	7000.00

Thank You



160 North Broadway
Fresno, CA 93701-1592

Estimate AGENDA ITEM NO. 9.

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Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
2	2400-HS-D2	SecureSync Hot Swap 24/48 VDC Power Supply module. Hot Swappable 24/48 VDC Power Supply; Compatible only with SecureSync 2400 configuration with Hot Swap power supply support. Limit 2 per system. Includes mating connector and clamp.	1100.00	2200.00
1	8230	GPS/GNSS Outdoor Antenna supporting GPS L1, BeiDou B1, Galileo E1, and QZSS L1, with L-bracket for vent pipe/pole mounting via metal straps (included). Compatible with CA01-ONON, Cal7XXX or CALP7XXX cables.	410.00	410.00
1	ANT-KT	Post Mount Kit Rugged Post Mount Kit compatible with 8230 and ANT-35 GNSS antennas.	280.00	280.00
80	LMR400	Low Loss Coax	2.28	182.40
4	EZ400NMH-X	N Male Connector for LMR400 w/ Captive Pin	28.73	114.92
1	8226	GPS Antenna Surge Protector GPS Surge protector, highly recommended for all outdoor GPS antenna installations. Includes MP10-0000-0002 Mounting Bracket. Compatible with cable with Type N connectors. Recommended to purchase 2 GPS antenna cables to and from 8226	455.00	455.00
1	1204-1C	Safran SecureSync 10mhz Out Option Card 3 X 10Mhz Outputs	1086.00	1086.00
1	14032-0001-89	Router, ISR, C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-	1300.00	1300.00

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Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		16T-E-2G-L		
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
1	VS-MN3X	KIT, C1111 Router Site MTG	156.00	156.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
		RADIO PARK Receive Only Site PD1, PD2, PD5, PD6		
1	TB9444-RX4T	TB9400 Multi Receiver X4 capable chassis Assembly	1035.26	1035.26
4	T01-11104-LAAA	TB9400 Stocker 440-480M Receiver only	1559.92	6239.68
1	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	2266.62
1	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	11.84
4	TBAS050-R0	Tait P25 Common Air Interface RX Only P25 Common Air Interface (CAI) Rx Only	2922.26	11689.04
4	TBAS073	SFE-Key--TaskBuilder	170.94	683.76
4	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	17144.32
4	TBAS071-R0	Tait IP Networking Satellite Rx Only IP Networking Satellite RxOnly	346.32	1385.28
		*** PW 7 *** Receive Only		
1	TB9444-RX1T	TB9444 Single receiverx1 chassis assembly	1035.26	1035.26
1	T01-11104-LAAA	TB9400 Stocker 440-480M	1559.92	1559.92

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Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		Receiver only		
1	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	2266.62
1	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	11.84
1	TBAS050-R0	Tait P25 Common Air Interface RX Only P25 Common Air Interface (CAI) Rx Only	2922.26	2922.26
1	TBAS073	SFE-Key--TaskBuilder	170.94	170.94
1	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	4286.08
1	TBAS071-R0	Tait IP Networking Satellite Rx Only IP Networking Satellite RxOnly	346.32	346.32
		*** GPS Time Reference ***		
1	2402-413	SecureSync 2400 Time & Frequency synchronization system with 2 expansion slots for option cards. Single fixed 24/48 VDC power, OCXO oscillator, and L1 GNSS reference.	7000.00	7000.00
1	2400-HS-D2	SecureSync Hot Swap 24/48 VDC Power Supply module. Hot Swappable 24/48 VDC Power Supply; Compatible only with SecureSync 2400 configuration with Hot Swap power supply support. Limit 2 per system. Includes mating connector and clamp.	1100.00	1100.00
1	8230	GPS/GNSS Outdoor Antenna supporting GPS L1, BeiDou B1, Galileo E1, and QZSS L1, with L-bracket for vent pipe/pole mounting via metal straps(included). Cmpatible with	410.00	410.00

Thank You



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Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		CA01-ONON, Cal7XXX or CALP7XXX cables.		
1	ANT-KT	Post Mount Kit Rugged Post Mount Kit compatible with 8230 and ANT-35 GNSS antennas.	280.00	280.00
80	LMR400	Low Loss Coax	2.28	182.40
4	EZ400NMH-X	N Male Connector for LMR400 w/ Captive Pin	28.73	114.92
1	8226	GPS Antenna Surge Protector GPS Surge protector, highly recommended for all outdoor GPS antenna installations. Includes MP10-0000-0002 Mounting Bracket. Compatible with cable with Type N connectors. Recommended to purchase 2 GPS antenna cables to and from 8226	455.00	455.00
1	1204-1C	Safran SecureSync 10mhz Out Option Card 3 X 10Mhz Outputs	1086.00	1086.00
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
1	VS-MN3X	KIT, C1111 Router Site MTG	156.00	156.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
		RECEIVE ONLY SITE Flood Control District PD1, PD2, PD5, PD6		
1	TB9444-RX4T	TB9400 Multi Receiver X4 capable chassis Assembly	1035.26	1035.26

Thank You



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Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount
4	T01-11104-LAAA	TB9400 Stocker 440-480M Receiver only	1559.92	6239.68
1	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	2266.62
1	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	11.84
4	TBAS050-R0	Tait P25 Common Air Interface RX Only P25 Common Air Interface (CAI) Rx Only	2922.26	11689.04
4	TBAS073	SFE-Key--TaskBuilder	170.94	683.76
4	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	17144.32
4	TBAS071-R0	Tait IP Networking Satellite Rx Only IP Networking Satellite RxOnly *** PW 7 *** Receive Only	346.32	1385.28
1	TB9444-RX1T	TB9444 Single receiverx1 chassis assembly	1035.26	1035.26
1	T01-11104-LAAA	TB9400 Stocker 440-480M Receiver only	1559.92	1559.92
1	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	2266.62
1	219-01561-00	Tait Cable Cord 2m USA/CAD IEC black	11.84	11.84
1	TBAS050-R0	Tait P25 Common Air Interface RX Only P25 Common Air Interface (CAI) Rx Only	2922.26	2922.26
1	TBAS073	SFE-Key--TaskBuilder	170.94	170.94
1	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	4286.08

Thank You



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Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
1	TBAS071-R0	Tait IP Networking Satellite Rx Only IP Networking Satellite RxOnly *** GPS Time Reference ***	346.32	346.32
1	2402-413	SecureSync 2400 Time & Frequency synchronization system with 2 expansion slots for option cards. Single fixed 24/48 VDC power, OCXO oscillator, and L1 GNSS reference.	7000.00	7000.00
2	2400-HS-D2	SecureSync Hot Swap 24/48 VDC Power Supply module. Hot Swappable 24/48 VDC Power Supply; Compatible only with SecureSync 2400 configuration with Hot Swap power supply support. Limit 2 per system. Includes mating connector and clamp.	1100.00	2200.00
1	8230	GPS/GNSS Outdoor Antenna supporting GPS L1, BeiDou B1, Galileo E1, and QZSS L1, with L-bracket for vent pipe/pole mounting via metal straps (included). Compatible with CA01-ONON, Cal7XXX or CALP7XXX cables.	410.00	410.00
1	ANT-KT	Post Mount Kit Rugged Post Mount Kit compatible with 8230 and ANT-35 GNSS antennas.	280.00	280.00
80	LMR400	Low Loss Coax	2.28	182.40
4	EZ400NMH-X	N Male Connector for LMR400 w/ Captive Pin	28.73	114.92
1	8226	GPS Antenna Surge Protector GPS Surge protector, highly recommended for all outdoor	455.00	455.00

Thank You



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Date	Ship Via	F.O.B.	Terms
10/09/25	Field Install	Origin	Net 30
Purchase Order Number	Sales Person		Expiration Date
	Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price Amount

GPS antenna installations. Includes MP10-0000-0002 Mounting Bracket. Compatible with cable with Type N connectors. Recommended to purchase 2 GPS antenna cables to and from 8226

1	1204-1C	Safran SecureSync 10mhz Out Option Card 3 X 10Mhz Outputs	1086.00	1086.00
1	14032-0001-89	Router,ISR,C1111-8P	2600.00	2600.00
1	14032-0002-20	Switch, Smartnet, C1000-16T-E-2G-L	1300.00	1300.00
2	VS-CJ2W	Power Supply, DC, 100W, C1111,C1000, ISR4221	232.17	464.34
1	VS-MN3X	KIT, C1111 Router Site MTG	156.00	156.00
1	MATERIALSFEE4	Installation Material Bundle	400.00	400.00
64.000	LABHOUR	Hourly Labor Rate Mon-Fri 8-5	165.00	10560.00
Since these are shared sites - no antenna, coax, filtering has been quoted				
Spares for PD				
1	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	1232.10
1	T01-11103-LAAA	TB9400 Stocker Reciter 440-480Mhz	2339.14	2339.14
1	T01-11121-LAAA	TB9400 Stocker Linear PA 440-480Mhz	1293.52	1293.52
1	TBAS050	Tait P25 Common Air Interface (CAI)	5843.78	5843.78
1	TBAS073	SFE-Key--TaskBuilder	170.94	170.94

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Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount
1	TBAS060	Tait Digital Fixed Station Interface	474.30	474.30
1	TBAS061	Tait Central Voter	4373.40	4373.40
1	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	4286.08
1	TBAS065	SFE Key-P25 Linear Simulcast Modulation (LSM) (94)	1237.28	1237.28
		Spares for Fire		
1	TB9415D-050T	Tait TB9415 Dual 50w Chassis Assembly	1232.10	1232.10
1	T01-11103-BAAA	TB9400 Stocker Reciter 136-174M	2339.14	2339.14
1	T01-11121-BABA	TB9400 Stocker Lin PA 136-174 50W	1293.52	1293.52
1	T01-11140-ADAA	TB9 Stocker PMU TD440-ACDC48	2266.62	2266.62
1	TBAS073	SFE-Key--TaskBuilder	170.93	170.93
1	TBAS060	Tait Digital Fixed Station Interface	474.34	474.34
1	TBAS061	Tait Central Voter	4373.40	4373.40
1	TBAS062	Tait Simulcast Enabled SFE Key	4286.08	4286.08
1	MATERIALSFEE4	Installation Material Bundle	12000.00	12000.00
		ENABLE MONITOR		
1	TE00002010001AAA	EnableMonitor SVRAC 100 DEV 1Y	16166.15	16166.15
5	TEMMC100	EnableMonitor support and maintenance fee for 100	1600.55	8002.75

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Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount
		devices-Professional		
5	SRVADV-INW-TAM-1	Tait Service Advantage (Software Updates, Remote Technical Support), Annual	39492.40	197462.00
3	EPW-INW-TAM-1	Tait Extended Warranty (Infrastructure starts at Year 3), Annual	7898.48	23695.44
		EASTERN SERVICES		
1	IA-001	Eastern Communications Technical Services to include the following Engineer/Design, Configure and Support of the Customer Design Review(CDR, Also called the Detailed Design Review, or DDR). Create Factory ATP Order all equipment and deliver to RACOM for Factory Staging Factory assembly and staging Send Factory Staging Report to Cook's Communications	86560.00	86560.00
1	IA-003	Eastern Communications Technical Services to Include the following on-site commissioning services... Server Configuration Integrate to customer networking gear(MPLS) Set simulcast timing parameters and adjust as necessary Dry run Customer Field Acceptance Test Customer Witnessed Field Acceptance Test RACOM-Led System Training to Cook's and Customer System Admin(up to 3-days on-site	88340.00	88340.00
1	IA-004	Eastern Communications Technical Services to include the following... Coverage Drive Plan	34160.00	34160.00

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Purchase Order Number		Sales Person		Expiration Date
		Paul Lambert		02/27/26
Quantity Required	Item Number	Description	Unit Price	Amount

Coverage Drive Characterization--Map delivered coverage by driving 3 days
Coverage Report for each System: FD(VHF) and PD (UHF)

1	IA-005	Eastern Communications Technical Services to include the following... 1-Year RACOM Premium Warranty **Tower Work**	43580.00	43580.00
165.000	LABTOWER	Regular Tower Time	248.00	40920.00
400.000	LABHOUR	Hourly Labor Rate Mon-Fri 8-5	165.00	66000.00

- 1) RACOM is providing (2) three-site simulcast systems, one VHF, one UHF, and one UHF multicast site with one channel (UHF PD CH3)
- 2) UHF Sites with 5 channels, 2 dual chasses and 1 single chassis. All channels use 50W, linear power amplifiers
- 3) VHF Sites Equipped with 3 channels, 1 dual chassis and 1 single chassis.
- 4) All base station chasses at each site installed in one, 86" rack (4-post)
- 5) Room for 3 racks (86", 4-post) at each site: One Base Station and Two Combiner Racks
- 6) Owens is equipped with 1 UHF channel connected to existing antennas systems. PD Channel 3 is the only channel at Owens. Owens does not use a TTA.
- 7) UHF Simulcast sites use two TX antennas and one RX antenna
- 8) VHF Simulcast sites use one TX antenn and one RX antenna
- 9) The Owens Station Equipment will connect to an existing Combiner, Multicoupler, and Antennas shared with the City of Fresno. RACOM is not replacing the RF anten

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10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount

- 10) Cooks Communications to install the coaxial cable, antennas, GPS antennas, and tower-top amplifiers.
- 11) UHF uses Tower-Top Amplifiers on the RX antenna. The VHF system does not use TTAs. Cook's Communications to install the TTAs at each site
- 12) Cooks Communications to remove legacy equipment
- 13) RACOM/Eastern Communications has included new networking equipment for each site. Cooks Communications/City to provide IP-based backhaul.
- 14) Cooks Communications to install racks in each shelter/equipment room and connect power from the power source to the stations
- 15) Equipment will be connected to a customer-provided ground by Cooks Communications.
- 16) Grounding systems will be in compliance with current L3Harris grounding standards or Motorola R56 2017 grounding standards
- 17) UHF and VHF combiners will ship pre-assembled in racks. On-site tuning may be necessary. RACOM will optimize combiners on-site as necessary.
- 18) PD UHF CH4 will remain a mobile talk-around channel and not be present in the simulcast systems.
- 19) Cooks Communications to provide warehousing and an area for pre-staging the system prior to installation.
- 20) Customer to provide console subsystems with DFSI compatibility. The new system will provide 6 DFSI channels to PD/PW and 3 DFSI channels to FD.
- 21) RACOM is included 5-days of on-site training for Cook's Communication and Customer (up to 10 participants)

Thank You



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Estimate AGENDA ITEM NO. 9.

Customer No.: CLOVISCITYPD
Quote No.: 17266

Phone: (559) 233-8818 Email: sales@cookscom.com

Quote To: City of Clovis Police Department

1233 5th Street
Accounts Payable
Clovis, CA 93612-1316

Phone:
Email: sandram@clovisca.gov

Ship To: City of Clovis Police Department

1233 5th St
Sandra Macy
Clovis, CA 93612-1316

Phone: (559) 324-2438
Email: curtf@clovisca.gov

Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount

- 22) No logging recorder is included. Customer will provide any logging from the existing console subsystems.
 - 23) Antenna System Design is based on information provided by Cook's Communication and may change based on updates on site information
 - 24) Seismic rack-mount plates are available upon request
 - 25) EnableMonitor Server with up to 100 devices included for monitoring system alarms.
 - 26) Customer to provide all applicable site, FCC licenses and permits.
 - 27) Customer to provide all necessary escorts to RF sites in a timely manner.
 - 28) Standard working hours are 8am-5pm local time.
 - 29) No Professional Engineering (PE) services are provided in this quote.
 - 30) No Union Labor is included in this Quote.
 - 31) No Permitting is included in this Quote.
 - 32) No Electrical work is included in this quote.
 - 33) Continuous years of Tait Service Advantage required for Extended Warranty
 - 34) 5 Years total of Tait Service Advantage included
 - 35) 3 years of Extended Warranty have been included for a total system warranty of 5 years
- ***MILESTONE PAYMENTS***
- Payment 1-Contract Signing 30%
 - Payment 2- Equipment Staging and Acceptance 30%
 - Payment 3 Equipment Delivery and Installation 30%
 - Payment 4 System Final Acceptance 10%

Thank You



160 North Broadway
Fresno, CA 93701-1592

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Date	Ship Via	F.O.B.	Terms	
10/09/25	Field Install	Origin	Net 30	
Purchase Order Number	Sales Person		Expiration Date	
	Paul Lambert		02/27/26	
Quantity Required	Item Number	Description	Unit Price	Amount

**NASPO Contract 00318
State of California Addendum
Number 7-23-70-49-24**

Subtotal	2051087.10
Sales tax @ 8.97500%	150328.30
Total	2201415.40

We appreciate your continued patronage

Thank You



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council
FROM: Planning and Development Services
DATE: February 17, 2026
SUBJECT: Discussion and Direction – City Gateway Entry Feature and Signage, Theme and Design Guidance.

Staff: Tatiana Partain, Management Analyst

Recommendation: Provide Direction

Staff will give a verbal presentation on this item and seek direction from Council.

Please direct questions to the City Manager's office at 559-324-2060.



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council
FROM: Fire Department
DATE: February 17, 2026
SUBJECT: Workshop: Fire Department Update.

Staff: Chris Ekk, Fire Chief
Recommendation: Receive and File

Fire Chief Chris Ekk will give a verbal presentation on this item.

Please direct questions to the City Manager's office at 559-324-2060.



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council
 FROM: Administration
 DATE: February 17, 2026
 SUBJECT: Receive and File – Informational Update on the Annual Tobacco Retailer License Fee

Staff: Russell Moring, Police Corporal
Recommendation: Receive and File

ATTACHMENTS: None

RECOMMENDATION

Receive and File an informational update on the Annual Tobacco Retailer License Fee included in the City's Master Administrative Fee Schedule.

EXECUTIVE SUMMARY

On November 10, 2025, the City Council approved Resolution 25-125 adding the annual Tobacco Retailer License Fee of \$1,000 to the City's Master Administrative Fee Schedule and directed staff to work with the American Petroleum and Convenience Store Association (APCA) Fresno Chapter and affected retailers, and return to Council by February 17, 2026, to discuss and consider alternatives to the annual Tobacco Retailer License Fee.

Since receiving that direction, staff has made multiple attempts to schedule a meeting with the APCA Fresno Chapter, reviewed current program costs, and evaluated the enforcement, education, and administrative workload associated with the City's Tobacco Retailer Licensing (TRL) program. Based on this analysis, staff recommends that the annual Tobacco Retailer License fee remain at \$1,000. Staff will continue efforts to meet with APCA representatives to develop a collaborative fee alternative and will return to Council for direction following those discussions.

The \$1,000 fee continues to represent a reasonable level of cost recovery for the City's actual expenses to administer and enforce the TRL program. While the fee does not fully recover all program costs, it reflects a balanced approach between cost recovery and minimizing financial impact to small businesses. Staff has researched a tiered approach to annual licensing fees based on business risk while considering prior violations.

BACKGROUND

In May 2024, the City Council adopted Ordinance No. 24-06, establishing a Tobacco Retailer Licensing program in the Clovis Municipal Code, as authorized under state law. The ordinance created two fees:

- A Tobacco Retailers License Application & Background Fee (\$400); and
- An annual Tobacco Retailers License Fee (\$1,000).

The annual fee was originally set at \$1,000 and approved by Council at the time of adoption. During the annual Master Administrative Fee Schedule review in September 2025, Council requested additional justification for the annual fee amount. On November 10, 2025, Council approved inclusion of the \$1,000 fee and directed staff to return with additional outreach and analysis for consideration of a fee adjustment if warranted.

Since November, staff from the Police Department have:

- Attempted to contact members of the local business association to establish what number of Clovis retailers they represent in the industry;
- Clovis PD has met with individual retailers to explain how the TRL program operates and how the fee is calculated as well as get feedback regarding annual fees;
- Reviewed enforcement activity, staff time, and administrative workload from the first full year of implementation; and
- Compared Clovis' fee to peer cities with active tobacco retail enforcement programs.

Staff also received feedback from retailers expressing concern about overall business costs, but there was general understanding that the program involves ongoing inspections, education, and enforcement work that goes beyond a simple annual permit renewal.

Since the Council meeting on November 10, 2025, staff has conducted inspections, disseminated education material and met with state and county representatives regarding annual fees, illegal products, and enforcement actions in the City of Clovis and County of Fresno. Staff has visited 27 different retailers and 19 of them were in violation of state and local tobacco laws and/or ordinances. Enforcement activities included education, issuing warnings, as well as issuing citations and multiple suspensions.

FISCAL IMPACT

The City currently licenses 68 tobacco retailers, generating approximately \$68,000 annually. This revenue partially offsets ongoing administrative, inspection, enforcement, and evidence handling costs associated with the Tobacco Retailer Licensing Program. No change to the existing \$1,000 annual license fee is recommended at this time. The term of a license is one (1) year beginning each fiscal year on July 1st and ending on June 30th of the following year. Each tobacco retailer shall apply for the renewal of his or her license and submit the license fee no later than thirty (30) calendar days prior to expiration of the term.

REASON FOR RECOMMENDATION

Staff is providing an update on efforts to engage with industry representatives following an additional evaluation of the current fee and recommends continuing this discussion at a later date if a collaborative fee structure is developed. In the interim, staff recommends maintaining

the current \$1,000 annual Tobacco Retailer License Fee, as it reflects the resources required to administer and enforce the City's TRL program.

ACTIONS FOLLOWING APPROVAL

Staff will remain available to meet with the APCA Fresno Chapter and associated retailers to further discuss the annual Tobacco Retailer License Fee and will return to Council for direction following those discussions.

CONFLICT OF INTEREST

None.

Prepared by: Russell Moring, Police Corporal

Reviewed by: City Manager AM



CITY *of* CLOVIS

REPORT TO THE CITY COUNCIL

TO: Mayor and City Council

FROM: General Services

DATE: February 17, 2026

SUBJECT: Consider Approval - Res. 26-____, Adopting a Modified Salary Structure Methodology for City of Clovis Unrepresented Management Employees and Changes to Wages.

Staff: Amy Hance, General Services Director
Recommendation: Approve

ATTACHMENTS: 1. Res. 26-____
 2. Management Benefit Summary
 3. Executive Management Benefit Summary

RECOMMENDATION

For the City Council to approve a resolution adopting a modified salary structure methodology for City management employees and changes to wages.

EXECUTIVE SUMMARY

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. The goal was to support standardization of the structure to enhance succession planning and employee retention. The City has identified management positions in need of salary adjustment. In addition, the City has established a salary structure for all management positions throughout the city.

BACKGROUND

In 2025, the City conducted a comprehensive salary structure analysis to determine the current position structure, internal relationships inside of departments, and shared position relationships between different departments. This analysis revealed a wide disparity between classification series, also known as job families.

To provide consistent structure throughout the organization, staff developed a general structure standard using a strategy known as benchmarking, which is simply identifying a position within a classification series that has been proven to be consistently compared to similar positions in comparison cities during Clovis' triennial salary survey. Once a position has been designated as

a benchmark, other positions within the same job family are assigned a goal percentage difference in salary. This difference in salary can be above the benchmark position, or it may be below the benchmark position, depending on the structure of the job family. The position also may be set to be the same as a similar position with similar duties in another department or bargaining unit.

There are several advantages to the benchmark strategy, including consistency across roles and departments along with budget control and predictability. Additionally, this change will allow a higher degree of workforce planning, which is paramount as roles within the City continue to change and additional jobs are added. And finally, and most importantly, salary transparency builds trust with employees.

Management positions that have been identified as in need of adjustment are as follows:

Position Title	Percentage Change
Accounting Supervisor	7.49%
Assistant City Manager	1.44%
Assistant Finance Director	5.22%
Assistant Public Utilities Director	5.96%
Battalion Chief	7.77%
City Manager	2.43%
City Clerk	9.78%
Construction Manager	5.00%
Crime Analysis Supervisor	0.45%
Deputy Building Official/Plan Checker	5.21%
Deputy City Planner	1.63%
Deputy Director of Information Technology	7.08%
Deputy Fire Chief	10.69%
Deputy Police Chief	8.21%
Deputy Public Utilities Director	8.61%
Director of Planning & Development Services	5.01%
Econ. Development, Housing, & Comms Director	10.25%
Engineering Program Manager	5.00%
Executive Assistant	6.77%
Finance Director	5.01%
Fire Chief	4.37%
Fleet Manager	5.00%
General Services Director	5.01%
Information Technology Manager	4.76%
Parks Manager	4.30%
Parks Supervisor	4.08%
Personnel Technician	9.68%

PDS Administrative Manager	3.03%
Police Captain	1.99%
Police Chief	7.68%
Police Lieutenant	3.46%
Public Utilities Director	1.44%
Revenue Supervisor	7.49%
Senior Management Analyst	0.25%
Solid Waste Supervisor	4.08%
Street Maintenance Manager	5.00%

There are two additional changes to the Management Benefit Summary:

- The addition of Certified Playground Safety Inspector certificate pay. This certification has been deemed beneficial and desirable by the Public Utilities Department. Identified management employees possessing this certification will receive \$150 per month.
- The addition of a monthly stipend of \$275 for the Fleet Manager. This stipend is in recognition of the recent addition of randomized drug and alcohol testing required by the Federal Transit Administration (FTA). Fleet Manager has been designated as a “safety-sensitive” position by the FTA and therefore is subject to this new required testing.

FISCAL IMPACT

The cost associated with the salary structure methodology is \$198,000. The cost associated with the Certified Playground Safety Inspector pay is \$1,800 annually. The cost associated with the FTA testing stipend is \$3,300 annually. Sufficient funding is available within the current budget to cover these costs.

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 changes as described.

CONFLICT OF INTEREST

None.

Prepared by: Amy Hance, General Services Director

Reviewed by: City Manager *AH*

RESOLUTION 26-

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CLOVIS ADOPTING WAGE CHANGES FOR CITY OF CLOVIS MANAGEMENT EMPLOYEES

WHEREAS, the City conducted a comprehensive salary structure analysis to determine the current position structure; and

WHEREAS, goal was to support standardization of the structure to enhance succession planning and employee retention; and

WHEREAS, the City has established a salary structure for all unrepresented management employees; and

WHEREAS, a Summary of management employee wage changes and salary structure 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.

* * * * *

The foregoing Resolution was introduced and adopted at a regular meeting of the City Council of the City of Clovis held on February 17, 2026, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

DATED: February 17, 2026

Mayor

City Clerk

**SUMMARY OF WAGE CHANGES FOR CITY MANAGEMENT
EMPLOYEES AS OF MARCH 1, 2026**

1. Management positions that have been identified as in need of adjustment are as follows:

2. Executive Management Salary Structure

Position Title	Position Relationship
City Manager	15% Above Highest Department Director
Assistant City Manager	10% Above GS/Finance/PDS Directors
Police Chief	15% Above Deputy Police Chief
Public Utilities Director	15% Above Deputy Public Utilities Director
Fire Chief	15% Above Deputy Fire Chief
Economic Development, Housing, & Comms Director	Equal to GS/Finance/PDS Directors
Planning & Development Services Director	15% Above City Engineer
Finance Director	Equal to GS/PDS/EDHC Directors
General Services Director	Equal to PDS/Finance/EDHC Director
City Clerk	Equal to Information Technology Supervisor

3. Management Salary Structure

Position Title	Position Relationship
Accounting Supervisor	10% Above Senior Accountant
Assistant Finance Director	10% Above Deputy Finance Director
Assistant Public Utilities Director	Equal to City Engineer
Battalion Chief	25% Above Training Captain
Building Official	Benchmark
Business Development Manager	Benchmark
City Engineer	Benchmark
City Planner	Benchmark
Communications and Marketing Analyst	Benchmark
Communications Supervisor	15% Above Lead Public Safety Dispatcher

Construction Manager	10% Below Sup. Civil Engineer
Crime Analysis Supervisor	10% Above Digital Forensic Analyst
Deputy Building Official/Plan Checker	10% Below Deputy City Engineer
Deputy City Engineer	15% Above Supervising Civil Engineer
Deputy City Planner	10% Above Senior Planner
Deputy Director of Information Technology	10% Above Information Technology Manager
Deputy Finance Director	Benchmark
Deputy General Services Director	Equal to Deputy Finance Director
Deputy Fire Chief	13% Above Battalion Chief
Deputy Fire Marshal	Benchmark
Deputy Police Chief	10% Above Police Captain
Deputy Public Utilities Director	10% Assistant PUD Director
Engineering Program Manager	Equal to PUD Construction Manager
Executive Assistant	10% Above Administrative Assistant
Facilities Maintenance & Purchasing Manager	15% Above Facilities Maint. Supervisor
Facilities Maintenance Supervisor	Equal to Solid Waste Supervisor
Fleet Manager	Equal to Construction Manager
Housing Program Manager	Benchmark
Information Technology Manager	10% Above Information Technology Supervisor
Information Technology Supervisor	10% Above Senior IT Analyst
Management Analyst	Benchmark
Parks Manager	Equal to Construction Manager
Parks Supervisor	10% Below Parks Manager
Personnel Technician	10% Below Senior Personnel Technician
Planning & Development Administrative Manager	10% Above Business Workflow Analyst
Police Captain	Benchmark
Police Lieutenant	25% Above Police Sergeant
Police Services Manager	15% Above Crime Analysis Supervisor
Principal Utilities Engineer	Equal to Deputy City Engineer
Property & Evidence Supervisor	Equal to Communications & Records Sup.
Records Supervisor	Equal to Communications Supervisor
Recreation Coordinator	Benchmark
Recreation Supervisor	Benchmark
Revenue Supervisor	10% Above Senior Accountant

Senior Management Analyst	10% Above Management Analyst
Senior Personnel Technician	Benchmark
Senior Planner	10% Above Associate Planner
Senior Services Supervisor	Benchmark
Solid Waste Manager	15% Above Solid Waste Supervisor
Solid Waste Supervisor	10% Below Construction Manager
Special Projects and Life Safety Manager	15% Above Deputy Fire Marshall
Street Maintenance Manager	Equal to Construction Manager
Supervising Civil Engineer	10% Above Civil Engineer
Supervisor of Animal Services	Equal to Records Supervisor
Transit Compliance & Grants Management Officer	Equal to Management Analyst
Transit Manager	Benchmark
Transit Supervisor	Equal to Solid Waste Supervisor
Utilities Manager	Benchmark
Water Production Manager	Benchmark

4. Updated Salary Schedule – Effective March 1, 2026

CITY OF CLOVIS

Management (MSC) Salary Structure Modification - Effective March 1, 2026

Code	Position	Step 1	Step 2	Step 3	Step 4	Step 5
6010	Accounting Supervisor	9,713	10,199	10,709	11,244	11,805
6020	Assistant City Manager	18,142	19,049	20,001	21,001	22,051
6050	Assistant Finance Director	13,830	14,522	15,248	16,010	16,811
6670	Assistant Public Utilities Director	14,341	15,058	15,811	16,602	17,432
6365	Battalion Chief	13,795	14,485	15,209	15,969	16,768
6025	City Clerk	10,502	11,027	11,578	12,157	12,764
6160	City Manager	22,515	23,641	24,823	26,064	27,366
6225	Construction Manager	10,345	10,862	11,405	11,975	12,574
6228	Crime Analysis Supervisor	9,443	9,915	10,411	10,932	11,479
6145	Deputy Building Official/Plan Checker	10,954	11,502	12,077	12,681	13,316
6230	Deputy City Planner	10,947	11,949	12,069	12,672	13,308
6437	Deputy Director of Info Technology	12,706	13,341	14,008	14,708	15,444
6368	Deputy Fire Chief	15,590	16,370	17,189	18,048	18,950
6370	Deputy Public Utilities Director	15,775	16,564	17,392	18,262	19,175
6540	Director of Planning & Development Services	16,492	17,317	18,183	19,092	20,047
6270	Econ. Develop, Housing & Comms. Director	16,492	17,317	18,183	19,092	20,047
6275	Engineering Program Manager	10,345	10,862	11,405	11,975	12,574
6251	Executive Assistant	6,974	7,323	7,689	8,073	8,478
6330	Finance Director	16,492	17,317	18,183	19,092	20,047
6385	Fire Chief	17,927	18,823	19,764	20,752	21,789
6395	Fleet Manager	10,345	10,862	11,405	11,975	12,574
6410	General Services Director	16,492	17,317	18,183	19,092	20,047
6436	Information Technology Manager	11,551	12,129	12,735	13,372	14,040
6445	Parks Manager	10,343	10,860	11,403	11,973	12,574
6520	Plan/Develop Administrative Manager	10,251	10,764	11,302	11,867	12,461
6630	Police Lieutenant	14,070	14,774	15,513	16,289	17,102
6680	Public Utilities Director	18,142	19,049	20,001	21,001	22,051
6720	Records Supervisor	9,713	10,199	10,709	11,244	11,805
6750	Senior Management Analyst	9,059	9,512	9,988	10,487	11,011
6810	Solid Waste Supervisor	9,405	9,875	10,369	10,887	11,431
6845	Street Maintenance Manager	10,345	10,862	11,405	11,975	12,574

5. Certified Playground Safety Inspector Special

Identified management employees in the Public Utilities Department possessing a valid Certified Playground Safety Inspector Certification shall receive \$150.00 per month. This certificate has been identified as beneficial to the operation of the Department.

6. FTA Random Drug and Alcohol Testing – Fleet Manager

The City of Clovis is a recipient of funding through the Federal Transit Administration (FTA). As a condition of this funding, the City is required to comply with FTA regulations regarding drug and alcohol testing for safety-sensitive employees. The Public Utilities Department (PUD) Fleet Manager position has been identified as a safety-sensitive position and thus has been included in additional specific random testing protocols. In recognition of this additional required testing, the PUD Fleet Manager shall receive a monthly stipend of \$275.00.



MANAGEMENT EMPLOYEES BENEFITS SUMMARY

March 1, 2026

The following is a summary of the benefits available to management employees of the City of Clovis. This document is prepared as a summary of approved benefits for reference purposes only and nothing in the summary is intended to confer any benefits that have not been approved, or that are inconsistent with approved benefits. For more information on any of the benefits listed below, contact the Personnel/Risk Management Division at (559) 324-2725.

1. PAID VACATION

Vacation is provided to allow employees to spend time away from work to rest, recreate and return to work with renewed vigor and a fresh perspective. Increases in vacation accrual rates provide reinforcement for and recognition of length of service. Paid vacation time will accrue as follows per pay period/workdays per year/maximum accrual. However, newly hired (not promoted) sworn Police and Fire command staff that enter City employment with a minimum of five (5) or more years of prior sworn law enforcement or sworn fire service experience with a public agency will accrue vacation leave at the level commensurate with their years of public service for benefit accrual purposes.

Years of Service	40-hour week Employees	56-hour week Employees
0 to 7 th anniversary	5 hrs./15 days/280 hrs. Max.	7 hrs./15 days/392 hrs. Max.
8 th to 14 th anniversary	6 hrs./18 days/328 hrs. Max.	8.4 hrs./18 days/459.2 hrs. Max.
15 th to 19 th anniversary	6.7hrs./20 days/360 hrs. Max.	9.3 hrs./20 days/504 hrs. Max.
20 th anniversary plus	8 hrs./24 days/424 hrs. Max.	11.2 hrs./24 days/593.6 hrs. Max.

2. PAID SICK LEAVE and SICK LEAVE INCENTIVE

a. In order to ensure that employees have the opportunity to tend to their health issues and provide incentive for judicious use of sick leave benefit, the City provides sick leave and a sick leave incentive program.

b. The sick leave incentive benefit compensates employees for up to 50% of a calendar year's unused accrual based on usage after an accumulation of 20 days of sick leave.

The incentive is paid automatically on the first paycheck following November 16 of each year.

Annual Sick Leave Incentive - 40 Hour Week Employees		
Hours Used During Preceding 12 Month Period	Number of Cash-out Hours Available	Percent of Cash-Out
-0-	96	50%
.1 to 8	88	45%
8 to 16	80	40%
16 to 24	72	35%
24 to 32	64	30%
32 to 40	56	25%

Annual Sick Leave Incentive 56 Hour Week Employees		
Hours Used During Preceding 12 Month Period	Number of Cash-out Hours Available	Percent of Cash-Out
-0-	134.4	50%
.1 to 11.2	123.2	45%
11.2 to 22.4	112	40%
22.4 to 33.6	100.8	35%
33.6 to 44.8	89.6	30%
44.8 to 56	78.4	25%

c. Managers who retire from the City with a normal retirement have the choice to cash out up to 25% of their sick leave balance on their date of retirement. The cash-out may be applied to the deferred compensation plan or may be received in cash. The balance of unused sick leave hours after the cash-out will be certified to PERS for the benefit known as “Credit for Unused Sick Leave.”

d. One-half (½) the annual accrual of sick leave per calendar year may be used to attend to an illness of a child, parent, spouse, registered domestic partner, sibling, parent-in-law, a grandparent, grandchild, or designated person. (Labor Code 233(a)). Leave taken under Labor Code 233(a) will count toward the satisfaction of leave rights under AB1522 and SB 616.

e. Up to 24 hours or three (3) days of sick leave may be used by an employee who is a victim of domestic violence, sexual assault, or stalking for the purposes of:

- Seeking medical attention for injuries cause by domestic violence or sexual assault.
- To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence or sexual assault.
- To obtain psychological counseling related to an experience of domestic violence or sexual assault.
- To participate in safety planning and take other actions to increase safety from future domestic violence or sexual assault, including temporary or permanent relocation.

3. PAID HOLIDAYS

a. The City recognizes 10 scheduled paid holidays and one (1) paid floating holiday to be used at the mutual agreement of the employee and their supervisor. A four (4) hour floating holiday for all managers is available to be used on either the workday before Christmas Day or the workday before New Year's Day, subject to the needs of the City.

b. On July 1st of each year, the Deputy Police Chief, Police Captains, and Police Lieutenants shall be provided with 100 hours of holiday time in lieu of 10 hours of paid leave time off for each observed holiday as listed below. Up to 100 hours may be cashed out each fiscal year at the employee's option.

- New Year's Day January 1
- Martin Luther King Jr. Day 3rd Monday in January
- President's Day 3rd Monday in February
- Memorial Day 4th Monday in May
- Independence Day July 4
- Labor Day 1st Monday in September
- Veterans' Day November 11
- Thanksgiving Day 4th Thursday in November
- Day after Thanksgiving Day Friday following Thanksgiving Day
- Christmas Day December 25

c. On July 1st of each year, 56-hour week Battalion Chiefs shall be provided with 240 hours of holiday time in lieu of 24-hours of paid leave time off for each observed holiday listed below and are allowed to cash out no less than 40 hours up to 240 hours each fiscal year. The conversion of dividing 240 hours by 1.4 is used for 40-hour week Battalion Chiefs and the Deputy Fire Chief, who may cash out up to no less than 40 hours up to 171.43 hours of holiday time each fiscal year.

- New Year's Day January 1
- Martin Luther King Jr. Day 3rd Monday in January
- President's Day 3rd Monday in February
- Memorial Day 4th Monday in May
- Independence Day July 4
- Labor Day 1st Monday in September
- Veterans' Day November 11
- Thanksgiving Day 4th Thursday in November
- Day after Thanksgiving Day Friday following Thanksgiving Day
- Christmas Day December 25

d. By July 1 of each year, the employees receiving holiday in lieu time will notify finance of the number of holiday hours they intend to cash out or use so that it may be reported to PERS as earned in accordance with PERS requirements. Holiday hours must be used or cashed out within the fiscal year unless an extension for use has been approved by the City Manager.

e. If an employee leaves employment with the City prior to June 30, an amount equal to the pro-rata holiday time that has been unearned will be deducted from the final paycheck.

4. MANAGEMENT LEAVE

In recognition of the effort and contributions required of Management employees beyond the “normal” workday, the City provides additional leave time. Management employees receive 56 hours of management leave per fiscal year (posted on the first check after July 5th). Up to 56 hours of unused management leave is automatically cashed out on the first check after June 17th of each year. By request, up to 40 hours of unused management leave may be carried over until December 31st. Management leave cannot accumulate to an amount greater than 56 hours, except for hours carried over. After December 31st, balances exceeding the 56 hours will be reduced to the normal maximum of 56 hours.

Notwithstanding the above, Fire Department Battalion Chiefs are ineligible for Management Leave. This exclusion is due to their receipt of FLSA (Fair Labor Standards Act) overtime compensation, which is intended to account for additional hours worked beyond the applicable “work period”. As such, Fire Department Battalion Chiefs are not entitled to the additional leave time described in this section.

5. MANAGEMENT INCENTIVE PAY

In recognition of the unique nature of the efforts and contributions required of Management employees, the City also provides Management Incentive Pay equal to one (1) hour of base rate pay each pay period that a Manager is in paid status. Fire Department Battalion Chiefs are ineligible to receive Management Incentive Pay.

6. LATERAL TRANSFER BENEFIT FOR SWORN POLICE AND FIRE COMMAND STAFF

In order to provide equity with lateral hires of sworn police officers and sworn firefighters, and to enhance the ability of the City of Clovis to recruit the highest quality candidates for sworn Police and Fire command staff, the City will provide the following benefits:

- Upon hire to a sworn Police or Fire command staff position, a lateral hire with a minimum of five (5) or more years’ sworn law enforcement experience with a public agency will receive 40 hours of management compensation time with no cash value and 40 hours of sick leave.
- Upon successful completion of probation, the lateral hire in a sworn Police or Fire command staff position will receive an additional 40 hours of management compensation time with no cash value and 40 hours of sick leave.

7. FAMILY ILLNESS & BEREAVEMENT LEAVE

The City provides paid leave of up to 24 hours per calendar year to provide required personal care for immediate family members. The City also provides 40 hours of paid bereavement leave per calendar year for employees who experience the death of a family member to allow the employee to attend to various matters related to the passing

of the family member. For the purposes of this Section, ‘immediate family’ shall include husband, wife, registered domestic partner, mother/step, father/step, brother/step, sister/step, child/step, grandparent, grandchildren, mothers/fathers in-law, brothers/sisters in-law, sons/daughters in law or legal dependent of the employee.

In accordance with AB 1949, a full-time employee who has worked for the City for at least 30 days has the right to take off up to five days of unpaid bereavement leave for a covered family member within three months of the date of death. The five days of unpaid leave will be reduced by any Bereavement Leave taken under the labor agreement or management benefit summary. The five unpaid days do not need to be consecutive, but they must be taken within three months of the death of their family member. Covered family member is defined as spouse, child, parent sibling, grandparent, grandchild, domestic partner, or parent-in-law. Under AB 1949, employees may opt to use vacation, personal time, sick leave, or comp time during any unpaid bereavement leave.

8. **REPRODUCTIVE LOSS LEAVE**

Eligible employees who experience a reproductive loss event are eligible to take five days’ unpaid leave. A reproductive loss is defined as a failed adoption, failed surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction. An eligible employee is an employee who has been with the City thirty (30) days prior to the commencement of the leave and who would have been a parent if the reproductive event had been successful. Leave must be taken within three months after the reproductive loss but can be intermittent. In the event of multiple reproductive losses, unpaid time off is five days unpaid leave per incident, limited to no more than twenty (20) days within a 12-month period. Employees may take the leave unpaid or can opt to use sick leave or vacation time (if applicable) for the reproductive leave.

9. **VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING**

As a victim of domestic violence, an employee has certain rights afforded by AB 2337. Those rights include the right to take time off for certain reasons related to the situation, a right to reasonable accommodation for the employee’s safety, and the right to be free from retaliation and discrimination. An employee who is a victim of domestic violence, sexual assault, or stalking should contact the Personnel office for more information.

10. **MILITARY LEAVE**

a. Military leave shall be granted in accordance with the provisions of federal and state law. All employees entitled to military leave shall give the City Manager and/or the City Manager’s authorized agent an opportunity, within the limits of military regulations, to determine when such leave shall be taken.

b. Employees shall be paid their regular salary for the first 30 days of active duty within a fiscal year. Starting on the 31st day of active duty, employees will receive the difference between their military base pay and their City of Clovis pay. Military orders and wage statements will be required. See the Leave Guide for more details.

11. MEDICAL, DENTAL, PHARMACY, OPTICAL, and GROUP LIFE INSURANCE

a. In order to provide employees with an opportunity to maintain the health and wellness of themselves and their dependents, the City provides health insurance that includes medical, prescription, dental, and vision coverage. In addition, the City provides life insurance coverage.

b. The City provides a variety of medical plan choices to employees. Each year before the open enrollment period in October/November, the City will provide the details of those options to employees. Employees may also elect dental, vision and life coverage only at a reduced rate or waive health benefits entirely. Employees who waive *all health coverage* (medical, dental, prescription, and vision coverage) are eligible for a \$420.00 health insurance rebate each month. ***To receive the \$420.00 insurance rebate the employee must annually provide evidence of being covered on another group health plan.*** Employees who have exhausted their FMLA/CFRA rights and are on unpaid leave of absence approved by the City Manager are eligible to continue their health insurance coverage for a period of up to 6 (six) months. After that, if eligible, employees will have to enroll in COBRA to continue health insurance coverage.

c. City paid life insurance coverage is \$200,000 for the employee and \$10,000 for dependents.

12. RETIREE HEALTH INSURANCE

a. Employees with a minimum of five (5) years of service as a regular full-time employee immediately preceding separation, and who are currently enrolled in a City health plan or other approved group health plan, and who retire in accordance with PERS age and service requirements are allowed to continue in a City sponsored Medical and Prescription plan at their expense. Details of the retiree health insurance program are provided to retirees active in the program each year before open enrollment.

b. Retiring Managers who do not meet the eligibility guidelines for the Retiree Health Insurance program will be eligible to continue the City Health Insurance at their own expense by exercising their COBRA rights.

13. SUPPLEMENTAL LIFE INSURANCE

Employees have the option to purchase supplemental life insurance in addition to the life insurance coverage provided by the City in item 10 above. Supplemental Group Life Insurance is available at the employee's expense by payroll deduction. There is a 30-day guaranteed purchase provision from date of hire. After 30 days from the date of hire, the insurance company has discretion, through the underwriting process, over policy issuance and amount of issuance. The guaranteed issue amounts are: \$100,000 for the employee, \$25,000 for the spouse and \$2,000 for children. The maximum additional insurance amount is \$500,000 for employees, \$250,000 for spouses and \$2,000 for children.

14. BUSINESS TRAVEL INSURANCE

A \$500,000 death benefit for Management employees who die while traveling on City business is provided by the City. Benefits are also paid for bodily dismemberment.

15. SHORT TERM/LONG TERM DISABILITY INSURANCE

a. In order to provide income replacement due to a non-work-related event, the City provides Short and Long Term Disability Insurance. Short Term Disability Insurance provides a benefit equal to 66.67% of base salary up to \$7,000 per month for up to 24 weeks after 14 days of disability. This benefit is paid for by each employee through payroll deduction.

b. If an employee continues to be disabled the Long-Term Policy begins after 24 weeks. Long Term Disability provides a benefit equal to 66.67% of base salary up to \$7,000 per month for up to two years after 180 days of disability. If an employee is permanently disabled from all occupations, a lifetime monthly benefit (to age 65) is paid to the employee. This benefit is paid for by each employee through payroll deduction.

16. EMPLOYEE ASSISTANCE PROGRAM

The Insight program is available to full-time City employees and household members to provide guidance, to promote wellness, and to help resolve personal issues that may be interfering with work or home life. Each employee or household member is entitled to three (3) free visits every six (6) months. (Sworn safety managers are eligible for an additional (3) free visits every six (6) month period.) Insight can be reached 24 hours a day at (559) 226-7437.

17. RETIREMENT

a. The City has contracted with the California Public Employees Retirement System (PERS) for employee retirement benefits. The benefits provided are based on the benefit formula, age at retirement, compensation, and length of service in the system. The contract provisions also include a 2% cost of living adjustment, the Level 4 1959 Survivor Benefit, and sick leave service credit conversion for all Managers.

b. Employees hired before January 1, 2013, are classified by PERS as “Classic Employees” for retirement purposes. The following retirement formulas apply to PERS Classic Employees:

<u>Misc.</u>	2.7% at 55 formula with 8% Employee paid contribution on a pre-tax basis.
<u>Safety</u>	3% at 50 formula with 9% Employee paid contribution on a pre-tax basis.

The PERS retirement benefit for Classic Employees will be based on the Employee’s highest 12 consecutive months of compensation.

c. Employees hired after January 1, 2013, are classified as “New Employees” by PERS for retirement purposes. The following retirement formulas apply to PERS New Employees:

- Misc. 2.0% at 62 formula with 7.50% Employee paid contribution on a pre-tax basis.
- Safety 2.7% at 57 formula with 13.25% Employee paid contribution on a pre-tax basis.

The PERS retirement benefit for New Employees is based on the Employee's highest 36 consecutive months of compensation.

The employee contribution rate for new members may be subject to change. For example, the employee contributions may increase or decrease based on PERS funding requirements.

d. Additional Employee Cost-Sharing of PERS Contributions

All employees participate in PERS retirement benefit cost-sharing in the form of additional percentages of employee compensation paid toward the City's PERS retirement costs as follows:

- Miscellaneous Employees: 8.4%
 Safety Employees: 8.0%

18. PRE-RETIREMENT DEATH BENEFITS

a. The retirement contract with PERS includes a pre-retirement death benefit. If an **employee is not eligible to retire** (i.e., has not attained age 50 and at least five (5) years of PERS service credit) the employee's beneficiary will receive the Basic Death Benefit which is a refund of the employee's contributions plus interest and up to six (6) months' pay. In addition, the beneficiary will receive the 1959 Survivor Benefit which provides a monthly allowance of up to \$2,280 for three (3) or more eligible survivors.

b. Beneficiaries of **employees who are eligible to retire** may elect to receive the same benefit as noted above or the 1957 Survivor Benefit which provides a monthly allowance equal to one half of what the highest service retirement allowance would have been had the employee retired on the date of their death. In lieu of either of these benefits, an eligible survivor may receive the Pre-Retirement Option 2W Death Benefit. It provides a monthly benefit to the eligible survivor equal to the amount the employee would have received had the employee retired on the date of their death and elected Option 2W.

c. When the death of a safety employee who is **not eligible to retire** is determined to be **job related** the beneficiaries may receive the Special Death Benefit which provides a monthly allowance equal to one half of final compensation. If the cause of death is some external violence or physical force while on the job, and there are eligible children in addition to a spouse or registered domestic partner, the allowance may be increased to 75 percent. The beneficiary may elect to receive the Basic Death Benefit and the 1959 Survivor Benefit in place of the Special Death Benefit.

d. When the death of a safety employee who is **eligible to retire** is determined to be **job related** the beneficiaries may receive the Special Death Benefit which provides a monthly allowance equal to one half of final compensation. If the cause of death is some external violence or physical force while on the job, and there are eligible children in addition to a spouse or registered domestic partner, the allowance may be increased to 100 percent. The beneficiary may elect to receive the Basic Death Benefit and the 1959 Survivor Benefit in place of the Special Death Benefit.

19. DEFERRED COMPENSATION

An IRC Section 457(b) deferred compensation plan is available to all Management employees as a supplemental retirement plan option. Contributions to the IRC Section 457(b) plan can be made on a pre-tax or post-tax (457(b) Roth) basis or a combination of both. Additionally, the City will match the employee's contributions and deposit the City funds into a 401(a) plan, matching on a dollar-for-dollar basis, up to 3% of the employee's base pay for all employees, except PERS "Classic Employees" in (a) below:

- a) Effective July 1, 2022, PERS "Classic Employees" in the positions listed had an additional 3% added to the salary matrix in lieu of the deferred compensation match.
1. Deputy Fire Chief
 2. Fire Battalion Chief
 3. Deputy Police Chief
 4. Police Captain
 5. Police Lieutenant
- b) PERS "New Employees" in the positions listed in (a) are still eligible for the deferred compensation match up to 3% of the employee's base pay.

20. VEHICLE ALLOWANCE

Designated management positions receive a \$550 per month vehicle allowance in lieu of an assigned City vehicle for business and personal use pursuant to IRS regulations. Miles driven in excess of 50 miles round trip will be paid at the current IRS set mileage rate. To receive a vehicle allowance, the employee must maintain a valid California Driver's license, maintain current registration and qualifying insurance (minimum limit of \$300,000 combined single limit personal liability) on the vehicle, and provide proof of that insurance to the City by December 16 of each year. Failure to provide proof of insurance will result in the vehicle allowance being suspended until the proof is provided. For more information, see the City's Business Travel Policy.

21. HOME GARAGE OF CITY VEHICLE

Designated management positions who have an assigned City vehicle may home garage their City vehicle if their residence is within a 25-mile radius from City Hall. Employees who home garage a City vehicle are not eligible for a vehicle allowance.

22. CELLULAR TELEPHONE PROGRAM

Designated management employees will receive a \$50 per month cellular phone allowance for business and personal use pursuant to IRS regulations.

23. BILINGUAL PAY

Management employees who possess non-English language skills that have been identified by the Department Head as beneficial to the Department shall receive \$150 per month in addition to the employee's base salary. The city shall determine if the employee qualifies for the bilingual pay and the standards of proficiency that an employee must possess to receive bilingual pay.

24. NOTARY PAY

Management employees who maintain a Notary Public certification that is determined to be a benefit to the City by the Department Head shall receive a monthly premium of \$150 per month.

25. COMPUTER LOAN PROGRAM

The computer loan program is intended to encourage computer ownership in order to improve computer skills and organizational efficiency. The City will loan up to \$3,500 for a period of 24 months, interest free, for Management employees to purchase a computer, software, and related devices for professional development and personal use.

26. PROFESSIONAL DEVELOPMENT

The City shall reimburse employees in the Unit for the cost of tuition, required fees (such as a health fee), required textbooks or e-books, for job-related courses leading to a college degree. To be eligible for reimbursement, the course must be related to job duties or related to a position to which an employee might reasonably aspire.

The maximum reimbursement rate will be calculated September 1 of each year as the total of eight (8) semesters full-time undergraduate tuition, including required fees, at California State University Fresno. A total of \$2,000 for required textbooks or e-books will be added to the tuition fees noted above for a grand total maximum reimbursement. Expenses for courses which began prior to July 1, 2019, will not be included in the maximum lifetime allocation.

Reimbursement under this Section shall be made under the following conditions:

- A. Employees must have completed their initial probationary period with the City.
- B. By February 28 of each year, employees must submit a written request to participate in the Educational Incentive Program including an estimate of costs to be incurred during the following fiscal year.
- C. Course work must be for an accredited college or university degree program and have the prior approval of the Department Head. Accreditation shall be

through the U.S. Department of Education unless otherwise approved by the Department Head.

D. An employee will be eligible for reimbursement of approved expenses for either an Associates, Bachelor's or Master's degree. Fees for any combination of these degrees may be reimbursed as long as they do not exceed the employee's maximum allocation for the Educational Incentive Program.

E. Course work must be work-related and determined by the Department Head to be of benefit to the City. Required course work as part of an approved undergraduate or master's degree program is eligible for reimbursement.

F. Reimbursement of approved course work and related expenses shall be contingent upon the attainment of a letter grade of "C" or better, or "Pass" in a course with Pass/Fail grading. Reimbursement shall be made after the employee submits expense receipts and proof of letter grade.

G. Fees not required for enrollment such as parking, graduation related expenses, or travel will not be reimbursed.

H. All courses for which reimbursement is sought shall be taken while off duty and not in paid status.

27. SOCIAL SECURITY/MEDICARE

The City of Clovis does not participate in Social Security, except as required for Medicare for employees hired after April 30, 1986.

28. STAND-BY COMPENSATION

Stand-by compensation shall be provided for managers in the Information Technology Division who participate in the regularly scheduled rotation of 24-hour/7-day coverage for computer services. Compensation for the 24/7 period shall be equivalent to 30% of the weekly base salary. Actual callbacks shall be paid at the straight time rate for actual hours worked.

29. PUBLIC SAFETY FITNESS INCENTIVE

In the interest of public safety, the City encourages its public safety managers to maintain a high state of health, wellness, and fitness. To that end, employees in police management classifications who participate in physical fitness testing and attain the necessary benchmarks will receive the same incentive provided to represented employees in the respective departments. (Note: Fire Management Fitness Incentive was added into step one of the salary schedule for Deputy Chief and Battalion Chiefs on July 1, 2019.)

30. PUBLIC SAFETY MANAGERS EXTRA SHIFT COVERAGE

Subject to approval by the City Manager, the Deputy Police Chief, Police Captains and Police Lieutenants, Communications Supervisor, Supervisors of Animal Services, Public

Safety Management Analysts, and Property and Evidence Supervisor who are required to back fill for a subordinate's shift or fill a shift for another safety manager in the same position due to staffing will be provided with additional compensation provided that the extra shift requires working hours beyond those hours regularly scheduled for the work week. The additional compensation will be paid at the straight time rate of pay of the manager filling the shift unless the manager is filling the shift for a subordinate. When filling a shift for a subordinate, the rate of compensation will be the straight time rate for step 5 of the classification being filled for the duration of the extra shift coverage assignment.

Subject to approval, the Deputy Fire Chief who is required to backfill for a subordinate's shift or fill a shift for another safety manager in the same position due to staffing will be provided with an additional stipend provided that the extra shift requires working beyond those hours regularly scheduled for the work week. The stipend shall be \$730.00 for the first eight-hours of additional shift coverage and \$365.00 for each additional four-hours of shift coverage. Any shift coverage of fewer than eight hours will be compensated at Step 5 of the 56-hour battalion chief straight time rate.

Fire Battalion Chiefs and Deputy Chiefs assigned to emergency incidents, such as Out of County, Assistance by Hire (ABH), Master Mutual/Auto Aid, and California Firefighting Assistance Agreement (CFAA) responses and working beyond their normal scheduled duty hours will be eligible for time and a half their regular rate. This includes portal to portal for all hours worked/assigned. Fire Battalion Chiefs and Deputy Chiefs working backfill for employees assigned to these types of incidents will receive time and half for all hours of coverage as needed by the department.

31. BATTALION CHIEF FLSA OVERTIME

Battalion Chiefs working a 56-hour workweek are eligible for FLSA overtime pursuant to section 7(k) of the FLSA. The designated work period is 24-days for sworn battalion chiefs.

32. PUBLIC SAFETY EXTRAORDINARY INCIDENT STIPEND

Each fiscal year, upon the recommendation of the Police Chief, the City Manager will have discretion to authorize up to an additional 40 hours of paid compensation to Police Department Command Staff and the Public Affairs and Information Manager who have worked extraordinary law enforcement events or have participated in extraordinary instances or circumstances which required significant additional time in excess of their regular work schedule.

Each fiscal year, upon the recommendation of the Fire Chief, the City Manager will have the discretion to authorize up to an additional 40 hours of paid compensation to the Fire Department Command Staff and administrative support managers who have worked extraordinary events or have participated in extraordinary instances or circumstances which required significant additional time in excess of their regular work schedule.

33. UNIFORMS

Uniform allowance is provided to management employees as follows:

Sworn Fire Management: \$2,000.00 per fiscal year, paid each pay period.

Sworn Police Management: \$2,000.00 per fiscal year, paid annually in January.

Special Projects & Life Safety Manager - \$750.00 per fiscal year, paid each pay period.

Deputy Fire Marshall - \$750.00 per fiscal year, paid each pay period.

Utility Managers: Purchased by City.

34. CERTIFIED PLAYGROUND SAFETY INSPECTOR SPECIAL PAY

Identified management employees in the Public Utilities Department possessing a valid Certified Playground Safety Inspector Certification shall receive \$150.00 per month. This certificate has been identified as beneficial to the operation of the Department.

35. FTA RANDOM DRUG AND ALCOHOL TESTING

The City of Clovis is a recipient of funding through the Federal Transit Administration (FTA). As a condition of this funding, the City is required to comply with FTA regulations regarding drug and alcohol testing for safety-sensitive employees. The Public Utilities Department (PUD) Fleet Manager position has been identified as a safety-sensitive position and thus has been included in additional specific random testing protocols. In recognition of this additional required testing, the PUD Fleet Manager shall receive a monthly stipend of \$275.00.

36. SALARY STRUCTURE

Position Title	Position Relationship
Accounting Supervisor	10% Above Senior Accountant
Assistant Finance Director	10% Above Deputy Finance Director
Assistant Public Utilities Director	Equal to City Engineer
Battalion Chief	25% Above Training Captain
Building Official	Benchmark
Business Development Manager	Benchmark
City Engineer	Benchmark
City Planner	Benchmark
Communications and Marking Analyst	Benchmark
Communications Supervisor	15% Above Lead Public Safety Dispatcher
Construction Manager	10% Below Sup. Civil Engineer

Crime Analysis Supervisor	10% Above Digital Forensic Analyst
Deputy Building Official/Plan Checker	10% Below Deputy City Engineer
Deputy City Engineer	15% Above Supervising Civil Engineer
Deputy City Planner	10% Above Senior Planner
Deputy Director of Information Technology	10% Above Information Technology Manager
Deputy Finance Director	Benchmark
Deputy General Services Director	Equal to Deputy Finance Director
Deputy Fire Chief	13% Above Battalion Chief
Deputy Fire Marshal	Benchmark
Deputy Police Chief	10% Above Police Captain
Deputy Public Utilities Director	10% Assistant PUD Director
Engineering Program Manager	Equal to PUD Construction Manager
Executive Assistant	10% Above Administrative Assistant
Facilities Maintenance & Purchasing Manager	15% Above Facilities Maint. Supervisor
Facilities Maintenance Supervisor	Equal to Solid Waste Supervisor
Fleet Manager	Equal to Construction Manager
Housing Program Manager	Benchmark
Information Technology Manager	10% Above Information Technology Supervisor
Information Technology Supervisor	10% Above Senior IT Analyst
Management Analyst	Benchmark
Parks Manager	Equal to Construction Manager
Parks Supervisor	10% Below Parks Manager
Personnel Technician	10% Below Senior Personnel Technician
Planning & Development Administrative Manager	10% Above Business Workflow Analyst
Police Captain	Benchmark
Police Lieutenant	25% Above Police Sergeant
Police Services Manager	15% Above Crime Analysis Supervisor
Principal Utilities Engineer	Equal to Deputy City Engineer
Property & Evidence Supervisor	Equal to Communications & Records Sup.
Records Supervisor	Equal to Communications Supervisor
Recreation Coordinator	Benchmark

Recreation Supervisor	Benchmark
Revenue Supervisor	10% Above Senior Accountant
Senior Management Analyst	10% Above Management Analyst
Senior Personnel Technician	Benchmark
Senior Planner	10% Above Associate Planner
Senior Services Supervisor	Benchmark
Solid Waste Manager	15% Above Solid Waste Supervisor
Solid Waste Supervisor	10% Below Construction Manager
Special Projects and Life Safety Manager	15% Above Deputy Fire Marshall
Street Maintenance Manager	Equal to Construction Manager
Supervising Civil Engineer	10% Above Civil Engineer
Supervisor of Animal Services	Equal to Records Supervisor
Transit Compliance & Grants Management Officer	Equal to Management Analyst
Transit Manager	Benchmark
Transit Supervisor	Equal to Solid Waste Supervisor
Utilities Manager	Benchmark
Water Production Manager	Benchmark



EXECUTIVE MANAGEMENT EMPLOYEES BENEFITS SUMMARY March 1, 2026

The following is a summary of the benefits available to Executive Management employees of the City of Clovis. This document is prepared as a summary of approved benefits for reference purposes only and nothing in the summary is intended to confer any benefits that have not been approved, or that are inconsistent with approved benefits. For more information on any of the benefits listed below, contact the Personnel/Risk Management Division at (559) 324-2725.

Executive Management classifications include the City Manager, Assistant City Manager, Community and Economic Development, Housing and Communications Director, City Clerk, Planning and Development Services Director, Finance Director, Fire Chief, General Services Director, Police Chief, and Public Utilities Director.

1. PAID VACATION

Vacation is provided to allow employees paid time away from work to rest, recreate, and return to work with renewed vigor and fresh perspectives. Increases in vacation accrual rates provide reinforcement for and recognition of length of service. Paid vacation time will accrue as follows per pay period/workdays per year/maximum accrual. However, newly hired (not promoted) Executive Managers that enter City employment with prior public agency experience will accrue vacation leave at the level commensurate with their years of public service for benefit accrual purposes.

Years of Service	40-hour week Employees	56-hour week Employees
0 to 7 th anniversary	5 hrs./15 days/280 hrs. Max.	7 hrs./15 days/392 hrs. Max.
8 th to 14 th anniversary	6 hrs./18 days/328 hrs. Max.	8.4 hrs./18 days/459.2 hrs. Max.
15 th to 19 th anniversary	6.7hrs./20 days/360 hrs. Max.	9.3 hrs./20 days/504 hrs. Max.
20 th anniversary plus	8 hrs./24 days/424 hrs. Max.	11.2 hrs./24 days/593.6 hrs. Max.

2. PAID SICK LEAVE and SICK LEAVE INCENTIVE

a. In order to ensure that employees have the opportunity to tend to health issues and to provide incentive for judicious use of the sick leave benefit, the City provides paid sick leave and a sick leave incentive program.

b. The sick leave incentive benefit compensates employees for up to 50% of a calendar year’s unused accrual based on usage after an accumulation of 20 days of sick leave. The incentive is paid automatically on the first paycheck following November 16 of each year.

Annual Sick Leave Incentive - 40 Hour Week Employees		
Hours Used During Preceding 12 Month Period	Number of Cash-Out Hours Available	Percent of Cash-Out
-0-	96	50%
.1 to 8	88	45%
8 to 16	80	40%
16 to 24	72	35%
24 to 32	64	30%
32 to 40	56	25%

c. Executive Managers have the choice to receive up to 50% cash-out of total accrued sick leave at the time of retirement, or a 25% cash-out at the time of separation of employment in good standing for reasons other than a “normal” retirement. The cash-out may be applied to the deferred compensation plan or may be received in cash. The balance of unused sick leave hours after the cash-out will be certified to PERS for the benefit known as “Credit for Unused Sick Leave.”

d. One-half (½) of the annual accrual of sick leave per calendar year may be used to attend to the health issues of a child, parent, spouse, registered domestic partner, sibling, parent-in-law, grandparent, grandchild, or designated person. (Labor Code 233(a)). Leave taken under Labor Code 233(a) will count toward the satisfaction of leave rights under AB1522 and SB 616.

e. Up to 24 hours or three (3) days of sick leave may be used by an employee who is a victim of domestic violence, sexual assault, or stalking for the purposes of:

- Seeking medical attention for injuries cause by domestic violence or sexual assault.
- To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence or sexual assault.
- To obtain psychological counseling related to an experience of domestic violence or sexual assault.
- To participate in safety planning and take other actions to increase safety from future domestic violence or sexual assault, including temporary or permanent relocation.

3. PAID HOLIDAYS

a. The City recognizes 10 scheduled paid holidays, and one (1) paid floating holiday to be used at the mutual agreement of the employee and their supervisor. A four (4) hour floating holiday for all managers is available to be used on either the workday before Christmas Day or the workday before New Year’s Day, subject to the needs of the City.

b. On July 1st of each year, the Police Chief shall receive 100 hours in the Holiday Hour Bank in lieu of 10 hours of paid leave time-off for each observed holiday listed below. Up to 100 hours may be cashed out each fiscal year at the Police Chief's option.

- New Year's Day January 1
- Martin Luther King Jr. Day 3rd Monday in January
- President's Day 3rd Monday in February
- Memorial Day 4th Monday in May
- Independence Day July 4
- Labor Day 1st Monday in September
- Veterans' Day November 11
- Thanksgiving Day 4th Thursday in November
- Day after Thanksgiving Day Friday following Thanksgiving Day
- Christmas Day December 25

c. The Fire Chief shall receive 24 hours holiday time for each observed holiday listed below. The conversion of dividing 240 hours by 1.4 is used for the Fire Chief for a calculation of 171.43 on July 1 of each year. No less than 40 hours and up to 171.43 hours may be cashed out each fiscal year at the Fire Chief's option.

- New Year's Day January 1
- Martin Luther King Jr. Day 3rd Monday in January
- President's Day 3rd Monday in February
- Memorial Day 4th Monday in May
- Independence Day July 4
- Labor Day 1st Monday in September
- Veterans' Day November 11
- Thanksgiving Day 4th Thursday in November
- Day after Thanksgiving Day Friday following Thanksgiving Day
- Christmas Day December 25

d. By July 1 of each year, the Fire Chief and Police Chief will notify finance of the number of holiday hours they intend to cash out or use so that it may be reported to PERS as earned in accordance with PERS requirements. Holiday hours must be used or cashed out within the fiscal year unless an extension for use has been approved by the City Manager.

e. If the Fire / Police Chief leaves City employment prior to June 30th, an amount equal to the pro-rata holiday time that has been unearned during the fiscal year will be deducted from their final paycheck.

4. MANAGEMENT LEAVE

In recognition of the effort and contributions required of Executive Management employees beyond the "normal" workday, the City provides additional leave time.

Executive Management employees receive 96 hours of management leave per fiscal year (posted on the first check after July 5th). Up to 96 hours of unused management leave is automatically cashed out on the first check after June 17th of each year. By request, up to 40 hours of unused management leave may be carried over until December 31st. Management leave cannot accumulate to an amount greater than 96 hours, except for hours carried over. After December 31st, balances exceeding the 96 hours will be reduced to the normal maximum of 96 hours.

5. MANAGEMENT INCENTIVE PAY

In recognition of the unique nature of the effort and contributions required of Management employees, the City also provides Management Incentive Pay equal to one (1) hour of base rate pay each pay period that a Manager is in paid status.

6. LATERAL TRANSFER BENEFIT FOR POLICE AND FIRE

In order to provide equity with other sworn command staff and to enhance the ability of the City of Clovis to recruit the highest quality candidates for the position of Police Chief or Fire Chief the City will provide the following benefits:

- Upon hire, a lateral hire for Police Chief or Fire Chief will receive 40 hours of management compensation time with no cash value and 40 hours of sick leave.
- Upon successful completion of probation, the lateral hire Police Chief or Fire Chief will receive an additional 40 hours of management compensation time with no cash value and 40 hours of sick leave.

7. FAMILY ILLNESS & BEREAVEMENT LEAVE

The City provides paid leave of up to 24 hours per calendar year for the purpose of providing personal care for immediate family members. The City also provides 40 hours of paid bereavement leave per calendar year for employees who experience the death of a family member to allow the employee to attend to various matters related to the passing of the family member. For the purposes of this Section, "immediate family" shall include husband, wife, registered domestic partner, mother/step, father/step, brother/step, sister/step, child/step, grandparent, grandchildren, mothers/fathers in-law, brothers/sisters in-law, sons/daughters in law or legal dependent of the employee.

In accordance with AB 1949, a full-time employee who has worked for the City for at least 30 days has the right to take off up to five days of unpaid bereavement leave for a covered family member within three months of the date of death. The five days of unpaid leave will be reduced by any Bereavement Leave taken under the labor agreement or management benefit summary. The five unpaid days do not need to be consecutive, but they must be taken within three months of the death of their family member. Covered family member is defined as spouse, child, parent sibling, grandparent, grandchild, domestic partner, or parent-in-law.

8. REPRODUCTIVE LOSS LEAVE

Eligible employees who experience a reproductive loss event are eligible to take five days' unpaid leave. A reproductive loss is defined as a failed adoption, failed

surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction. An eligible employee is an employee who has been with the City thirty (30) days prior to the commencement of the leave and who would have been a parent if the reproductive event had been successful. Leave must be taken within three months after the reproductive loss but can be intermittent. In the event of multiple reproductive losses, unpaid time off is five days unpaid leave per incident, limited to no more than twenty (20) days within a 12-month period. Employees may take the leave unpaid or can opt to use sick leave or vacation time (if applicable) for the reproductive leave.

9. VICTIMS OF DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

As a victim of domestic violence, an employee has certain rights afforded by AB 2337. Those rights include the right to take time off for certain reasons related to the situation, a right to reasonable accommodation for the employee's safety, and the right to be free from retaliation and discrimination. An employee who is a victim of domestic violence, sexual assault, or stalking should contact the Personnel office for more information.

10. MILITARY LEAVE

a. Military leave shall be granted in accordance with the provisions of federal and state law. All employees entitled to military leave shall give the City Manager and/or the City Manager's authorized agent an opportunity, within the limits of military regulations, to determine when such leave shall be taken.

b. Employees shall be paid their regular salary for the first 30 days of active duty within a fiscal year. Starting on the 31st day of active duty, employees will receive the difference between their military base pay and their City of Clovis pay. Military orders and wage statements will be required. See the Leave Guide for more details.

11. MEDICAL, DENTAL, PHARMACY, OPTICAL, and GROUP LIFE INSURANCE

a. In order to provide employees with an opportunity to maintain the health and wellness of themselves and their dependents, the City provides health insurance that includes medical, prescription, dental, and vision coverages. In addition, the City provides life insurance coverage.

b. The City provides a variety of medical plan choices to employees. Each year before the open enrollment period in October/November, the City will provide the details of those options to employees. Employees may also elect dental, vision, and life coverage only at a reduced rate or waive health benefits entirely. Employees who waive *all health coverage* (medical, dental, prescription, and vision coverage) are eligible for a \$420.00 health insurance rebate each month. **To receive the \$420.00 health rebate the employee must annually provide evidence of being covered on another group health plan.** Employees who have exhausted their FMLA/CFRA rights and are on unpaid leave of absence approved by the City Manager are eligible to continue their health insurance coverage for a

period of up to 6 (six) months. After that, if eligible, employees will have to enroll in COBRA to continue health insurance coverage.

c. City-paid life insurance coverage for Executive Managers is \$300,000 for the employee and \$10,000 for dependents.

12. RETIREE HEALTH INSURANCE

a. Employees with a minimum of five (5) years of service as a regular full-time employee immediately preceding separation, and who are currently enrolled in a City health plan or other approved group health plan, and who retire in accordance with PERS age and service requirements are allowed to continue in a City sponsored Medical and Prescription plan at their expense. Details of the retiree health insurance program are provided to retirees active in the program each year before open enrollment.

b. Retiring Managers who do not meet the eligibility guidelines for the Retiree Health Insurance program will be eligible to continue the City Health Insurance at their own expense by exercising their COBRA rights.

13. SUPPLEMENTAL LIFE INSURANCE

Employees have the option to purchase supplemental life insurance in addition to the life insurance coverage provided by the City in Item 10 above. Supplemental Group Life Insurance is available at the employee's expense by payroll deduction. There is a 30-day guaranteed purchase provision from date of hire. After 30 days from the date of hire, the insurance company, through the underwriting process, has discretion over policy issuance and amount of issuance. The guaranteed issue amounts are: \$100,000 for the employee, \$25,000 for the spouse and \$2,000 for children. The maximum additional insurance amount is \$500,000 for employees, \$250,000 for spouses and \$2,000 for children.

14. BUSINESS TRAVEL INSURANCE

A \$500,000 death benefit for Executive Management employees who die while traveling on City business is provided by the City. Benefits are also paid for bodily dismemberment.

15. SHORT TERM/LONG TERM DISABILITY INSURANCE

a. In order to provide income replacement due to a non-work-related event, the City provides Short and Long Term Disability Insurance. Short Term Disability Insurance provides a benefit equal to 66.67% of base salary up to \$7,000 per month for up to 24 weeks after 14 days of disability. This benefit is paid for by each employee through payroll deduction.

b. If an employee continues to be disabled, the Long-Term Policy begins after 24 weeks. Long Term Disability provides a benefit equal to 66.67% of base salary up to \$7,000 per month for up to two years after 180 days of disability. If an employee is permanently disabled from all occupations, a lifetime monthly benefit (to age 65) is paid to the employee. This benefit is paid for by each employee through payroll deduction.

16. EMPLOYEE ASSISTANCE PROGRAM

The Insight program is available to full-time City employees and household members to provide guidance to promote wellness and to help resolve personal issues that may be interfering with work or home life. Each employee or household member is entitled to three (3) free visits every six (6) months. (Each sworn safety employee is entitled to an additional (3) free visits every (6) month period.) Insight can be reached 24 hours a day at (559) 226-7437.

17. RETIREMENT

a. The City has contracted with the California Public Employees Retirement System (PERS) for employee retirement benefits. The benefits provided are based on the benefit formula, age at retirement, compensation, and length of service in the system. The contract provisions also include a 2% cost of living adjustment, the Level 4 1959 Survivor Benefit, and sick leave service credit conversion for all Managers.

b. Employees hired before January 1, 2013, are classified by PERS as “Classic Employees” for retirement purposes. The following retirement formulas apply to PERS Classic Employees:

<u>Misc.</u>	2.7% at 55 formula with 8% Employee paid contribution on a pre-tax basis.
<u>Safety</u>	3% at 50 formula with 9% Employee paid contribution on a pre-tax basis.

The PERS retirement benefit for Classic Employees will be based on the employee’s highest 12 consecutive months of compensation.

c. Employees hired after January 1, 2013, are classified as “New Employees” by PERS for retirement purposes. The following retirement formulas apply to PERS New Employees:

<u>Misc.</u>	2.0% at 62 formula with 7.50% Employee paid contribution on a pre-tax basis.
<u>Safety</u>	2.7% at 57 formula with 13.25% Employee paid contribution on a pre-tax basis.

The PERS retirement benefit for New Employees is based on the employee’s highest 36 consecutive months of compensation.

The employee contribution rate for PERS New Employees may be subject to change. For example, the employee contributions may increase or decrease based on PERS funding requirements.

d. Additional Employee Cost-Sharing of PERS Contributions:

All employees participate in PERS retirement benefit cost-sharing in the form of additional percentages of employee compensation paid toward the City's PERS retirement costs as follows:

Miscellaneous Employees: 8.4% cost sharing

Safety Employees: 8.0% cost sharing

18. PRE-RETIREMENT DEATH BENEFITS

a. The City's retirement contract with PERS includes a pre-retirement death benefit. If an **employee is not eligible to retire** (i.e., has not attained age 50 and at least five (5) years of PERS service credit) the employee's beneficiary will receive the Basic Death Benefit which is a refund of the employee's contributions plus interest and up to six (6) month's pay. In addition, the beneficiary will receive the 1959 Survivor Benefit which provides a monthly allowance of up to \$2,280 for three (3) or more eligible survivors.

b. Beneficiaries of **employees who are eligible to retire**, may elect to receive the same benefit as noted above or the 1957 Survivor Benefit which provides a monthly allowance equal to one half of what the highest service retirement allowance would have been had the employee retired on the date of their death. In lieu of either of these benefits, an eligible survivor may receive the Pre-Retirement Option 2W Death Benefit. It provides a monthly benefit to the eligible survivor equal to the amount the employee would have received had the employee retired on the date of their death and elected Option 2W.

c. When the death of a safety employee who is **not eligible to retire** is determined to be **job related** the beneficiaries may receive the Special Death Benefit which provides a monthly allowance equal to one half of final compensation. If the cause of death is some external violence or physical force while on the job, and there are eligible children in addition to a spouse or registered domestic partner, the allowance may be increased to 75 percent. The beneficiary may elect to receive the Basic Death Benefit and the 1959 Survivor Benefit in place of the Special Death Benefit.

d. When the death of a safety employee who is **eligible to retire** is determined to be **job related** the beneficiaries may receive the Special Death Benefit which provides a monthly allowance equal to one half of final compensation. If the cause of death is some external violence or physical force while on the job, and there are eligible children in addition to a spouse or registered domestic partner, the allowance may be increased to 100 percent. The beneficiary may elect to receive the Basic Death Benefit and the 1959 Survivor Benefit in place of the Special Death Benefit.

19. DEFERRED COMPENSATION

An IRC Section 457(b) deferred compensation plan is available to all Management employees as a supplemental retirement plan option. Contributions to the IRC Section 457(b) plan can be made on a pre-tax or post-tax (457(b) Roth) basis, or

a combination of both. Additionally, the City will match the employee's contributions and deposit the City funds into a 401(a) plan, matching on a dollar-for-dollar basis, up to 3% of the employee's base pay for all employees except PERS "Classic Employees" in (a) below:

- a) Effective July 1, 2022, PERS "Classic Employees" in positions listed had an additional 3% added to the salary matrix in lieu of the deferred compensation match.
 1. Fire Chief
 2. Police Chief
- b) PERS "New Employees" in the positions listed in (a) are still eligible for the deferred compensation match up to 3% of the employee's base pay.

20. VEHICLE ALLOWANCE

Executive Managers receive a \$550 per month vehicle allowance, unless modified by an employment agreement, in lieu of an assigned City vehicle for business and personal use pursuant to IRS regulations. Miles driven in excess of 50 miles round-trip will be paid at the current IRS set mileage rate. To receive a vehicle allowance, the employee must maintain a valid California Driver's license, maintain current registration and qualifying insurance (minimum limit of \$300,000 combined single limit personal liability) on the vehicle, and provide proof of that insurance to the City by December 16 of each year. Failure to provide proof of insurance will result in the vehicle allowance being suspended until the proof is provided. For more information, see the City's Business Travel Policy.

21. HOME GARAGE OF CITY VEHICLE

Designated management positions who have an assigned City vehicle may home garage their City vehicle if their residence is within a 25-mile radius from City Hall. Employees who home garage a City vehicle are not eligible for a vehicle allowance.

22. CELLULAR TELEPHONE PROGRAM

Executive Management employees will receive a \$50 per month cellular phone allowance for business and personal use pursuant to IRS regulations.

23. COMPUTER LOAN PROGRAM

The computer loan program is intended to encourage computer ownership in order to improve computer skills and organizational efficiency. The City will loan up to \$3,500 for a period of 24 months, interest free, for Executive Management employees to purchase a computer, software, and related devices for professional development and personal use.

24. PROFESSIONAL DEVELOPMENT

The City shall reimburse employees in the Unit for the cost of tuition, required fees (such as a health fee), required textbooks or e-books, for job-related courses leading to a college degree. To be eligible for reimbursement, the course must be

related to job duties or related to a position to which an employee might reasonably aspire.

The maximum reimbursement rate will be calculated September 1 of each year as the total of eight (8) semesters full-time undergraduate tuition, including required fees, at California State University Fresno. A total of \$2,000 for required textbooks or e-books will be added to the tuition fees noted above for a grand total maximum reimbursement. Expenses for courses which began prior to July 1, 2019, will not be included in the maximum lifetime allocation.

Reimbursement under this Section shall be made under the following conditions:

A. Employees must have completed their initial probationary period with the City.

B. By February 28 of each year, employees must submit a written request to participate in the Educational Incentive Program including an estimate of costs to be incurred during the following fiscal year.

C. Course work must be for an accredited college or university degree program and have the prior approval of the Department Head. Accreditation shall be through the U.S. Department of Education unless otherwise approved by the Department Head.

D. An employee will be eligible for reimbursement of approved expenses for either an Associates, Bachelor's or Master's degree. Fees for any combination of these degrees may be reimbursed as long as they do not exceed the employee's maximum allocation for the Educational Incentive Program.

E. Course work must be work-related and determined by the Department Head to be of benefit to the City. Required course work as part of an approved undergraduate or master's degree program is eligible for reimbursement.

F. Reimbursement of approved course work and related expenses shall be contingent upon the attainment of a letter grade of "C" or better, or "Pass" in a course with Pass/Fail grading. Reimbursement shall be made after the employee submits expense receipts and proof of letter grade.

G. Fees not required for enrollment such as parking, graduation related expenses, or travel will not be reimbursed.

H. All courses for which reimbursement is sought shall be taken while off duty and not in paid status.

25. SOCIAL SECURITY/MEDICARE

The City of Clovis does not participate in Social Security, except as required for Medicare for employees hired after April 30, 1986.

26. PUBLIC SAFETY FITNESS INCENTIVE

In the interest of public safety, the City encourages its public safety managers to maintain a high state of health, wellness, and fitness. To that end, employees in police management classifications who participate in physical fitness testing and attain the necessary benchmarks will receive the same incentive provided to represented employees in the respective departments. (Note: The Fire Management Fitness Incentive was added into step one of the salary schedule for the Fire Chief on July 1, 2019.)

27. PUBLIC SAFETY COMMAND STAFF EXTRAORDINARY INCIDENT STIPEND

Each fiscal year, upon recommendation, the City Manager will have the discretion to authorize up to an additional 40 hours of paid compensation to the Police and Fire Chiefs who have worked extraordinary law enforcement or fire events or other major incidents which required significant additional time in excess of their regular work schedule and for which they have not otherwise received compensation for those hours worked.

28. UNIFORMS

Uniform allowance is provided to public safety Executive Management employees as follows:

Fire: \$2,000.00 per fiscal year, paid each pay period.

Police:\$2,000.00 per fiscal year, paid annually each January.

29. SALARY STRUCTURE

Position Title	Position Relationship
City Manager	15% Above Highest Department Director
Assistant City Manager	10% Above GS/Finance/PDS Directors
Police Chief	15% Above Deputy Police Chief
Public Utilities Director	15% Above Deputy Public Utilities Director
Fire Chief	15% Above Deputy Fire Chief
Economic Development, Housing, & Comms Director	Equal to GS/Finance/PDS Directors
Planning & Development Services Director	15% Above City Engineer
Finance Director	Equal to GS/PDS/EDHC Directors
General Services Director	Equal to PDS/Finance/EDHC Director

City Clerk	Equal to Information Technology Supervisor
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