

**HESPERIA CITY COUNCIL
SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY
HOUSING AUTHORITY
COMMUNITY DEVELOPMENT COMMISSION
WATER DISTRICT**



Meeting Agenda

Tuesday, June 16, 2026

Closed Session - 6:00 PM

Regular Meeting - 6:30 PM

**City Council Chambers
9700 Seventh Ave., Hesperia CA, 92345
City Clerk's Office: (760) 947-1007**

City Council Members

**Brigit Bennington, Mayor
Josh Pullen, Mayor Pro Tem
Cameron Gregg, Council Member
Allison Lee, Council Member
Chris Ochoa, Council Member**

**Rachel Molina, City Manager
Pam K. Lee, City Attorney**



NOTE: In compliance with the Americans with Disability Act, if you need special assistance to participate in this meeting, please contact the City Clerk's Office at (760) 947-1007 or (760) 947-1026. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility.

To leave a Public Comment by phone, call and leave a recorded message at (760) 947-1026 up to 5:30 pm on the day of the scheduled meeting. City Council meetings may be viewed live or after the event on the City's website at www.hesperiacal.gov.

**REGULAR MEETING AGENDA
HESPERIA CITY COUNCIL
SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY
HESPERIA HOUSING AUTHORITY
HESPERIA COMMUNITY DEVELOPMENT COMMISSION
HESPERIA WATER DISTRICT**

9700 7th Avenue, Council Chambers, Hesperia, CA 92345

As a courtesy, please silence your cell phones and other electronic devices while the meeting is in session. Thank you.

Prior to action of the Council, any member of the audience will have the opportunity to address the legislative body on any item listed on the agenda, including those on the Consent Calendar.

Individuals wishing to speak during General Public Comments or on a particular numbered item must submit a speaker slip to the City Clerk with the agenda item noted. Speaker slips should be turned in prior to the public comment portion of the agenda or before an agenda item is discussed. Comments will be limited to three minutes for General Public Comments, Consent Calendar items and New Business items. Comments are limited to five minutes for Public Hearing items.

In compliance with the Brown Act, the City Council may not discuss or take action on non-agenda items or engage in question and answer sessions with the public. The City Council may ask brief questions for clarification; provide a reference to staff or other resources for factual information and direct staff to add an item to a subsequent meeting.

CLOSED SESSION - 6:00 PM

Roll Call

*Mayor Brigit Bennington
Mayor Pro Tem Josh Pullen
Council Member Cameron Gregg
Council Member Allison Lee
Council Member Chris Ochoa*

Conference with Legal Counsel – Existing Litigation
Government Code Section 54956.9(d)1

1. *In Re Aqueous Film-Forming Foams Products Liability Litigation, S. Caroline U.S. Dist. Court (Carolina Multi District Litigation) Master Docket No. 2:18-MN-2873-RMG (MDL 2873)*

Conference with Labor Negotiator
Government Code Section 54957.6

1. Negotiations between the City of Hesperia and the Teamsters Local 1932 with the City's Negotiator. (Staff Person: Casey Brooksher, Assistant City Manager)

CALL TO ORDER - 6:30 PM

A. Invocation**B. Pledge of Allegiance to the Flag****C. Roll Call**

Mayor Brigit Bennington
Mayor Pro Tem Josh Pullen
Council Member Cameron Gregg
Council Member Allison Lee
Council Member Chris Ochoa

D. Agenda Revisions and Announcements by City Clerk**E. Closed Session Reports by City Attorney****ANNOUNCEMENTS/PRESENTATIONS**

1. Presentation of Recognition to resident Gregory Knapp, Neighborhood Pride Enhancement Program Honoree.

GENERAL PUBLIC COMMENTS (For items and matters not listed on the agenda)

Individuals wishing to speak during General Public Comments or on a particular numbered item are requested to submit a speaker slip to the City Clerk with the agenda item noted. Speaker slips should be turned in prior to the public comment portion of the joint agenda or before an agenda item is discussed. Comments will be limited to three minutes for General Public Comments, Consent Calendar items and New Business items. Comments are limited to five minutes for Public Hearing items.

In compliance with the Brown Act, the City Council may not discuss or take action on non-agenda items or engage in question and answer sessions with the public. The City Council may ask brief questions for clarification; provide a reference to staff or other resources for factual information and direct staff to add an item to a subsequent meeting.

JOINT CONSENT CALENDAR

1. **Page 11** Consideration of the Draft Minutes from the Special Meeting held Tuesday, June 2, 2026.

Recommended Action:

It is recommended that the City Council approve the Draft Minutes from the Special meeting held Tuesday, June 2, 2026.

Staff Person: Assistant City Clerk Jessica Giber

Attachments: [Draft CC Min 2026-06-02](#)

2. **Page 19** Warrant Run Report (City- Successor Agency- Housing Authority- Community

Development Commission- Water)

Recommended Action:

It is recommended that the Council/Board ratify the warrant run and payroll report for the City, Successor Agency to the Hesperia Community Redevelopment Agency, Hesperia Housing Authority, Community Development Commission, and Water District.

Staff Person: Assistant City Manager Casey Brooksher

Attachments: [SR Warrant Run 6-16-2026](#)

[Attachment 1 - Warrant Run](#)

3. Page 21

Treasurer's Cash Report for the unaudited period ended April 30, 2026.

Recommended Action:

It is recommended that the Council/Board accept the Treasurer's Cash Report for the City, Successor Agency to the Hesperia Community Redevelopment Agency, Hesperia Housing Authority, Community Development Commission, and Water District.

Staff Person: Assistant City Manager Casey Brooksher

Attachments: [SR Treasurer's Report 6-16-2026](#)

[Attachment 1 - Treasurer's Report](#)

4. Page 33

One-Year Contract with Nobel Systems, Inc. for Geographical Information Systems Software and Associated Services

Recommended Action:

It is recommended that the City Council and Board of Directors of the Hesperia Water District (District) authorize the City Manager to enter into a one-year contract with Nobel Systems, Inc. (Nobel), for a total not-to-exceed contract amount of \$ 87,252, for the City's Geographical Information Systems (GIS) software and associated services.

Staff Person: Assistant City Manager Casey Brooksher

Attachments: [SR Nobel Systems One Year Contract 6-16-2026](#)

5. Page 35

Three-year Enterprise Agreement with Granicus LLC

Recommended Action:

It is recommended that the City Council authorize the City Manager to approve a three-year agreement with Granicus LLC in a total not-to-exceed amount of \$319,568 for the implementation of new hardware and streaming equipment, maintenance, and licensing of the Legislative Management Suite (Legistar),

video streaming services, and Government Transparency Suite; which includes a 5% contingency in the amount of \$15,978 to accommodate for unforeseen implementation, hardware, configuration, or service-related costs.

Staff Person: Assistant City Manager Casey Brooksher

Attachments: [SR Three-Year Enterprise Agreement with Granicus LLC 6-16-2026](#)

6. Page 37

Amend Contract with Konica Minolta Business Solutions

Recommended Action:

It is recommended that the City Council authorize the City Manager to amend the current contract with Konica Minolta Business Solutions by \$49,000, for a total not-to-exceed amount of \$326,480, for the completion of the five-year lease agreement ending in February 2027.

Staff Person: Assistant City Manager Casey Brooksher

Attachments: [SR Konica Minolta Contract 6-16-2026](#)

7. Page 39

TLC Animal Removal Services

Recommended Action:

It is recommended that the City Council authorize the City Manager to enter into a three (3) year agreement with TLC Animal Removal Services (TLC) in the amount of \$3,500 per month for a total, not-to-exceed amount of \$126,000 for animal disposal services.

Staff Person: Assistant City Manager Casey Brooksher

Attachments: [SR TLC Animal Removal Services 6-16-2026](#)

8. Page 41

Midwest Contract for Shelter Medications, Surgery, and Veterinary Supplies

Recommended Action:

It is recommended that the City Council authorize the City Manager to execute a one-year contract with Midwest Veterinary Supply in the not-to-exceed contract amount of \$100,000 to provide medications, surgery, and veterinary supplies for the City's animal shelter.

Staff Person: Assistant City Manager Casey Brooksher

Attachments: [SR Midwest Contract for Shelter Meds, Surgery, & Vet Supplies 6-16-2026](#)

9. Page 43

Warehouse Commodity - A.Y. McDonald Manufactured Water Parts

Recommended Action:

It is recommended that the Board of Directors of the Hesperia Water District authorize the City Manager to enter into a one (1) year agreement with Orange

County WinWater Works in a not-to-exceed amount of \$145,861, for the purchase of A.Y. McDonald manufactured water parts.

Staff Person: Director of Public Works/City Engineer Cassandra Sanchez

Attachments: [SR Warehouse Commodity - A.Y. McDonald Manufactured Parts 6-16-2026](#)
[Attachment 1 - Bid Comparison](#)

10. Page 47

Contract Amendment for Unarmed Security Services with Alltech Industries, Inc.

Recommended Action:

It is recommended that the City Council and Board of Directors of the Hesperia Water District (District) authorize the City Manager to approve an amendment to the existing contract with Alltech Industries, Inc. for an additional \$164,400 for a revised not-to-exceed contract amount of \$743,764 and approve a one-year contract extension for unarmed security services.

Staff Person: Director of Public Works/City Engineer Cassandra Sanchez

Attachments: [SR Contract Amendment with Alltech Industries, Inc. 6-16-2026](#)

11. Page 49

Calling November 3, 2026 General Municipal Election

Recommended Action:

It is recommended that the City Council adopt Resolution No. 2026-23, calling for the holding of the General Municipal Election in districts two (2), three (3), and four (4); and 2026-24 requesting consolidation with the statewide General Municipal Election with the San Bernardino County Registrar of Voters.

Staff Person: Assistant City Clerk Jessica Giber

Attachments: [SR Calling November 3, 2026 General Municipal Election 6-16-2026](#)
[Resolution 2026-23](#)
[Resolution 2026-24](#)

12. Page 55

Adoption of Candidate Statement Regulations for November 3, 2026 Election

Recommended Action:

It is recommended that the City Council adopt Resolution 2026-25 adopting regulations for candidate statements for District two (2), District three (3), and District four (4) as estimated by the San Bernardino County Elections Office.

Staff Person: Assistant City Clerk Jessica Giber

Attachments: [SR Candidate Statement Fees 6-16-2026](#)
[Resolution 2026-25](#)

13. Page 59

Non-Represented Employees' Compensation and Benefit Plan

Recommended Action:

It is recommended that the City Council, the Board of Directors of the Hesperia Housing Authority, and the Board of Directors of the Hesperia Water District, adopt Joint Resolution No. 2026-29, HHA 2026-04, and HWD 2026-10, modifying the Non-Represented Employees' Compensation and Benefit Plan.

Staff Person: Deputy Human Resources/Information Technology Director Rita Perez

Attachments: [SR Non-Represented Employees' Compensation and Benefit Plan 6-16-2026](#)
[Joint Resolution 2026-29, HHA 2026-04, HWD 2026-10](#)
[Attachment 2 - Non Represented Compensation and Benefit Plan](#)

14. Page 87

Memorandum of Understanding between the City of Hesperia and the Teamsters Local 1932 for the period of February 1, 2026 through January 31, 2029

Recommended Action:

It is recommended that the City Council and the Board of Directors of the Hesperia Water District adopt Joint Resolution No. 2026-30 and HWD 2026-11, modifying the Non-Represented Employees' Compensation and Benefit Plan.

Staff Person: Deputy Human Resources/Information Technology Director Rita Perez

Attachments: [SR MOU between City of Hesperia and Teamsters Local 1932 6-16-2026](#)
[Joint resolution 2026-30 HWD 2026-11](#)
[Attachment 2 - MOU 2026-2029](#)

15. Page 139

Final Tract Map No. 20450

Recommended Action:

It is recommended that the City Council adopt Resolution No. 2026-20 approving Final Tract Map No. 20450 to create 36 Single-family Residential lots and 1 Lettered lot on approximately 10.06 gross acres within the Single Family Residential (R1) zone located at the northwest corner of Palm Street and Mesa Avenue (Applicant: Hesperia 54, LP APN: 3046-011-07, 08).

Staff Person: Administrative Analyst Savannah Routh

Attachments: [SR Final Tract Map No. 20450 6-16-2026](#)
[Resolution 2026-20](#)
[Attachment 2 - Final Map Tract No. 20450](#)

16. Page 145

Final Tract Map No. 16591-3 & -4

Recommended Action:

It is recommended that the City Council adopt Resolution No. 2026-26

approving Final Tract Map No. 16591-3 & -4 to create 91 single-family residential lots and 2 lettered lots on approximately 23.26 gross acres within the Single Family Residential (R-1) zone, located at the southwest corner of Muscatel Street and Tamarisk Avenue (Applicant: Pacific Communities Builder, Inc.; APN: 3046-101-60).

Staff Person: Administrative Analyst Savannah Routh

Attachments: [SR Final Tract Map No. 16591-3 & -4 6-16-2026](#)

[Resolution 2026-26](#)

[Attachment 2 - Final Map Tract No.16591- 3 & -4](#)

PUBLIC HEARING

Individuals wishing to comment on public hearing items must submit a speaker slip to the City Clerk with the numbered agenda item noted. Speaker slips should be turned in prior to an agenda item being taken up. Comments will be limited to five minutes for Public Hearing items.

WAIVE READING OF ORDINANCES

Approve the reading by title of all ordinances and declare that said titles which appear on the public agenda shall be determined to have been read by title and further reading waived.

17. Page 157 Fiscal Year (FY) 2026-27 Proposed Capital Improvement Program (CIP) Budget Adoption

Recommended Action:

It is recommended that the City Council, the Board of Directors of the Hesperia Housing Authority (HHA), and the Board of Directors of the Hesperia Water District (HWD) hold a Public Hearing and adopt the following Resolutions approving the Fiscal Year (FY) 2026-27 Proposed CIP Budget for the City of Hesperia and the Hesperia Water District:

1. City of Hesperia Resolution No. 2026-12 adopting the FY CIP 2026-27 Budget
2. Resolution HHA 2026-03 adopting the FY CIP 2026-27 Budget
3. Resolution HWD 2026-06 adopting the FY CIP 2026-27 Budget

Staff Person: Director of Public Works/City Engineer Cassandra Sanchez

Attachments: [SR FY 2026-27 Capital Improvement Program 6-16-2026](#)

[Attachment 1 -3 Res 2026-12, HHA 2026-03, HWD 2026-06](#)

[Attachment 4 - FY 2026-27 CIP Budget](#)

NEW BUSINESS

18. Page 163 Senate Bill 707 Meeting Disruption Policy

Recommended Action:

It is recommended that the City Council receive and file information regarding Senate Bill 707, adopt the required Meeting Disruption Policy, and provide

direction regarding potential modifications to City Council meeting start times to accommodate possible meeting disruptions.

Staff Person: Deputy City Manager/City Clerk Melinda Sayre

Attachments: [SR Senate Bill 707 Meeting Disruption Policy 6-16-2026](#)

[Resolution 2026-31](#)

[Attachment 2 - Exhibit A Hesperia Meeting Disruption Policy](#)

[Attachment 3 - Senate Bill 707](#)

19. Page 205

2026-27 Community Assistance Program (CAP) Final Rankings and Funding Recommendations

Recommended Action:

It is recommended that the City Council:

1. Review the Community Assistance Program (CAP) application rankings as recommended by the City Council Advisory Committee (CCAC); and
2. Approve the recommended funding allocations for FY 2026-27.

Staff Person: Director of Development Services Orlando Acevedo

Attachments: [SR FY 2026-27 Community Assistance Program 6-16-2026](#)

[Resolution 2026-27](#)

[Attachment 2 - CCAC Final Ranking Sheet](#)

[Attachment 3 - CAP NOFA](#)

[Attachment 4 - Applicant Notebooks](#)

COUNCIL COMMITTEE REPORTS AND COMMENTS

The Council may report on their activities as appointed representatives of the City on various Boards and Committees and/or may make comments of general interest or report on their activities as a representative of the City.

CITY MANAGER/CITY ATTORNEY/STAFF REPORTS

The City Manager, City Attorney or staff may make announcements or reports concerning items of interest to the Council and the public.

ADJOURNMENT

I, Jessica Giber, Assistant City Clerk of the City of Hesperia, California do hereby certify that I caused to be posted the foregoing agenda on Thursday, June 11, 2026 at 5:30 p.m. pursuant to California Government Code §54954.2.

Jessica Giber, Assistant City Clerk

Documents produced by the City and distributed less than 72 hours prior to the meeting regarding items on the agenda will be made available in the City Clerk's Office during normal business hours.

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City of Hesperia Meeting Minutes – Draft City Council

City Council Chambers
9700 Seventh Ave.
Hesperia CA, 92345

Tuesday, June 2, 2026

6:30 PM

**REGULAR MEETING AGENDA
HESPERIA CITY COUNCIL
SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY
HESPERIA HOUSING AUTHORITY
HESPERIA COMMUNITY DEVELOPMENT COMMISSION
HESPERIA WATER DISTRICT
HESPERIA FIRE PROTECTION DISTRICT - SPECIAL MEETING**

CLOSED SESSION – 5:15 PM

Roll Call

Present: 5 - Mayor Bennington, Mayor Pro Tem Pullen, Council Member Gregg, Council Member Lee, and Council Member Ochoa

Conference with Legal Counsel – Existing Litigation
Government Code Section 54956.9(d)1

1. *Cisneros, Jonathan v. City of Hesperia, et al., SBSC Case No. CIVSB2425104*

Conference with Real Property Negotiators – Property Negotiations
Government Code Section – 54956.8

1. Negotiating Parties: Hesperia Lake Park and City of Hesperia
Location: APN: 0398-031-34
Under Negotiation: Price and terms

Conference with Labor Negotiator
Government Code Section 54957.6

1. Negotiations between the City of Hesperia and the Teamsters Local 1932 with the City's Negotiator. (Staff person: Casey Brooksher, Assistant City Manager)

CALL TO ORDER - 6:31 PM

A. Invocation

B. Pledge of Allegiance to the Flag

C. Roll Call

Present: 5 - Mayor Bennington, Mayor Pro Tem Pullen, Council Member Gregg, Council Member Lee, and Council Member Ochoa

D. Agenda Revisions and Announcements by City Clerk – Item 4 is being pulled from the agenda and will be brought back to a future meeting. There was also a green sheet change to item #16, the operating budget.

E. Closed Session Reports by City Attorney

GENERAL PUBLIC COMMENTS (For items and matters not listed on the agenda)

*The following people commented:
John Munsen via voicemail
Andrew Coleman
Robert Davie
Manuel Angulo
Dottie Rountree
Ken Anderson
Gina*

JOINT CONSENT CALENDAR

A motion was made by Ochoa, seconded by Lee, that the Joint Consent Calendar be approved. The motion carried by the following vote:

Aye: 5 - Bennington, Pullen, Gregg, Lee and Ochoa
Nay: 0

1. Consideration of the Draft Minutes from the Special Meeting held Tuesday, May 19, 2026.

Recommended Action:

It is recommended that the City Council approve the Draft Minutes from the Special Meeting held Tuesday, May 19, 2026.

Sponsors: Assistant City Clerk Jessica Giber

2. Warrant Run Report (City - Successor Agency - Housing Authority - Community Development Commission - Water)

Recommended Action:

It is recommended that the Council/Board ratify the warrant run and payroll report for the City, Successor Agency to the Hesperia Community Redevelopment Agency, Hesperia Housing Authority, Community Development Commission, and Water District.

Sponsors: Assistant City Manager Casey Brooksher

3. Audit Services for Fiscal Year 2025-26

Recommended Action:

It is recommended that the City of Hesperia, Successor Agency to the Hesperia Community

Redevelopment Agency, Hesperia Housing Authority, Community Development Commission, Hesperia Fire Protection District, and Hesperia Water District Council/Boards/Commissions enter into a Professional Services Agreement with the independent certified public accounting firm CliftonLarsonAllen (CLA) LLP, in the not-to-exceed amount of \$146,370, to perform the audit of the City and its component units, for the fiscal year end June 30, 2026, as well as additional required State reporting for the year end June 30, 2026.

Sponsors: Assistant City Manager Casey Brooksher

4. ~~Contract Amendment with Data Ticket, Inc. for Collection Services~~

Recommended Action:

~~It is recommended that the City Council authorize the City Manager to approve an amendment of \$367,750 to the existing contract with Data Ticket, Inc., for a revised not-to-exceed amount of \$820,000, and extend the contract through June 30, 2027, for the continued management and collection of citations, cost recovery, appeals, and additional hearing officer services for Code Enforcement, Police, Building and Safety, and Animal Control.~~

~~**Sponsors:** Administrative Analyst Jordyn Fierro~~

Item 4 was pulled from the agenda.

5. Award Professional Services Agreement for the Water, Recycled Water, and Wastewater Master Plans

Recommended Action:

It is recommended that the City Council and Board of Directors of the Hesperia Water District:

1. Award a Professional Services Agreement (PSA) for the Water, Recycled Water, and Wastewater Master Plans to Stantec Consulting Services, Inc., in an amount not-to-exceed \$1,078,353.
2. Authorize the City Manager, or designee to execute the PSA and any necessary documents related thereto.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

6. Authorize Contract for the Main Street Traffic Signal Synchronzation Project - Phase II, C.O. No. 7133

Recommended Action:

It is recommended that the City Council:

1. Authorize a contract for the purchase and installation of equipment from Rhythm Engineering in the amount of \$151,400 plus a 10 % contingency of \$15,140 for a total contract amount of \$166,540 for the Main Street Traffic Signal Synchronization Project - Phase II, C.O. No. 7133; and
2. Authorize the City Manager and/or designee to execute the contract and any other necessary documents thereto.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

7. Accept the Traffic Signal - Main St. & Sultana St./Timberlane Ave., C.O. No. 7159 Project and Capital Improvement Program Budget Amendment

Recommended Action:

It is recommended that the City Council:

1. Adopt Resolution No. 2026-22 amending the Fiscal Year 2025-26 Capital Improvement Program Budget by appropriating \$34,900 of prior fiscal year's carryover to Fund 504 Highway Safety Improvement Program (HSIP) grant funds;
2. Accept the completed Traffic Signal - Main St. & Sultana St./Timberlane Ave., C.O. No. 7159;
3. Authorize staff to record a Notice of Completion; and
4. Authorize the release of all withheld retention amounts no sooner than thirty (30) calendar days following the date of recordation.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

8. Bear Electric Solutions Contract Amendment

Recommended Action:

It is recommended that the City Council authorize the City Manager to amend the existing contract with Bear Electrical Solutions for emergency response services and safety equipment testing for the City's 32 traffic signals for an additional \$65,000 for a revised not-to-exceed contract amount of \$115,000 and approve a three-year contract extension.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

9. Approve the FY 2026-27 Senate Bill-1 Funding Project List

Recommended Action:

It is recommended that the City Council adopt Resolution No. 2026-19 approving the Fiscal Year 2026-27 Project List to be funded by Senate Bill-1: The Road Repair and Accountability Act.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

10. Award of Contract for Heating, Ventilation, and Air-Conditioning (HVAC) Preventive Maintenance and Repair Services

Recommended Action:

It is recommended that the City Council and Board of Directors of the Hesperia Water District (District) authorize the City Manager to enter into a three (3) year contract with Retrofit Services Co., Inc., in a not-to-exceed amount of \$240,000 for heating, ventilation, and air-conditioning (HVAC) preventative maintenance and repair services for City and District facilities.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

11. Authorize Expenditures from Con-Fab California, LLC for the Ranchero Road Aqueduct Crossing Project, C.O. No. 7139

Recommended Action:

It is recommended that the City Council authorize expenditures from Con-Fab California, LLC in the amount of \$221,550 for storage fees, sales tax, handling (preparation and loading), and engineer evaluation fees for the girders for the Rancho Road Aqueduct Crossing Project, Construction Order (C.O) No. 7139.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

12. Amendment No. 9 to Waste Disposal Agreement

Recommended Action:

It is recommended that the City Council approve Amendment No. 9 to the Waste Disposal Agreement (WDA) between the City of Hesperia and the County of San Bernardino.

Sponsors: Assistant to the City Manager Tammy Pelayes

PUBLIC HEARING

13. Resolution Accepting the District's 2025 Urban Water Management Plan (UWMP) for the Planning Period 2025-2045

Recommended Action:

It is recommended that the Board of Directors of the Hesperia Water District (District) adopt Resolution No. HWD 2026-07 accepting the District's 2025 Urban Water Management Plan (UWMP), as written or as amended during the public hearing, and authorize submittal of the UWMP to the California Department of Water Resources as required by the Urban Water Management Planning Act.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

A motion was made by Ochoa, seconded by Pullen, that this item be approved. The motion carried by the following vote:

Aye: 5 - Bennington, Pullen, Gregg, Lee and Ochoa

Nay: 0

NEW BUSINESS

14. Amend the Fiscal Year 2025-26 Capital Improvement Program Budget for the Rancho Road Corridor Widening Project Phase III

Recommended Action:

It is recommended that the City Council adopt Resolution No. 2026-21 amending the Fiscal Year (FY) 2025-26 Capital Improvement Program (CIP) Budget by appropriating \$6,663,865 in Fund 306 DIF 2018-Streets, \$680,780 in Fund 504 SB1 LPP Grant, and \$1,079,594 in Fund 504 SB1 Formula Funds for the Rancho Road Corridor Widening Project Phase III.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

A motion was made by Lee, seconded by Pullen, that this item be approved. The motion carried by the following vote:

Aye: 5 - Bennington, Pullen, Gregg, Lee and Ochoa

Nay: 0

15. Amend Construction Management Services Agreement for the Rancho Road Corridor Widening Project Phase III, C.O. Nos. 7094 and 7139

Recommended Action:

It is recommended that the City Council:

1. Approve an amendment to the existing Professional Services Agreement (PSA) No. 2020-21-065 with AnGenious Engineering Services, Inc. (AES) for the extension of construction management services for the Rancho Road Corridor Widening Project Phase III, C.O. Nos. 7094 and 7139 in amount of \$2,640,201, including a 10% contingency of \$264,020, for a not-to-exceed total of \$13,373,954;
2. Approve a one-year PSA extension of PSA No. 2020-21-065 with AES; and
3. Authorize the City Manager or designee to execute the amendment to the PSA and any other necessary documents related thereto.

Sponsors: Director of Public Works/City Engineer Cassandra Sanchez

A motion was made by Ochoa, seconded by Lee, that this item be approved. The motion carried by the following vote:

Aye: 4 - Bennington, Pullen, Lee and Ochoa

Nay: 1 - Gregg

16. Fiscal Year (FY) 2026-27 Operating Budget Adoption

Recommended Action:

It is recommended that the City Council/Board's adopt the following Resolutions approving the FY 2026-27 Operating Budget for the City of Hesperia, Hesperia Housing Authority, Hesperia Fire Protection District, and Hesperia Water District:

1. City of Hesperia Resolution No. 2026-09 adopting the Fiscal Year 2026-27 Budget
2. City of Hesperia Resolution No. 2026-10 adopting the GANN Appropriations Limit
3. Hesperia Housing Authority Resolution HHA 2026-01 adopting the Fiscal Year 2026-27 Budget
4. Hesperia Fire Protection District Resolution HFPD 2026-02 adopting the Fiscal Year 2026-27 Budget
5. Hesperia Fire Protection District Resolution HFPD 2026-03 adopting the GANN Appropriations Limit
6. Hesperia Water District Resolution HWD 2026-04 adopting the Fiscal Year 2026-27 Budget
7. Joint Resolution No. 2026-11, HHA 2026-02, HFPD 2026-04, and HWD 2026-05 re-adopting the Financial Policies

Sponsors: Assistant City Manager Casey Brooksher

A motion was made by Gregg, seconded by Ochoa, that the Hesperia Fire Protection district portion of the budget item be approved. The motion carried by the following vote:

Aye: 4 - Bennington, Gregg, Lee and Ochoa

Nay: 0

Recused: 1 - Pullen

A motion was made by Ochoa, seconded by Pullen, that the remaining operating budget portion be approved. The motion carried by the following vote:

Aye: 4 - Bennington, Pullen, Gregg, Lee and Ochoa

Nay: 0

COUNCIL COMMITTEE REPORTS AND COMMENTS

The Mayor and Council Members reported from various events and Committees.

CITY MANAGER/CITY ATTORNEY/STAFF REPORTS

None

ADJOURNMENT

The meeting was adjourned at 7:57 p.m. in honor of Gabriel Anothony Munoz and Mayor Pro Tem Pullen's son's 20th birthday.

Jessica Giber, Assistant City Clerk

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City of Hesperia STAFF REPORT



DATE: June 16, 2026

TO: Mayor and Council Members
City Council, as Successor Agency to the Hesperia Community Redevelopment Agency
Chair and Commissioners, Hesperia Housing Authority
Chair and Commissioners, Community Development Commission
Chair and Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Keith Cheong, Deputy Finance Director
Verenise Fierros, Accountant

SUBJECT: Warrant Run Report (City – Successor Agency – Housing Authority – Community Development Commission – Water)

RECOMMENDED ACTION

It is recommended that the Council/Board ratify the warrant run and payroll report for the City, Successor Agency to the Hesperia Community Redevelopment Agency, Hesperia Housing Authority, Community Development Commission, and Water District.

BACKGROUND

The Warrant Run totals represented below are for the period April 25, 2026 through May 8, 2026.

<u>Agency/District</u>	<u>Accounts Payable</u>	<u>Payroll</u>	<u>Wires</u>	<u>Totals</u>
City of Hesperia	\$1,392,242.13	\$328,383.38	\$0.00	\$1,720,625.51
Successor Agency	0.00	0.00	0.00	0.00
Housing Authority	0.00	161.04	0.00	161.04
Community Development Commission	0.00	0.00	0.00	0.00
Water	684,048.45	161,713.47	0.00	845,761.92
Totals	\$2,076,290.58	\$490,257.89	\$0.00	\$2,566,548.47

CITY GOAL SUPPORTED BY THIS ITEM

Financial Health – Maintain a balanced budget and adequate reserves.

ATTACHMENT(S)

1. Warrant Runs

City of Hesperia
WARRANT RUNS
04/25/2026 - 05/08/2026

FUND #	FUND NAME	W/E 5/1/2026	W/E 5/8/2026	WARRANT TOTALS	Wires	YEAR-TO DATE TOTALS *	PRIOR FY YTD DATE TOTALS
Accounts Payable							
100	GENERAL	\$ 435,454.26	\$ 185,743.20	\$ 621,197.46	\$ -	\$ 34,143,789.67	\$ 31,189,044.61
110	SILVERWOOD	\$ -	\$ -	\$ -	\$ -	\$ 89,370.75	\$ 124,207.24
200	HESPERIA FIRE DISTRICT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
204	MEASURE I - RENEWAL	\$ 45,083.53	\$ 7,865.94	\$ 52,949.47	\$ -	\$ 2,623,175.02	\$ 75,242.01
207	LOCAL TRANSPORT-SB 325	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1.64
209	GAS TAX-RMRA	\$ -	\$ -	\$ -	\$ -	\$ 4,336.73	\$ -
210	HFPD (PERS)	\$ -	\$ -	\$ -	\$ -	\$ 1,896,318.00	\$ 1,755,819.00
241	CFD 2021-1 Resid Maint. & Serv	\$ -	\$ -	\$ -	\$ -	\$ 2,515.00	\$ 1,920.00
242	CFD 2022-1 Non-Resd Maint & Serv	\$ -	\$ -	\$ -	\$ -	\$ 4,646.00	\$ 1,920.00
243	CFD 2023-1 Silverwood Maint	\$ -	\$ -	\$ -	\$ -	\$ 4,696.00	\$ 1,920.00
251	CDBG	\$ 1,160.00	\$ -	\$ 1,160.00	\$ -	\$ 1,702,451.97	\$ 3,348,841.35
256	ENVIRONMENTAL PROGRAMS GRANT	\$ 621.20	\$ 453.60	\$ 1,074.80	\$ -	\$ 41,096.67	\$ 40,508.62
262	SB 1383 LOCAL ASSISTANCE GRANT	\$ -	\$ -	\$ -	\$ -	\$ 174,621.01	\$ 104,497.49
263	STREETS MAINTENANCE	\$ 7,674.90	\$ 16,510.71	\$ 24,185.61	\$ -	\$ 1,396,590.61	\$ 2,418,585.73
300	DEV. IMPACT FEES - STREET	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 182,329.26
301	DEV. IMPACT FEES - STORM DRAIN	\$ 19,812.29	\$ -	\$ 19,812.29	\$ -	\$ 98,910.47	\$ 149,218.71
306	DEV. IMPACT FEES - 2018-STREETS	\$ -	\$ 38,915.10	\$ 38,915.10	\$ -	\$ 2,018,696.39	\$ 1,523,796.33
307	DIF 2018-DRAINAGE FACILITIES	\$ -	\$ -	\$ -	\$ -	\$ 26,353.00	\$ 175,199.30
313	DIF A-04 DRAINAGE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,154,638.51
402	WATER RIGHTS ACQUISITION	\$ -	\$ -	\$ -	\$ -	\$ 1,376,791.79	\$ 1,913,452.24
403	2013 REFUNDING LEASE REV BONDS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
404	2023 REFUNDING LEASE REV BONDS	\$ -	\$ -	\$ -	\$ -	\$ 741,433.04	\$ 177,684.97
504	CITY WIDE STREETS - CIP	\$ 27,441.90	\$ 3,468.99	\$ 30,910.89	\$ -	\$ 2,845,412.77	\$ 2,792,590.47
509	CITY FACILITIES CIP	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
800	EMPLOYEE BENEFITS	\$ 110,734.82	\$ 462,886.44	\$ 573,621.26	\$ -	\$ 9,006,695.27	\$ 8,291,493.87
801	TRUST/AGENCY	\$ 347.75	\$ 28,067.50	\$ 28,415.25	\$ -	\$ 2,105,188.68	\$ 1,627,070.33
802	AD 91-1 AGENCY	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
804	TRUST-INTEREST BEARING	\$ -	\$ -	\$ -	\$ -	\$ 2,854.70	\$ 42,820.71
807	CFD 2005-1	\$ -	\$ -	\$ -	\$ -	\$ 1,282,179.33	\$ 1,191,423.06
808	HFPD (TRANSITION)	\$ -	\$ -	\$ -	\$ -	\$ 335,635.00	\$ 317,435.02
815	PLAN REVIEW TRUST - FRONTIER	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	CITY	\$ 648,330.65	\$ 743,911.48	\$ 1,392,242.13	\$ -	\$ 61,923,757.87	\$ 58,601,660.47
163	REDEVELOP OBLIG RETIREMENT-2018	\$ -	\$ -	\$ -	\$ -	\$ 8,475,979.87	\$ 9,690,950.62
	SUCCESSOR AGENCY	\$ -	\$ -	\$ -	\$ -	\$ 8,475,979.87	\$ 9,690,950.62
370	HOUSING AUTHORITY	\$ -	\$ -	\$ -	\$ -	\$ 26,309.42	\$ 49,172.76
	HOUSING AUTHORITY	\$ -	\$ -	\$ -	\$ -	\$ 26,309.42	\$ 49,172.76
170	COMMUNITY DEVELOPMENT COMMISSION	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	COMMUNITY DEVELOPMENT COMMISSION	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
700	WATER OPERATING	\$ 36,556.03	\$ 64,035.26	\$ 100,591.29	\$ -	\$ 18,031,845.44	\$ 13,303,389.66
703	WATER CAPITAL REHAB AND REPLACE	\$ -	\$ -	\$ -	\$ -	\$ 561,693.84	\$ -
705	WATER PENSION OBLIGATION TRUST	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,250,000.00
706	WATER OPEB TRUST	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250,000.00
701	WATER CAPITAL	\$ -	\$ -	\$ -	\$ -	\$ 1,011,784.44	\$ 16,473.00
710	SEWER OPERATING	\$ 456,591.52	\$ 125,183.93	\$ 581,775.45	\$ -	\$ 12,023,694.19	\$ 6,263,692.97
711	SEWER CAPITAL	\$ -	\$ -	\$ -	\$ -	\$ 1,330,766.95	\$ 2,059,600.23
720	RECLAIMED WATER OPERATIONS	\$ 1,621.55	\$ 60.16	\$ 1,681.71	\$ -	\$ 267,364.01	\$ 281,186.85
	WATER	\$ 494,769.10	\$ 189,279.35	\$ 684,048.45	\$ -	\$ 33,227,148.87	\$ 23,424,342.71
	ACCOUNTS PAYABLE TOTAL	\$ 1,143,099.75	\$ 933,190.83	\$ 2,076,290.58	\$ -	\$ 103,653,196.03	\$ 91,766,126.56
REG. PAYROLL							
	City	\$ -	\$ 328,383.38	\$ 328,383.38	\$ -	\$ 7,327,029.90	\$ 7,345,043.68
	Housing Authority	\$ -	\$ 161.04	\$ 161.04	\$ -	\$ 3,544.44	\$ 5,452.03
	Water	\$ -	\$ 161,713.47	\$ 161,713.47	\$ -	\$ 3,462,343.97	\$ 3,431,855.27
	PAYROLL TOTAL	\$ -	\$ 490,257.89	\$ 490,257.89	\$ -	\$ 10,792,918.31	\$ 10,782,350.98

City of Hesperia STAFF REPORT



DATE: June 16, 2026

TO: Mayor and Council Members
City Council, Serving as Successor Agency to the Hesperia
Community Redevelopment Agency
Chair and Commissioners, Hesperia Housing Authority
Chair and Commissioners, Community Development Commission
Chair and Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Marc Morales, Senior Accountant
Jonathan Settle, Accountant

SUBJECT: Treasurer's Cash Report for the unaudited period ended April 30, 2026.

RECOMMENDED ACTION

It is recommended that the Council/Board accept the Treasurer's Cash Report for the City, Successor Agency to the Hesperia Community Redevelopment Agency, Hesperia Housing Authority, Community Development Commission, and Water District.

BACKGROUND

This report is presented to the City Council pursuant to Government Code Section 53646 (b) setting forth the City's investment portfolio.

ISSUES/ANALYSIS

The Treasurer's Cash Reports for each agency, Income Statement for the Hesperia Golf Course, and Cash Summary Report for the Animal Control Donation Trust are presented on the following pages.

CITY GOAL SUPPORTED BY THIS ITEM

Financial Health – Maintain a balanced budget and adequate reserves.

FISCAL IMPACT

These reports reflect unaudited cash balances as of April 30, 2026.

ALTERNATIVE(S)

Provide alternative direction to staff.

ATTACHMENT(S)

1. City of Hesperia Investment Report
2. Successor Agency to the Hesperia Community Redevelopment Agency Investment Report
3. Hesperia Housing Authority Investment Report
4. Community Development Commission Investment Report
5. Hesperia Water District Investment Report
6. Hesperia Golf & Country Club Consolidated Income Statement – Unaudited April 2026
7. Animal Control Donation Trust Cash Flow Summary – Unaudited April 2026

CITY OF HESPERIA

<u>FUND</u>	<u>VALUE</u>
General Fund (100 & 800)	39,480,114.53
Pension Obligation Trust (105)	599,286.42
OPEB Trust (106)	5,946.79
Silverwood	97,468.63
Measure I - Renewal (204)	14,156,197.97
Gas Tax Fund (205)	2,930,518.19
Gas Tax Swap (206)	2,160,989.94
Local Transportation SB325 (207)	1,117,036.60
Gas Tax - RMRA (209)	13,153,030.38
HFPD (PERS) (210)	1,945,222.99
Public Art (230)	276,007.17
CFD 2021-1 Resid Maint & Serv	3,036.07
CFD 2022-1 Non-Resid Maint & Serv	478,508.54
CFD 2023-1 Silverwood Maint	67,373.00
Community Dev Block Grant (251, 252, & 253)	217,713.11
AB27666 - Transit (254)	27,027.36
AB3229 Supplemental Law (255)	581,498.92
Beverage Recycling Grant (256)	353,397.16
Disaster Prepared Grant (260)	65,464.39
American Rescue Plan Grant (261)	7,001,278.56
SB 1383 Local Assistance Grant (262)	82,928.55
Public Works Street Maint (263)	2,019,908.53
Development Impact Fund 2018 (306-312)	34,226,969.64
Development Impact Fund A-04 Drainage (313)	616,224.83
Development Impact Fund (300-304)	7,872,658.08
2012 Water Rights Acquisition (402)	1,999,217.82
2023 Refunding Lease Rev Bonds (404)	1,551,524.71
City Wide-Capital Projects (504)	(2,778,383.35)
AD No. 91-1 (802)	421,146.84
CFD 2005-1 (807)	2,998,029.25
HFPD Transition (808)	-
Trust Fund (801, 803-806, & 815)	1,128,396.62
 TOTAL CITY FUNDS	 <u>\$ 134,855,738.24</u>

SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY

<u>FUND</u>	<u>VALUE</u>
RORF Retention - (163)	\$ <u>1,682,910.34</u>

HESPERIA HOUSING AUTHORITY

<u>FUND</u>	<u>VALUE</u>
Hesperia Housing Authority Fund (370)	\$ 4,733,597.57
VVEDA Housing Authority (371)	2,078,694.26
TOTAL HOUSING AUTHORITY FUNDS	\$ <u>6,812,291.83</u>

COMMUNITY DEVELOPMENT COMMISSION

<u>FUND</u>	<u>VALUE</u>
Community Development Commission Fund (170)	\$ <u>3,755,973.54</u>

WATER

<u>FUND</u>	<u>VALUE</u>
Water Operating (700)	\$ 15,444,986.58
Water Capital (701)	10,659,433.91
Water Capital Rehab and Replace (703)	4,027,819.34
Water Contamination Mitigation (704)	2,841,607.38
Water Pension Obligation Trust (705)	13,329.05
Water OPEB Trust (706)	15.27
Sewer Operating (710)	5,786,897.88
Sewer Capital (711)	610,019.31
Sewer Capital Rehab and Replace (713)	904,338.55
Reclaimed Water Operations (720)	467,968.09
TOTAL WATER FUNDS	\$ <u>40,756,415.36</u>

City of Hesperia
Investment Report
Unaudited

ATTACHMENT 1

April 30, 2026

Type of Investment	Institution/ Fiscal Agent	Interest Rate	Date of Purchase	Date of Maturity	Par Value at Maturity	Book Value	Market Value	Account Description
Investments under the direction of the City:								
Local Agency Investment Funds	State of Calif.	3.811%	30-Apr-26	Demand	\$ 107,674,823.32	107,674,823.32	107,674,823.32	
Local Bank Checking Accounts	U.S. Bank	n/a	30-Apr-26	Demand	27,180,914.92	27,180,914.92	27,180,914.92	
Total Unaudited Investments under the direction of the City					\$ 134,855,738.24	\$ 134,855,738.24	\$ 134,855,738.24	

Investments under the direction of fiscal agents:

2012 Lease Revenue Bonds	US Bank	0.069%	30-Apr-26	Demand	548.59	548.59	548.59	2012 - Water Rights Revenue Fund
2012 Lease Revenue Bonds	US Bank	0.000%	30-Apr-26	Demand	-	-	-	2012 - Water Rights Interest Fund
2012 Lease Revenue Bonds	US Bank	0.301%	30-Apr-26	Demand	1,484,376.69	1,484,376.69	1,484,376.69	2012 - Water Rights Reserve Fund
2012 Lease Revenue Bonds	US Bank	0.301%	30-Apr-26	Demand	1,854.19	1,854.19	1,854.19	2012 - Water Rights Surplus Revenue Fund
2023 Refunding Lease Revenue Bonds*	US Bank	0.000%	30-Apr-26	Demand	(31.66)	(31.66)	(31.66)	2023 Refunding Lease Revenue Bonds Revenue Fund
2023 Refunding Lease Revenue Bonds	US Bank	0.264%	30-Apr-26	Demand	165,159.24	165,159.24	165,159.24	2023 Refunding Lease Revenue Interest Funds
2023 Refunding Lease Revenue Bonds	US Bank	0.264%	30-Apr-26	Demand	117.72	117.72	117.72	2023 Refunding Lease Revenue Interest Funds
2024 CFD 2005-1 Refunding	US Bank	0.266%	30-Apr-26	Demand	1,017.35	1,017.35	1,017.35	2024 CFD 05-1 - Special Tax Fund
2024 CFD 2005-1 Refunding	US Bank	3.130%	30-Apr-26	Demand	803.05	803.05	803.05	2024 CFD 05-1 - Bond Fund
2024 CFD 2005-1 Refunding	US Bank	0.266%	30-Apr-26	Demand	516,406.38	516,406.38	516,406.38	2024 CFD 05-1 - Reserve Fund
Deposits - Workers' Comp	PERMA	n/a	30-Apr-26	n/a	987,995.04	987,995.04	987,995.04	GL 1352
Sully Miller Retention - Rancho	US Bank	0.000%	30-Apr-26	n/a	1.08	1.08	1.08	Rancho Road - Escrow Account
City of Hesperia Stabilized Trust	Charles Schwab	n/a	30-Apr-26	n/a	5,377,349.22	5,377,349.22	5,377,349.22	City Pension
City of Hesperia OPEB Trust	Charles Schwab	n/a	30-Apr-26	n/a	989,242.32	989,242.32	989,242.32	City OPEB
Hesperia Fire Protection PST	Charles Schwab	n/a	30-Apr-26	n/a	1,734,358.48	1,734,358.48	1,734,358.48	Fire Pension
Total Unaudited Investments under the direction of fiscal agents					\$ 11,259,197.69	\$ 11,259,197.69	\$ 11,259,197.69	

Please Note: All market value data is provided courtesy of the City's fiscal agent, US Bank.

*** Negative ending balance due to timing of interest payment due on 5/1/26. Balance adjusted on 5/1/26.**

I certify that this investment portfolio is in compliance with the statement of investment policy of the City of Hesperia and the investment program provides sufficient liquidity to meet expenditure requirements for the next six months, as required by the California Government Code sections 53646(b)(2) and (3), respectively.

* Note: 2005 Certificates of Participation began in May 2005 for the financing of the Civic Plaza.



 Marc Morales, Senior Accountant

**Investment Report
Unaudited**

April 30, 2026

Type of Investment	Issuer/ Institution	Interest Rate	Date of Purchase	Date of Maturity	Par Value at Maturity	Book Value	Market Value	Account Description
Investments under the direction of the City:								
Local Agency Investment Funds	State of Calif.	3.826%	30-Apr-26	Demand	\$ 1,343,710.87	\$ 1,343,710.87	1,343,710.87	
Local Bank Checking Accounts	U.S. Bank	n/a	30-Apr-26	Demand	339,199.47	339,199.47	339,199.47	
Total Unaudited Investments under the direction of the City					\$ 1,682,910.34	\$ 1,682,910.34	\$ 1,682,910.34	
Investments under the direction of fiscal agents:								
2018 Refunding Bonds	US Bank	3.591%	30-Apr-26	Demand	11.14	11.14	11.14	2018A & 2018B - Debt Service Account
2018 Refunding Bonds	US Bank	10.021%	30-Apr-26	Demand	1,866.64	1,866.64	1,866.64	2018A & 2018B - Interest Account
2018 Refunding Bonds	US Bank	0.000%	30-Apr-26	Demand	1.00	1.00	1.00	2018A & 2018B - Reserve Account
Total Unaudited Investments under the direction of fiscal agents					\$ 1,878.78	\$ 1,878.78	\$ 1,878.78	

**Please Note: All market value data is provided courtesy of the City's fiscal agent US Bank.
The 2018 Refunding Bonds are supported by a \$9,799,443.76 bond insurance policy.**

I certify that this investment portfolio is in compliance with the statement of investment policy of the City of Hesperia and the investment program provides sufficient liquidity to meet expenditure requirements for the next six months, as required by the California Government Code sections 53646(b)(2) and (3), respectively.

* Note: The 2005 and 2007 Series Bonds were refinanced to 2018 Series Bonds in November 2018.



Marc Morales, Senior Accountant

Hesperia Housing Authority
Investment Report
Unaudited

April 30, 2026

<u>Type of Investment</u>	<u>Issuer/ Institution</u>	<u>Interest Rate</u>	<u>Date of Purchase</u>	<u>Date of Maturity</u>	<u>Par Value at Maturity</u>	<u>Book Value</u>	<u>Market Value</u>
Investments under the direction of the City:							
Local Agency Investment Funds	State of California	3.826%	30-Apr-26	Demand	\$ 5,439,238.44	5,439,238.44	5,439,238.44
Local Bank Checking Accounts	U.S. Bank	n/a	30-Apr-26	Demand	1,373,053.39	1,373,053.39	1,373,053.39
Total Unaudited Investments under the direction of the City					\$ 6,812,291.83	\$ 6,812,291.83	\$ 6,812,291.83

I certify that this investment portfolio is in compliance with the statement of investment policy of the City of Hesperia and the investment program provides sufficient liquidity to meet expenditure requirements for the next six months, as required by the California Government Code sections 53646(b)(2) and (3), respectively.



 Marc Morales, Senior Accountant

Investment Report

Unaudited

April 30, 2026

<u>Type of Investment</u>	<u>Issuer/ Institution</u>	<u>Interest Rate</u>	<u>Date of Purchase</u>	<u>Date of Maturity</u>	<u>Par Value at Maturity</u>	<u>Book Value</u>	<u>Market Value</u>
Investments under the direction of the City:							
Local Agency Investment Funds	State of California	3.826%	30-Apr-26	Demand	\$ 2,998,937.24	2,998,937.24	2,998,937.24
Local Bank Checking Accounts	U.S. Bank	n/a	30-Apr-26	Demand	757,036.30	757,036.30	757,036.30
Total Unaudited Investments under the direction of the City					\$ 3,755,973.54	\$ 3,755,973.54	\$ 3,755,973.54

I certify that this investment portfolio is in compliance with the statement of investment policy of the City of Hesperia and the investment program provides sufficient liquidity to meet expenditure requirements for the next six months, as required by the California Government Code sections 53646(b)(2) and (3), respectively.

Marc Morales, Senior Accountant

Hesperia Water District
Investment Report
Unaudited

April 30, 2026

<u>Type of Investment</u>	<u>Issuer/ Institution</u>	<u>Interest Rate</u>	<u>Date of Purchase</u>	<u>Date of Maturity</u>	<u>Par Value at Maturity</u>	<u>Book Value</u>	<u>Market Value</u>	<u>Account Description</u>
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Investments under the direction of the City:

Local Agency Investment Funds	State of California	3.826%	30-Apr-26	Demand	\$ 32,541,744.61	32,541,744.61	32,541,744.61	
Local Bank Checking Accounts	U.S. Bank	n/a	30-Apr-26	Demand	8,214,670.75	8,214,670.75	8,214,670.75	
Total Unaudited Investments under the direction of the City					\$ 40,756,415.36	\$ 40,756,415.36	\$ 40,756,415.36	

Investments under the direction of fiscal agents:

Hesperia Water District PST	Charles Schwab	n/a	30-Apr-26	n/a	1,483,183.09	1,483,183.09	1,483,183.09	HWD Pension
Hesperia Water District OPEB	Charles Schwab	n/a	30-Apr-26	n/a	297,802.62	297,802.62	297,802.62	HWD OPEB
Deposits - Workers' Comp	PERMA	n/a	30-Apr-26	n/a	1,041,561.53	1,041,561.53	1,041,561.53	GL 1352
Total Unaudited Investments under the direction of fiscal agents					\$ 2,822,547.24	\$ 2,822,547.24	\$ 2,822,547.24	

Please Note: All market value data is provided courtesy of the City's fiscal agent, US Bank.

I certify that this investment portfolio is in compliance with the statement of investment policy of the City of Hesperia and the investment program provides sufficient liquidity to meet expenditure requirements for the next six months, as required by the California Government Code sections 53646(b)(2) and (3), respectively.



 Marc Morales, Senior Accountant

Hesperia Golf and Country Club
Consolidated Income Statement - Unaudited
April 2026

ATTACHMENT 6

	Apr 26	Oct 25-Apr 26
Income		
General & Administrative	276.39	2,016.91
Course	106,091.00	721,901.01
Carts	3,770.00	15,249.00
Proshop	6,460.64	43,622.05
Food & Beverage	16,929.99	131,096.31
Total Income	133,528.02	913,885.28
Proshop	4,438.18	27,679.53
Food & Beverage	6,540.30	49,525.33
Cost of Goods Sold	10,978.48	77,204.86
Gross Profit	122,549.54	836,680.42
Expense		
50000 · Payroll Expenses		
General & Administrative	12,432.71	96,484.56
Course	33,481.44	244,835.13
Carts	8,354.87	59,275.35
Proshop	8,730.60	59,324.71
Food & Beverage	4,567.52	34,535.56
Total 50000 · Payroll Expenses	67,567.14	494,455.31
60000 · Operating Expenses		
General & Administrative	14,778.62	102,558.13
Course	51,064.67	230,893.04
Carts	8,646.43	63,515.73
Proshop	2,039.18	4,482.34
Food & Beverage	394.40	17,824.30
Total 60000 · Operating Expenses	76,923.30	419,273.54
Total Expense	144,490.44	913,728.85
Net Income	-21,940.90	-77,048.43

Animal Control Donation Trust
Cash Flow Summary - Unaudited
April 30, 2026

Beginning Balance (April 1, 2026)	\$ 102,875
Adjustments (quarterly fees)	(772)
Adjusted Beginning Balance (April 1, 2026)	102,103
Activity During Month:	
Donations Received	100
Fees Paid (HDCF Administrative Fees)	(6)
Net Change in Balance	94
Ending Balance (April 30, 2026)	<u>\$ 102,197</u>

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DATE: June 16, 2026

TO: Mayor and Council Members
Chair and Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Rita Perez, Deputy Human Resources/IT Director
Benjamin Leslie, GIS Specialist

SUBJECT: One-Year Contract with Nobel Systems, Inc. for Geographical Information Systems Software and Associated Services

RECOMMENDED ACTION

It is recommended that the City Council and Board of Directors of the Hesperia Water District (District) authorize the City Manager to enter into a one-year contract with Nobel Systems, Inc. (Nobel), for a total not-to-exceed contract amount of \$ 87,252, for the City's Geographical Information Systems (GIS) software and associated services.

BACKGROUND

Nobel has been the City's provider for GIS and GeoViewer integrations, data management, and administrative training since 2007. In 2016, Nobel also began web hosting the City's GeoViewer public system, which allows City employees access to GIS data and real-time parcel information. This system also facilitates citizen access to public GIS data through the City's website. In 2023, the contract with Nobel was amended to add Valve Exercising, DigAlert, and Unlimited Forms.

As part of the City's ongoing GIS Data Management service, Nobel provides updates for the City's GIS assets, including regular feature enhancements, security, and data, ensuring accuracy of water, sewer, storm drain, and street assets.

ISSUES/ANALYSIS

Nobel has a long-standing relationship with the City, and as such possesses extensive knowledge of the City's GIS infrastructure. As the current contract with Nobel expires on June 30th, 2026, establishing a new one-year contract agreement will ensure stability & functionality of critical GIS-integrated services. This contract will also allow Nobel to continue to provide data management services to ensure the accuracy of GIS information.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health – Foster a high-performing organization that provides opportunities for professional growth.

FISCAL IMPACT

Funding is included in the Information Technology annual operating budget.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

None



DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Casey Brooksher, Assistant City Manager
Rita Perez, Deputy Human Resources/IT Director
SUBJECT: Three-Year Enterprise Agreement with Granicus LLC

RECOMMENDED ACTION

It is recommended that the City Council authorize the City Manager to approve a three-year agreement with Granicus LLC in a total not-to-exceed amount of \$319,568 for the implementation of new hardware and streaming equipment, maintenance, and licensing of the Legislative Management Suite (Legistar), video streaming services, and Government Transparency Suite; which includes a 5% contingency in the amount of \$15,978 to accommodate for unforeseen implementation, hardware, configuration, or service-related costs.

BACKGROUND

The City has used Granicus services for public meeting video streaming and archiving since 2007, and Legistar for electronic agenda management and the public meeting portal since 2013. These platforms support City Council and public meeting agenda management, publication of meeting materials, livestreaming, video archives, public access, and electronic voting. The City's current meeting equipment is aging and requires replacement to improve reliability and enhance the public viewing experience. The proposed upgrade will modernize the City's meeting technology by improving audio and video quality, increasing the reliability of livestreamed and archived meetings, supporting electronic voting, and enhancing public access to City Council and public meetings.

ISSUES/ANALYSIS

The City's current public meeting equipment is becoming outdated; upgrades are necessary to improve reliability, public access, livestreaming quality, and electronic voting capabilities for City Council and related public meetings. City staff analyzed products used by other districts and municipalities to evaluate potential alternatives and ensure the best possible experience for public meetings and staff operations. The alternative solutions reviewed did not meet City requirements and failed to provide the features and support the City requires.

The proposed upgrade will allow the City to continue utilizing its existing meeting management and public meeting systems while replacing aging equipment, improving meeting reliability and public access, and providing the ongoing support necessary for day-to-day operations and future operational needs.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health- Foster a high-performing organization that provides opportunities for profession and growth.

FISCAL IMPACT

Funding for the first year is included in the annual FY 26-27 Information Technology operating budget. Funding includes a one-time implementation cost for the first year. Funding for each subsequent year of the agreement will be included in Information Technology's yearly operating budget.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

None

City of Hesperia STAFF REPORT



DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Casey Brooksher, Assistant City Manager
Rita Perez, Deputy Human Resources/IT Director
SUBJECT: Amend Contract with Konica Minolta Business Solutions

RECOMMENDED ACTION

It is recommended that the City Council authorize the City Manager to amend the current contract with Konica Minolta Business Solutions by \$49,000, for a revised total not-to-exceed amount of \$326,480, for the completion of the five-year lease agreement ending in February 2027.

BACKGROUND

At the December 21, 2021, Council meeting, the Council approved a \$277,480 contract for the replacement of City-wide copier multi-function printers (MFP). The original contract included a cost-per-copy (CPC) pricing module, a support and maintenance agreement, and a supply agreement for \$55,496 per fiscal year.

ISSUES/ANALYSIS

Staff identified the number of prints for each MFP to calculate the CPC pricing module for the five-year lease agreement presented at the December 21, 2021, City Council meeting. Funding in the amount of \$55,496 was included in each fiscal year to cover the cost of the CPC pricing module. Since then, the City has seen an uptick in use of the MFPs due to their reliability for high-volume printing, which has increased the total number of prints and raised the CPC, resulting in an average yearly cost of \$64,000 over the last four years. The increase to the contract will cover the remaining eight months of the lease agreement with Konica Minolta.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health- Foster a high-performing organization that provides opportunities for professional growth

FISCAL IMPACT

Funding is included in the annual FY 2026-27 Information Technology operating budget.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

None



DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Casey Brooksher, Assistant City Manager
SUBJECT: TLC Animal Removal Services

RECOMMENDED ACTION

It is recommended that the City Council authorize the City Manager to enter into a three (3) year agreement with TLC Animal Removal Services (TLC) in the amount of \$3,500 per month for a total, not-to-exceed amount of \$126,000 for animal disposal services.

BACKGROUND

The City's contracted veterinarian holds a Premises Permit from the California Veterinarian Medical Board. To maintain this permit, it is required that the City's shelter dispose of deceased animals in accordance with California Veterinary standards. Those standards require adherence to California Code of Regulations section 2030(f) (7), and California Food and Agricultural Code sections 19348 and 1180.13, outlining licensing, transportation, and disposal requirements for deceased animals.

ISSUES/ANALYSIS

Beginning in 2021, the City began working with TLC to dispose of the deceased animals. With the current agreement set to expire on June 30, 2026, the City of Hesperia released a formal bid on April 8, 2026, for Animal Removal Services. When the bid closed on April 22, 2026, TLC was the sole responding bidder. TLC continuously provides a dependable source for animal disposal.

CITY GOAL SUPPORTED BY THIS ITEM

Public Safety - Ensure public safety resources adequately protect our community

FISCAL IMPACT

Funding for the services will be included in the Fiscal Year 2026-27 Budget and funding for the subsequent years will be budgeted annually.

ALTERNATIVE(S)

Provide alternative direction to staff.

ATTACHMENT(S)

None

City of Hesperia STAFF REPORT



DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Casey Brooksher, Assistant City Manager
SUBJECT: Midwest Contract for Shelter Medications, Surgery, and Veterinary Supplies

RECOMMENDED ACTION

It is recommended that the City Council authorize the City Manager to execute a one-year contract with Midwest Veterinary Supply in the not-to-exceed contract amount of \$100,000 to provide medications, surgery, and veterinary supplies for the City's animal shelter.

BACKGROUND

On average, the Hesperia Animal Shelter takes in approximately twenty-nine (29) stray animals per day (approximately 7,779 per year), with an average holding time of 10 days. Following protocol, each animal is vaccinated to prevent an outbreak within the facility, with booster vaccinations being administered at appropriate intervals for the duration of the stay. Additionally, medication is started on applicable sick or injured animals being kept under mandatory hold until their ownership can be determined or relinquished, and they are then released for adoption or rescue. Incorporating the clinic for spay and neuter surgeries has increased the items required to include medications, supplies, and instruments to prepare and conduct spay and neuter surgeries.

ISSUES/ANALYSIS

A formal bid was released on April 19, 2026. Formal bids were published in the Victorville Daily Press, Public Purchase, and emailed to vendors. The bid closed on May 6, 2026, with one responsive bidder. Midwest Veterinary Supply has provided the City of Hesperia Animal Shelter with kennel supplies, shelter medications, surgery, and veterinary Supplies for the last five years and has proved to be a reliable vendor. The current contract with Midwest expires on June 30, 2026. Estimated quantities were based on projected supplies needed for the shelter. The bid, along with estimated quantities, was utilized to establish a contracted price for medication, vaccines, surgery, and veterinary supplies.

CITY GOAL SUPPORTED BY THIS ITEM

Public Safety - Ensure public safety resources adequately protect our community

FISCAL IMPACT

Funding for the services will be included in the Fiscal Year 2026-27 Budget.

ALTERNATIVE(S)

1. Provide alternative direction to staff

ATTACHMENT(S)

None

City of Hesperia STAFF REPORT



DATE: June 16, 2026

TO: Chair and Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Cassandra Sanchez, Director of Public Works / City Engineer
Brian Blackwell, Streets Operation Manager
Jeremy McDonald, Water Operations Manager

SUBJECT: Warehouse Commodity – A.Y. McDonald Manufactured Water Parts

RECOMMENDED ACTION

It is recommended that the Board of Directors of the Hesperia Water District authorize the City Manager to enter into a one (1) year agreement with Orange County WinWater Works in a not-to-exceed amount of \$145,861, for the purchase of A.Y. McDonald manufactured water parts.

BACKGROUND

The Hesperia Water District has standardized various services and repair products to minimize the need to stock multiple products and to simplify installation processes. A.Y. McDonald is the manufacturer of various water fittings including corporation stops, curb stops, adapters, meter valves, saddles, repair clamps, and other accessories which meet the design standards established by the American Water Works Association. A.Y. McDonald manufactured water products are one of the materials the District has standardized and are compatible with existing infrastructure. These materials are used for the maintenance and repair of the water system.

ISSUES/ANALYSIS

The Hesperia Water District established a formal request for bid (RFB) 2025-26-021 on April 29, 2026, soliciting bids from seven (7) vendors. The bid closed on May 19, 2026, with four (4) material service providers responding. Staff recommends awarding the bid to Orange County WinWater Works, with a total bid of \$145,860, who has been deemed the lowest responsible and responsive vendor.

CITY GOAL SUPPORTED BY THIS ITEM

Financial Health: Maintain a balanced budget and adequate reserves.

FISCAL IMPACT

Sufficient funding is included in the Fiscal Year (FY) 2026-27 Operating Budget.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

1. Bid Comparison

			ICONIX WATERWORKS			WESTERN WATER WORKS		ORANGE COUNTY WINWATER WORKS		S & J SUPPLY	
Item Number	Description	UOM	Estimated Quantity Purchased FY 26-27	Vendor Price Before Sales Tax Fiscal Year 2026-27	Extended Price	Vendor Price Before Sales Tax Fiscal Year 2026-27	Extended Price	Vendor Price Before Sales Tax Fiscal Year 2026-27	Extended Price	Vendor Price Before Sales Tax Fiscal Year 2026-27	Extended Price
12456	12456 - 1" X 2" Meter Flange Adapter (710J47)	EA	10.0000	106.72	\$1,067.20	104.40	\$1,044.00	98.85	\$988.50	117.39	\$1,173.90
31400	31400 - 1" Corp X PE Adapter, CTS (74755H 1)	EA	500.0000	40.73	\$20,365.00	39.00	\$19,500.00	38.58	\$19,290.00	45.83	\$22,915.00
31401	31401 - 1" Corp Stop With PE Adapter, CTS (74104BH 1)	EA	10.0000	117.28	\$1,172.80	117.30	\$1,173.00	111.10	\$1,111.00	131.94	\$1,319.40
31402	31402 - 1" Angle Meter Stop With PE Adapter, CTS (74602BH 1)	EA	700.0000	171.13	\$119,791.00	163.90	\$114,730.00	162.12	\$113,484.00	192.50	\$134,750.00
31403	31403 - 3/4" X 1" Brown Meter Bushing (710J3456 X.25)	EA	25.0000	14.05	\$351.25	14.10	\$352.50	13.30	\$332.50	15.80	\$395.00
31404	31404 - CTS Handyloc Gripper, Red (4700HGR 1)	EA	100.0000	1.77	\$177.00	1.75	\$175.00	1.63	\$163.00	1.94	\$194.00
Total Cost Before Sales Tax					\$142,924.25		\$136,974.50		\$135,369.00		\$160,747.30
7.75% Sales Tax					\$11,076.65		\$10,615.54		\$10,491.10		\$12,457.92
Total Cost Including Sales Tax					\$154,000.90		\$147,590.04		\$145,860.10		\$173,205.22
								WINNING BIDDER			

NOTE 1: C WELLS PIPELINE, CORE & MAIN, AND FERGUSON WATERWORKS DID NOT RESPOND.

NOTE 2: QUANTITIES PURCHASED ARE ESTIMATES ONLY AND CAN BE HIGHER OR LOWER.

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City of Hesperia STAFF REPORT



DATE: June 16, 2026

TO: Mayor and Council Members
Chair and Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Cassandra Sanchez, Director of Public Works/City Engineer
Brian Blackwell, Streets/Traffic Operation Manager

SUBJECT: Contract Amendment for Unarmed Security Services with Alltech Industries, Inc.

RECOMMENDED ACTION

It is recommended that the City Council and Board of Directors of the Hesperia Water District (District) authorize the City Manager to approve an amendment to the existing contract with Alltech Industries, Inc. for an additional \$164,400 for a revised not-to-exceed contract amount of \$743,764 and approve a one-year contract extension for unarmed security services.

BACKGROUND

The City and District have continued to utilize unarmed security patrols during after-hours and weekends at both the Civic Center and the Public Works Corporate Yard to reduce theft, deter vandalism, and maintain a safe environment for staff outside normal business hours. This approach has proven effective. The current vendor, Alltech Industries, Inc., began providing services in November 2022 and has consistently delivered good performance, responded promptly to City inquiries, and supplied automatically generated daily service reports at the end of each shift.

Public Works completed a Request for Bids (RFB) for Fiscal Year 2022–23 from local High Desert vendors capable of providing security services, and two vendors responded. The contract was originally awarded to Infinity National Services; however, due to repeated break-ins and the theft of two vehicles from the Public Works Yard, the contract was terminated for lack of performance.

Alltech Industries, Inc., the second-lowest bidder from the original RFB, was contacted and agreed to honor its original bid pricing to complete the remainder of the FY 2022–23 security services contract. Alltech successfully fulfilled the contract through June 30, 2024.

For the FY 2024–25 contract period, Alltech Industries agreed to continue providing security services with a 6.5 percent price increase. Staff reviewed the Consumer Price Index (CPI) and confirmed that comparable services had increased by 7.1 percent, making Alltech's request reasonable. Based on the acceptable pricing and the absence of security issues during their service period, the City of Hesperia, with Council approval, extended Alltech's contract into FY 2024–25.

For FY 2025–26, Alltech Industries held its pricing with no increase and was granted an additional one-year contract extension by the City Council.

ISSUES/ANALYSIS

With the agreement currently set up to expire June 30, 2026, Alltech Industries has again chosen to hold pricing with no increase for FY 2026–27, continuing to provide reliable and effective security services for the City of Hesperia. There have been no security breaches at any City-owned locations monitored by Alltech Industries since their start date in November 2022.

CITY GOAL SUPPORTED BY THIS ITEM

Public Safety - Ensure public safety resources adequately protect our community

Financial Health - Maintain a balanced budget and adequate reserves

FISCAL IMPACT

Sufficient funding will be included in the FY 2026-27 Proposed Operating Budget.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

None

City of Hesperia STAFF REPORT



DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Melinda Sayre, Deputy City Manager/ City Clerk
Jessica Giber, Assistant City Clerk
SUBJECT: Calling November 3, 2026, General Municipal Election

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2026-23, calling for the holding of the General Municipal Election in districts two (2), three (3), and four (4); and 2026-24 requesting consolidation with the statewide General Municipal Election with the San Bernardino County Registrar of Voters.

BACKGROUND

Under the provisions of the laws relating to General Law Cities, the City's General Municipal Election shall be held on November 3, 2026, for the election of one (1) open seat (each) in districts two (2), three (3) and four (4).

Elections Code §10403 allows the City to file a resolution with the County of San Bernardino requesting consolidation of the Municipal Election and all related election services with the County Election Department. Consolidating with the County is an efficient, cost-effective way to manage the election process.

ISSUES/ANALYSIS

In accordance with California law regulating General Law Cities, the attached Resolutions are required to conduct the General Municipal Election on November 3, 2026.

1. Resolution No. 2026-23 calling for the holding of the consolidated General Municipal Election to be held on Tuesday, November 3, 2026.
2. Resolution No. 2026-24 requesting the San Bernardino County Board of Supervisors to authorize the Registrar of Voters to consolidate the General Municipal Election with the statewide General Election to be held on November 3, 2026.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health – Foster a high performing organization that provides opportunities for professional growth.

Financial Health – Maintain a balanced budget and adequate reserves.

FISCAL IMPACT

Election expenses have been identified in the proposed Fiscal Year 2026-27 City Manager's Office budget. Exact election costs will not be known until after the November election.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

1. Resolution No. 2026-23
2. Resolution No. 2026-24

RESOLUTION NO. 2026-23

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA, CALIFORNIA, CALLING FOR THE HOLDING OF A GENERAL MUNICIPAL ELECTION TO BE HELD ON TUESDAY, NOVEMBER 3, 2026, FOR THE ELECTION OF CERTAIN OFFICERS AS REQUIRED BY THE PROVISIONS OF THE LAWS OF THE STATE OF CALIFORNIA RELATING TO GENERAL LAW CITIES

WHEREAS, under the provisions of the laws relating to general law cities in the State of California, a General Municipal Election shall be held on Tuesday, November 3, 2026 for the election of Municipal Officers.

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

- Section 1. That pursuant to the requirements of the laws of the State of California relating to General Law Cities, there is called and ordered to be held in the City of Hesperia, California, on Tuesday, November 3, 2026, a General Municipal Election for the election of one (1) open seat (each) in districts two (2), three (3) and four (4) of the City Council, for the full term of four years.
- Section 2. That the ballots to be used at the election shall be in form and content as required by law.
- Section 3. That the City Clerk is authorized, instructed and directed to procure and furnish any and all official ballots, notices, printed matter and all supplies, equipment and paraphernalia that may be necessary in order to properly and lawfully conduct the election.
- Section 4. That the polls for the election shall be open at seven o'clock a.m. of the day of the election and shall remain open continuously from that time until eight o'clock p.m. of the same day when the polls shall be closed, pursuant to Election Code § 10242, except as provided in § 14401 of the Elections Code of the State of California.
- Section 5. That in all particulars not recited in this resolution, the election shall be held and conducted as provided by law for holding municipal elections including laws or directives signed by the Governor.
- Section 6. That notice of the time and place of holding the election is given and the City Clerk is authorized, instructed and directed to give further or additional notice of the election, in time, form and manner as required by law.
- Section 7. That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.
- Section 8. The City Council authorizes the City Clerk to administer said election and all reasonable and actual election expenses shall be paid by the City upon presentation of a properly submitted bill.

ADOPTED AND APPROVED this 16th day of June 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

RESOLUTION NO. 2026-24

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA, CALIFORNIA, REQUESTING THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN BERNARDINO TO RENDER SPECIFIED SERVICES TO THE CITY RELATING TO THE CONDUCT OF A GENERAL MUNICIPAL ELECTION TO BE HELD ON TUESDAY, NOVEMBER 3, 2026 PURSUANT TO § 10403 OF THE ELECTION CODE

WHEREAS, the City Council of the City of Hesperia called a General Municipal Election to be held on Tuesday, November 3, 2026 for the purpose of the election of one (1) open seat (each) in districts two (2), three (3) and four (4) of the City Council, for the full term of four years and;

WHEREAS, it is desirable that the General Municipal Election be consolidated with the Statewide General Election to be held on the same date and that within the city the precincts, polling places and election officers of the two elections be the same, and that the county election department of the County of San Bernardino canvass the returns of the General Municipal Election and that the election be held in all respects as if there were only one election;

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

- Section 1. That pursuant to the requirements of § 10403 of the Elections Code, the Board of Supervisors of the County of San Bernardino is hereby requested to consent and agree to the consolidation of a General Municipal Election with the Statewide General Election on Tuesday, November 3, 2026 for the purpose of the election of one (1) open seat (each) in districts two (2), three (3) and four (4) of the City Council, for the full term of four years.
- Section 2. That the County Election Department is authorized to canvass the returns of the General Municipal Election. The election shall be held in all respects as if there were only one election, and only one form of ballot shall be used.
- Section 3. That the Board of Supervisors is requested to issue instructions to the county election department to take any and all steps necessary for the holding of the consolidated election.
- Section 4. That the City of Hesperia recognizes that additional costs will be incurred by the County by reason of this consolidation and agrees to reimburse the County for any costs.
- Section 5. That the City Clerk is hereby directed to file a certified copy of this resolution with the Board of Supervisors and the county election department of the County of San Bernardino, California.
- Section 6. That the City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

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DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Melinda Sayre, Deputy City Manager/ City Clerk
Jessica Giber, Assistant City Clerk
SUBJECT: Adoption of Candidate Statement Regulations for November 3, 2026 Election

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution 2026-25 adopting regulations for candidate statements for District two (2), District three (3), and District four (4) as estimated by the San Bernardino County Elections Office.

BACKGROUND

Under the provisions of the laws relating to General Law cities, the City's General Municipal Election shall be held on November 3, 2026 for the election of three (3) members of the City Council to serve four-year terms, one (1) seat each in Districts Two (2), Three (3), and Four (4).

Section 13307 (c) of the Elections Code allows the City to adopt fee regulations to charge candidates for the costs incurred for providing candidate statements in the voter pamphlet.

ISSUES/ANALYSIS

At the time the agenda was printed the San Bernardino County Elections office was unable to provide a cost estimate due to an ongoing cost analysis related to providing consolidated election services being conducted by the County Administrative Office. The County estimates that they will have a cost breakdown available in early July 2026 just prior to the beginning of the nomination period on July 13, 2026. The deadline for cities to adopt regulations regarding Candidate Statements is July 6, 2026.

The final cost of providing the candidate's statement will be provided by the county Elections Office several months after the election. Candidates choosing to file a candidate statement will be charged the estimated amount provided by the County when they submit their candidate statement during the nomination period. They will then be refunded or sent an invoice for the difference between the estimate and actual candidate statement costs once the Elections Office provides that final cost.

For reference, during the 2024 election the estimated Candidate Statement cost was \$773 for District one (1) and \$799 for District five (5). Staff anticipate that the cost will be slightly higher for the current election cycle.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health – Foster a high performing organization that provides opportunities for professional growth.

Financial Health – Maintain a balanced budget and adequate reserves.

FISCAL IMPACT

Election expenses have been identified in the Fiscal Year 2026-27 budget. Actual election costs will not be known until after the November 3, 2026 election.

ALTERNATIVE(S)

Provide alternative direction to staff.

ATTACHMENT(S)

1. Resolution No. 2026-25

RESOLUTION NO. 2026-25

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA, CALIFORNIA, ADOPTING REGULATIONS FOR CANDIDATES FOR ELECTIVE OFFICE PERTAINING TO CANDIDATES' STATEMENTS SUBMITTED TO THE VOTERS AT AN ELECTION TO BE HELD ON TUESDAY, NOVEMBER 3, 2026

WHEREAS, §13307 of the Elections Code of the State of California provides that the governing body of any local agency adopt regulations pertaining to materials prepared by any candidate for a municipal election, including costs of the candidates statement.

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

Section 1. GENERAL PROVISIONS. That pursuant to §13307 of the Elections Code of the State of California, each candidate for elective office to be voted for at an Election to be held in the City of Hesperia on Tuesday, November 3, 2026 may prepare a candidate's statement on an appropriate form provided by the City Clerk. The statement may include the name, age, and occupation of the candidate and a brief description of no more than 200 words of the candidate's education and qualifications expressed by the candidate himself or herself. The statement shall not include party affiliation of the candidate, nor membership or activity in partisan political organizations. The statement shall be filed in typewritten form in the office of the City Clerk at the time the candidate's nomination papers are filed. The statement may be withdrawn, but not changed, during the period for filing nomination papers and until 5:00 p.m. of the next working day after the close of the nomination period.

Section 2. FOREIGN LANGUAGE POLICY.

A. Pursuant to the Federal Voting Rights Act, candidates statements will be translated into all languages required by the County of San Bernardino. The County is currently required to translate candidate's statements into the following language: Spanish.

Section 3. PAYMENT.

A. Translations:

1. The candidate shall be required to pay for the cost of translating the candidate's statement into any required foreign language as specified in (A) and/or (B) of Section 2 above pursuant to Federal and/or State law.

B. Printing:

1. The candidate shall be required to pay for the cost of printing the candidate's statement in English and Spanish.

The City Clerk shall provide an estimate of the total cost of printing, handling, translating, and mailing the candidate's statements filed pursuant to this section, including costs incurred as a result of complying with the Voting Rights Act of 1965 (as amended), and require each candidate filing a statement to pay in advance to the local agency his or her estimated pro rata share as a condition of having his or her statement included in the voter's pamphlet. In the event the estimated payment is required, the estimate is just an approximation of the actual cost that varies from one election to another election and may be significantly more or less than the estimate, depending on the actual number of candidates filing statements. Accordingly, the City Clerk is not bound by the estimate and may, on a pro rata basis, bill the candidate for additional actual expense or refund any excess paid depending on the final actual

cost. In the event of underpayment, the City Clerk may require the candidate to pay the balance of the cost incurred. In the event of overpayment, the clerk shall prorate the excess amount among the candidates and refund the excess amount paid within 30 days of receiving elections fees by the County Registrar of Voters Office.

Section 4. ADDITIONAL MATERIALS.

No candidate will be permitted to include additional materials in the sample ballot package.

Section 5. COST ESTIMATE.

The estimate to print a candidate statement for the November 3, 2026 election for District Two (2), District Three (3), and District Four (4) will be provided to each candidate and is payable at the time nomination papers are filed.

Section 6. That the City Clerk shall provide each candidate or the candidate's representative a copy of this Resolution at the time nominating petitions are issued.

Section 7. That all previous resolutions establishing council policy on payment for candidates statements are repealed.

Section 8. That this resolution shall apply only to the election to be held on Tuesday, November 3, 2026 and shall then be repealed.

Section 9. That the City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

City of Hesperia STAFF REPORT



DATE: June 16, 2026

TO: Mayor and Council Members
Chair and Board Members Hesperia Housing Authority Chair and
Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Rita Perez, Deputy Human Resources/IT Director

SUBJECT: Non-Represented Employees' Compensation and Benefit Plan

RECOMMENDED ACTION

It is recommended that the City Council, the Board of Directors of the Hesperia Housing Authority, and the Board of Directors of the Hesperia Water District, adopt Joint Resolution No. 2026-29, HHA 2026-04, and HWD 2026-10, modifying the Non-Represented Employees' Compensation and Benefit Plan.

BACKGROUND

On June 4, 2024, the City Council adopted the following Joint Resolution No 2024-25, Resolution HHA 2024-04, and Resolution HWD 2024-08, which established the Non-Represented Employees' Compensation and Benefit Plan (Non-Rep Plan). The Non-Rep Plan establishes salaries, benefits and other related policies for employees not represented by an employee labor relations organization and may be modified in its entirety or by section.

Additionally, City Council amended Section 9 of the Non-Rep Plan on November 18, 2025, by adopting Joint Resolution No. 2025-45, HHA 2025-06, and HWD 2025-14.

ISSUES/ANALYSIS

Included with this staff report is the completed updated Non-Represented Employees' Compensation and Benefit Plan, which prescribes the salaries, benefits, and other related policies for the employees of the City not represented by an employee labor relations organization and commonly called Non-Represented Employees.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health- Foster a high-performing organization that provides opportunities for professional growth.

FISCAL IMPACT

The monetary implications of the Non-Represented Employees' Compensation and Benefit Plan are reflected in the adopted FY 2026-27 Budget presented to the City Council on June 2, 2026.

ALTERNATIVE(S)

1. Provide alternative direction to staff

ATTACHMENT(S)

1. Joint Resolution No. 2026-29, HHA 2026-04, HWD 2026-10
2. Non-Represented Employees' Compensation and Benefit Plan

**RESOLUTION NO. 2026-29
RESOLUTION NO. HHA 2026-04
RESOLUTION NO. HWD 2026-10**

**A JOINT RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA,
THE BOARD OF DIRECTORS OF THE HESPERIA HOUSING AUTHORITY,
AND THE BOARD OF DIRECTORS OF THE HESPERIA WATER DISTRICT OF
CALIFORNIA, MODIFYING THE NON-REPRESENTED EMPLOYEES'
COMPENSATION AND BENEFIT PLAN**

WHEREAS, the City Council and Board of Directors of the City of Hesperia establishes salaries, benefits and other related policies for employees not represented by an employee labor relations organization; and

WHEREAS, the City Council and Board of Directors of the City of Hesperia recognizes that it competes in a marketplace to obtain qualified personnel to perform and provide municipal services, and that compensation and conditions of employment must be sufficiently attractive to recruit and retain qualified employees; and

WHEREAS, Joint Resolution No 2024-25, Resolution HHA 2024-04, and Resolution HWD 2024-08, Exhibit A established a Non-Represented Employees' Compensation and Benefits Plan which sections can be modified individually or in whole; and

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HESPERIA, BOARD OF DIRECTORS OF THE HESPERIA HOUSING AUTHORITY AND BOARD OF DIRECTORS OF THE HESPERIA WATER DISTRICT AS FOLLOWS:

Section 1. That the recitals above are true and correct.

Section 2. That the City Council and Borad of Directors has reviewed and approves of the modified provisions included in Exhibit A. - Non-Represented Employees' Compensation and Benefit Plan.

Section 3. That this resolution shall remain in full force and effect until modified or terminated by action of the City Council and Board of Directors.

Section 4. That Exhibit A - Non-Represented Employees' Compensation and Benefit Plan sections may be modified individually or in whole by action of the City Council and board of Directors.

Section 5. That the City Clerk shall certify the passage and adoption of this Resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June 2026.

Briget Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

EXHIBIT A

**Non-Represented Employees'
Compensation and Benefits Plan**

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

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**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 1: Establishment

The Non-Represented Employees' Compensation and Benefit Plan was modified in whole in Resolution No 2026-029, Resolution HHA 2026-04, and Resolution HWD 2026-010. The following sections shall remain in full force and effect until modified or terminated by action of the City Council and may be modified individually or in whole by action of the City Council.

SECTION 2: Provisions of Law

It is understood that this Non-Represented Employees' Compensation and Benefit Plan is subject to all current and future applicable federal and state laws, federal and state regulations. If any section or provision of the resolution is in conflict or inconsistent with such above applicable laws, rules and regulations, or is otherwise held to be invalid or unenforceable by any competent jurisdiction, such section or provision shall be suspended and superseded by such applicable law or regulations, and the remainder of this resolution shall not be affected thereby.

SECTION 3: Management Structure

All employees work for the City Manager; however they have supervisors assigned to them based upon the organizational structure included in the annual budget and as determined by the City Manager.

SECTION 4: Non-Represented Classifications

The non-represented job classifications include all job classifications and employees not represented by a recognized employee organization as approved by the Hesperia City Council.

The non-exclusive listing of classifications that are non-represented includes the City Council as Elected Officials, the City Manager, full-time, part-time, temporary employees and any other employees to include the following full-time classifications:

GENERAL

Accountant
Accounting Technician
Administrative Aide
Administrative Secretary
Animal Services Coordinator
Budget/Finance Specialist
City Clerk Specialist
Deputy City Clerk
Engineering Specialist
Environmental Compliance Inspector
Executive Secretary
Facility Electrician
Field Services Supervisor
Geographical Information Systems Technician
Information Systems Technician
Office Assistant
Payroll Analyst
Personnel Technician
Planning Specialist
Purchasing Analyst
Public Works Inspector
Senior Code Enforcement Officer
Senior Community Development Technician
Senior Engineering Technician
Senior Office Assistant
Senior Office Specialist

SENIOR MANAGEMENT

City Engineer
Deputy Community Development Director
Deputy Development Services Director
Deputy Director of Development Services/Community Development
Deputy Director of Economic Development
Deputy Human Resources/Risk Management Director
Economic Development Director

AT-WILL SENIOR MANAGEMENT

Assistant City Manager (Unclassified/At-Will)
Assistant City Manager/Management Services (Unclassified/At-Will)
City Clerk (Unclassified/At-Will)
Deputy City Engineer (Unclassified/At-Will)
Deputy City Manager (Unclassified/At-Will)
Deputy City Manager/City Clerk (Unclassified/At-Will)
Deputy Finance Director (Unclassified/At-Will)
Deputy Human Resources/IT Director (Unclassified/At-Will)
Deputy Information Technology Director (Unclassified/At-Will)
Director of Administrative Services (Unclassified/At-Will)
Director of Development Services (Unclassified/At-Will)
Director of Finance (Unclassified/At-Will)
Director of Government Services/City Clerk (Unclassified/At-Will)
Director of Public Works (Unclassified/At-Will)
Public Works Manager
Licensed Veterinarian

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 4: Non-Represented Classifications (Continued)

PROFESSIONAL/SUPERVISORY

Administrative Analyst
Animal Control Supervisor
Animal Services Specialist
Animal Services Supervisor
Assistant City Clerk
Assistant Engineer
Assistant Planner
Assistant Project Manager
Associate Engineer
Associate Planner
Building and Safety Supervisor
Building Inspection Supervisor
Code Enforcement Supervisor
Community Development Coordinator
Community Development Supervisor
Community Relations Specialist
Construction Inspection Supervisor
Customer Service Supervisor
Economic Development Supervisor
Emergency Services Coordinator
Environmental Programs Coordinator
Facilities Supervisor
Financial Analyst
Fleet/Warehouse Supervisor
Geographical Information Systems Specialist
Human Resources Analyst
Human Resources Specialist
Land Development Supervisor
Maintenance Crew Supervisor
Management Analyst
Plans Examiner
Public Relations Analyst
Public Works Inspection Supervisor
Public Works Supervisor/Water
Risk Management Supervisor
Secretary to the City Manager & City Council
Senior Economic Development Specialist
Shelter Supervisor

MANAGEMENT

Animal Services Manager
Assistant to the City Manager
Budget/Finance Manager
Building Official
Building & Safety Manager
Code Compliance Manager
Community Development Manager
Community Program Manager
Community Relations and Media Coordinator
Economic Development Manager
Finance Manager
Geographical Information Systems Manager
Human Resources Program Manager
Information Systems Manager
Information Systems Specialist
Principal Planner
Project Manager
Public Works Superintendent
Public Works Supervisor
Purchasing Supervisor
Risk Manager
Senior Accountant
Senior Development Specialist
Senior Engineer
Senior Financial Analyst
Senior Human Resources Analyst
Senior Information Systems Specialist
Senior Management Analyst
Senior Planner
Senior Plans Examiner
Senior Project Manager
Streets Operations Manager
Water Operations Manager

SECTION 5: Confidential Employees

Confidential employees are designated as such when an employee, in the course of his or her duties, has access to information relating to the City's administration of employer-employee relations. Employees designated as confidential employees may not represent any employee organization which represents other City employees concerning the wages, hours or other terms and conditions of employment of such other employees. The employees designated as confidential employees are as follows:

Budget/Finance Manager
Executive Secretary
Human Resources Analyst
Human Resources Manager
Human Resources Specialist
Personnel Technician
Secretary to the City Manager/City Council

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 6: Salary

- 1 Annually, a Cost of Living Adjustment (COLA) will be reviewed by management and presented to the City Council. The COLA will be based on the annualized Consumer Price Index (CPI) – All Urban Consumers (Area: Riverside-San Bernardino – Ontario).
- 2 The salary ranges will be listed in the City's Combined Compensation Schedule.
- 3 Bonus Program for employees on Step 11 based on merit on their anniversary date is established. See ORG-42.
 - a. This program was frozen for Fiscal Year 2020-21.
- 4 Merit step increases were frozen for Fiscal Year 2020-21.
- 5 Each non-represented full-time and part-time employee who is actively employed with the City of Hesperia on June 24, 2021, shall receive a lump sum bonus payment equal to 3% of the respective employee's annual base salary in effect as of June 4, 2021. This amount shall not increase the employee's base pay rate but is a one-time lump sum bonus only. This one-time payment will be included in the last paycheck received in the month of June 2021 and will not be reported to CalPERS as special compensation.
- 6 Each non-represented full-time and part-time employee who is actively employed with the City of Hesperia on May 17, 2024, shall receive a one-time stipend payment as follows:
 - \$500 – Part-Time Classification
 - \$1,100 – General
 - \$1,200 – Professional/Supervisory
 - \$1,300 - Management and aboveThis one-time payment will be included in the first paycheck received in the month of June 2024 and will not be reported to CalPERS as special compensation.
- 7 Each non-represented full-time and part-time employee who is actively employed with the City of Hesperia on June 12, 2026, shall receive a one-time employee stipend payment as follows:
 - \$500 – Part-Time Classification
 - \$2,150 – General
 - \$2,350 – Professional/Supervisory
 - \$2,500 - Management and aboveThis one-time payment will be processed on or before June 30, 2026 and will not be reported to CalPERS as special compensation.

SECTION 7: CalPERS Retirement Plan

The City has amended its contract with the Board of Administration of CalPERS to provide the 2.7%@55 full retirement formula, which increased the employee's rate of contribution to 8% of reportable earnings.

The City has elected and continues to elect to be subject to the following optional retirement provisions:

- a. Section 20042 (One-Year Final Compensation).
- b. Section 20903 (Two Years Additional Service Credit).

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 7: CalPERS Retirement Plan (Continued)

- c. Section 21574 (Fourth Level of 1959 Survivor Benefits. The City funds the Employer and Employee contribution of the Survivor Benefits. The Survivor "Employee Contribution" is not credited to the member's account and is not refundable.
- d. Section 21024 (Military Service Credit as Public Service).

Effective the first full pay period after July 1, 2012, the City's contribution towards the local miscellaneous member's contribution will be zero percent of reportable compensation, and each local miscellaneous member's contribution shall be 8% of the individual member's reportable earnings.

Employees hired by the City on or after January 1, 2013, who qualify as "new members", as that term is defined in the Public Employee Pension Reform Act (AB 340), shall be subject to the Act including but not limited to:

- a. 2% at 62 retirement formula
- b. Pension benefit is based on the highest annual final compensation during a consecutive 36 month period.
- c. CalPERS contribution of 50% of the CalPERS "normal cost" as that term is defined in the Act.

In addition to paying the full CalPERS member contribution, each employee covered by the CalPERS 2.7% @ 55 full retirement formula shall, effective the first full pay period after July 1, 2015, pay one percent of reportable earnings by payroll deduction as cost sharing of the City's normal costs pursuant to Government Code sections 7522.30 (e) and 20516 (f).

SECTION 8: 401 (a) Program

The City will provide to all Non-Represented employees a 401 (a) program with contributions every pay period as follows:

General

- One percent of base salary

Professional/Supervisory

- Two percent of base salary

Management

- Three percent of base salary

Senior Management

- Four percent of base salary

For plan rules and details, refer to the plan documents available in Human Resources.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 9: Health Insurance

All employees must enroll in an available City health insurance plan unless they opt out with proof of alternate group coverage.

1. Health Insurance Provider:

The City will make available a comparable health insurance plan(s) for all full-time regular employees and elected officials.

2. City Contributions:

The City contribution for full-time regular employees and elected officials are exclusively for the premiums of health, dental and optical only and includes the minimum required employer monthly contribution amount as designated by the Health Insurance Provider with the remaining monthly amount provided through the City's Cafeteria Plan.

a. Full-time Regular Employees and Elected Officials Contributions:

- Effective December 1, 2026, for the January 2027 insurance premiums, the City shall pay up to \$1,900 per month; the employee shall be responsible for paying the difference, or the amount greater than \$1,900 through payroll deduction.
- Effective December 1, 2025, for the January 2026 insurance premiums, the City shall pay up to \$1,750 per month; the employee shall be responsible for paying the difference, or the amount greater than \$1,750 through payroll deduction. Joint Resolution No. 2025-45.
- Effective December 1, 2024, for the January 2025 insurance premiums, the City shall pay up to \$1,650 per month; the employee shall be responsible for paying the difference, or the amount greater than \$1,650 through payroll deduction.
- Effective July 1, 2023, for the August 2023 insurance premiums, the City shall pay up to \$1,550 per month; the employee shall be responsible for paying the difference, or the amount greater than \$1,550 through payroll deduction.
- Cash Back Provision: Should the employee/elected official select plans that total premium cost less than the City Contribution:
 - Hired before January 1, 2013, and receive the Cash Back Provision as of February 28, 2019, the difference up to \$665 per month will be paid out in cash. The City's payment above \$665 will be paid for insurance costs only, with no difference available as cash.
 - Hired before January 1, 2013 and select a change to receive the Cash Back Provision on or after March 1, 2019, the difference up to \$300 per month will be paid out in cash. The City's payment above \$300 will be paid for insurance costs only, with no difference available as cash.
 - Effective March 2019 for April premiums, employees hired on or after January 1, 2013, the difference up to \$300 per month will be paid out in cash.
 - The City's payment above \$300 will be paid for insurance costs only, with no difference available as cash.
 - All cash payments shall be subject to taxation.

b. Opt-out of City Health Coverage Contribution:

Full-time regular employees and elected officials who opt-out of the City's health insurance with proof of alternate group coverage:

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 9: Health Insurance (Continued)

- Hired before January 1, 2013 and opt-out as of February 28, 2019 are eligible to receive the difference less their dental and vision plan selections up to \$665.
- Hired before January 1, 2013 and select a change to opt-out on or after March 1, 2019, are eligible to receive the difference less their dental and vision plan selections up to \$300.
- Hired after January 1, 2013 are eligible to receive the difference less their dental and vision plan selections up to \$300.

In order to opt out, an employee must provide the following: (1) proof that the employee and all individuals for whom the employee intends to claim a personal exemption deduction for the taxable year or years that begin or end in or with the City's plan year to which the opt out applies ("tax family"), have or will have minimum essential coverage through another source (other than coverage in the individual market, whether or not obtained through Covered California) for the plan year to which the opt out arrangement applies ("opt out period"); and (2) the employee must sign an attestation that the employee and his/her tax family have or will have such minimum essential coverage for the opt out period. An employee must provide the attestation every plan year at open enrollment. The opt-out payment cannot be made and the City will not in fact make payment if the employer knows that the employee or tax family member doesn't have such alternative coverage, or if the conditions in this paragraph are not otherwise satisfied.

c. Retiree Health Contribution:

The City shall provide each employee who retires the minimum employer monthly health premium contribution as designated by the Health Insurance Provider and based on verification of enrollment in a health plan. If the retiree does not participate with the City's designated Health Insurance Provider, this contribution will be paid to the retiree annually after the end (December) of the plan year and said contribution shall terminate upon the retiree's sixty-fifth (65th) birthday.

SECTION 10: Dental Insurance

The City shall provide group dental insurance coverage. Full-time regular employees and elected officials are required to enroll in group dental coverage at the minimum single-party rate. The City will pay the single party rate of the dental plan and if the selected dental plan is higher, then the employee shall be responsible for paying the difference, which shall be paid from the City's contributions as set forth in Section 9.

SECTION 11: Optical Insurance

The City shall provide group optical insurance coverage. Full-time regular employees and elected officials are required to enroll in group optical coverage at the minimum single-party rate. The City will pay the single party rate of the optical plan and if the selected optical plan is higher, then the employee shall be responsible for paying the difference, which shall be paid for from the City's contributions as set forth in Section 9.

SECTION 12: Short-Term/Long-Term Disability Insurance

The City agrees to provide access to a short-term/long-term disability insurance policy or coverage. Employees are required to pay for this short-term/long-term disability insurance.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 13: Life Insurance

The City will provide a life insurance plan. All non-represented employees shall be provided coverage amounts of one time their annual salary. Elected officials will continue to receive life insurance coverage of \$50,000. The City shall pay the life insurance premiums for all non-represented full-time, continuous salaried employees and elected officials.

SECTION 14: Employee Assistance Program

The City shall provide an Employee Assistance Program for all full-time continuous salaried employees, elected officials, and dependent coverage.

SECTION 15: Benefit Amendment Clause

Any other employee benefit expressed in terms of days earned, not specifically mentioned above, is hereby amended to provide eight (8) hours accrued benefit in lieu of days.

SECTION 16: Work Schedules

Management is authorized to change normal work schedules for employees to include closed Fridays, Saturdays and Sundays to serve the customer service needs of the City and save overtime costs. Reasonable notice of two weeks must be provided unless the normal work schedule change is mutually agreed to by the supervisor and employee. Human Resources and Payroll will maintain employees' assigned schedules.

For purposes of continuing the workweek schedule without the City incurring any increased costs or the employees receiving any increase in benefits, the following shall apply:

1. General Agreement - Whenever any oral or written practice, procedure, or policy provides employee economic benefits in terms of days, all such provisions shall be converted to provide such economic benefits in terms of hours and any such practice, procedure, or policy which previously was phrased in terms of days is hereby converted to eight (8) hours for each day.
2. Workweek - The workweek for employees shall begin and end as follows:
 - a Employees assigned to the "9/80" schedule will work four (4) days per week, nine (9) hours per day and eight (8) hours every other Friday, with the alternating Friday off the workweek shall begin each Friday afternoon at 12:01 p.m. and end the following Friday morning at 12:00 p.m. noon. As established by the City in January 1996.
 - b Employees assigned to work the "4/10" schedule will work four (4) days per week, ten (10) hours per day, their workweek shall begin at 12:01 a.m. each Monday morning and end the following Sunday night at 12:00 p.m. midnight. As established by the City in 1996.
 - c Employees assigned to work the "5/8" schedule will work five (5) days per week, eight (8) hours per day, their work week shall begin at 12:01 a.m. each Monday morning and end the following Sunday night at 12:00 p.m. midnight. As established by the City in the Personnel Rules and Regulations, Rule V, Section 1.

An employee's normal work schedule may be adjusted during a workweek, with time off on an hour-for-hour basis in lieu of overtime during the same workweek.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 16: Work Schedules (Continued)

3. Holidays –

- a Paid holidays will be paid at the same number of hours of the employee approved work schedule. For example, employees working a 4/10 schedule: paid holiday will be at ten (10) hours per holiday.
- b When assigned to the 4/10 schedule and a holiday fall on an employee's normal scheduled day off, the hours will be accrued and utilized with Supervisor approval at a later time that does not unduly disrupt the operations of the department. After June 30th of each year, all accrued holiday hours remaining shall be reduced to zero and paid out in July. Christmas Eve, Christmas Day and New Year's Day holiday hours will not be accrued and must be used during the City's closure.

SECTION 17: Holidays

All full-time continuous salaried employees shall be compensated at the regular rate for the following holidays:

- 1. Independence Day
- 2. Labor Day
- 3. Columbus Day
- 4. Veteran's Day
- 5. Thanksgiving Day
- 6. Day after Thanksgiving
- 7. Christmas Eve
- 8. Christmas Day
- 9. New Year's Day
- 10. Martin Luther King Jr. Day
- 11. President's Day
- 12. Memorial Day
- 13. Juneteenth Day

Columbus Day will be observed in FY 2021-22, during the Pilot Schedule Program. If the Program continues on the following year and thereafter, observing Columbus Day will be reviewed each year by Management for observance and an announcement will be provided by the end of August.

City facilities will be closed between Christmas Day and New Year's Day in what was a regular work week.

- 1. Each employee shall be paid for those days for the same amount of hours for which the employee would have been regularly scheduled and would have worked if the City were not closed on those dates. Emergency service employees may not be eligible for this closure but shall be eligible for overtime if worked.
- 2. For employees on the 4/10 schedule, Christmas Eve, Christmas Day and New Year's Day will not be accrued holiday hours and must be used during the City's closure and employees will only be compensated up to the amount of their regular work schedule. For example, in 2021, City facilities will be closed on December 23 through December 31. An employee who is on the 4/10 schedule and regularly works Monday – Thursday will work/report hours as follows: 12/20, 12/21, and 12/22 regular hours, 12/23 holiday hours, 12/27 holiday hours, 12/28 and 12/29 City paid closure hours, and 12/30 holiday hours.
- 3. City facilities will be closed on December 23, 2024 and January 2, 2026. Each employee shall be paid for those days for the same amount of hours for which the employee would have been regularly scheduled and would have worked if the City were not closed on those dates. Employees may not be eligible for this closure but shall be eligible for overtime if worked.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

For employees to be compensated (vacation or sick leave) for a day off prior to or following a Holiday, the employee must request and have approved the time off prior to the Holiday. If the employee does not have written approval for the absence, the employee must provide the City with a certification of absence from a physician for the absence or the absence will result in a non-paid leave.

SECTION 18: Three-Tiered Management Program

Employees designated as either Professional/Supervisory, Management or Senior Management are not eligible for overtime pay or compensatory time for working hours over and above the normal daily work schedule. Employees so designated shall be entitled to all benefits provided to general employees and the following:

Professional/Supervisory

Administrative leave of a maximum of fifty-five (55) hours per fiscal year at the discretion of appropriate supervisor.

Management

Administrative leave of a maximum of sixty-five (65) hours per fiscal year at the discretion of appropriate supervisor.

Senior Management/ At-Will Senior Management

Administrative Leave to a maximum of eighty-four (84) hours per fiscal year at the discretion of appropriate supervisor.

New employees' accrual of administrative leave shall be prorated to the end of the fiscal year. Administrative leave is intended to be used in the fiscal year. If an employee separates from employment, however, the employee will be compensated for any accrued, but unused, administrative leave. Any unused administrative leave will be converted to vacation hours at the conclusion of the fiscal year.

SECTION 19: Vacation

All full-time employees shall, with continuous service, accrue working hours of vacation monthly according to the following schedule:

<u>Years of Service</u>	<u>Annual Hours Accrued</u>
1	80
2	88
3	96
4	104
5	112
6	120
7-9	128
10	136
11-13	144
14	152
15+	160

Employees may use up to forty (40) hours of accrued vacation after six (6) months of service.

Employees will have a maximum of 500 hours carry-over of vacation per fiscal year. On June 30, if an employee exceeds the maximum accrual allowable, the vacations hours in excess of 499 will be paid at the employee's current hourly rate. This will be evaluated on a fiscal year basis.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 19: Vacation (Continued)

During the month of October, an employee may elect to convert up to two hundred and forty (240) hours of vacation into cash payment(s) at the base rate of pay in effect at the time of the cash-out, as long as the employee has eighty (80) hours of vacation remaining on the books at the time of the pre-designation. To cash-out vacation, an employee must make an irrevocable election (i.e., pre-designation) during the month of October, specifying the total number of hours to be cashed-out from next year's vacation leave accrual. During the calendar year following the pre-designation, an employee may choose increments of vacation to cash-out in March, May and August; the minimum increment for vacation cash-out is twenty (20) hours. If no cash-out occurs during the year and/or any remaining balance of the pre-designated amount will be cashed out in November. If the employee does not have the vacation hours available to satisfy the amount pre-designated for cash-out, the employee will be precluded from making an irrevocable election and cashing out for the following calendar year.

All accrued but unused vacation shall be paid out to the employee upon separation of employment.

SECTION 20: Sick Leave

All full-time employees will accrue sick leave at the rate of eight (8) hours per month, ninety-six (96) hours per year. Sick leave can be accrued without limit. Eighteen (18) hours of sick leave per fiscal year may be utilized for personal time. As long as the employee has remaining forty (40) hours of sick leave accrued, employee may use eighteen (18) hours of sick leave per fiscal year for personal time. Personal time hours must be requested prior to the time of use and used during the fiscal year and can be neither cashed out nor carried over into the new fiscal year. If not used during the fiscal year any remaining personal time hours shall be lost.

The City will establish a Sick Leave Conversion Program which will allow a full-time employee with a sick leave accrual balance of 268 hours to convert sick leave hours to their vacation accrual balances once during the pay periods in October, under the following conditions:

1. Eighteen (18) hours may be converted if the full-time employee reported to work each day during the prior fiscal year and did not call in sick.
2. Nine (9) hours may be converted if the full-time employee called in sick once during the prior fiscal year.

Pre scheduled sick leave use will not be considered as "not calling in sick" in numbers 1. and 2. above. Please refer to Sick Leave Conversion Program for further details.

There will be no buyout or conversion of unused sick leave upon termination of employment.

The following only applies to all part-time, temporary, and seasonal employees as well as Administrative Interns, in accordance with California's Paid Sick Leave law the City of Hesperia is required to provide paid sick leave with the following conditions:

- A. Each new part-time, temporary and seasonal employees will be provided forty (40) hours of paid sick leave on the first date of employment.

Unused sick leave will carry over each fiscal year with a maximum amount of forty (40) hours.

An part-time, temporary and seasonal employee is not eligible to begin using any accrued paid sick leave until after 90 days of employment with the City.

- B. An employee may use sick leave for one of the following reasons:
 - a. For the employee's own diagnosis, care, or treatment of an existing health condition or preventative care.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

C. SECTION 20: Sick Leave (Continued)

- a. For the diagnosis, care, or treatment of an existing health condition or preventative care for an employee's family member, including:
 - i. Child regardless of age or dependency status (including a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis.)
 - ii. Spouse or Registered Domestic Partner
 - iii. Parent (including biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.)
 - iv. Grandparent
 - v. Grandchild
 - vi. Sibling
- b. To obtain any relief or services related to being a victim of domestic violence, sexual assault, or stalking after giving the City reasonable advance notice of the need for time off
- c. where feasible, for the following non exhaustive reasons:
 - i. A temporary restraining order or restraining order.
 - ii. Other injunctive relief to help ensure the health, safety or welfare of themselves or their children.
 - iii. To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
 - iv. To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
 - v. To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking.
 - vi. To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.
- D. An employee shall provide reasonable advance notification of their need to use accrued paid sick leave to their supervisor if the need for paid sick leave use is foreseeable (e.g., doctor's appointment scheduled in advance). If the need for paid sick leave use is unforeseeable, the employee shall provide notice of the need for the leave to their supervisor as soon as is practicable.
- E. An employee who uses paid sick leave must do so with a minimum increment of two (2) hours of sick leave.
- F. Paid sick leave will not be considered hours worked for purposes of overtime calculation. An employee will not receive compensation for unused accrued paid sick leave upon termination, resignation, retirement, or other separation from employment from the City.
- G. If an employee separates from City employment and is re-hired by the City within one year of the date of separation, previously accrued and unused paid sick leave hours shall be reinstated. However, if a rehired employee had not yet worked the requisite 90 days of employment to use paid sick leave at the time of separation, the employee must still satisfy the 90 days of employment requirement collectively over the periods of employment with the City before any paid sick leave can be used.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 21: Bereavement

Rule VI, Leave, Section 7, Sick Leave, Subsection 8, Bereavement Leave, of the Personnel Rules and Regulations is revised to provide that any eligible employee who is absent from work by reason of a death in their immediate family will be allowed a leave of absence with pay up to five (5) cumulative working days (44 hours) per occurrence or a death of their blood relative, will be allowed a leave of absence with pay up to three (3) cumulative working days (27 hours) per occurrence. Additional time may be requested by the eligible employee, however, this additional time will be deducted from the employee's leave accrual, e.g. sick (up to 13 hours); vacation.

For the purpose of this section, "immediate family" is defined as employee's spouse or registered domestic partner, employee's parents, employee's spouse's parents, employee's child, step-child, step-parent, grandparent, grandchild, brother, sister, step-brother, and step-sister. "Blood relative" is defined as, aunt, uncle, niece, nephew, brother-in-law, sister-in-law, legal guardian, employee's ex-spouse who is parent of employee's children, domestic partner as defined under California Family Code Section 297, and/or any other individual living in the same household as the City employee. The department head and the City Manager shall approve such bereavement leave with their signature.

SECTION 22: Workers' Compensation

The City provides certain supplementary Workers' Compensation benefits for temporary disabilities other than Police and Fire. (See Resolution No. 90-36).

SECTION 23: Jury Duty

Rule VI, Section 3 (1), "Jury Duty" of the Personnel Rules and Regulations is superseded to provide that employees who are summoned to appear and serve for jury duty shall be entitled to up to eighty (80) hours leave.

SECTION 24: Leave Without Pay

Rule VI, Section 4, "Leave of Absence Without Pay" of the Personnel Rules and Regulations is superseded to provide that such maximum leave shall be eighty (80) working hours rather than ten (10) working days.

SECTION 25: Education Reimbursement/Certification Incentive Pay

- A. The City's Tuition Reimbursement Policy for non-represented employees shall provide a maximum of \$3,000 reimbursement per fiscal year per non-represented full-time employees. For full-time non-represented employees with five consecutive years of employment based on an employee's hire date, the City shall provide \$4,000 reimbursement per fiscal year.

In all other respects, the Tuition Reimbursement Policy shall remain in full force and effect.

When the City determines that a reclassification of a position requires the incumbent to obtain a specialized license or certificate, or if such a requirement is established for the position by a federal or state agency during an employee's employment in the position, the City agrees to assume the cost for such certification or license. The City may pay directly or reimburse the employee if proof of cost is presented by the employee.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 25: Education Reimbursement/Certification Incentive Pay (Continued)

B. Commercial Driver's License Incentive Pay

Employees maintaining a valid Commercial Driver's License either Class "A" or "B", placed on the City's Department of Transportation Random list for testing and complies with the City's Drug and Alcohol Testing Program for Commercial Drivers shall receive a one-time payment of \$100 each fiscal year. This certification payment shall be made on or after February 1 and each year thereafter for those employees who hold the License as of January 31st. This certification pay will not be considered special compensation and will not be reported to the California Public Employees' Retirement System. Those employees receiving auto allowance are not eligible for this incentive.

SECTION 26: Bilingual Pay

The City has established a Bilingual Pay Program which compensates designated employees who provide translation to and from a foreign language and related services. Department heads will recommend which classifications and employees to be considered for bilingual pay, and the City Manager will approve assignment recommendations based on the customer services needs of the City. Eligible employees will be required to pass a test that shall be administered by a qualified agency or individual. Employees who pass the test and are assigned to provide bilingual translation services will receive \$100 per month as compensation. If the employee is reassigned to no longer provide bilingual translation services, the \$100 bilingual pay will be discontinued and will not be paid in the following month. It should be noted that regardless of whether or not an employee is receiving bilingual pay, all employees having bilingual capability shall be expected to reasonably respond to non-English inquiries directed to them in their capacity as a City employee.

SECTION 27: Cell Phone Allowance

The City shall provide a cell phone allowance of \$100 per month (24 pay periods per year) to Senior Management employees as designated by the City Manager.

The City Manager may designate employees in the role of Public Information Officer and Emergency Responders in the Management and Professional Supervisory Tier to receive a Cell Phone allowance of \$100 per month (24 pay periods per year).

SECTION 28: Automobile Allowance

Senior Management/ At-Will Senior Management

Automobile allowance of \$600 per month is provided to Senior Management employees, if a City vehicle is not provided. The City Engineer, Deputy City Engineer, Deputy Community Development Director, Deputy Development Services Director, Deputy Finance Director, Deputy Human Resources/Risk Management Director, Deputy Human Resources/IT Director and Deputy IT Director are in the Senior Management category, however do not receive the Automobile Allowance monthly payment.

Elected Officials

May select to receive an amount up to \$600 per month as automobile allowance.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 29: Uniforms and Boot Reimbursement

Affected employees will receive eleven (11) sets of uniforms rented by the City. The City will pay for the cleaning of these uniforms.

In accordance with CalPERS regulations, any "Classic" employee required to wear a full uniform that is rented and maintained by a uniform vendor through a contract with the City shall have the monetary value of the City-provided uniforms reported to CalPERS as special compensation. The monetary value is based on the pricing for the rental and maintaining (i.e. laundering) the eleven (11) sets of uniforms provided to each employee. The current monetary value that will be reported bi-weekly to CalPERS is \$13.34; however, should a new contract between the City and a uniform vendor be approved, which results in a change to the monetary value, the new amount will be reported to CalPERS. The pricing will be specified in the contract between the City and the uniform vendor and will be adjusted accordingly when a change in the cost of renting and maintaining (i.e. laundering) of uniforms occurs. The uniform vendor contract will remain on file with the City Clerk's office and is selected via a formal bid process.

In accordance with CalPERS PEPRA regulations, any "New Member" employees required to wear a full uniform that is rented and maintained by a uniform vendor through a contract with the City shall not have the monetary value of the City-provided uniforms reported to CalPERS as special compensation.

In addition, each affected employee will be allowed reimbursement of up to \$300 for boot purchases made during each fiscal year. A second pair of boots may be reimbursed in a fiscal year with the supervisor's approval prior to the purchase. Affected employees must purchase boots which meet applicable requirements and specifications as set forth in the American National Standard for personal protection protective boot wear, Z41 1991 and must purchase the boots at a City approved store if the employee wants the store to bill the City directly.

Any portion of this reimbursement which is not used to purchase boots may be used to purchase boot accessories such as laces and inserts. Reimbursement for these expenses shall occur at the same time reimbursement occurs for boot purchases and the total shall not exceed the amount as stated above.

SECTION 30: Overtime Pay

A. Overtime Calculation

All employees required to perform in excess of forty (40) hours in a seven (7) day cycle or in excess of their regularly scheduled workweek, shall receive compensation at the rate of time and one-half his/her regular rate of pay.

In determining an employee's eligibility for overtime, the below listed paid leaves of absence shall be included in the total hours worked. Excluded are duty-free lunches, travel time to and from work, and time spent conducting bona fide volunteer activities. Paid leaves of absence include the following:

- Holiday Leave
- Jury Duty
- Bereavement Leave

The following will also be included in paid leave of absence:

- Pre-approved (minimum 1 week notice) sick leave
- Pre-approved (minimum 1 week notice) vacation leave

There shall be no pyramiding of overtime. Hours worked by an employee in any workday or workweek in which premium rates have once been allowed shall not be used again in any other overtime calculation other than computing total actual hours worked.

Time worked shall be computed by rounding the nearest quarter of an hour.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 30: Overtime Pay (Continued)

B. Overtime Authorization

All overtime requests must have the prior authorization of a supervisor prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Calls for service beyond the end of the duty time are considered as authorized.

An employee's failure to obtain prior approval may result in the denial of the overtime request.

Employees designated as professional/supervisory, management, or senior management are excluded from this provision.

SECTION 31: Compensatory Time Flexibility

In lieu of receiving overtime pay pursuant to this article, an employee may elect to receive compensatory time off on a time and one-half basis. No employee shall accrue more than eighty (80) hours of such compensatory time. Should any employee exceed eighty (80) hours of accrued compensatory time, he/she shall be paid at time and one-half his/her regular rate for all hours in excess of eighty (80) hours.

An employee may use such compensatory time within a reasonable period after making the request if the use of compensatory time does not unduly disrupt the operations of the department.

On June 30th of each year, all employees accrued compensatory time shall be paid down to zero and paid out in July.

Employees designated as professional/supervisory, management, or senior management are excluded from this provision.

SECTION 32: Out of Class and Acting Assignment Pay

Out-of-class pay may be provided to non-represented employees whenever the needs of the City make it necessary to require an employee to temporarily perform the duties of a higher classification. Situations where out-of-class pay may be necessary usually are due to a higher classification employee being on a leave of absence, medical leave, or other non-routine circumstances, or when a higher classification position is vacant. Generally, out-of-class pay is not provided to an employee while filling in for a higher classification for less than two workweeks or vacation and is not required for longer time periods.

The employee approved to receive out of class pay shall receive five percent (5%) or more salary than the salary (step) of his/her current salary, but in no case shall such salary exceeds the top step of the higher classification. The employee approved to receive out-of-class pay shall be eligible to receive merit increases in his/her regular position during the out-of-class pay assignment. Benefits will be calculated using the current base salary of the employee's regular position during the out-of-class pay assignment. When the out-of-class pay assignment is ended, the employee will receive his/her original salary rate. Out-of-class pay must be requested by a department head and approved by the City Manager.

Acting assignment pay is for short-term assignments, special projects or specific purpose and/or programs which will terminate in a given period of time, usually six months or less. A non-represented employee approved for an acting assignment is being compensated for performing duties at a level higher than their current classification level. The acting assignment pay is five (5) percent or more salary than the salary step of his/her current salary, but in no case shall exceed twenty (20) percent.

The employee approved to receive acting assignment pay shall be eligible to receive merit increases in his/her regular position during the assignment. Benefits will be calculated using the current base salary of the employee's regular position during the acting assignment pay assignment. When the acting assignment pay is ended, the employee will receive his/her original salary rate. Acting assignment pay must be requested in writing by the department head and approved by the City Manager.

EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN

The City will follow the guidelines and rules as established by the California Public Employee Retirement System (CalPERS) law when reporting earnings for working out of class assignments.

SECTION 33: Stand-by Duty

Employees required to standby to handle overtime work which may arise shall be compensated at the rate of two hundred and eighty dollars (\$280) per seven (7) day period. Effective July 2, 2026, employees shall be compensated at a rate of three hundred and fifty dollars (\$350) per seven (7) day period.

Standby status is defined as time in which an employee can be reached by cell phone and be able to respond.

Standby time is considered special pay under the Fair Labor Standards Act (FLSA). Time compensated in this manner shall not constitute hours worked for purpose of FLSA; however, standby pay will be included in the overtime calculation should overtime be earned in the work week.

If an employee is called while on standby and is eligible for overtime, the actual time worked shall be compensated as hours worked and rounded to the nearest quarter of an hour.

SECTION 34: Promotions and Step Placement

Any promotion requires a one (1) year probationary period. Once an employee receives regular full-time status at a position and then is promoted, the employee may not be terminated in the event they are unable to successfully fulfill the requirements of the position promoted to but may be reassigned to an equivalent position within the organization in which they served prior to being promoted.

Upon promotion, the employee will receive a minimum of five percent (5%) salary increase or the beginning of the classification range, whichever is greater.

The City Manager is authorized to change an employee's step to a higher step on the employee's position classification range in recognition of special accomplishments, retention, or any other circumstances which merit an increase in salary.

SECTION 35: Outside Employment

It is the policy of the City of Hesperia to allow employees to hold a second job as long as the second job does not present a conflict of interest to their position with the City. In addition, it is required that a second job be reported to the Management Services Department.

SECTION 36: Smoking

The City has a no smoking policy to include all tobacco products, including e-cigarettes, vapors exhalants, etc,. Employees are prohibited from use of products in all City buildings including passenger vehicles and equipment owned or leased by the City. Use of the products will also be prohibited within 20 feet of all vehicles, equipment and entrances, exits, operable windows and ventilation ducts of City buildings.

SECTION 37: Employer/Employee Relations

The City has an Employer/Employee Relations Resolution adopted which provides the guidelines for forming recognized Employee Associations. (See Resolution No. 90-37)

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 38: Disciplinary Appeals

This Advisory Arbitration Provision amends the City of Hesperia Personnel Rules and Regulations, Rule XI, "Appeal Procedures," by deleting all current text on Pages 60 and 61, and substituting the following language:

Appeal Procedures

Any permanent employee in the classified service shall have the right to appeal any termination, suspension of forty (40) hours or more, reduction in salary, or non-probationary demotion. The appeal process shall not be applicable to those positions which may be deemed exempt or to probationary employees. The appeal process shall not be applicable to verbal and written reprimands, suspensions of less than forty (40) hours, probationary demotions, performance evaluations and denial of merit increases. An employee desiring to appeal the appointing authority's decision shall have ten (10) calendar days after receipt of the response to file an appeal. The employees request for appeal must be addressed to the Director of Administrative Services and received in the Human Resources Division so that same is date stamped by the Human Resources Division within the ten (10) day period.

If, within the ten (10) day appeal period, the employee involved does not file said appeal, unless good cause for failure is shown, the action of the appointing authority shall be considered conclusive and shall take effect as prescribed. If within the ten (10) day appeal period, the employee involved files such notice of appeal by giving written notice of appeal to the Human Resources Division, an appeal hearing shall be established as follows:

- A. The American Arbitration Association shall be requested to submit a list of seven (7) persons qualified to act as hearing officers to the City and the employee. Within ten (10) days following receipt of the list of hearing officers, the parties shall meet to select the hearing officer. The parties shall alternately strike one (1) name from the list of hearing officers (the right to strike the first name to be determined by lots) until one (1) name remains, and that person shall be the hearing officer.
- B. Where practicable, the date for a hearing shall not be less than twenty (20) calendar days, nor more than sixty (60) calendar days, from the date of filing of the appeal with the Director of Administrative Services. The parties may stipulate to a longer or shorter period of time in which to hear the appeal. All interested parties shall be notified in writing of the date, time, and place of the hearing.
- C. All hearings shall be private provided, however, that the hearing officer shall, at the request of the employee, open the hearing to the public.
- D. Subpoenas and subpoenas duces tecum pertaining to a hearing shall be issued at the request of party, not less than seven (7) calendar days, prior to the commencement of such hearing. After the commencement of such hearing, subpoenas shall be issued only at the discretion of the hearing officers.
- E. The hearing need not be conducted in accordance with technical rules relating to evidence and witnesses. Any relevant evidence shall be admitted if it is the sort of evidence on which reasonable persons are accustomed to rely in the conduct of serious affairs, regardless of the existence of any common law or statutory rules which might make improper admission of such evidence over objection in civil actions. Hearsay evidence may be used for the purpose of supplementing or explaining any direct evidence, but shall not be sufficient in itself to support a finding unless it would be admissible over objection in civil actions. The rules of privilege shall be effective to the same extent that they are now or hereafter may be recognized in civil actions, and irrelevant and unduly repetitious evidence shall be excluded. The hearing officer shall not be bound by technical rules of evidence.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 38: Disciplinary Appeals (Continued)

- F. Each party shall have their rights: To be represented by legal counsel or other person of his/her choice; to call and examine witnesses; to introduce evidence; to cross-examine opposing witnesses on any matter relevant to the issues, even though that matter was not covered in the direct examination; to impeach any witness regardless of which party first called him/her to testify; and to rebut the evidence against him/her. If the employee does not testify in his/her own behalf, he/she may be called and examined -as if under cross-examination. Oral evidence shall be taken only on oath or affirmation. A court reporter will be engaged to record the hearing, unless the parties (City, hearing officer, employee/employee representative) mutually agree that same is not necessary.
- G. The hearing shall proceed in the following order, unless the hearing officer, for special reason, otherwise directs:
1. The party imposing discipline shall be permitted to make an opening statement;
 2. The appealing party shall then be permitted to make an opening statement;
 3. The party imposing disciplinary action shall produce the evidence on his/her part; the City bears the burden of proof and burden of producing evidence;
 4. The party appealing from such disciplinary action may then open his/her defense and offer his/her evidence in support thereof; the employee bears the burden of proof and the burden of producing evidence for any affirmative defenses asserted;
 5. The parties may then, in order, respectively offer rebutting evidence only, unless the hearing officer for good reason permits them to offer evidence upon their original case;
 6. Closing arguments shall be permitted and written briefs may be permitted at the discretion of the hearing officer.
- H. The hearing officer shall determine relevancy, weight, and credibility of testimony and evidence. He/she shall base his/her findings on the preponderance of evidence. During the examination of a witness, all other witnesses, except the parties, shall be excluded from the hearing unless the hearing officer, in his/her discretion, for good cause otherwise directs. No still photographs, moving pictures, or television pictures shall be taken in the hearing chamber during a hearing. The hearing officer, prior to or during a hearing, may grant a continuance for any reason he/she believes to be important to reaching a fair and proper decision. The hearing officer shall render his/her judgment as soon after the conclusion of the hearing as possible and in no event later than thirty (30) days after conducting the hearing. His/her decision shall set forth which charges, if any, are sustained and the reasons therefore. The opinion shall set forth findings of fact and conclusions.
- I. The hearing officer may recommend sustaining or rejecting any or all of the charges filed against the employee. He/she may recommend sustaining, rejecting, or modifying the disciplinary action invoked against the employee. He/she may not recommend for discipline more stringent than that issued by the department head.

The hearing officer's opinion and recommendation shall be filed with the City Manager, with a copy sent to the charged employee and the Director of Administrative Services, and shall set forth his/her findings and recommendations. If it is a dismissal hearing and a dismissal is not the hearing officer's recommendation, the opinion shall set forth the date the employee is recommended to be reinstated and/or other recommended action. The reinstatement date, if appropriate, may be any time on or after the date of disciplinary action.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 38: Disciplinary Appeals (Continued)

- J. Within thirty (30) days of the receipt of the hearing officer's findings and recommendation, and transcript (which is optional only by the mutual consent of the City and the employee), whichever date is later, the City Manager, or his/her designee, shall adopt, amend, modify, or reject the recommended findings, conclusions, and/or opinions of the hearing officer. Prior to making a decision which modifies or rejects the recommendation of the hearing officer, the City Manager, or his/her designee, shall order and read the transcript of the Third Party Advisory Process. Prior to making a decision which supports the hearing officer, the City Manager, or his/her designee, shall not conduct a de novo hearing. The City Manager, or his/her designee, may, at his/her option, allow limited oral arguments and/or may request and review written statements from either side. The decision of the City Manager, or his/her designee, shall be final and conclusive. Copies of the City Manager's or his/her designee's decision, including the hearing officer's recommendation(s), shall be filed where appropriate, including the employee's personnel file, unless no discipline is upheld by the City Manager.
- K. The decision of the City Manager, or his/her designee, shall be final and conclusive. Copies of the City Manager's, or his/her designee's decision, including the hearing officer's recommendation(s) shall be filed where appropriate, including the employee's personnel file, unless no discipline is upheld by the City Manager, or his/her designee.
- L. Each party shall bear equally the cost of facilities, fees and expenses of the hearing officer, including the court reporter and transcripts. Each party shall bear its own witness and attorney fees. If either party unilaterally cancels or postpones a scheduled hearing, thereby resulting in a fee charged by the hearing officer or court reporter, then the party responsible for the cancellation or postponement shall be solely responsible for payment of that fee. This process shall not apply to mutual settlements by the parties which result in an arbitration fee.
- M. In the case of suspension, demotion, reduction in salary, or dismissal prescribed by the City Manager, the time of such suspension, demotion or dismissal shall be effective from the first day after such delivery of said decision or shall relate back to and be effective as of the date the employee was disciplined pending hearing before and decision by the City Manager, or his/her designee, whichever is applicable. If discipline imposed resulted in loss of pay, and the decision results in reduction or elimination of loss of pay, the pay loss shall be restored to the employee based on the number of standard work hours lost computed at his/her then base hourly rate.
- N. The provisions of Section 1094.6 of the Code of Civil Procedure shall be applicable to proceedings under this Section.

Appeals of Suspensions Less Than Forty (40) Hours

A permanent employee shall have the right to appeal a suspension less than forty (40) hours in the following manner:

1. The appointing authority shall cause to be served on the employee affected, by registered mail or personal delivery, a statement signed by the appointing authority of the specific action against the employee. This statement shall clearly inform the employee that he/she has the right, within five (5) working days after receipt of this notice, to request an informal hearing on the action by filing the request with the appointing authority.
2. If within the five-day appeal period the employee involved does not file said appeal, unless good cause for the failure is shown, the action of the City shall be considered conclusive and shall take effect as prescribed.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 38: Disciplinary Appeals (Continued)

3. If within the five-day appeal period the employee involved files such notice of the appeal by giving written notice of appeal to the appointing authority, a time for an appeal hearing before the City Manager, or his/her designee, shall be established. The date for a hearing shall not be less than ten (10) days, nor more than thirty (30) days, from the date of the filing of the appeal, unless the
4. parties stipulate to a different date. All interested parties shall be notified in writing of the date, time, and place of the hearing at least seven (7) calendar days prior to the hearing.
5. The City Manager, or his/her designee, shall conduct an informal hearing on the appeal. Each party shall have the opportunity to present all relevant information in support of its respective position. These proceedings may be electronically recorded and either party shall have the right to cause them to be reported by a certified shorthand reporter at the party's expense.

Within ten (10) working days after the conclusion of the hearing, the City Manager, or his/her designee, shall deliver to the employee a written decision which shall either (a) affirm the decision, (b) modify it by (1) holding that certain charges were not established by a preponderance of the evidence and/or (2) reducing the penalty or (3) overturn the decision in its entirety. Said decision shall be final and binding on the parties, subject to their right to seek judicial review pursuant to 1094.5 and 1094.6 of the California Code of Civil Procedure.

SECTION 39: Layoffs

Amend City of Hesperia Personnel Rules and Regulations (9/15/88), Rule VIII, Section 3, Reduction in Force by Layoff, by deleting all current text on Page 49 and substituting the following language.

- A. Advance Notice. Employees separated by reason of a reduction in force shall be given at least 30 days prior notice of separation and the reasons therefore. If one or more employee to be separated is represented by a duly recognized employee organization, the City will, on request, meet with such organization concerning the impact of the layoff.
- B. Bumping. An employee whose position has been abolished and who would be laid off shall have the right to "bump" into a classification the employee previously held with the City if such position receives the same or lower salary, and is determined by the City Manager or designee to be qualified for such position at the time, based upon the applicable job description.
- C. Offer of Reassignment. An employee's appointment shall not be terminated as a result of a reduction in force procedure before the employee has been made a reasonable offer of reassignment, if such offer is possible.
- D. Offer of Vacant Position. An employee whose position has been abolished and who would otherwise be laid off shall be offered the opportunity to transfer, without examination, to any then currently existing vacant position with the same or lower salary if the employee meets the minimum qualifications for such position, as determined by the City Manager or designee based upon the applicable job description and new application. If two or more employees are eligible for appointment to a vacancy, the criteria set forth in the paragraph entitled Order of Separation shall be applied to determine which employee shall be offered the vacant position.
- E. Laid Off Employee on Reemployment Register. The names of regular employees who have been laid off due to reduction in force shall be placed on an appropriate lay off reemployment list according to date and order separated and shall be eligible for reemployment.

**EXHIBIT A
NON-REPRESENTED EMPLOYEES' COMPENSATION AND BENEFIT PLAN**

SECTION 39: Layoffs (Continued)

Each employee on a lay off reemployment list shall remain on that list for one (1) year. Employees whose name appears on a lay off reemployment list shall be considered for reemployment in the class from which the employee was laid off prior to using any other available employment eligible list to fill regular vacancies in the subject class. The Personnel Officer can extend the active period of reemployment lists or individual employees eligibility on such lists for six (6) month periods as he/she determines to be in the best interest of the City.

1. Notice. The City will notify, by certified mail to the laid off or displaced employee's last known address, of all vacancies for which the employee is eligible for employment under this provision. Such notice shall be given for all such positions which arise for one (1) year from the date of layoff or displacement. A laid off or displaced employee who fails to report for appointment within two (2) workweeks of notice shall be deemed to have rejected appointment and shall be automatically removed from the reemployment register list.
2. Reappointment. An employee who is laid off or displaced to a lower classification under this provision shall be entitled to automatic appointment to any vacant position from which he/she was laid off or displaced or for which he/she is qualified if such employee reports for duty on receiving notice. Appointments shall be made in the reverse order of layoffs, that is, the last laid off shall be the first offered reappointment.

F. Order of Separation.

Selection for retention shall be based primarily upon seniority of service with performance being taken into account.

While seniority is the primary factor in determining order of separation, it is not in and of itself the only determining factor.

Therefore, this policy does not preclude the retention of members which have less seniority to other members within the class for which the reduction in force action may be taken. The following criteria shall be considered in evaluating performance:

1. The employee's written performance evaluations.
2. The history of an employee's written disciplinary actions.
3. The employee's written record of attendance including patterns of sick leave usage, tardiness and unexcused absences.

All newly hired employees serving an initial probationary period, part-time, temporary, seasonal, or emergency employees, in classifications affected by layoff, shall be laid off before any permanent employee is laid off.

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City of Hesperia STAFF REPORT



DATE: June 16, 2026

TO: Mayor and Council Members
Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Rita Perez, Deputy Human Resources/IT Director

SUBJECT: Memorandum of Understanding between the City of Hesperia and the Teamsters Local 1932 for the period of February 1, 2026 through January 31, 2029

RECOMMENDED ACTION

It is recommended that the City Council and the Board of Directors of the Hesperia Water District adopt Joint Resolution No. 2026-30 and HWD 2026-11, modifying the Non-Represented Employees' Compensation and Benefit Plan.

BACKGROUND

The current Memorandum of Understanding (MOU) between the City of Hesperia and the Teamsters was effective from February 1, 2024, through January 31, 2026, and remained in effect until a successor MOU was negotiated.

On April 7, 2026, the City and the Teamsters began the meet-and-confer process in order to negotiate a successor MOU. In June 2026, the parties reached a tentative agreement on a successor MOU to cover a three (3) year period beginning February 1, 2026, through January 31, 2029.

ISSUES/ANALYSIS

Included with this staff report is the completed MOU, which prescribes the salaries, benefits, and other terms and conditions of employees of the City of Hesperia represented by the Teamsters Local 1932.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health - Foster a high-performing organization that provides opportunities for professional growth.

FISCAL IMPACT

The monetary implications included in the MOU are reflected in the adopted FY 2026-27 Budget presented to the City Council on June 2, 2026.

ALTERNATIVE(S)

1. Provide alternative direction to staff

ATTACHMENT(S)

1. Joint Resolution No. 2026-30 and HWD 2026-11
2. MOU Between the City of Hesperia and the Teamsters Local 1932

**RESOLUTION NO. 2026-30
RESOLUTION NO. HWD 2026-11**

A JOINT RESOLUTION OF THE CITY COUNCIL AND THE BOARD OF DIRECTORS OF THE HESPERIA WATER DISTRICT OF CALIFORNIA, APPROVING THE MEMORANDUM OF UNDERSTANDING WITH THE TEAMSTERS LOCAL 1932

WHEREAS, the City and the Teamsters Local 1932 (Teamsters) have met and conferred and bargained in good faith and have reached a tentative agreement on a successor Memorandum of Understanding for the period of February 1, 2026 through January 31, 2029; and

WHEREAS, the Memorandum of Understanding prescribes the salaries, benefits, and other terms and conditions for employees of the City of Hesperia represented by the Teamsters; and

WHEREAS, the City Council and the Board of Directors has reviewed and approves of the provisions included in the Memorandum of Understanding.

NOW THEREFORE, BE IT RESOLVED BY THE CITY OF HESERIA CITY COUNCIL AND THE BOARD OF DIRECTORS OF THE HESPERIA WATER DISTRICT AS FOLLOWS:

- Section 1. That the recitals above are true and correct.
- Section 2. That the City Council and Board of Directors approves the Memorandum of Understanding (Exhibit A on file in the City Clerk’s Office) made and entered into between the City of Hesperia and the Teamsters Local 1932, effective February 1, 2026 through January 31, 2029.
- Section 3. That City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June 2026.

Briget Benninton, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

EXHIBIT A

To Resolutions:

Resolution No. 2026-30 and HWD 2026-11

MEMORANDUM OF UNDERSTANDING

Made and Entered Into Between

The City of Hesperia

and the

Teamsters Local 1932

Effective February 1, 2026 through January 31, 2029

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CITY/TEAMSTERS LOCAL1932 MEMORANDUM OF UNDERSTANDING
February 1, 2026 through January 31, 2029

Foreword

This Memorandum of Understanding is made and entered into between designated management representatives of the City of Hesperia (hereinafter referred to as the "CITY"), and the designated representatives of the Teamsters Local 1932 (hereinafter referred to as "Teamsters Union").

Preamble

It is the purpose of this Memorandum of Understanding (hereinafter referred to as "MOU") to promote and provide for harmonious relations, cooperation, and understanding between the City Management representatives and the general employees covered under this MOU, to provide an orderly and equitable means of resolving any misunderstandings or differences which may arise under this MOU; and to set forth the agreement of the parties reached as a result of good faith negotiations regarding wages, hours, and other terms and conditions of employment of the employees covered under this MOU.

General Provisions

Article 1: Recognition

The City of Hesperia recognizes Teamsters Union as the exclusive majority representative for all classifications in this unit, as set forth below:

Account Clerk	Receptionist
Animal Control Officer	Registered Veterinary Technician
Animal Care Technician	Senior Account Clerk
Animal Services Assistant	Senior Animal Care Technician
Animal Services Representative	Senior Animal Control Officer
Engineering Technician	Senior Animal Services Representative
Community Development Technician	Senior Custodian
Building Inspector	Senior Customer Service Representative
Code Enforcement Officer	Senior Maintenance Worker
Custodian	Senior Maintenance Worker/Water
Customer Service Assistant	Senior Pump Maintenance Worker
Customer Service Representative	Senior Pump Operator
Engineering Aide	Senior Warehouse Technician
Equipment Operator	Traffic Signal Technician
Facilities Maintenance Specialist	Utility Line Locator
Facilities Maintenance Technician	Volunteer/Outreach Coordinator
Equipment Operator/Water	Warehouse Technician
Maintenance Worker	Water Conservation Specialist
Maintenance Worker/Water	Water Quality Specialist
Meter Reader	Water Quality Technician
Pump Maintenance Worker	Water Resources Specialist
Pump Operator	

Article 2: Classifications

The City shall not create a new classification or reclassify Teamsters Union represented employees for the purposes of diminishing Teamsters Union representation. Unless the newly classified position would otherwise be outside of the unit (such as a supervisory, management or professional classification) the newly classified position will remain part of Teamsters Union.

Article 3: Implementation

This MOU constitutes a recommendation to be submitted to the City Council and the membership of Teamsters Union. It is agreed that this MOU shall not be binding upon the parties either in whole or in part unless and until the City Council acts, by majority vote, formally to approve and adopt said MOU and the membership of Teamsters Union approves the MOU.

Article 4: Duration, Implementation and Re-openers

This MOU shall, upon ratification by both parties, become effective February 1, 2026 and remain in full force and effect up to and including January 31, 2029. However, if a successor MOU is not negotiated by January 31, 2029, this MOU shall remain in force until a successor MOU is negotiated or the impasse process for a successor MOU has been concluded.

Article 5: City Rights

The City reserves, retains and is vested with, solely and exclusively, all rights of management which are not expressly abridged by law to manage the City. The City may exercise its management rights unilaterally without the obligation to meet and confer on the decision to exercise such rights. The sole and exclusive rights of management shall include, but not be limited to, the following:

- (a) To manage the City generally and to determine all issues of policy;
- (b) To determine the existence or nonexistence of facts which are the basis of management decisions;
- (c) To determine the necessity of organization of any service or activity conducted by the City and expand or diminish such services;
- (d) To determine the nature, manner, means and technology and extent of services to be provided to the public;
- (e) To determine methods of financing;
- (f) To select types of equipment or technology to be used;
- (g) To determine and/or change the facility, methods, technological means, and size of the workforce by which City operations are to be conducted;
- (h) To determine and change the number of locations, relocation and type of operations, processes and materials to be used in carrying out all City functions including, but not limited to, the right to contract or subcontract any work or operation of the City;
- (i) To assign work to and schedule employees in accordance with requirements as determined by the City and to establish and change work schedules and assignments upon reasonable notice and in accordance with City Personnel Rules and the memoranda of understanding;
- (j) To relieve employees from duties for lack of work, funds, or similar non-disciplinary reasons;
- (k) To determine and modify productivity and performance programs and standards;
- (l) To discharge, suspend, demote or otherwise discipline employees for proper cause;
- (m) To determine job classifications and to reclassify employees in accordance with City Personnel Rules and applicable resolutions and ordinances of the City;
- (n) To hire, transfer, promote and demote employees for non-disciplinary reasons in accordance with City Personnel Rules and applicable ordinances and resolutions of the City;
- (o) To determine and administer policies, procedures and standards for selection, training and promotion of employees in accordance with City Personnel Rules and applicable resolutions and ordinances of the City;
- (p) To establish employee performance standards including, but not limited to, qualification and quantity standards and to require compliance therewith;
- (q) To take any and all necessary action to carry out the functions of the City in emergencies.

Article 6: Employee Rights

- A. Employees of the City shall have the right to form, join and participate in the activities of Teamsters Union for the purpose of representation on all matters of Employer-Employee Relations, including but not limited to, wages, hours, and other terms and conditions of employment. Employees of the City also shall have the right to refuse to join or participate in the activities of employee organizations, but will be required to pay a service fee, or hold conscientious objection status, pursuant to Article 8 herein, if they do not become Teamsters Union members.
- B. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the City, Teamsters Union, or other employee organization(s) because of the exercise of his/her rights under this Article.
- C. The City shall afford employees the procedural due process safeguards as set out in the Personnel Rules and Regulations and this MOU. An employee shall have right of Teamsters Union representation when the employee reasonably anticipates that such a meeting is for the purpose of disciplining the employee or is to obtain facts to support disciplinary action.

Article 7: Teamsters Local 1932 Rights

- A. The City recognizes the rights of Teamsters Union to govern its internal affairs.
- B. The City agrees to include a Teamsters Union "Information Packet" in the orientation packet for newly hired employees in positions represented by Teamsters Union. The City and Teamsters Union agree that the purpose of the "Information Packet" is to familiarize new employees with the operations and benefits of Teamsters Union. All costs associated with preparing the "Information Packet" shall be borne by Teamsters Union. Teamsters Union agrees to indemnify and hold the City harmless for any disputes between employees represented by Teamsters Union and Teamsters Union arising out of information contained in the "Information Packet." Prior to distribution, the "Information Packet" must be approved by the City. Teamsters Local 1932 representatives shall be notified at least 10 days prior, or as soon as is practical, to participate in a new employee orientation on City time for the sole purpose of providing information regarding Teamsters Local 1932 membership. This participation shall be mandatory and without the presence of the City or its representatives, and shall be for 30 minutes during New Employee Orientation.
- C. The City will furnish a reasonable portion of existing bulletin board space or allow Teamsters Union to install a bulletin board for notices of Teamsters Union. Only areas designated by the appointing authority may be used for posting of notices. Posted notices shall not be obscene, defamatory, or of a political nature nor shall they pertain to public issues which do not involve the City or its relations with City employees. All notices to be posted must be dated and signed by an authorized representative of Teamsters Union, with a copy to be submitted to the City Manager. City equipment, materials, or supplies shall not be used for the preparation, reproduction, or distribution of notices, nor shall such notices be prepared by City employees during their regular work time.
- D. The City agrees to provide Teamsters Union with a quarterly listing of names, departments, classifications, and addresses of employees in classifications represented by Teamsters Union. Names, departments, classifications, and addresses provided will reflect the most current data on file with the Management Services Department, Human Resources/Risk Management Division, as of the date the list is prepared. These quarterly listings will identify separated and new hire employees separately.

Article 7: Teamsters Local 1932 Rights (Continued)

- E. Within one week of starting work, the Human Resources/Risk Management Division will notify a Teamsters Union designated representative at the name, job title, and department of each new hire. The City agrees to schedule a thirty (30) minute meeting during working hours each month for all new hires to attend to meet with a Union representative. This meeting is scheduled for the 4th Thursday of each month and will be confirmed by a Human Resources Representative the week prior.
- F. The parties recognize and agree that in order to maintain good employee relations, it is necessary for representatives of Teamsters Union to confer with City employees during working hours. Teamsters Union shall provide and maintain with the City a current list of the names of all authorized representatives of the Teamsters Union. An authorized representative shall not enter any work location without the confirmation from Human Resources Representative that the Department Head or his/her designee or the City Manager or his/her designee has provided consent. The Department Head or his/her designee shall have the right to make arrangements for a contact location removed from the work area of the employee. Management shall not unreasonably deny access.
- G. Teamsters Union will be granted permission to use City facilities for the purpose of meeting with employees to conduct its internal affairs provided space for such meetings can be made available without interfering with City needs. Permission to use City facilities must be obtained by Teamsters Union from the appropriate appointing authority. Teamsters Union shall be held fully responsible for any damages to and the security of any City facilities that are used by Teamsters Union. No City vehicles, equipment, time or supplies may be used in connection with any activity of Teamsters Union, except as may be otherwise provided in this Agreement.
- H. The City agrees to allow City time for Teamsters Union employee representative meetings, if they do not disrupt City operations. The employee representative meetings will be every other month for one hour around lunchtime, so travel time is minimized. Teamsters Union will notify the designated Human Resources Representative to notify the appropriate supervisors at least seven days before the meetings, with no more than two (2) Teamsters employee from each department/division/program as outlined in the budget requested to attend and if City operations will be disrupted, the employee representative meeting needs to be rescheduled.

Article 8: Teamsters Local 1932 Membership

Each fiscal year, Teamsters Union shall inform the City in writing of the membership dues per month (prorated from the date an employee joins the Teamsters Union). Employees may authorize the deduction of the dues from payroll, or may pay the amounts directly to Teamsters Union.

Dues withheld by the City shall be transmitted to the Teamsters Union Officer designated in writing by Teamsters Union as the person authorized to receive such funds, at the address specified.

The City shall not be obligated to put into effect any new, changed or discontinued deduction until a Teamsters Union certifies that it has in its possession a valid dues authorization card, and such certification is submitted to the Management Services Department in sufficient time to permit normal processing of the change or deduction.

Teamsters Union shall be fully responsible for expending funds received under this Article consistent with all legal requirements for expenditures of employee dues, which are applicable to public sector labor organizations.

CITY/TEAMSTERS LOCAL 1932 MEMORANDUM OF UNDERSTANDING
February 1, 2026 through January 31, 2029

Teamsters Union hereby agrees to defend, indemnify and hold harmless the City and its officers and employees from any claim, loss, liability, or cause of action of any nature whatsoever arising out of the operation of this Article.

Teamsters Union's indemnity and liability obligation is more fully set forth as follows:

Teamsters Union shall defend, indemnify and hold harmless the City and its officers and employees from any claim, loss, liability, cause of action or administrative proceeding arising out of the operation of this Article. Upon commencement of such legal action, administrative proceeding or claim, Teamsters Union shall have the right to decide and determine whether any claim, administrative proceeding, liability, suit, or judgment made or brought against the City or its officers and employees because of any application of this Article shall not be compromised, resisted, defended, tried, or appealed. Any such decision on the part of Teamsters Union shall not diminish Teamsters Union's defense and/or indemnification obligations under this Agreement.

The City, immediately upon receipt of notice of such claim, proceeding or legal action shall inform Teamsters Union of such action, provide Teamsters Union with all information, documents and assistance necessary for Teamsters Union defense or settlement of such action, and fully cooperate with Teamsters Union in providing all necessary employee witnesses and assistance necessary for said defense. The cost of any such assistance shall be paid by Teamsters Union.

Teamsters Union, upon its compromise or settlement of such action or matter, shall immediately pay the parties to such action all sums due under such settlement or compromise. Teamsters Union, upon final order and judgment of a court of competent jurisdiction awarding damages or costs to any employee, shall pay all sums owing under such order and judgment.

Article 9: Non-Discrimination Clause

No person shall in any way be favored or discriminated against, by either the City or Teamsters Union to the extent prohibited by law because of political opinion or affiliation, race, color, religion, sex, sexual orientation, marital status, age, national origin, veteran status, medical condition, or physical or mental disability or other protected classifications. This affects decisions including, but not limited to, an employee's compensation, benefits, terms and conditions of employment, opportunities for promotion, training and development, transfer and other privileges of employment.

The City is committed to providing ongoing training to all employees on the subjects of equal employment, non-discrimination and cultural awareness.

Working Conditions

Article 10: Alternative Work Schedules and Adjusted Workweeks

A. Alternative Work Schedules

The City and Teamsters Union for purposes of implementing an alternate workweek schedule without the City incurring any increased costs or the employees receiving any increase in benefits, the following shall apply:

Effective January 11, 2027, Teamsters Union positions assigned to City Hall and Public Works will be placed on 4/10 workweek Monday – Thursday.

References to 4/10 workweek for City Hall and Public Works is contingent to the adoption of a 4/10 work week and if not adopted City Hall and Public Works will remain on a 9/80 work week.

Teamsters Union positions assigned to Animal Services and Code Enforcement Programs will continue with a 4/10 workweek.

1. General Agreement - Whenever any oral or written practice, procedure, or policy provides employee economic benefits in terms of days, all such provisions shall be converted to provide such economic benefits in terms of hours and any such practice, procedure, or policy which previously was phrased in terms of days is hereby converted to eight hours for each day.
2. Workweek – The following shall amend Rule XI, paragraph 1, subparagraph 1 of the Personnel Rules, for the purposes of the employees represented by Teamsters Union. The workweek for employees assigned to an alternate workweek shall begin and end as follows:
 - a. For employees assigned to work four (4) days per week, ten (10) hours per day (the "4/10"), their workweek shall begin at 12:01 a.m. each Monday morning and end the following Sunday night at 12:00 p.m. midnight.
 - b. For employees assigned to work four (4) days per week, nine (9) hours per day and eight (8) hours every other Friday, with the alternating Friday off (the "9/80"), the workweek shall begin each Friday afternoon at 12:01 p.m. and end the following Friday morning at 12:00 p.m. noon.
3. Holidays - On the 9/80 alternate workweek, paid holidays will be at nine (9) hours for holidays falling Monday - Thursday, and eight (8) hours if falling on Friday. Section 3, subdivision 1, Rule VI, of the Personnel Rules and Regulations will now read as follows:
 - a. Any other employee benefit expressed in terms of days earned, not specifically mentioned above, is hereby amended to provide eight (8) hours accrued benefit in lieu.
 - b. Paid holidays will be paid at the same number of hours of the employee approved alternate work schedule. For example, employees working a 4/10 schedule: paid holiday will be at (10) hours per holiday.

Article 10: Alternative Work Schedules and Adjusted Workweeks
(Continued)

B. Adjusted Workweeks for Teamsters Union positions in the following classifications:

1. Teamsters Union positions Assigned to Animal Services and Code Enforcement Programs Division – Management shall assign work schedules to include Friday, Saturday, Sunday, holidays, and evenings to provide the customer service needs of the City, the humane care and treatment of the animals in the Shelter and save overtime costs.
2. Assigned to Public Works Production Program – Management shall assign a Tuesday – Friday 4/10 Schedule
3. Assigned to Public Works Facilities Program– each quarter Management shall assign an employee in each position to work one (1) two (2) week Tuesday – Friday schedule in the same workweek for deep cleaning of facilities.
4. Reasonable notice of two weeks must be provided unless the normal work schedule change is mutually agreed to by the supervisor and employee.
5. Each schedule will stay in place for one year unless an emergency arises as determined by the Department Head or a change to the Veterinarian Program occurs. Notification will be provided to the affected employee(s)/position(s) and the Union.
 - a. Schedules for the following year shall be assigned by Management each October. Employees will select their schedules based on priority.
 - b. For non-probational employees, schedules will be assigned based on seniority defined as consecutive full-time employment with the City based on hire date. Probational employees' schedules shall be assigned by Management.
 - c. Employees will be notified of their schedule no later than December 10th each year.
 - d. Employees on a leave of absence for three weeks or more shall be assigned a schedule by Management at the time of their placement based on seniority according to their prior priority list or during the October selection.
 - e. Employees with the same classification may voluntarily swap schedules, with Supervisor approval, for a consecutive two work weeks in the same payroll period no more than twice a year.
 - f. Human Resources will maintain the current priority lists for each employee and will place the priority list in the personnel file after a new priority list has been established.
6. For Animal Services - effective after ratification and approval by Council, employees will be provided with the priority schedule list in August to select schedules. Notifications will be provided no later than September 3rd. These initial schedules will be in effect from September 21, 2026 – December 2027. For 2028, Schedules list will be provided in October 2027.

C. Standby Pay assignments for Teamsters Union positions

1. When a position is required to perform Standby duty, the following will apply:
 - a. Each schedule will stay in place for one year unless an emergency arises as determined by the Department Head.
 - b. Standby duty will be for Public Works and Animal Services for one week starting Thursday at the end of assigned schedule to the following Thursday at the beginning of their assigned schedule.
 - c. Management shall determine the minimum number of weeks each employee can select.

Article 10: Alternative Work Schedules and Adjusted Workweeks (Continued)

- d. For non-probational employees, schedules will be selected based on seniority defined as consecutive full-time employment with the City based on hire date. Probational employees' schedules shall be assigned by Management.
 - e. Two consecutive weeks cannot be selected.
 - f. Employees on a leave of absence for three weeks or more during the October selection period shall be assigned a schedule by Management at the time of their placement based on seniority during the October selection.
 - g. In the event there is no employee assigned to a week due to vacant positions, leave of absence, or similar circumstance, non-probational employees will have the first option to take the vacant week based on seniority, defined as consecutive full-time employment with the City based on hire date, provided the week does not result in two consecutive weeks of standby duty.
 - h. Employees will be notified of the finalized schedule no later than December 10th each year.
 - i. Each Program will provide a copy of the schedules to Human Resources, who will maintain a copy and provide a copy to the Union no later than December 10th each year.
 - j. The initial selection will take place in October 2026 for calendar year 2027. Except for Animal Services which will take place in August to be effective September 21, 2026 – December 2027.
- D. New and Promoted Employees' Adjusted Workweeks (Revised language added per Resolution No. 2005-160 and HWD 2005-24 approved December 7, 2005) – New employees hired and existing employees promoted after MOU approved by the City Council who have been informed at the time of employment that management has the authority to adjust their workweek can have the workweek scheduled as follows:
- 1. Adjust new employees and promoted employee' normal work schedule during a workweek, with time off on an hour-for-hour basis in lieu of overtime during the same workweek.

Article 11: Rest Periods

All Teamsters Union represented employees shall receive, at the direction of the respective department, two (2) fifteen (15) minute rest periods, one each approximately at the mid-point of each one-half shift. Employees working in the field shall take, at the direction of the department, rest periods at or nearby the work site or return to their department for rest. For employees working in the field, the 15-minute rest periods include travel time employees may take from the work site to and from the department. Rest time is not cumulative beyond the half scheduled workday within which the break period occurs.

Article 12: Late Starts

An employee who is tardy to work shall be docked pay at the discretion of the Department Head. Such docking shall be done in fifteen (15) minute increments. An employee may not substitute accrued compensatory time, vacation, holiday, or sick leave for the docked pay, nor may the employee utilize a shortened break period or lunch period.

Compensation

Article 13: Salary Ranges

- A. For all bargaining unit members as of the time of ratification (May 9, 2024), the City shall pay the sum of \$1,000 to be included in the June 6, 2024 paycheck. Bargaining unit members must also be employed by the City as of May 9, 2024.
- B. Effective July 1, 2024, all salary ranges reflect a 4% COLA increase to base salary.
- C. Effective the Monday of the first full pay period of Fiscal Year 2025-26, all salary ranges reflect in base salary a COLA increase based on the Consumer Price Index (CPI) – All Urban Consumers (Area: Riverside-San Bernardino-Ontario) measured by the annualized CPI from January 2024 to January 2025 no less than 2.0% and no more than 5.0%.
- D. For all represented full-time employees who are actively employed with the City on June 10, 2026, shall receive a one-time employee stipend payment of \$2,000. This one-time payment will be processed on or before June 30, 2026 and will not be reported to the California Public Employees' Retirement System as special compensation.
- E. Effective the Monday of the first full pay period of Fiscal Year 2026-2027, all salary ranges reflects a 3.3% COLA increase to base salary.
- F. Effective the Monday of the first full pay period of Fiscal Year 2027-2028, all salary ranges reflect in base salary a COLA increase based on the Consumer Price Index (CPI) – All Urban Consumers (Area: Riverside-San Bernardino-Ontario) measured by the annualized CPI from January 2026 to January 2027 no less than 3.0% and no more than 5.0%.
- G. Effective the Monday of the first full pay period of Fiscal Year 2028-2029, all salary ranges reflect in base salary a COLA increase based on the Consumer Price Index (CPI) – All Urban Consumers (Area: Riverside-San Bernardino-Ontario) measured by the annualized CPI from January 2027 to January 2028 no less than 2.0% and no more than 5.0%.

Article 14: Overtime

A. Overtime Calculation

All employees required to perform in excess of forty (40) hours in a seven (7) day cycle or in excess of their regularly scheduled work day, shall receive compensation at the rate of time and one-half his/her regular rate of pay.

In determining an employee's eligibility for overtime, the below listed paid leaves of absences shall be included in the total hours worked. Excluded are duty-free lunches, travel time to and from work, and time spent conducting bona fide volunteer activities. Paid leave of absence includes the following:

- Holiday Leave
- Jury Duty anxious
- Bereavement Leave

Effective March 17, 2018, the following will also be included in paid leave of absence:

- Pre-approved (minimum 1 week notice) sick leave
- Pre-approved (minimum 1 week notice) vacation leave

Article 14: Overtime (Continued)

There shall be no pyramiding of overtime. Hours worked by an employee in any workday or workweek on which premium rates have once been allowed shall not be used again in any other overtime calculation other than computing total actual hours worked.

Time worked shall be computed by rounding the nearest quarter of an hour.

B. Compensatory Time

In lieu of receiving overtime pay pursuant to this article, Section A above, an employee may elect to receive compensatory time off on a time and one-half basis. No employee shall accrue more than forty (40) hours of such compensatory time. Should any employee exceed forty (40) hours of accrued compensatory time, he/she shall be paid at time and one-half his/her regular rate for all hours in excess of forty (40) hours

Effective March 17, 2018, no employee shall accrue more than eighty (80) hours of such compensatory time. Should any employee exceed eighty (80) hours of accrued compensatory time, he/she shall be paid at time and one-half his/her regular rate for all hours in excess of eighty (80) hours

An employee may use such compensatory time within a reasonable period after making the request if the use of compensatory time does not unduly disrupt the operations of the department.

On June 30th of each year, all employees accrued compensatory time shall be paid down to zero.

C. Overtime Authorization

All overtime requests must have the prior authorization of a supervisor prior to the commencement of such overtime work. Where prior written authorization is not feasible, explicit verbal authorization must be obtained. Calls for service beyond the end of the duty time are considered as authorized.

An employee's failure to obtain prior approval may result in the denial of the overtime request.

D. Clothes Changing

Employees are not authorized to wear their uniforms or any part thereof that is distinguishable as such unless on duty.

Nothing herein prevents an employee from wearing his/her uniform to and/or from his/her residence to work.

Nothing herein prevents an employee from wearing his/her uniform while conducting personal business during lunchtime.

Time spent in changing clothes before or after a shift, is not considered hours worked and is not compensable in any manner whatsoever.

Article 14: Overtime (Continued)

E. Training Time

Training time outside normally scheduled work hours shall be compensated pursuant to Code of Federal Regulations (CFR), Section 785.27, et. Seq.

Travel time outside normally scheduled work hours shall be compensated pursuant to CFR Section 785.33, et. Seq. When feasible, the Department will adjust the employee's work schedule to minimize the impact of travel and training time.

F. City Vehicle Use

Employees who are provided with a City vehicle to travel to and from work shall not be compensated in any manner whatsoever for such travel time in the City vehicle.

This provision also applies in those situations where the radio must be left on and monitored.

G. Call Back Pay

Call back duty occurs when an employee is ordered to return to duty on a non-regularly scheduled work shift. Call back does not occur when an employee is held over from his/her prior shift or is scheduled a minimum of ten (10) hours in advance to work prior to his/her regularly scheduled shift. An employee is called back to duty commencing at the time he/she receives the call/page and is compensated as follows:

Credit for two hours worked is received. If during the first hour of the call out a second or more call outs are received, he/she will still receive credit for the two hours worked or more hours based on actual time worked.

After the first hour, if he/she has completed the work related to the call out(s) and returned home and receives a new call out, he/she will again receive credit for two hours worked (a new call out) and the same first hour provisions apply.

Any employee working a call out after midnight shall be allowed to have their shift for the next day reduced by the number of hours worked on the call out after midnight and will be paid as hours worked. The reduction of hours, for hours worked after midnight, shall be observed at the start of their shift.

If the call out is within two hours prior to the start of their scheduled shift, the reduction of hours shall be observed at the end of their shift.

In unique situations, where the employee works multiple call outs after midnight and responds to a call within two hours prior to the start of their scheduled shift, the cumulative reduction of hours worked shall be observed at the end of their scheduled shift.

H. Court Pay

When an employee is physically called to court on behalf of the City, while off duty, he/she shall be credited on an hour for hour basis for the time actually spent in court. An employee shall be credited with a minimum of two (2) hours for the court appearance. Travel time shall not be considered hours worked and shall not be compensated in any manner whatsoever.

Article 14: Overtime (Continued)

I. Standby Pay

Teamsters Union represented employees required to standby, to handle overtime work, which may arise, shall be compensated at the rate of two hundred dollars (\$200) per seven (7) day period. Effective June 29, 2024, employees shall be compensated at a rate of two hundred eighty dollars (\$280) per seven (7) day period.

Standby status is defined as time in which an employee can be reached at his/her residence or by cell phone and be able to respond in thirty (30) minutes. At all times while on an on-call status, the designee shall maintain themselves in a reasonable physical and mental condition by which to both respond to a call for service and to thereafter reasonably perform the required assignment.

Standby time is considered special pay under the Fair Labor Standards Act (FLSA). This payment is being made pursuant to the MOU. Time compensated in this manner shall not constitute hours worked for purpose of FLSA; however, standby pay will be included into the overtime calculation should overtime be earned during the work week.

J. Disaster Response

In the event that the City is responding to a disaster, and the City's Emergency Operation Center (EOC) is activated at a level that requires extended work hours, Section A, B & G of this article will not apply. Employees responding to the disaster will be paid for all hours worked during respective pay periods.

Article 15: Uniforms and Boot Reimbursement

Affected employees will receive eleven (11) sets of uniforms owned or rented by the City. The City will pay for the cleaning of these uniforms.

In accordance with CalPERS regulations, any "Classic" employee required to wear a full uniform that is rented and maintained by a uniform vendor through a contract with the City shall have the monetary value of the City-provided uniforms reported to CalPERS as special compensation. The monetary value is based on the pricing for the rental and maintaining (i.e. laundering) the eleven (11) sets of uniforms provided to each employee. The current monetary value that will be reported bi-weekly to CalPERS is \$13.34; however, should a new contract between the City and a uniform vendor be approved, which results in a change to the monetary value, the new amount will be reported to CalPERS. The pricing will be specified in the contract between the City and the uniform vendor and will be adjusted accordingly when a change in the cost of renting and maintaining (i.e. laundering) of uniforms occurs. The uniform vendor contract will remain on file with the City Clerk's office and is selected via a formal bid process.

In accordance with CalPERS PEPRA regulations, any "New Member" employees required to wear a full uniform that is rented and maintained by a uniform vendor through a contract with the City shall not have the monetary value of the City-provided uniforms reported to CalPERS as special compensation.

Article 15: Uniforms and Boot Reimbursement (Continued)

In addition, each affected employee will be allowed reimbursement of up to \$250 for boot purchases made during each fiscal year. A second pair of boots may be reimbursed in a fiscal year with the supervisor's approval prior to the purchase. Affected employees must purchase boots which meet applicable requirements and specifications as set forth by the Occupational Safety and Health Administration (OSHA) as of 2026 ASTM F2413 or the current standard, and must purchase the boots at a City-approved store if the employee wants the store to bill the City directly.

Any portion of this reimbursement which is not used to purchase boots may be used to purchase boot accessories such as laces and inserts. Reimbursement for these expenses shall occur at the same time reimbursement occurs for boot purchases and the total shall not exceed \$250.

Article 16: Working Out of Classification

Employees who meet the following criteria shall be paid at the first step in the salary range for the position in which they are working out of classification, which gives them an increase of at least 5% in base salary:

1. The position is vacant or the incumbent is temporarily absent.
2. The position has a higher top salary step than their current position.
3. They are assigned to perform all of the essential functions of the higher classification.
4. They meet the minimum education and experience requirements for such position, as determined by management.
5. Their service in the higher paid classification exceeds 80 consecutive hours. In such case, the higher salary rate payable shall commence on the 81st consecutive working hour.
6. The appointment to perform this work has been approved by the City Manager following recommendation by the Department Head.
7. The need for such an assignment is temporary in nature, generally for one of the following reasons:
 - a. A higher classification employee is on a leave of absence, medical leave, or other non-routine circumstance.
 - b. Short-term assignments, special projects, or specific purpose and/or programs that will terminate in no more than one year.
 - c. A higher classification position is vacant.

Such assignments shall not exceed one year in duration. The City will follow the guidelines and rules as established by the California Public Employee Retirement System (CalPERS) law when reporting earnings for working out of class assignments.

1. When a higher classification position is vacant, no more than 960 hours of reportable earnings from the higher classification will be reported for Classic members working out of class.
2. When a higher classification employee is on a leave of absence; the Classic members will have all reportable earnings reported to CalPERS when working out of class.
3. PEPRAs members will not have any earnings reported to CalPERS when working in an out of class assignment.

Article 16: Working Out of Classification (Continued)

The employee approved to receive out of class pay shall be eligible to receive merit increases in his/her regular position during the out of class pay assignment.

When the out of class pay assignment is ended, the employee will receive his/her original salary rate.

Article 17: Bilingual Pay

The City compensates designated employees who provide translation to and from a foreign language and related services. Department heads will recommend which classifications and employees to be considered for bilingual pay, and the City Manager will approve assignment recommendations based on the customer services needs of the City. Eligible employees will be required to pass a test that shall be administered by a qualified agency or individual. Employees who pass the test and are assigned to provide bilingual translation services will receive \$75 per month as compensation. Effective July 1, 2018, employees who pass the test and are assigned to provide bilingual translation services will receive \$100 per month as compensation. If the employee is reassigned to no longer provide bilingual translation services, the bilingual pay will be discontinued and will not be paid in the following month. It should be noted that regardless of whether or not an employee is receiving bilingual pay, all employees having bilingual capability shall be expected to reasonably respond to non-English inquiries directed to them in their capacity as a City employee.

Article 18: Tuition Reimbursement/Certification

- A. Tuition Reimbursement – The City shall provide all Teamsters Union represented employees a maximum of \$3,000 reimbursement per fiscal year per employee under the existing Tuition Reimbursement Policy. The City reserves the right to revise this policy, as needed other than changing the maximum annual reimbursement amount.
- B. Certification (Water District – Water and Sewer)
1. Requirements and expense reimbursement
 - a. Whenever the City or a State or Federal Agency determines that a position is required to obtain a specialized license or certificate, the City shall reimburse the cost for such certification courses or license when the employee presents proof of payment.
 - b. The City shall likewise reimburse the cost for other certifications or special credentials that are determined by the City Manager or his/her designee to be related to the employee's job duties.
 - c. The certification requirements shall be as follows for employees in the following classifications assigned to the Water Division:
 - D-1
 - Maintenance Worker
 - Meter Reader
 - Utility Line Locator

Article 18: Tuition Reimbursement/Certification (Continued)

- D-2
 - Pump Maintenance Worker
 - Pump Operator
 - Water Quality Technician
 - Equipment Operator
 - D-3
 - Senior Maintenance Worker
 - Senior Pump Maintenance Worker
 - Senior Pump Operator
 - T-1
 - Pump Maintenance Worker
 - Pump Operator
 - Senior Maintenance Worker assigned to Water
 - Senior Pump Maintenance Worker
 - Senior Pump Operator
 - Water Quality Technician
- d. “D-1” is a Water Distribution Operator Certificate, Grade 1; “D-2” is Water Distribution Operator Certificate, Grade 2; and “D-3” is a Water Distribution Operator Certificate, Grade 3. A “T-1” is a Water Treatment Operator Certificate, Grade 1. Each of the above is issued by the State of California.
- e. All employees in the classifications requiring a “D-1” certificate who do not hold such certificate as of the effective date of this MOU and were not required to possess such certification prior to the completion of probation as part of their employment, will be required to have such certification no later than January 1, 2007. Such employees may be given up to one additional year following completion of probation to obtain their “D-1” certification, subject to recommendation by their Department Head and approval by the City Manager.
- f. All employees in the above classifications requiring a “D-2” or “D-3” certificate hold such certification as of the effective date of this MOU. They shall be required to maintain such certification as long as it is a requirement in their class specification.
- g. Additional certifications required by the City include:
1. Water Quality Technician
 - Backflow Prevention Device Tester (AWWA)
 - Backflow Prevention Device Tester (San Bernardino County Department of Public Health)
 - Cross Connection Control Program Specialist (AWWA)
 2. Maintenance Worker assigned to Wastewater – Collection System Maintenance Grade I
 3. Senior Maintenance Worker assigned to Wastewater - Collection System Maintenance Grade II

Article 18: Tuition Reimbursement/Certification (Continued)

- h. The Water Quality Technician and Senior Maintenance Worker have the required additional certifications as of the effective date of this MOU. They shall be required to maintain such certification as long as it is a requirement in their class specification.
- i. Employees in the classifications requiring a "T-1" certificate who have such certificate as of the effective date of this MOU shall be required to maintain such certification as long as it is a requirement in their class specification. All employees in the classifications requiring a "T-1" certificate who do not hold such certificate as of the effective date of this MOU, will be required to have such certification no later than January 1, 2007.
- j. All new hires or transfers into the Water Division will be required to meet the certification requirements as defined in their class specification, unless the certification requirements are temporarily suspended as recommended by their Department Head and approved by the City Manager (Note written agreement for new hires or transfers will document conditions).

2. Incentive Pay

- a. The City shall pay employees who possess required certifications above the "D-1" level an additional 2% of base salary starting on the date such certification becomes valid.

As clarification, a Maintenance Worker who receives a D-2 will receive the 2% incentive pay, and if that same Maintenance Worker is promoted to a Pump Maintenance Worker position, the employee will stop receiving the 2% incentive pay because the Pump Maintenance Worker position requires a D-2. However, if the employee now working as a Pump Maintenance Worker receives a D-3, the 2% incentive pay will again be received.

Incentive pay shall be discontinued for employees possessing certificates that are not required in their class specification.

The above two new sections will replace the current Article 15 in its entirety, including the one-time "Certification Incentive payment of \$100 each year and the "Certification Incentive Pay" chart, which is Attachment A of the current MOU.

- b. The City shall pay employees who possess required certifications above the Collection System Maintenance Grade I (C-1) or Collection System Maintenance Grade II (C-2) level an additional 2% of base salary starting on the date such certification becomes valid, however, no earlier than the month after the MOU is approved by the City Council.

Incentive pay shall be discontinued for employees possessing certifications that are not required in their class specification.

C. Animal Control Officer Certification \$100 Certification Pay

Animal Control Officers and Senior Animal Control Officers shall receive a one-time "Certification Incentive" payment of \$100 each fiscal year for holding the necessary certification to use the equipment and chemicals needed to immobilize animals (Certificate of Completion – Chemical Immobilization for Animal Control Professionals conferred by the California State Humane Association or an equivalent certification and organization acceptable to the City).

Article 18: Tuition Reimbursement/Certification (Continued)

The Certification Incentive payment shall be made no later than February 1 each year for those employees who already hold the certification or thirty (30) days after the employee submits the required documentation demonstrating he/she has earned the certification. No employee may earn Certification Incentive pay of more than \$100 per year, regardless of the number of certifications held or obtained. Teamsters Union and City agree that the fact that an employee is earning Certification Incentive pay cannot be used to assert that the employee is working out of class and is therefore entitled to reclassification.

The employee must maintain the certification for the entire year after the Certification Incentive pay is earned.

C. Commercial Driver's License Certification Pay

Employees maintaining a valid Class "A" California Driver's License, placed on the City's Department of Transportation Random list for testing and complies with the City's Drug and Alcohol Testing Program for Commercial Drivers shall receive a one-time payment of \$200 each fiscal year for maintaining a valid California Commercial Driver's License. This certification payment shall be made on or after February 1 each year for those employees who hold the License as of January 31st. This certification pay will not be considered special compensation and will not be reported to the California Public Employees' Retirement System.

Teamsters and the City agree that the fact that an employee is earning certification pay cannot be used to assert that the employee is working out of class and is therefore entitled to reclassification.

Benefits

Article 19: CalPERS Retirement Plan

The City provides the 2.7% at 55 full retirement formula, as provided by Government Code § 21354.5.

The City has elected and continues to elect to be subject to the following optional retirement provisions:

- a. Section 20042 (One-Year Final Compensation).
- b. Section 20903 (Two Years Additional Service Credit).
- c. Section 21574 (Fourth Level of 1959 Survivor Benefits). In addition to funding the employer cost of the survivor benefits, the City shall contribute a maximum of \$2.00 per month per employee as and for the member's contribution for funding of this benefit).
- d. Section 21024 (Military Service Credit as Public Service).

Effective the first full pay period after July 1, 2012 the City's contribution towards the local miscellaneous member's contribution will be zero percent of reportable earnings, and each local miscellaneous member's contribution shall be 8% of the individual member's reportable earnings.

Employees hired by the City on or after January 1, 2013, who qualify as "new members" as that term is defined in the Public Employee Pension Reform Act (AB 340) shall be subject to the Act including but not limited to:

- a. 2% at 62 retirement formula
- b. Pension benefit is based on the highest annual final compensation during a consecutive 36 month period.
- c. PERS contribution of 50% of the PERS "normal cost" as that term is defined in the Act.

In addition to paying the full CalPERS member contribution, each employee covered by the CalPERS 2.7% @ 55 full retirement formula shall, effective the first full pay period after July 1, 2015, pay one percent of reportable earnings by payroll deduction as cost sharing of the City's normal costs pursuant to Government Code section 20516 (f).

Article 20: Health Insurance

All employees must enroll in an available City health insurance plan unless they opt out.

1. Health Insurance Provider:
The City will provide a comparable health insurance plan(s) available for all full-time regular employees. The City and Teamsters Local 1932 will negotiate plan changes expeditiously when cost-effective alternatives are available.
2. City Contributions:
The City contributions are towards premiums for health, dental and vision insurance only.

Article 20: Health Insurance (Continued)

a. **Opt-out of City Health Coverage Contribution:**

Employees who opt-out of the City's health insurance with proof of alternate group coverage and hired before January 1, 2013 are eligible to receive the difference less the mandatory dental and vision plan selections up to \$665. The cash back provision is not available to employees hired on or after January 1, 2013.

In order to opt out, an employee must provide the following: (1) proof that the employee and all individuals for whom the employee intends to claim a personal exemption deduction for the taxable year or years that begin or end in or with the City's plan year to which the opt out applies ("tax family"), have or will have minimum essential coverage through another source (other than coverage in the individual market, whether or not obtained through Covered California) for the plan year to which the opt out arrangement applies ("opt out period"); and (2) the employee must sign an attestation that the employee and his/her tax family have or will have such minimum essential coverage for the opt out period. An employee must provide the attestation every plan year at open enrollment. The opt-out payment cannot be made and the City will not in fact make payment if the employer knows that the employee or tax family member doesn't have such alternative coverage, or if the conditions in this paragraph are not otherwise satisfied.

b. Effective December 1, 2024, for the January 2025 insurance premiums, the City shall pay up to \$1,650 per month, with no difference received as cash, the employee shall be responsible for paying the difference, or the amount greater than \$1,650 through payroll deduction.

c. Effective December 1, 2025, for the January 2026 insurance premiums, the City shall pay up to \$1,750 per month, with no difference received as cash, the employee shall be responsible for paying the difference, or the amount greater than \$1,750 through payroll deduction.

d. Effective December 1, 2026, for the January 2027 insurance premiums, the City shall pay up to \$1,900 per month, with no difference received as cash, the employee shall be responsible for paying the difference, or the amount greater than \$1,900 through payroll deduction.

e. Effective December 1, 2027, for the January 2028 insurance premiums, the City shall pay up to \$2,000 per month, with no difference received as cash, the employee shall be responsible for paying the difference, or the amount greater than \$2,000 through payroll deduction.

f. Effective December 1, 2028, for the January 2029 insurance premiums, the City shall pay up to \$2,100 per month, with no difference received as cash, the employee shall be responsible for paying the difference, or the amount greater than \$2,100 through payroll deduction.

g. **Retiree Contribution:**

The City shall provide each employee who retires with a \$50 per month contribution toward a health care plan selected by the retiree. Said contribution shall terminate upon the retiree's sixty-fifth (65th) birthday. The City shall provide each employee who retires and is covered under the City's provided Health Insurance Provider(s) the minimum employer health contribution as required by the provider.

Article 20: Health Insurance (Continued)

Reopener on ACA:

The City may reopen negotiations on the issue of health insurance benefits or cafeteria plan (including, as to both, but not limited to, plan benefits or structure, City or employee contributions and/or opt out amount or requirements) in order to avoid penalties or taxes under the ACA that may result from an interpretation of the ACA by the Internal Revenue Service or other federal agency (including, but not limited to, a revenue ruling, regulation or other guidance) or a ruling by a court of competent jurisdiction.

Affordable Care Act (ACA) Anti-Retaliation

1. **Prohibition on Retaliation:** It is the City's policy to comply in full with Section 1558 of the U.S. Patient Protection and Affordable Care Act (ACA), which prohibits retaliation against employees who report violations of Title I of ACA or who receive tax credits or cost-sharing reductions (under section 36B of the Internal Revenue Code or section 1402 of ACA) in connection with participation in the health insurance exchange.
2. **Protected Activity**
 - a) **"Whistleblowing" re Violations of Title I of ACA:** ACA protects an employee, former employee, or applicant who reports, testifies (or is about to testify) in a proceeding, assists or participates (or is about to assist or participate) in a proceeding, objects to, or refuses to participate in any activity, policy, practice, or assigned task that the employee (or other person) reasonably believed to be in violation of Title I of ACA, including any order, rule, regulation, standard or ban under Title I of ACA.
 - b) Title I of ACA includes but is not limited to consumer protections such as the following:
 - i. Elimination of lifetime and annual limits on benefits by 2014;
 - ii. Prohibition on rescissions of coverage;
 - iii. Elimination of pre-existing conditions exclusions;
 - iv. Coverage of preventive services and immunizations;
 - v. Extension of dependent coverage up to age 26;
 - vi. Development of uniform coverage documents; and
 - vii. Implementation of appeals processes for consumers.
 - c) **Receipt of Affordability Assistance:** ACA also protects an employee, former employee, or applicant who receives a tax credit under Section 36B of the Internal Revenue Code or a cost-sharing reduction under Section 1402 of the Act as a result of enrolling in a qualified health plan offered by the health insurance exchange. In California, this state-run marketplace is known as "Covered California."

3. **Prohibited Retaliatory Conduct**

Prohibited conduct includes but is not limited to discharge or otherwise retaliatory conduct, including intimidating, restraining, coercing, blacklisting, or disciplining an employee, former employee, or applicant with respect to compensation or any other terms, conditions or privileges of employment as a result of that individual's participation in a protected activity as defined in paragraph 2 above.

Article 20: Health Insurance (Continued)

4. Complaint Procedure

Any City employee, former employee, or applicant who wishes to report a violation of Title I of ACA, or who believes he or she has been subject to retaliation in violation of this policy should immediately notify either his or her supervisor, Human Resources staff, or the City Manager. It is the City's policy that no City employee shall retaliate against any person who participates in a protected activity as defined by Section 1558 of ACA.

An employee, former employee, or applicant who believes that he or she has been retaliated against under this policy may file or have filed by any person on his or her behalf, a complaint with United States Department of Labor, Occupational Safety & Health Administration (OSHA) within 180 days after an alleged violation occurs. For more information on filing an OSHA complaint, visit www.osha.gov.

Article 21: Dental Insurance

The City will provide group dental insurance coverage. Employees are required to enroll in group dental coverage, at the minimum single-party rate. Effective July 1, 2018 for the August Premiums, the City shall pay the employee only coverage of the selected dental plan. If the selected dental plan is higher, then the employee shall be responsible for paying the difference. The City and Teamsters Union will negotiate plan changes expeditiously when cost-effective alternatives are available.

Article 22: Optical Insurance

The City shall provide group optical insurance coverage. Employees are required to enroll in group optical coverage at the minimum single-party rate. Effective July 1, 2018 for the August Premiums, the city shall pay the employee only coverage of the vision plan. If the selected vision plan is higher, then the employee shall be responsible for paying the difference. The City and Teamsters Union will negotiate plan changes expeditiously when cost-effective alternatives are available.

Article 23: Life Insurance

The City will provide group life insurance coverage. The City will pay life insurance premiums for \$30,000 life insurance coverage. Effective January 1, 2025, the City will pay life insurance premiums for \$50,000 life insurance coverage. The City and the Teamsters Union will negotiate plan changes expeditiously when cost-effective alternatives are available.

Article 24: IRS 125 Plan

Effective January 1, 2011, the City's IRS 125 Plan is available to the Teamsters Union membership, subject to the City's exercise of its sole discretion to change provisions of the plan and/or cease administering and/or to withdraw said Plan.

Article 24: IRS 125 Plan (Continued)

The City retains sole discretion to determine if and when its administration of the IRS 125 Plan shall change provisions of the Plan and cease and/or if and when it shall withdraw and terminate the IRS 125 Plan described herein. Neither the City's decision to implement, administer, change, cease administration, and/or terminate the IRS 125 Plan, nor the impact of said determinations, shall be subject to the meet and confer process. It is agreed by the parties that the benefit of an IRS 125 Plan is sufficient to provide consideration to Teamsters Union as and for the valid entering into of these provisions.

Article 25: Short Term/Long Term Disability Insurance

The City agrees to provide access to a short term/long term disability insurance policy or coverage. Employees are required to pay for this short term/long term disability insurance. The City and Teamsters Union will negotiate short term/long term disability insurance plan changes expeditiously when cost-effective alternatives are available.

Article 26: 401 (a) Program

Beginning on or before the first pay period in October 2026, the City shall provide a \$50.00 contribution to a 401 (a) program each month.

Article 27: Employee Assistance Program

The City shall provide an Employee Assistance Program for all full-time continuous salaried employees and dependent coverage.

Article 28: Other Deductions

Insurance premiums sponsored by Teamsters Union shall be withheld by the City and shall be transmitted to the Teamsters Union Officer designated in writing by Teamsters Union as the person authorized to receive such funds, at the address specified on a monthly basis.

The City shall not be obligated to put into effect any new, changed or discontinued insurance premium deduction until a payroll deduction card is submitted to the Management Services Department in sufficient time to permit normal processing of the change or deduction.

Teamsters Union agrees to hold the City harmless and indemnify the City against any claims, causes of actions or lawsuits arising out of the deductions or transmittal of such funds to Teamsters Union, except the intentional failure of the City to transmit to Teamsters Union monies deducted from the employees pursuant to this article.

Leaves of Absence

Article 29: Holidays

The City offices shall be closed on the following days. All full-time continuous salaried employees shall be compensated at their regular rate for these days:

1. Independence Day
2. Labor Day
3. Veteran's Day
4. Columbus Day
5. Thanksgiving Day
6. Day after Thanksgiving
7. Christmas Eve
8. Christmas Day
9. New Year's Day
10. Martin Luther King Jr. Day
11. President's Day
12. Memorial Day
13. Juneteenth Day

Whenever a holiday falls on a Sunday, the following Monday shall be observed as a holiday.

City facilities will be closed between Christmas Day and New Year's Day in what was a regular work week.

A. For Employees assigned to a 9/80 schedule:

Whenever a holiday falls on a Saturday, the preceding Friday shall be observed.

B. For Employees assigned to Animal Services/ Code Enforcement schedule:

Whenever a holiday falls on a non-scheduled workday (including regular day off) the supervisor will designate the day within the same workweek that they wish the employee to observe the Holiday. This will be based on operational needs.

If the holiday falls on a scheduled workday, the employee will not be eligible to reschedule. But will be eligible for working overtime for the holiday.

For Employees assigned to a 4/10 schedule:

Whenever a holiday falls on a Friday or Saturday the holiday hours will be accrued and utilized with Supervisor approval at a later date that does not unduly disrupt the operations of the department. During the 2nd pay period of June each year, accrued holiday hours shall be paid down to zero. Christmas Eve, Christmas Day and New Year's Day holiday hours will not be accrued and must be used during the City's closure.

Christmas Eve, Christmas Day and New Year's Day holiday hours will not be accrued and must be used during the City's closure. For example in 2026, the City shall be closed December 24, 28, 29, 30, 31 and in subsequent years, dates could be different based on the calendar. Employees will observe Christmas Day Holiday on December 28th, Closure Days (Other Hours) on 29 and 30 and New Year's Day Holiday on December 31st. City Hall will reopen on January 4, 2027. Each bargaining unit employee shall be paid for those days for the same amount of hours for which the employee would have been regularly scheduled and would have worked if the City were not closed on those dates. Employees may not be eligible for this closure but shall be eligible for overtime if worked.

Article 29: Holidays (Continued)

For employees to be compensated (vacation or sick leave) for a day off prior to or following a Holiday, the employee must request and have approved the time off prior to the Holiday. If the employee does not have written approval for the absence, the employee must provide the city with a certification of absence from a physician for the absence or the absence will result in a non-paid leave.

Article 30: Vacation/Vacation Buy Back

All full-time employees shall, with continuous service, accrue working hours of vacation monthly according to the following schedule:

<u>Years of Service</u>	<u>Annual Hours Accrued</u>
1	80
2	88
3	96
4	104
5	112
6	120
7-9	128
10	136
11-13	144
14	152
15+	160

Employees may use up to forty (40) hours of accrued vacation after six (6) months of service.

Employees may select to use accrued vacation for protected leaves or when accompanied by a doctor's note when accrued sick leave is exhausted, in accordance with applicable federal and state laws.

Employees will have a maximum of 399 hours carry-over of vacation per fiscal year. In June of each calendar year, all vacation hours in excess of 399 hours shall be paid at the employee's current hourly rate. Should the City question its financial ability to fund this provision in any given year, it shall have until March 31 of that year to meet and confer with Teamsters Local 1932 over the financial impact and discuss possible alternatives.

During the month of October, an employee may elect to convert up to two hundred and forty (240) hours of vacation into cash payment(s) at the base rate of pay in effect at the time of the cash-out, as long as the employee has eighty (80) hours of vacation remaining on the books at the time of the pre-designation. In order to cash-out vacation, an employee must make an irrevocable election (i.e., pre-designation) during the month of October, specifying the total number of hours to be cashed-out from next year's vacation leave accrual. During the calendar year following the pre-designation, an employee may choose increments of vacation to cash-out in March, May and August; the minimum increment for vacation cash-out is twenty (20) hours. If no cash-out occurs during the year and/or any remaining balance of the pre-designated amount will be cashed out in November. If the employee does not have the vacation hours available to satisfy the amount pre-designated for cash-out, the employee will be precluded from making an irrevocable election and cashing out for the following calendar year.

All accrued but unused vacation shall be paid out to the employee upon separation of employment.

Article 31: Sick Leave/Sick Leave Notification

Sick leave will be accrued at the rate of eight (8) hours per month, ninety-six (96) hours per year. Sick leave can be accrued without limit; however, there will be no buy back nor payoff of accrued but unused sick leave upon termination of employment. Eighteen (18) hours of sick leave per fiscal year may be utilized for personal time as long as the employee has forty (40) hours of sick leave accrued and is requested prior to the use. Effective March 17, 2018, eighteen (18) hours of sick leave may be utilized for personal time as long as the hours are requested prior to use and the employee has a remaining balance of forty (40) hours after use. Personal time hours must be used during the term of this MOU and can be neither cashed out nor carried over into a new year. If not used during the term of this MOU any remaining personal time hours shall be lost.

With respect to Teamsters Union represented employees, City Personnel Rules and Regulations, Rule VI, Section 7 (7), shall be amended as follows:

Notification to Supervisor - Any employee needing to be absent because of sickness or other physical disability shall notify the appropriate department manager or immediate supervisor at least one (1) day prior to such absence if circumstances permit, or by the start of shift barring unforeseen circumstances.

Rule VI, Section 9 of the Personnel Rules are revised to provide that the maximum usable benefit shall be forty (40) work hours rather than five (5) days.

Article 32: Bereavement Leave (Revised Article added per Resolution No. 2005-160 and HWD 2005-24 approved December 7, 2005)

The following new MOU language will be effective until such time as the Personnel Rules are amended with the same language and the Article 29 language becomes redundant in the MOU. Rule VI, Leave, Section 7, Sick Leave, Subsection 8, Bereavement Leave, of the Personnel Rules and Regulations is revised to provide that any eligible employee who is absent from work by reason of a death in their immediate family will be allowed a leave of absence with pay up to five (5) cumulative working days (44 hours) per occurrence or a death of their blood relative, will be allowed a leave of absence with pay up to three (3) cumulative working days (27 hours) per occurrence, effective July 1, 2018. Additional time may be requested by the eligible employee, however, this additional time will be deducted from the employee's leave accrual, e.g. sick (up to 13 hours); vacation, floating holiday hours.

For the purpose of this article, "immediate family" is defined as employee's spouse, employee's parents, employee's spouse's parents, employee's child, step-child, step-parent, grandparent, grandchild, brother, sister, step-brother, step-sister. "Blood relative" is defined as aunt, uncle, niece, nephew, brother-in-law, sister-in-law, legal guardian, employee's ex-spouse who is parent of employee's children, domestic partner as defined under California Family Code Section 297, and/or any other individual living in the same household as the City employee. The department head and the City Manager shall approve such bereavement leave with their signature.

The Bereavement Leave change will be retroactive to January 1, 2004, with applicable employee's sick leave hours used to Bereavement Leave restored to their sick leave accrual balance.

Article 33: Workers' Compensation

The City provides certain supplementary Workers' Compensation benefits for temporary disabilities (See Resolution No. 90-36).

Article 34: Jury Duty

Rule VI, Section 3 (1), of the Personnel Rules and Regulations is superseded to provide that employees who are summoned to appear and serve for jury duty shall be entitled to up to eighty (80) hours leave.

Article 35: Leave Without Pay

Rule VI, Section 4 of the Personnel Rules and Regulations is superseded to provide that such maximum leave shall be up to eighty (80) working hours rather than ten (10) working days.

Article 36: Catastrophic Leave

The City agrees to permit employees within the bargaining unit to contribute a portion of their accrued sick leave to another employee of the bargaining unit when such employee has suffered a catastrophic injury or illness. For such transfer to take place, the following conditions shall apply:

- A. The contributing employee must have at least ninety-six (96) hours remaining after such contribution and the sick leave application rate will be based on the contributing employee's dollar value which will be adjusted proportionally to the receiving employee's rate.
- B. The receiving employee has been absent from work due to injury or illness and has exhausted all earned leave credits, including but not limited to sick leave, vacation time, compensatory time and holiday credits, and is, therefore, facing financial hardship.
- C. The transfers must be a minimum of eight (8) hours and in whole hour increments thereafter.

The transfers are irrevocable, and will be indistinguishable from other sick leave credits belonging to the receiving employee. Transfers will be subject to all taxes required by law.

Eligibility to be a receiving employee in this program is not subject to the Grievance Procedure in the Personnel Rules and Regulations.

Article 37: Benefit Amendment Clause

Any other employee benefit expressed in terms of days earned, not specifically mentioned above, is hereby amended to provide eight (8) hours accrued benefit in lieu of days.

Employee/Employer Relations

Article 38: Employer/Employee Relations

The City has an Employer/Employee Relations Resolution, which provides the guidelines for forming recognized Employee Associations. (See Resolution No. 90-37).

Article 39: Promotions and Probationary Period

Effective March 17, 2018, qualified City Teamsters' members who apply for existing vacancies shall be provided an opportunity to participate in the competitive selection process (1st round) to be placed on the eligibility list. Teamsters' members who are among the top three (3) qualifying candidates on the eligibility list will be given an interview by the Department Head.

Any promotion requires a one (1) year probationary period. Once an employee receives regular full-time status at a position and then is promoted, the employee will not be terminated in the event they are unable to successfully fulfill the requirements of the position promoted to, but will be reassigned to an equivalent position within the organization in which they served prior to being promoted.

Upon promotion, the employee will receive a minimum of five percent (5%) base salary increase or the beginning of the position classification range, whichever is greater.

Article 40: Personnel Files

The official personnel file shall be located in the Management Services Department. Any documentation used in a disciplinary action (excluding oral reprimands) will be placed in an employee's personnel file.

Employees, during normal working hours at a reasonable time, have the right to have access to and copies of any document in their official personnel file or any departmental file.

An employee will be provided with an initial copy of any document, which will be placed in the official personnel file. An employee shall have the right to respond in writing to any information contained in his/her personnel file. Such a reply will remain in the personnel file so long as the referenced document is in the file.

Written reprimands, counseling notices, or notices requiring an employee to have medical verification for absences shall be removed from the personnel file and destroyed after three (3) years provided that there have been no further incidents, within that time, related to that specific reprimand or notice.

Article 41: Disciplinary Appeals

This Advisory Arbitration Provision amends the City Personnel Rules and Regulations, Rule XI, Appeal Procedures, by deleting all current text on Pages 60 and 61 and substituting the following language:

Appeal Procedures:

Any permanent employee in the classified service shall have the right to appeal any-termination, suspension of four (4) schedule work days or more, reduction in salary, or non-probationary demotion. The appeal process shall not be applicable to those positions which may be deemed exempt or to probationary employees. The appeal process shall not be applicable to verbal and written reprimands, suspensions of less than four (4) schedule work days, probationary demotions, performance evaluations and denial of merit increases. An employee desiring to appeal the appointing authority's decision shall have ten (10) calendar days after receipt of the response to file an appeal.

Article 41: Disciplinary Appeals (continued)

The employees request for appeal must be addressed to the Personnel Director and received in the Management Services Department so that same is date stamped by the Management Services Department within the ten (10) day period.

If, within the 10-day appeal period, the employee involved does not file said appeal, unless good cause for failure is shown, the action of the appointing authority shall be considered conclusive and shall take effect as prescribed. If within the ten (10) day appeal period, the employee involved files such notice of appeal by giving written notice of appeal to the Management Services Department, an appeal hearing shall be established as follows:

- A. The American Arbitration Association or the State Mediation and Conciliation Service or any other recognized mediation/arbitration service as mutually agreed to shall be requested to submit a list of seven (7) persons qualified to act as hearing officers to the City and the employee. Within ten (10) days following receipt of the list of hearing officers, the parties shall meet to select the hearing officer. The parties shall alternately strike one (1) name from the list of hearing officers (the right to strike the first name to be determined by lots) until one (1) name remains, and that person shall be the hearing officer.
- B. Where practicable, the date for a hearing shall not be less than twenty (20) calendar days, nor more than sixty (60) calendar days, from the date of filing of the appeal with the Personnel Director. The parties may stipulate to a longer or shorter period of time in which to hear the appeal. All interested parties shall be notified in writing of the date, time, and place of the hearing.
- C. All hearings shall be private provided, however, that the hearing officer shall, at the request of the employee, open the hearing to the public.
- D. Subpoenas and subpoenas duces tecums pertaining to a hearing shall be issued at the request of either party, not less than seven (7) calendar days, prior to the commencement of such hearing. After the commencement of such hearing, subpoenas shall be issued only at the discretion of the hearing officers.
- E. The hearing need not be conducted in accordance with technical rules relating to evidence and witnesses. Any relevant evidence shall be admitted if it is the sort of evidence on which reasonable persons are accustomed to rely in conduct of serious affairs, regardless of the existence of any common law or statutory rules which might make improper admission of such evidence over objection in civil actions. Hearsay evidence may be used for the purpose of supplementing or explaining any direct evidence but shall not be sufficient in itself to support a finding unless it would be admissible over objection in civil actions. The rules of privilege shall be effective to the same extent that they are now or hereafter may be recognized in civil actions, and irrelevant and unduly repetitious evidence shall be excluded. The hearing officer shall not be bound by technical rules of evidence.
- F. Each party shall have their rights: To be represented by legal counsel or other person of his/her choice; to call and examine witnesses; to introduce evidence; to cross-examine opposing witnesses on any matter relevant to the issues even though that matter was not covered in the direct examination; to impeach any witness regardless of which party first called him/her to testify; and to rebut the evidence against him/her. If the employee does not testify in his/her own behalf, he/she may be called and examined as if under cross-examination. Oral evidence shall be taken only on oath or affirmation. A court reporter will be engaged to record the hearing, unless the parties (City, hearing officer, employee/employee representative) mutually agree that same is not necessary.

Article 41: Disciplinary Appeals (continued)

- G. The hearing shall proceed in the following order, unless the hearing officer, for special reason, otherwise directs:
1. The party imposing discipline shall be permitted to make an opening statement;
 2. The appealing party shall then be permitted to make an opening statement;
 3. The party imposing disciplinary action shall produce the evidence on his/her part; the City bears the burden of proof and burden of producing evidence;
 4. The party appealing from such disciplinary action may then open his/her defense and offer his/her evidence in support thereof; the employee bears the burden of proof and the burden of producing evidence for any affirmative defenses asserted;
 5. The parties may then, in order, respectively offer rebutting evidence only, unless the hearing officer for good reason, permits them to offer evidence upon their original case;
 6. Closing arguments shall be permitted and written briefs may be permitted at the discretion of the hearing officer.
- H. The hearing officer shall determine relevancy, weight, and credibility of testimony and evidence. He/she shall base his/her findings on the preponderance of evidence. During the examination of a witness, all other witnesses, except the parties, shall be excluded from the hearing unless the hearing officer, in his/her discretion, for good cause otherwise directs. No still photographs, moving pictures, or television pictures shall be taken in the hearing chamber during a hearing. The hearing officer, prior to or during a hearing, may grant a continuance for any reason he/she believes to be important to reaching a fair and proper decision. The hearing officer shall render his/her judgment as soon after the conclusion of the hearing as possible and in no event later than thirty (30) days after conducting the hearing. His/her decision shall set forth which charges, if any, are sustained and the reasons therefore. The opinion shall set forth findings of fact and conclusions.
- I. The hearing officer may recommend sustaining or rejecting any or all of the charges filed against the employee. He/she may recommend sustaining, rejecting, or modifying the disciplinary action invoked against the employee. He/she may not recommend for discipline more stringent than that issued by the department head.

The hearing officer's opinion and recommendation shall be filed with the City Manager, with a copy sent to the charged employee, and the Personnel Director and shall set forth his/her findings and recommendations. If it is a dismissal hearing and a dismissal is not the hearing officer's recommendation, the opinion shall set forth the date the employee is recommended to be reinstated and/or other recommended action. The reinstatement date, if appropriate, may be any time on or after the date of disciplinary action.

- J. Within thirty (30) days of the receipt of the hearing officer's findings and recommendation, and transcript (which is optional only by the mutual consent of the City and the employee), whichever date is later, the City Manager, or his/her designee, shall adopt, amend, modify, or reject the recommended findings, conclusions, and/or opinions of the hearing officer. Prior to making a decision, which modifies or rejects the recommendation of the hearing officer, the City Manager, or his/her designee, shall order and read the transcript of the Third Party Advisory Process. Prior to making a decision, which supports the hearing officer, the City Manager, or his/her designee, shall not conduct a de novo hearing. The City Manager, or his/her designee, may, at his/her option, allow limited oral arguments and/or may request and

Article 41: Disciplinary Appeals (continued)

review written statements from either side. The decision of the City Manager, or his/her designee, shall be final and conclusive. Copies of the City Manager or his/her designee's, decision, including the hearing officer's recommendation(s) shall be filed where appropriate, including the employee's personnel file, unless no discipline is upheld by the City Manager.

- K. The decision of the City Manager, or his/her designee, shall be final and conclusive. Copies of the City Manager's, or his/her designee's, decision, including the hearing officer's recommendation(s) shall be filed where appropriate, including the employee's personnel file, unless no discipline is upheld by the City Manager, or his/her designee.
- L. Each party shall bear equally the cost of facilities, fees and expenses of the hearing officer, including the court reporter and transcripts. Each party shall bear its own witness and attorney fees. If either party unilaterally cancels or postpones a scheduled hearing, thereby resulting in a fee charged by the hearing officer or court reporter, then the party responsible for the cancellation or postponement shall be solely responsible for payment of that fee. This process shall not apply to mutual settlements by the parties, which result in an arbitration fee.
- M. In the case of suspension, demotion, reduction in salary, or dismissal prescribed by the City Manager, the time of such of suspension, demotion or dismissal shall be effective from the first day after such delivery of said decision or shall relate back to and be effective as of the date the employee was disciplined pending hearing before and decision by the City Manager, or his/her designee, whichever is applicable. If discipline imposed resulted in loss of pay, and the decision results in reduction or elimination of loss of pay, the pay loss shall be restored to the employee based on the number of standard work hours lost computed at his/her then base hourly rate.
- N. The provisions of Section 1094.6 of the Code of Civil Procedure shall be applicable to proceedings under this Section.

Appeals of Suspensions Less Than Four (4) Schedule Work Days:

A permanent employee shall have the right to appeal a suspension less than four (4) schedule work days in the following manner:

- 1. The appointing authority shall cause to be served on the employee affected, by registered mail or personal delivery, a statement signed by the appointing authority of the specific action against the employee. This statement shall clearly inform the employee that he/she has the right, within five (5) working days after receipt of this notice, to request an informal hearing on the action by filing the request with the appointing authority.
- 2. If within the five (5) day appeal period the employee involved does not file said appeal, unless good cause for the failure is shown, the action of the City shall be considered conclusive and shall take effect as prescribed.
- 3. If within the five (5) day appeal period the employee involved files such notice of the appeal by giving written notice of appeal to the appointing authority, a time for an appeal hearing before the City Manager, or his/her designee, shall be established. The date for a hearing shall not be less than ten (10) days, nor more than thirty (30) days, from the date of the filing of the appeal, unless the parties stipulate to a different date. All interested parties shall be notified in writing of the date, time, and place of the hearing at least seven (7) calendar days prior to the hearing.

Article 41: Disciplinary Appeals (continued)

4. The City Manager, or his/her designee, shall conduct an informal hearing on the appeal. Each party shall have the opportunity to present all relevant information in support of its respective position. These proceedings may be electronically recorded and either party shall have the right to cause them to be reported by a certified shorthand reporter at the party's expense.
5. Within ten (10) working days after the conclusion of the hearing, the City Manager, or his/her designee, shall deliver to the employee a written decision which shall either (a) affirm the decision, (b) modify it by (1) holding that certain charges were not established by a preponderance of the evidence and/or (2) reducing the penalty or (3) overturn the decision in its entirety. Said decision shall be final and binding on the parties, subject to their right to seek judicial review pursuant to 1094.5 and 1094.6 of the California Code of Civil Procedure.

Article 42: No Strike/No lockout

- Section 1. Teamsters Union, its officers, agents, representatives, and/or members agree that during the term of this MOU they will not cause or condone any strike, walkout, slowdown, sick-out or any other job action by withholding or refusing to perform services.
- Section 2. The City agrees that it shall not lockout its employees during the term of this MOU. The term "lockout" is hereby defined so as not to include the discharge, suspension, termination, layoff, failure to recall or failure to return to work of employees of the City in the exercise of its rights as set forth in any of the provisions of this MOU or applicable ordinance or law.
- Section 3. Any employee who participates in any conduct prohibited in Section 1 above may be subject to disciplinary action up to and including discharge.
- Section 4. In the event that any one or more officers, agents, representatives, or members of Teamsters Union engage in any of the conduct prohibited in Section 1 above, Teamsters Union shall immediately instruct any persons engaging in such conduct that their conduct is in violation of this MOU and is unlawful and they must immediately cease engaging in conduct prohibited in Section 1 above, and return to work.

Article 43: Layoffs

Amend City of Hesperia Personnel Rules and Regulations (9/15/88), Rule VIII, Section 3, Reduction in Force by Layoff by deleting all current text on Page 49 and substituting the following language.

1. Advance Notice - Employees separated by reason of a reduction in force shall be given at least thirty (30) days prior notice of separation and the reasons therefore. If one or more employee to be separated is represented by a duly recognized employee organization, the City will, on request, meet with such organization concerning the impact of the layoff.
2. Bumping - An employee whose position has been abolished and who would be laid off shall have the right to "bump" into a classification the employee previously held with the City if such position receives the same or lower salary, and is determined by the City Manager or designee to be qualified for such position at the time, based upon the applicable job description.

CITY/TEAMSTERS LOCAL 1932 MEMORANDUM OF UNDERSTANDING

February 1, 2026 through January 31, 2029

3. Offer of Reassignment - An employee's appointment shall not be terminated as a result of a reduction in force procedure before the employee has been made a reasonable offer of reassignment, if such offer is possible.
4. Offer of Vacant Position - An employee whose position has been abolished and who would otherwise be laid off shall be offered the opportunity to transfer, without examination, to any then currently existing vacant position with the same or lower salary if the employee meets the minimum qualifications for such position, as determined by the City Manager or designee based upon the applicable job description and new application. If two or more employees are eligible for appointment to a vacancy, the criteria set forth in the paragraph entitled Order of Separation shall be applied to determine which employee shall be offered the vacant position.
5. Laid Off Employee on Reemployment Register - The names of regular employees who have been laid off due to reduction in force shall be placed on an appropriate lay off reemployment list according to date and order separated and shall be eligible for reemployment.

Each employee on a lay off reemployment list shall remain on that list for one-(1) year.

Employees whose name appears on a lay off reemployment list shall be considered for reemployment in the class from which the employee was laid off prior to using any other available employment eligible list to fill regular vacancies in the subject class. The Personnel Officer can extend the active period of reemployment lists or individual employees eligibility on such lists for six (6) month periods as he/she determines to be in the best interest of the City.

- A. Notice - The City will notify, by certified mail to the laid off or displaced employee's last known address, of all vacancies for which the employee is eligible for employment under this provision. Such notice shall be given for all such positions, which arise for one (1) year from the date of-layoff or displacement. A laid off or displaced employee who fails to report for appointment within two (2) work weeks of notice shall be deemed to have rejected appointment and shall be automatically removed from the reemployment register list.
 - B. Reappointment - An employee who is laid off or displaced to a lower classification under this provision shall be entitled to automatic appointment to any vacant position from which he/she was laid off or displaced or for which he/she is qualified if such employee reports for duty on receiving notice. Appointments shall be made in the reverse order of layoffs, that is, the last laid off shall be the first offered reappointment.
6. Order of Separation - Selection for retention shall be based primarily upon seniority of service with performance being taken into account.

While seniority is the primary factor in determining order of separation, it is not in and of itself the only determining factor.

Therefore, this policy does not preclude the retention of members, which have less seniority to other members within the class for which the reduction in force action may be taken. The following criteria shall be considered in evaluating performance:

- A. The employee's written performance evaluations.
- B. The history of an employee's written disciplinary actions.
- C. The employee's written record of attendance including patterns of sick leave usage, tardiness and unexcused absences.

Article 43: Layoffs (Continued)

All newly hired employees serving an initial probationary period, part-time, temporary, seasonal, or emergency employees, in classifications affected by layoff, shall be laid off before any permanent employee is laid off.

Article 44: Performance Evaluations

A Performance Evaluation Report shall be required annually. In the event that an employee receives an overall evaluation "Improvements Needed" or "Unsatisfactory," he/she shall not be granted a merit increase until a satisfactory Meets Performance Expectations evaluation is reported. In cases where a performance evaluation has not been received by an employee within 7 days of the eligibility date, the employee shall inform his/her direct supervisor. If the performance evaluation has not been completed after twelve weeks of the eligibility date, the employee will receive an overall rating of "Meets Performance Expectations" and the evaluation will be automatically updated. If the employee receives an overall evaluation "Meets Performance Expectations" or above, he/she shall be granted any applicable merit increase retroactively to the original eligibility date.

Other Policies

Article 45: Outside Employment

It is the policy of the City of Hesperia to allow employees to hold a second job as long as the second job does not present a conflict of interest to their position with the City. In addition, it is required that a second job be reported to the Human Resources Division.

Article 46: Smoking

The City has a no smoking policy to include all tobacco products, including e-cigarettes, vapors exhalants, etc. Employees are prohibited from use of products in all City buildings including passenger vehicles and equipment owned or leased by the City. Use of the products will be prohibited within 20 feet of all vehicles, equipment and entrances, exits, operable windows and ventilation ducts of City buildings.

Article 47: Prevailing Benefits

It is understood and agreed that there exists, in written form, certain personnel rules, policies, practices and benefits which shall continue in effect except for those provisions modified by mutual agreement of both parties.

Article 48: Provisions of Law

It is understood and agreed that this MOU is subject to all current and future applicable federal and state laws, federal and state regulations. If any part or provision of the MOU is in conflict or inconsistent with such above applicable laws, rules and regulations, or is otherwise held to be invalid or unenforceable by any tribunal or competent jurisdiction, such part or provision shall be suspended and superseded by such applicable law or regulations, and the remainder of this MOU shall not be affected thereby.

Article 49: Sole and Entire Memorandum of Understanding

By entering into this agreement, the parties have each fully complied with the obligations to meet and confer under the Meyers-Milias-Brown Act. It is the intent of the parties hereto that the provisions of this MOU shall supersede all prior agreements and memorandums of agreement or memorandums of understanding, or contrary salary and/or personnel resolutions, oral or written, expressed or implied, between the parties, and shall govern the entire relationship and shall be the sole source of any and all rights which may be asserted hereunder. This MOU is not intended to conflict with federal or state law.

This agreement, the City's personnel rules, and the resolution of adoption of this MOU set forth the wages, hours and all other terms and conditions of employment for the employees subject to this MOU. All other terms and conditions of employment, whether written or unwritten, are hereby abrogated and declared null and void.

The parties acknowledge that if the Association membership ratifies this MOU, the City Council would adopt this agreement by resolution and that said resolution would remain in full force and effect during the life of this MOU.

Article 50: Emergency Waiver

In the event of circumstances beyond the control of the City, such as acts of God, fire, flood, insurrection, civil disorder, national emergency, or similar circumstances, if the Chief Administrative Officer or his designee so declares, any provisions of this MOU or the Personnel Rules or Resolutions of the City, which restrict the City's ability to respond to these emergencies, shall be suspended of the duration of such emergency. After the emergency is declared over, the Teamsters Union shall have the right to meet and confer with the City regarding the impact on employees of the suspension of these provisions in the MOU and any personnel rules and policies.

Article 51: Waiver

- Section 1. The parties mutually agree that neither party shall seek to negotiate or bargain with reference to wages, hours, or terms and conditions of employment, regardless of whether covered by this MOU or in the negotiations leading thereto and irrespective of whether or not such matters were discussed or were even within the contemplation of the parties hereto during the negotiations leading to this MOU. Regardless of the waiver contained in this Article, the parties may, by mutual agreement, in writing, agree to meet and confer about any matter during the term of this MOU.
- Section 2. The parties shall reopen any provision of this MOU for the purpose of complying with any final order of a federal or state agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this MOU in order to comply with state or federal laws.
- Section 3. The parties acknowledge that this MOU shall not be in full force and effect until ratified by Teamsters Union and adopted through resolution of the City Council of the City of Hesperia.

CITY/TEAMSTERS LOCAL 1932 MEMORANDUM OF UNDERSTANDING
February 1, 2026 through January 31, 2029

For the Teamsters, Local 1932:



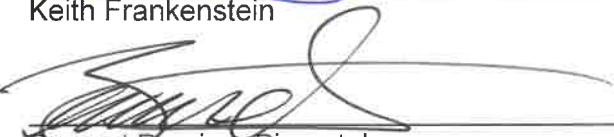
Andrew Coleman, Business Agent
Date 6/10/2026



Gina Chavira
Date 6/10/2026



Keith Frankenstein
Date 6/10/2026



Samuel Ramirez Pimentel
Date 6-10-26



Daniel Novaselec
Date 6/10/2026



Stephen Verheyen
Date 6/10/26

For the City of Hesperia:



Rita Perez
Deputy Human Resources/Risk Management Director
Date 6-10-2026



Melinda Sayre
Deputy City Manager/City Clerk
Date 6/10/26



Lazaro Ramirez
Human Resources Program Manager
Date 6/10/26

**CITY/TEAMSTERS LOCAL1932 MEMORANDUM OF UNDERSTANDING
February 1, 2026 through January 31, 2029**

PASSED, APPROVED and ADOPTED THIS ___ day of June 2026

Mayor

I, Melinda Sayre, City Clerk of the City of Hesperia, California, do hereby certify that the foregoing Resolution was duly passed, approved and adopted by the City Council of the City of Hesperia, California, at an adjourned meeting of said City Council held on the ___ day of June 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Melinda Sayre, City Clerk

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DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Cassandra Sanchez, Director of Public Works/City Engineer
Kevin Sin, Deputy City Engineer
Savannah Routh, Administrative Analyst
SUBJECT: Final Tract Map No. 20450

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2026-20 approving Final Tract Map No. 20450 to create 36 Single-family Residential lots and 1 Lettered lot on approximately 10.06 gross acres within the Single Family Residential (R1) zone located at the northwest corner of Palm Street and Mesa Avenue (Applicant: Hesperia 54, LP APN: 3046-011-07, 08).

BACKGROUND

On January 26, 2023, the City of Hesperia Planning Commission approved Tentative Tract Map No. 20450 to create 36 Single-family Residential lots and 1 lettered lot on approximately 10 gross acres within Single Family Residential (R1) zone.

Staff have reviewed Final Tract Map No. 20450 and determined that it complies with all General Plan and zoning regulations, all required conditions of approval, and with all local ordinances related to the creation of these parcels. The developer has submitted a Subdivision Improvement Agreement and furnished the required securities for the public improvements in accordance with local ordinances and the Subdivision Map Act.

ISSUES/ANALYSIS

There are no issues identified with this item.

CITY GOAL SUPPORTED BY THIS ITEM

Future Development - Facilitate balanced growth to ensure cohesive community development and pursue economic development.

FISCAL IMPACT

There are no significant fiscal impacts to the City related to this action.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

1. Resolution No. 2026-20
2. Final Tract Map No. 20450

RESOLUTION NO. 2026-20

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA, CALIFORNIA, APPROVING FINAL TRACT MAP NO. 20450 TO CREATE 36 SINGLE-FAMILY RESIDENTIAL LOTS AND 1 LETTERED LOTS ON APPROXIMATELY 10.06 GROSS ACRES WITHIN THE SINGLE FAMILY RESIDENTIAL (R1) ZONE LOCATED ON THE EAST SIDE OF ESCONDIDO AVENUE, NORTH SIDE OF PALM STREET AND THE SOUTH SIDE OF MUSCATEL STREET, WEST OF MESA AVENUE (APPLICANT: HESPERIA 54, LP APN:3046-011-07,08)

WHEREAS, Hesperia 54, LP proposed a development of Tract 20450 which included, in part, the construction of public improvements; and

WHEREAS, City of Hesperia Planning Commission approved Tentative Tract Map No. 20450 on January 26, 2023 to create 36 Single-Family Residential lots and 1 lettered lot on approximately 10.06 gross acres; and

WHEREAS, all legal prerequisites to the adoption of this resolution have occurred.

NOW THEREFORE, BE IT RESOLVED BY THE HESPERIA FIRE PROTECTION DISTRICT BOARD OF DIRECTORS AS FOLLOWS:

Section 1. Final Tract Map No. 20450 is hereby approved, and the City Clerk is authorized to present same to the County Recorder to be filed for record.

Section 2. That the City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June, 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

IN THE CITY OF HESPERIA, SAN BERNARDINO COUNTY, STATE OF CALIFORNIA TRACT MAP NO. 20450

BEING A SUBDIVISION OF THE SOUTHEAST 1/4 OF THE NORTHWEST 1/4 OF THE NORTHEAST 1/4 OF SECTION 26, TOWNSHIP 4 NORTH, RANGE 5 WEST, SAN BERNARDINO MERIDIAN. DAVID STONE P.L.S. 4758

OWNER'S STATEMENT

I HEREBY STATE THAT I AM THE ONLY PARTY HAVING ANY RECORD TITLE INTEREST IN THE LAND SUBDIVIDED AS SHOWN ON THE ANNEXED MAP AND THAT I CONSENT TO THE PREPARATION AND RECORDATION OF THIS TRACT MAP.

I HEREBY IRREVOCABLY DEDICATE TO THE CITY OF HESPERIA, THE PUBLIC IN GENERAL, AND TO ANY OF THE SEVERAL PUBLIC UTILITY COMPANIES WHICH ARE AUTHORIZED TO SERVE IN SAID SUBDIVISION, AN EASEMENT FOR PUBLIC ROADS, HIGHWAYS AND PUBLIC UTILITY PURPOSES, IN, UNDER, OVER, THROUGH AND ACROSS AFTON AVENUE, PALM STREET, MESA AVENUE, ROCK RIVER AVENUE, AND WILDWOOD STREET AS SHOWN ON THIS MAP.

I HEREBY IRREVOCABLY OFFER TO DEDICATE TO THE CITY OF HESPERIA, ALL RIGHTS OF VEHICULAR INGRESS TO OR EGRESS FROM AS FOLLOWS:

LOTS 1, 19, 20 AND 29, OVER AND ACROSS THE NORTHERLY LINES OF SAID LOTS ABUTTING WILDWOOD STREET. LOTS 14 AND 30, OVER AND ACROSS THE WESTERLY LINES OF SAID LOTS ABUTTING AFTON AVENUE. LOT 6, INCLUSIVE AND LOT "A" OVER AND ACROSS THE EASTERLY LINE OF SAID LOTS ABUTTING MESA AVENUE.

I HEREBY IRREVOCABLY OFFER TO DEDICATE TO THE CITY OF HESPERIA, LOT "A" FOR DRAINAGE, STORM DRAIN, RETENTION BASIN, SLOPE MAINTENANCE AND OPEN SPACE PURPOSES.

HESPERIA 54 LP, A CALIFORNIA LIMITED PARTNERSHIP

DEED OF TRUST BENEFICIARY. WMMC, LLC, A CALIFORNIA LIMITED LIABILITY COMPANY. TRUST DEED RECORDED 9/8/2025 AS INSTRUMENT NO. 2025-0216075

[Signature of Lorie Deem]

[Signature of Lorie Deem]

LORIE DEEM, VICE PRESIDENT

LORIE DEEM, VICE PRESIDENT

NOTARY ACKNOWLEDGEMENTS

A NOTARY PUBLIC OR OTHER OFFICER COMPLETING THIS CERTIFICATE VERIFIES ONLY THE IDENTITY OF THE INDIVIDUAL WHO SIGNED THE DOCUMENT TO WHICH THIS CERTIFICATE IS ATTACHED, AND NOT THE TRUTHFULNESS, ACCURACY, OR VALIDITY OF THAT DOCUMENT.

STATE OF CALIFORNIA

COUNTY OF RIVERSIDE

ON 5/26/20, BEFORE ME: Tara A. Mitchell, A NOTARY PUBLIC, PERSONALLY APPEARED LORIE DEEM, PERSONALLY KNOWN TO ME (OR PROVED TO ME ON THE BASIS OF SATISFACTORY EVIDENCE) TO BE THE PERSON(S) WHOSE NAME(S) IS/ARE SUBSCRIBED TO THE WITHIN INSTRUMENT AND ACKNOWLEDGED TO ME THAT HE/SHE/THEY EXECUTED THE SAME IN HIS/HER/THEIR AUTHORIZED CAPACITY(IES), AND THAT BY HIS/HER/THEIR SIGNATURE(S) ON THE INSTRUMENT THE PERSON(S), OR THE ENTITY UPON BEHALF OF WHICH THE PERSON(S) ACTED, EXECUTED THE INSTRUMENT.

I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF CALIFORNIA THAT THE FOREGOING PARAGRAPH IS TRUE AND CORRECT.

WITNESS MY HAND AND OFFICIAL SEAL

Tara A. Mitchell NAME SIGNATURE

MY COMMISSION EXPIRES 4/9/20

MY COMMISSION NUMBER 2486588

MY PRINCIPAL PLACE OF BUSINESS IS IN RIVERSIDE COUNTY

AUDITOR'S CERTIFICATE

I HEREBY CERTIFY THAT ACCORDING TO THE RECORDS OF THIS OFFICE, AS OF THIS DATE, THERE ARE NO LIENS AGAINST THE REAL PROPERTY SHOWN UPON THIS MAP FOR UNPAID STATE, COUNTY, MUNICIPAL, OR LOCAL TAXES, OR SPECIAL ASSESSMENTS COLLECTED AS TAXES, EXCEPT TAXES OR SPECIAL ASSESSMENTS, NOT YET PAYABLE, ESTIMATED TO BE: _____

DATED: _____

ENSEN MASON, AUDITOR-CONTROLLER/TREASURER/TAX COLLECTOR SAN BERNARDINO COUNTY

BY: _____, DEPUTY

BOARD OF SUPERVISORS' CERTIFICATE

I HEREBY CERTIFY THAT A BOND IN THE SUM OF \$ _____ HAS BEEN EXECUTED AND FILED WITH THE BOARD OF SUPERVISORS OF SAN BERNARDINO COUNTY, STATE OF CALIFORNIA, CONDITIONED UPON THE PAYMENT OF ALL TAXES, STATE, COUNTY, MUNICIPAL, OR LOCAL, AND ALL SPECIAL ASSESSMENTS, COLLECTED AS TAXES, WHICH AT THE TIME OF FILING OF THIS MAP WITH THE SAN BERNARDINO COUNTY ASSESSOR-RECORDER-COUNTY CLERK ARE A LIEN AGAINST SAID PROPERTY, BUT NOT YET PAYABLE AND THAT THE SUBDIVIDER HAS FILED WITH ME A CERTIFICATE BY THE PROPER OFFICER GIVING HIS ESTIMATE OF THE AMOUNT OF SAID TAXES AND SPECIAL ASSESSMENTS, AND SAID BOND IS HEREBY ACCEPTED.

DATED: _____

LYNNE MONELL, CLERK OF THE BOARD OF SUPERVISORS SAN BERNARDINO COUNTY

BY: _____, DEPUTY

SIGNATURE OMISSION NOTES

PURSUANT TO THE PROVISIONS OF SECTION 66436 OF THE SUBDIVISION MAP ACT, THE SIGNATURES OF THE FOLLOWING OWNERS OF EASEMENTS AND/OR OTHER INTEREST HAVE BEEN OMITTED.

THE SIGNATURE OF JAMES H DODSON, EASEMENT HOLDER FOR INGRESS, EGRESS, ROADWAY AND PUBLIC UTILITIES AS SET FORTH IN A DOCUMENT RECORDED JULY 26, 1967, BOOK 6862, PAGE 454, OFFICIAL RECORDS.

THE SIGNATURE OF THE COUNTY OF SAN BERNARDINO, EASEMENT HOLDER FOR HIGHWAY AND ROAD AND FOR WATER LINES AND UTILITIES AS SET FORTH IN A DOCUMENT RECORDED OCTOBER 30, 1980, INSTRUMENT NO. 80-248603, OFFICIAL RECORDS.

THE SIGNATURE OF THE COUNTY OF SAN BERNARDINO, EASEMENT HOLDER FOR PUBLIC ROAD, COUNTY HIGHWAY AND PUBLIC UTILITIES AS SET FORTH IN A DOCUMENT RECORDED FEBRUARY 19, 1982, INSTRUMENT NO. 882-033273, OFFICIAL RECORDS.

THE SIGNATURE OF THE COUNTY OF SAN BERNARDINO, EASEMENT HOLDER FOR FUTURE HIGHWAY, ROADS AND PUBLIC UTILITIES AS SET FORTH IN A DOCUMENT RECORDED FEBRUARY 19, 1992, INSTRUMENT NO. 92-058724, OFFICIAL RECORDS.

THE SIGNATURE OF THE COUNTY OF SAN BERNARDINO, EASEMENT HOLDER FOR FUTURE HIGHWAY, ROADS AND PUBLIC UTILITIES AS SET FORTH IN A DOCUMENT RECORDED FEBRUARY 19, 1992, INSTRUMENT NO. 92-058725, OFFICIAL RECORDS.

LAND SURVEYOR'S STATEMENT

THIS MAP WAS PREPARED BY ME OR UNDER MY DIRECTION AND IS BASED UPON A FIELD SURVEY IN CONFORMANCE WITH THE REQUIREMENTS OF THE SUBDIVISION MAP ACT AND LOCAL ORDINANCE AT THE REQUEST OF ZAB LLC IN JUNE 2021. I HEREBY STATE THAT THIS FINAL MAP SUBSTANTIALLY CONFORMS TO THE APPROVED OR CONDITIONALLY APPROVED TENTATIVE MAP. ALL THE MONUMENTS SHOWN HEREON ARE OF THE CHARACTER AND OCCUPY THE POSITIONS INDICATED AND ARE OR WILL BE IN SUCH POSITIONS WITHIN TWENTY-FOUR MONTHS FROM THE FILING DATE OF THIS MAP, THAT SAID MONUMENTS ARE OR WILL BE SUFFICIENT TO ENABLE THE SURVEY TO BE RETRACED.

DATED: May 22, 2026 [Signature] DAVID LYLE STONE P.L.S. 4758



CITY ENGINEER'S STATEMENT

I HEREBY STATE THAT I HAVE EXAMINED THE ANNEXED MAP, AND THAT THE SUBDIVISION SHOWN THEREON IS SUBSTANTIALLY THE SAME AS IT APPEARED ON THE TENTATIVE MAP, IF REQUIRED, AND ANY APPROVED ALTERATIONS THERETO, AND THAT ALL THE PROVISIONS OF THE SUBDIVISION MAP ACT AND LOCAL ORDINANCES APPLICABLE AT THE TIME OF THE APPROVAL OF THE TENTATIVE MAP HAVE BEEN COMPLIED WITH AND I AM SATISFIED THAT THIS MAP IS TECHNICALLY CORRECT.

DATED: May 28, 2026 [Signature] CONTRACT CITY ENGINEER AARON M HAVENS CITY OF HESPERIA P.L.S. 8786



CITY COUNCIL'S STATEMENT

THE UNDERSIGNED OFFICER ON BEHALF OF THE CITY COUNCIL PURSUANT TO AUTHORITY CONFERRED BY TITLE 17 OF THE CITY OF HESPERIA MUNICIPAL CODE, HEREBY APPROVES THE ANNEXED MAP AND ACCEPTS AFTON AVENUE, PALM STREET, MESA AVENUE, ROCK RIVER AVENUE, AND WILDWOOD STREET SUBJECT TO THEIR IMPROVEMENTS IN ACCORDANCE WITH CITY STANDARDS.

AND FURTHER ACCEPTS LOT "A" FOR DRAINAGE AND STORM DRAIN RETENTION

DATED: _____ MELINDA SAYRE CITY CLERK OF THE CITY OF HESPERIA

SAN BERNARDINO COUNTY RECORDER'S CERTIFICATE

THIS MAP HAS BEEN FILED UNDER DOCUMENT NO. _____ THIS _____ DAY OF _____, 20____, AT _____ M. IN BOOK _____ OF _____ AT PAGES _____, AT THE REQUEST OF _____, IN THE AMOUNT OF \$ _____.

CHRIS WILHITE ASSESSOR-RECORDER SAN BERNARDINO COUNTY

DEPUTY RECORDER

**IN THE CITY OF HESPERIA, SAN BERNARDINO COUNTY,
STATE OF CALIFORNIA
TRACT MAP NO. 20450**

BASIS OF BEARINGS:

THE CENTERLINE OF AFTON AVENUE, NORTH OF PALM STREET, PER PM #9866, PMB 106/59, BEING N00°38'35"W.

SURVEYOR'S NOTES:

- 1 A 1" IP WITH PLASTIC PLUG, STAMPED P.L.S. 4758 WILL BE SET AT ALL REAR LOT CORNERS, UNLESS OTHERWISE NOTED.
- 2 A NAIL AND BRASS TAG STAMPED P.L.S. 4758 WILL BE SET IN THE CONCRETE CURB ON THE PROLONGATION OF THE SIDE LOTS IN LIEU OF THE FRONT LOT CORNERS.
- 3 IN THE EVENT THAT THE ABOVE TYPE OF MONUMENTS CANNOT BE SET DUE TO UNFORESEEN CIRCUMSTANCES, A TAG MARKED P.L.S. 4758 WILL BE AFFIXED IN CONCRETE, STONE, OR METAL AT THE TRUE POSITION CALLED FOR BY THIS MAP.

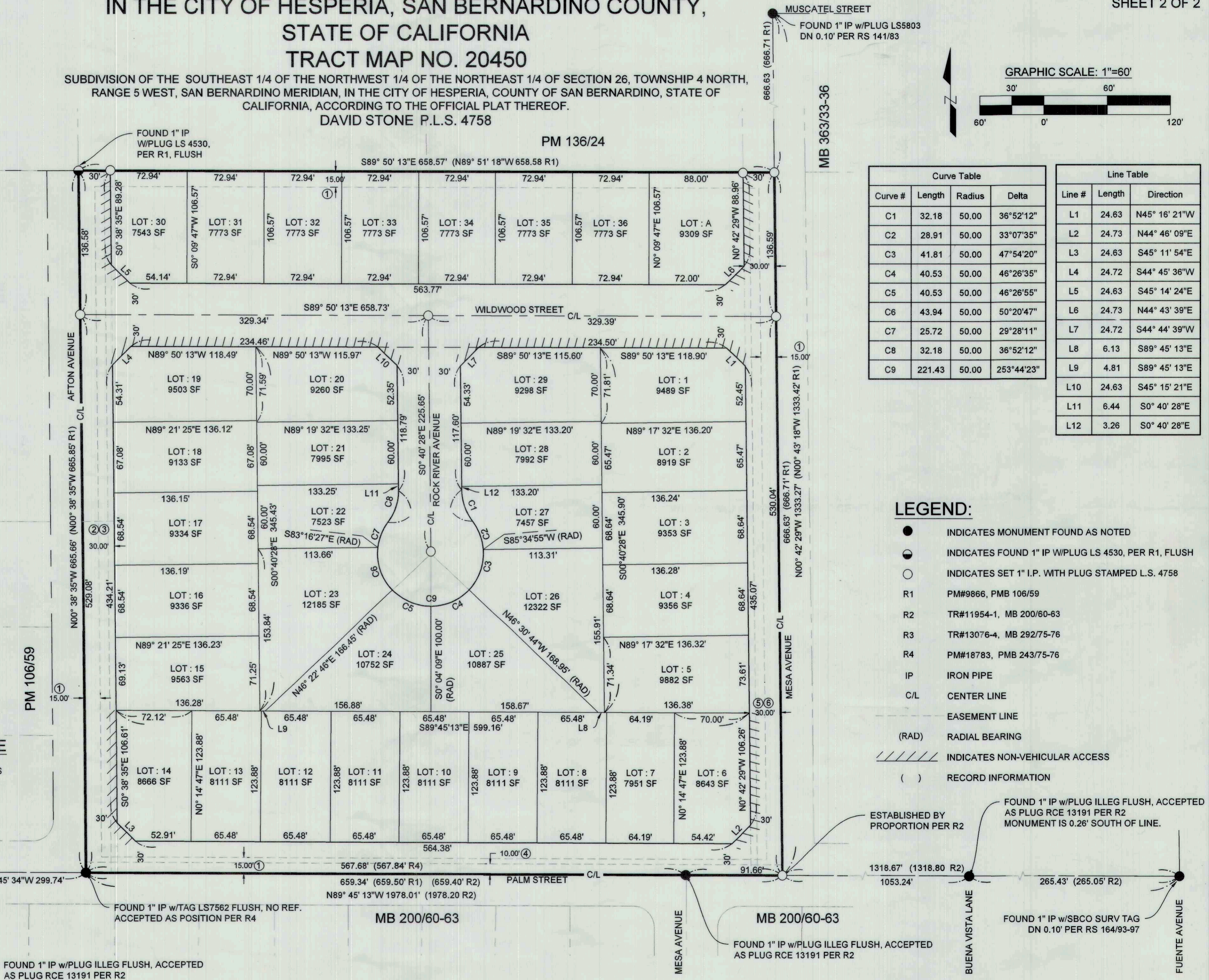
EASEMENTS:

- 1 EASEMENT(S) FOR INGRESS, EGRESS, ROADWAY AND PUBLIC UTILITIES AS SET FORTH IN A DOCUMENT RECORDED JULY 26, 1967, BOOK 6862, PAGE 454, OFFICIAL RECORDS. TO BE VACATED PER THIS MAP.
- 2 EASEMENT(S) FOR WATER LINES AND UTILITIES AS SET FORTH IN A DOCUMENT RECORDED OCTOBER 30, 1980, INSTRUMENT NO. 80-248603, OFFICIAL RECORDS.
- 3 EASEMENT(S) FOR HIGHWAY AND ROAD AS SET FORTH IN A DOCUMENT RECORDED OCTOBER 30, 1980, INSTRUMENT NO. 80-248603, OFFICIAL RECORDS.
- 4 EASEMENT(S) FOR PUBLIC ROAD, COUNTY HIGHWAY AND PUBLIC UTILITIES AS SET FORTH IN A DOCUMENT RECORDED FEBRUARY 19, 1982, INSTRUMENT NO. 882-033273, OFFICIAL RECORDS.
- 5 EASEMENT(S) FOR FUTURE HIGHWAY, ROADS AND PUBLIC UTILITIES AS SET FORTH IN A DOCUMENT RECORDED FEBRUARY 19, 1992, INSTRUMENT NO. 92-058724, OFFICIAL RECORDS.
- 6 EASEMENT(S) FOR FUTURE HIGHWAY, ROADS AND PUBLIC UTILITIES AS SET FORTH IN A DOCUMENT RECORDED FEBRUARY 19, 1992, INSTRUMENT NO. 92-058725, OFFICIAL RECORDS.

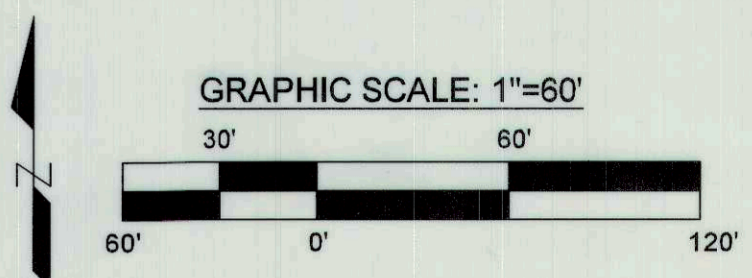
COMPOSITE DEVELOPMENT PLAN NOTE

A COMPOSITE DEVELOPMENT PLAN (C.D.P.) AFFECTING THIS MAP IS ON FILE WITH THE CITY OF HESPERIA PLANNING DEPARTMENT.

SUBDIVISION OF THE SOUTHEAST 1/4 OF THE NORTHWEST 1/4 OF THE NORTHEAST 1/4 OF SECTION 26, TOWNSHIP 4 NORTH, RANGE 5 WEST, SAN BERNARDINO MERIDIAN, IN THE CITY OF HESPERIA, COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA, ACCORDING TO THE OFFICIAL PLAT THEREOF.
DAVID STONE P.L.S. 4758



MUSCATEL STREET
FOUND 1" IP w/PLUG LS5803
DN 0.10' PER RS 141/83



Curve Table				Line Table		
Curve #	Length	Radius	Delta	Line #	Length	Direction
C1	32.18	50.00	36°52'12"	L1	24.63	N45° 16' 21"W
C2	28.91	50.00	33°07'35"	L2	24.73	N44° 46' 09"E
C3	41.81	50.00	47°54'20"	L3	24.63	S45° 11' 54"E
C4	40.53	50.00	46°26'35"	L4	24.72	S44° 45' 36"W
C5	40.53	50.00	46°26'55"	L5	24.63	S45° 14' 24"E
C6	43.94	50.00	50°20'47"	L6	24.73	N44° 43' 39"E
C7	25.72	50.00	29°28'11"	L7	24.72	S44° 44' 39"W
C8	32.18	50.00	36°52'12"	L8	6.13	S89° 45' 13"E
C9	221.43	50.00	253°44'23"	L9	4.81	S89° 45' 13"E
				L10	24.63	S45° 15' 21"E
				L11	6.44	S0° 40' 28"E
				L12	3.26	S0° 40' 28"E

LEGEND:

- INDICATES MONUMENT FOUND AS NOTED
- INDICATES FOUND 1" IP W/PLUG LS 4530, PER R1, FLUSH
- INDICATES SET 1" I.P. WITH PLUG STAMPED L.S. 4758
- R1 PM#9866, PMB 106/59
- R2 TR#11954-1, MB 200/60-63
- R3 TR#13076-4, MB 292/75-76
- R4 PM#18783, PMB 243/75-76
- IP IRON PIPE
- C/L CENTER LINE
- EASEMENT LINE
- (RAD) RADIAL BEARING
- ////// INDICATES NON-VEHICULAR ACCESS
- () RECORD INFORMATION

ESTABLISHED BY PROPORTION PER R2

FOUND 1" IP w/PLUG ILLEG FLUSH, ACCEPTED AS PLUG RCE 13191 PER R2
MONUMENT IS 0.26' SOUTH OF LINE.

FOUND 1" IP w/SBCO SURV TAG
DN 0.10' PER RS 164/93-97

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City of Hesperia STAFF REPORT



DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Cassandra Sanchez, Director of Public Works/City Engineer
Kevin Sin, Deputy City Engineer
Savannah Routh, Administrative Analyst
SUBJECT: Final Tract Map No. 16591-3 & -4

RECOMMENDED ACTION

It is recommended that the City Council adopt Resolution No. 2026-26 approving Final Tract Map No. 16591-3 & -4 to create 91 single-family residential lots and 2 lettered lots on approximately 23.26 gross acres within the Single Family Residential (R-1) zone, located at the southwest corner of Muscatel Street and Tamarisk Avenue (Applicant: Pacific Communities Builder, Inc.; APN: 3046-101-60).

BACKGROUND

On August 23, 2017, the Hesperia Development Review Committee approved a fourth extension of time for Tentative Tract Map No. 16591 to create 172 single-family residential lots on approximately 46.2 gross acres within the Single Family Residential (R-1) zone.

The tentative tract was divided into four phases, creating Tentative Tract Map No.'s. 16591-1, 16591-2, and 16591 -3 & -4. Tracts 16591-1 and -2 have been fully developed, and the improvements have been accepted by the City Council. Pacific Communities Builder, Inc. will fully develop Tract Map No. 16591-3 & -4 to create a total of 91 single-family residential lots and 2 lettered lots on approximately 23.26 gross acres within the Single Family Residential (R-1) zone.

Staff have reviewed Final Tract Map No. 16591-3 & -4 and determined that it complies with all General Plan and zoning regulations, all required conditions of approval, and all local ordinances related to the creation of these parcels. The developer has executed a Subdivision Improvement Agreement and furnished the required securities for the public improvements in accordance with local ordinances and the Subdivision Map Act.

ISSUES/ANALYSIS

There are no issues identified with this item.

CITY GOAL SUPPORTED BY THIS ITEM

Future Development - Facilitate balanced growth to ensure cohesive community development and pursue economic development.

FISCAL IMPACT

There are no significant fiscal impacts to the City related to this action.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

1. Resolution No. 2026-26
2. Final Tract Map No. 16591-3 & -4

RESOLUTION NO. 2026-26

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA, CALIFORNIA, APPROVING FINAL TRACT MAP NO. 16591-3 & 4 TO CREATE 91 SINGLE-FAMILY RESIDENTIAL LOTS AND 2 LETTERED LOTS ON APPROXIMATELY 23.26 GROSS ACRES WITHIN THE SINGLE FAMILY RESIDENTIAL (R-1) ZONE, LOCATED AT THE SOUTHWEST CORNER OF MUSCATEL STREET AND TAMARISK AVENUE (APPLICANT: PACIFIC COMMUNITY BUILDERS INC. APN:3046-101-60)

WHEREAS, Pacific Community Builder Inc. proposed a development of Tract 16591-3 & -4 which included, in part, the construction of public improvements; and

WHEREAS, City of Hesperia Development review Committee approved an extension of time for Tentative Tract Map No. 16591 on August 23, 2017 to create 172 single-family residential lots on approximately 46.2 gross acres within the Single Family Residential (R-1) zone; and

WHEREAS, The tentative tract was divided into four phases, creating Tentative Tract Map No's. 16591-1, 16591-2, and 16591 -3 & -4. Tracts 16591-1 and -2 have been fully developed, and the improvements have been accepted by the City Council. Pacific Communities Builder, Inc. will fully develop Tentative Tract Maps No. 16591-3 & -4 to create 91 single-family residential lots and 2 lettered lots; and

WHEREAS, all legal prerequisites to the adoption of this resolution have occurred.

NOW THEREFORE, BE IT RESOLVED BY THE HESPERIA FIRE PROTECTION DISTRICT BOARD OF DIRECTORS AS FOLLOWS:

Section 1. Final Tract Map No. 16591-3 & -4 is hereby approved, and the City Clerk is authorized to present same to the County Recorder to be filed for record.

Section 2. That the City Clerk shall certify the passage and adoption of this resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June, 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

TRACT MAP NO. 16591-3 AND -4

IN THE CITY OF HESPERIA, COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA
BEING A SUBDIVISION OF PARCEL B OF LOT LINE ADJUSTMENT NO. LLA-2006-10, RECORDED OCTOBER 11, 2006 AS INSTRUMENT NO. 2006-0691416 OF OFFICIAL RECORDS. A PORTION OF THE WEST HALF OF THE NORTH EAST QUARTER OF SECTION 25, TOWNSHIP 4 NORTH, RANGE 5 WEST, SAN BERNARDINO MERIDIAN
MEYER LAND SURVEYING DANIEL W. MEYER, P.L.S. 9201 OCTOBER, 2022

OWNER'S STATEMENT

WE HEREBY STATE THAT WE ARE ALL AND THE ONLY PARTIES HAVING ANY RECORD TITLE INTEREST IN THE LAND SUBDIVIDED AS SHOWN ON THIS MAP, AND WE CONSENT TO THE PREPARATION AND RECORDATION OF THIS FINAL MAP.

WE HEREBY IRREVOCABLY OFFER TO DEDICATE TO THE CITY OF HESPERIA, THE PUBLIC IN GENERAL, AND TO ANY OF THE SEVERAL PUBLIC UTILITY COMPANIES WHICH ARE AUTHORIZED TO SERVE IN SAID SUBDIVISION, AN EASEMENT FOR PUBLIC ROADS, HIGHWAYS AND PUBLIC UTILITY PURPOSES IN, UNDER, OVER, THROUGH AND ACROSS PINE STREET, WEDGEWOOD AVENUE, ~~MAPLE AVENUE~~, CLOVER COURT, ~~AND PALM COURT~~, **MARGO AVENUE, AND TAMARISK AVENUE.**

WE HEREBY DEDICATE THE RIGHT TO RESTRICT DIRECT VEHICULAR INGRESS AND EGRESS TO THIS SUBDIVISION ALONG TAMARISK AVENUE, PALM COURT, ~~MAPLE AVENUE~~, PINE STREET, AND WEDGEWOOD AVENUE AS SHOWN ON THE MAP. IF ANY PORTION OF SAID STREETS WITHIN OR ADJACENT TO THIS SUBDIVISION ARE VACATED, SUCH VACATIONS TERMINATES THE ABOVE DEDICATION AS TO THE PART VACATED.

WE HEREBY ALSO DEDICATE TO THE CITY OF HESPERIA, LOT "A" AND LOT "B" FOR DRAINAGE PURPOSES AS SHOWN HEREON.

THE EXPRESSED RIGHTS TO THE PUBLIC IN GENERAL AND TO THE SEVERAL UTILITY COMPANIES SHALL REMAIN INFERIOR TO THE SUPERIOR RIGHTS OF THE CITY OF HESPERIA.

PELICAN LANDING, LP, A CALIFORNIA LIMITED PARTNERSHIP

OWNERS:

BY: *Nelson Chung*
NAME: **NELSON CHUNG**
TITLE: **MANAGER**

NOTARY ACKNOWLEDGMENT

A NOTARY PUBLIC OR OTHER OFFICER COMPLETING THIS CERTIFICATE VERIFIES ONLY THE IDENTITY OF THE INDIVIDUAL WHO SIGNED THE DOCUMENT TO WHICH THIS CERTIFICATE IS ATTACHED, AND NOT TO THE TRUTHFULNESS, ACCURACY, OR VALIDITY OF THAT DOCUMENT.

STATE OF CA }
COUNTY OF Orange }SS
ON 11/24/25, BEFORE ME, *Araceli Esquivel*
A NOTARY PUBLIC, PERSONALLY APPEARED *Nelson Chung*
WHO PROVED TO ME ON THE BASIS OF SATISFACTORY EVIDENCE TO BE THE PERSON(S) WHOSE NAME(S) IS/ARE SUBSCRIBED TO THE WITHIN INSTRUMENT AND ACKNOWLEDGED TO ME THAT HE/SHE/THEY EXECUTED THE SAME IN HIS/HER/THEIR AUTHORIZED CAPACITY(IES) AND THAT BY HIS/HER/THEIR SIGNATURE(S) ON THE INSTRUMENT THE PERSON(S), OR THE ENTITY ON BEHALF OF WHICH THE PERSON(S) ACTED, EXECUTED THE INSTRUMENT.
I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF CA THAT THE FOREGOING PARAGRAPH IS TRUE AND CORRECT.
WITNESS MY HAND:
SIGNATURE: *Araceli Esquivel*
PRINTED NAME: Araceli Esquivel
MY COMMISSION EXPIRES: Feb 20 2027
MY COMMISSION NO.: 2438881
MY PRINCIPAL PLACE OF BUSINESS IS IN Orange COUNTY

BOARD OF SUPERVISORS' CERTIFICATE

I HEREBY CERTIFY THAT A BOND IN THE SUM OF \$ _____ HAS BEEN EXECUTED AND FILED WITH THE BOARD OF SUPERVISORS OF SAN BERNARDINO COUNTY, STATE OF CALIFORNIA CONDITIONED UPON THE PAYMENT OF ALL TAXES (STATE, COUNTY, MUNICIPAL OR LOCAL) AND ALL SPECIAL ASSESSMENTS COLLECTED AS TAXES WHICH AT THE TIME OF THE FILING OF THIS MAP WITH THE SAN BERNARDINO COUNTY ASSESSOR-RECORDER-CLERK ARE A LIEN AGAINST SAID PROPERTY, BUT NOT YET PAYABLE AND THAT THE SUBDIVIDER HAS FILED WITH ME A CERTIFICATE BY THE PROPER OFFICER GIVING HIS ESTIMATE OF THE AMOUNT OF SAID TAXES AND SPECIAL ASSESSMENTS, AND SAID BOND IS HEREBY ACCEPTED.

DATED: _____
LYNNA MONELL
CLERK OF THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY, STATE OF CALIFORNIA

BY: _____, DEPUTY

COUNTY AUDITOR-CONTROLLER/TREASURER/TAX COLLECTOR CERTIFICATE

I HEREBY CERTIFY THAT ACCORDING TO THE RECORDS OF THIS OFFICE, AS OF THIS DATE, THERE ARE NO LIENS AGAINST THE REAL PROPERTY SHOWN UPON THE ANNEXED MAP FOR UNPAID STATE, COUNTY, MUNICIPAL, OR LOCAL TAXES OR SPECIAL ASSESSMENTS COLLECTED AS TAXES, EXCEPT TAXES OR SPECIAL ASSESSMENTS NOT YET PAYABLE, ESTIMATED TO BE \$ _____.

DATED: _____
ENSEN MASON
COUNTY AUDITOR-CONTROLLER/TREASURER/TAX COLLECTOR
SAN BERNARDINO COUNTY, STATE OF CALIFORNIA

BY: _____, DEPUTY

SURVEYOR'S STATEMENT

THIS MAP WAS PREPARED BY ME OR UNDER MY DIRECTION AND IS BASED UPON A FIELD SURVEY IN CONFORMANCE WITH THE REQUIREMENTS OF THE SUBDIVISION MAP ACT AND LOCAL ORDINANCE AT THE REQUEST OF DAVID EVANS AND ASSOCIATES, INC. IN OCTOBER, 2021. I HEREBY STATE THAT ALL MONUMENTS ARE OF THE CHARACTER AND OCCUPY THE POSITIONS INDICATED, OR THAT THEY WILL BE SET IN THOSE POSITIONS WITHIN NINETY DAYS AFTER ACCEPTANCE OF IMPROVEMENTS, AND THAT THE MONUMENTS ARE, OR WILL BE, SUFFICIENT TO ENABLE THE SURVEY TO BE RETRACED, AND THAT THIS MAP SUBSTANTIALLY CONFORMS TO THE CONDITIONALLY APPROVED TENTATIVE MAP.

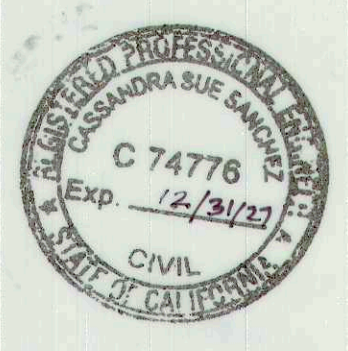
Daniel W. Meyer 11/18/2025
DANIEL W. MEYER DATED:
P.L.S. 9201



CITY ENGINEER'S STATEMENT

I HEREBY CERTIFY THAT I HAVE EXAMINED THIS MAP, AND THAT THE SUBDIVISION SHOWN THEREON IS SUBSTANTIALLY THE SAME AS IT APPEARED ON THE TENTATIVE MAP, AND ANY APPROVED ALTERATIONS THERETO, AND THAT ALL THE PROVISIONS OF THE SUBDIVISION MAP ACT AND LOCAL ORDINANCES HAVE BEEN COMPLIED WITH, AND THAT I AM SATISFIED THAT THIS MAP IS TECHNICALLY CORRECT.

DATED: 12/12/2025
Cassandra Sanchez
CASSANDRA SANCHEZ, CITY ENGINEER
CITY OF HESPERIA, CALIFORNIA
RCE No. 74776



CITY SURVEYOR'S STATEMENT

I HEREBY STATE THAT I HAVE EXAMINED THIS MAP AND THAT I AM SATISFIED IT IS TECHNICALLY CORRECT.

DATED: 12/08/2025
Aaron Mitchell Havens
AARON MITCHELL HAVENS, P.L.S. 8786
CITY SURVEYOR
CITY OF HESPERIA, CALIFORNIA



CITY COUNCIL'S ACCEPTANCE CERTIFICATE

MARGO
THE UNDERSIGNED OFFICER ON BEHALF OF THE CITY COUNCIL PURSUANT TO AUTHORITY CONFERRED BY TITLE 17 OF THE CITY OF HESPERIA MUNICIPAL CODE, HEREBY APPROVES THE ANNEXED MAP AND ACCEPTS PINE STREET, WEDGEWOOD AVENUE, ~~MAPLE AVENUE~~, CLOVER COURT, ~~AND PALM COURT~~, AS DEDICATED HEREON, SUBJECT TO THEIR IMPROVEMENTS IN ACCORDANCE WITH CITY STANDARDS AND ACCEPTS THE RELINQUISHMENT OF VEHICULAR ACCESS RIGHTS AS SHOWN ON THE ANNEXED MAP; AND ALSO ACCEPTS LOT "A" AND LOT "B" FOR DRAINAGE PURPOSES, AS DEDICATED HEREON.

MELINDA SAYRE DATED:
CITY CLERK
CITY OF HESPERIA, CALIFORNIA

SIGNATURE OMISSIONS

THE SIGNATURES OF THE FOLLOWING OWNERS/HOLDERS/BENEFICIARIES AND/OR OTHER INTERESTS IN THE LAND SHOWN SUBDIVIDED ON THE ANNEXED MAP HAVE BEEN OMITTED PURSUANT TO THE PROVISIONS OF SECTION 66436(a)(3) OF THE SUBDIVISION MAP ACT OF THE STATE OF CALIFORNIA.

THE UNITED STATES OF AMERICA, HOLDERS OF RESERVATIONS, EXCEPTIONS, AND PROVISIONS CONTAINED IN THE PATENT RECORDED MARCH 13, 1918 IN BOOK L, PAGE 26, OF PATENTS.

SAN BERNARDINO COUNTY RECORDER'S CERTIFICATE

THIS MAP HAS BEEN FILED UNDER DOCUMENT NUMBER _____, O.R.
THIS _____ DAY OF _____, 2025, AT _____ AM/PM, IN
BOOK _____ OF _____ AT PAGE _____, AT THE
REQUEST OF _____
IN THE AMOUNT OF \$ _____.

JOSIE GONZALES
ASSESSOR-RECORDER-CLERK
SAN BERNARDINO COUNTY, CALIFORNIA
BY: _____
DEPUTY RECORDER

TRACT MAP NO. 16591-3 AND -4

SHEET 2 OF 7 SHEETS

IN THE CITY OF HESPERIA, COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA
 BEING A SUBDIVISION OF PARCEL B OF LOT LINE ADJUSTMENT NO. LLA-2006-10, RECORDED OCTOBER 11, 2006 AS INSTRUMENT NO. 2006-0691416 OF OFFICIAL RECORDS. A PORTION OF THE WEST HALF OF THE NORTH EAST QUARTER OF SECTION 25, TOWNSHIP 4 NORTH, RANGE 5 WEST, SAN BERNARDINO MERIDIAN

MEYER LAND SURVEYING DANIEL W. MEYER, P.L.S. 9201 OCTOBER, 2022

SHEET INDEX & BOUNDARY MAP

SURVEYOR'S NOTES

ALL OF TENTATIVE TRACT MAP NO. 16591, CONSISTING OF 91 NUMBERED LOTS.

A SOILS REPORT WAS PREPARED FOR THIS SUBDIVISION BY ALTA CALIFORNIA GEOTECHNICAL, INC., DATED FEBRUARY 3, 2022 AND IS ON FILE WITH THE CITY OF HESPERIA ENGINEERING DEPARTMENT.

- DENOTES SUBDIVISION BOUNDARY LINE
- C# DENOTES CURVE DATA IN TABLE
- L# DENOTES LINE DATA IN TABLE
- (R) DENOTES RADIAL BEARING
- (PRC) DENOTES RADIAL BEARING AT POINT OF REVERSE CURVE
- (PCC) DENOTES RADIAL BEARING AT POINT OF COMPOUND CURVE
- O.R. DENOTES "OFFICIAL RECORD" AS RECORDED IN SAID COUNTY AND SAID STATE.
- O.D. DENOTES OFFER OF DEDICATION TO THE CITY OF HESPERIA FOR STREET PURPOSES.
- R & M DENOTES RECORD AND MEASURED DATA
- C.S.F.B. DENOTES COUNTY SURVEYOR'S FIELD BOOK
- STMP'D DENOTES STAMPED
- REF. DENOTES REFERENCE
- COR. DENOTES CORNER
- I.P. DENOTES IRON PIPE
- CL DENOTES CENTERLINE
- PCL DENOTES PARCEL
- GR DENOTES GRID
- N.T.S. DENOTES NOT TO SCALE
- SFN DENOTES SEARCHED FOUND NOTHING
- E'LY DENOTES EASTERLY
- //// DENOTES AREAS OF RELINQUISHMENT OF VEHICULAR ACCESS RIGHTS

BASIS OF BEARING

THE COORDINATES AND BEARINGS SHOWN HEREON ARE BASED UPON THE CALIFORNIA COORDINATE SYSTEM OF 1983, CCS83, ZONE 5, (EPOCH 2017.50) IN ACCORDANCE WITH THE CALIFORNIA PUBLIC RESOURCES CODE SECTIONS 8801-8819; SAID COORDINATES AND BEARINGS ARE BASED LOCALLY UPON FIELD-OBSERVED TIES TO THE FOLLOWING CALIFORNIA SPATIAL REFERENCE NETWORK, OR EQUIVALENT STATIONS

DATUM STATEMENT

DISTANCES SHOWN HEREON ARE GROUND DISTANCES. TO APPROXIMATE CCS83 GRID DISTANCES DIVIDE THE DISTANCES BY THE AVERAGE COMBINATION FACTOR OF 0.99978015.

RECORD MAP REFERENCES

- () INDICATES RECORD DATA PER TM 16591-2 M.B. 358/51
- (()) INDICATES RECORD DATA PER PM 9516 P.M.B. 111/85-86
- [] INDICATES RECORD DATA PER DOCUMENT NO. 2006-0691416

MONUMENT NOTES

- INDICATES FOUND MONUMENT AS NOTED
- △ INDICATES SET 1" I.P. WITH BRASS TAG, STAMPED "LS 9201" AT ALL STREET CENTERLINE INTERSECTIONS, BCs, ECs, AND PRCs. ALL STREET CENTERLINE MONUMENTS SET 1/4" BELOW FINISH SURFACE.
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- ⊙ INDICATES SET 1" I.P. WITH BRASS TAG, STAMPED "LS 9201". AS SHOWN HEREON.
- ▲ INDICATES CORS STATION

SET NAIL AND TAG "LS 9201" IN TOP OF CURB ALONG THE PROLONGATION OF SIDE LOT LINES, IN LIEU OF FRONT LOT CORNERS. SET 1" I.P. TAGGED "LS 9201" AT REAR CORNERS, OR SET NAIL AND TAG STAMPED "LS 9201" IN FACE OR TOP OF WALL AT REAR LOT CORNERS WHERE THE CORNER IS LOCATED ON A WALL. THIS MAP IS BEING FILED IN COMPLIANCE WITH THE REQUIREMENTS SET FORTH IN THE PROFESSIONAL LAND SURVEYOR'S ACT (CALIFORNIA BUSINESS AND PROFESSIONS CODE) SECTION 8771(b).

CONTINUOUSLY OPERATING REFERENCE STATIONS AS PUBLISHED BY THE CSRC:

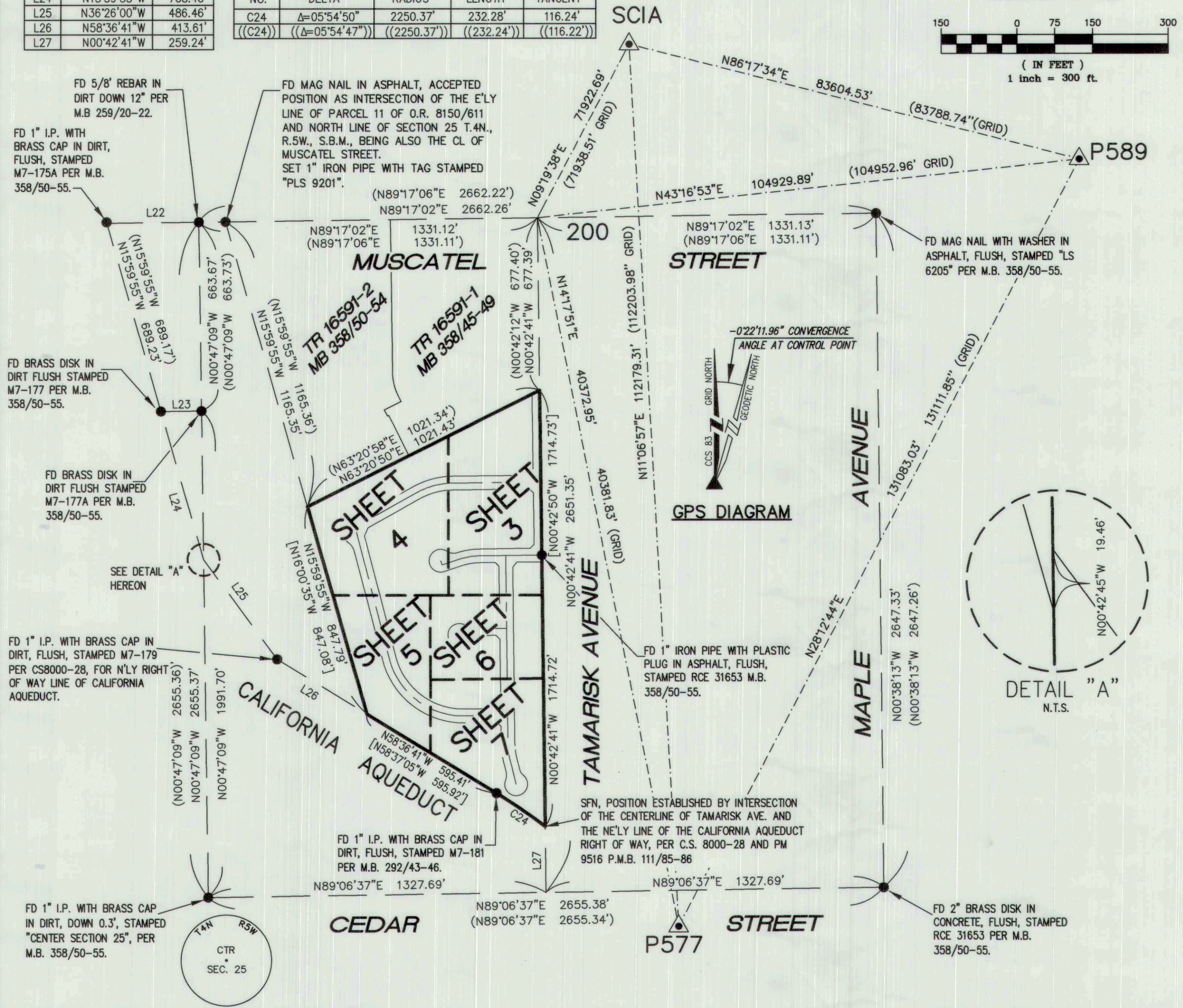
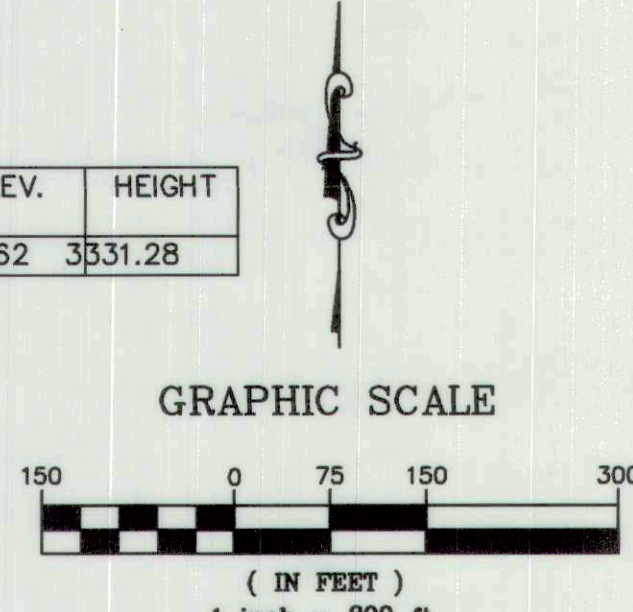
STATION	GROUND NORTHING	GROUND EASTING	ELEVATION
P589	20494.39.44	6829370.23	3871.59
P577	1933918.49	6767358.43	3385.75
SCIA	1961498.68	6745730.79	2834.71

MAPPING ANGLE AND GRID FACTOR

STATION	NORTHING	EASTING	MAPPING ANGLE	COMBINATION FACTOR	ELEV.	HEIGHT
200	1973028.25	6757437.10	-0°22'11.96"	0.9978015	3435.62	3331.28

LINE TABLE		
NO.	BEARING	LENGTH
L22	N89°31'27"E	366.74'
L23	N89°23'38"E	185.92'
L24	N15°59'55"W	708.46'
L25	N36°26'00"W	486.46'
L26	N58°36'41"W	413.61'
L27	N00°42'41"W	259.24'

CURVE TABLE				
NO.	DELTA	RADIUS	LENGTH	TANGENT
C24	Δ=05°54'50"	2250.37'	232.28'	116.24'
((C24))	((Δ=05°54'47"))	((2250.37'))	((232.24'))	((116.22'))

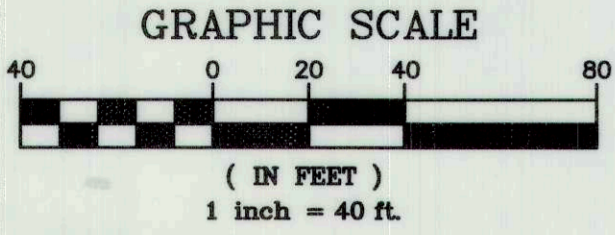


TRACT MAP NO. 16591-3 AND -4

SHEET 3 OF 7 SHEETS

IN THE CITY OF HESPERIA, COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA
 BEING A SUBDIVISION OF PARCEL B OF LOT LINE ADJUSTMENT NO. LLA-2006-10, RECORDED OCTOBER 11, 2006 AS DOCUMENT NO. 2006-0691416 OF OFFICIAL RECORDS. A PORTION OF THE WEST HALF OF THE NORTH EAST QUARTER OF SECTION 25, TOWNSHIP 4 NORTH, RANGE 5 WEST, SAN BERNARDINO MERIDIAN

MEYER LAND SURVEYING DANIEL W. MEYER, P.L.S. 9201 OCTOBER, 2022

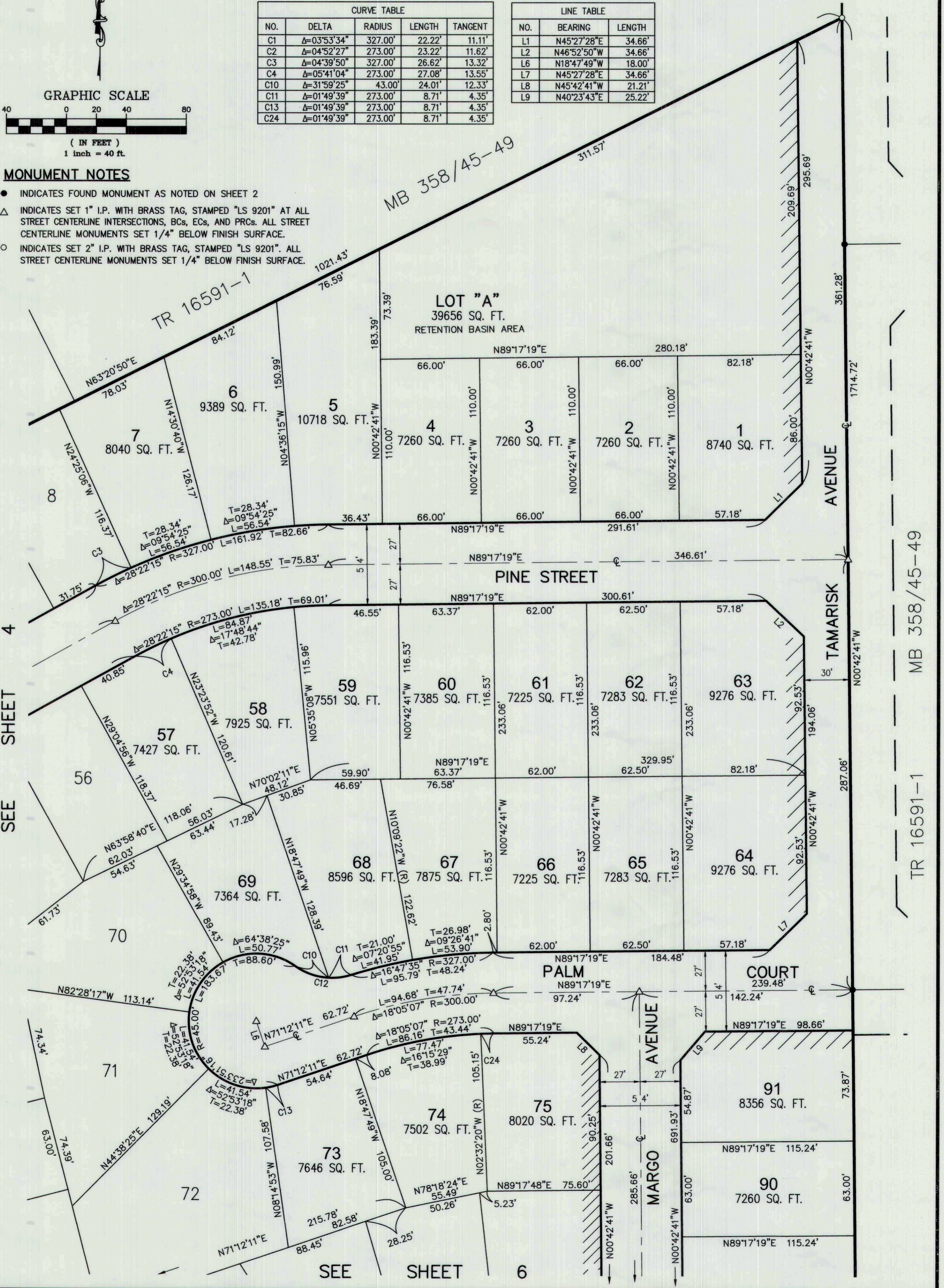


CURVE TABLE				
NO.	DELTA	RADIUS	LENGTH	TANGENT
C1	$\Delta=03^{\circ}53'34''$	327.00'	22.22'	11.11'
C2	$\Delta=04^{\circ}52'27''$	273.00'	23.22'	11.62'
C3	$\Delta=04^{\circ}39'50''$	327.00'	26.62'	13.32'
C4	$\Delta=05^{\circ}41'04''$	273.00'	27.08'	13.55'
C10	$\Delta=31^{\circ}59'25''$	43.00'	24.01'	12.33'
C11	$\Delta=01^{\circ}49'39''$	273.00'	8.71'	4.35'
C13	$\Delta=01^{\circ}49'39''$	273.00'	8.71'	4.35'
C24	$\Delta=01^{\circ}49'39''$	273.00'	8.71'	4.35'

LINE TABLE		
NO.	BEARING	LENGTH
L1	N45°27'28"E	34.66'
L2	N46°52'50"W	34.66'
L6	N18°47'49"W	18.00'
L7	N45°27'28"E	34.66'
L8	N45°42'41"W	21.21'
L9	N40°23'43"E	25.22'

MONUMENT NOTES

- INDICATES FOUND MONUMENT AS NOTED ON SHEET 2
- △ INDICATES SET 1" I.P. WITH BRASS TAG, STAMPED "LS 9201" AT ALL STREET CENTERLINE INTERSECTIONS, BCs, ECs, AND PRCs. ALL STREET CENTERLINE MONUMENTS SET 1/4" BELOW FINISH SURFACE.
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TRACT MAP NO. 16591-3 AND -4

IN THE CITY OF HESPERIA, COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA
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MEYER LAND SURVEYING DANIEL W. MEYER, P.L.S. 9201 OCTOBER, 2022

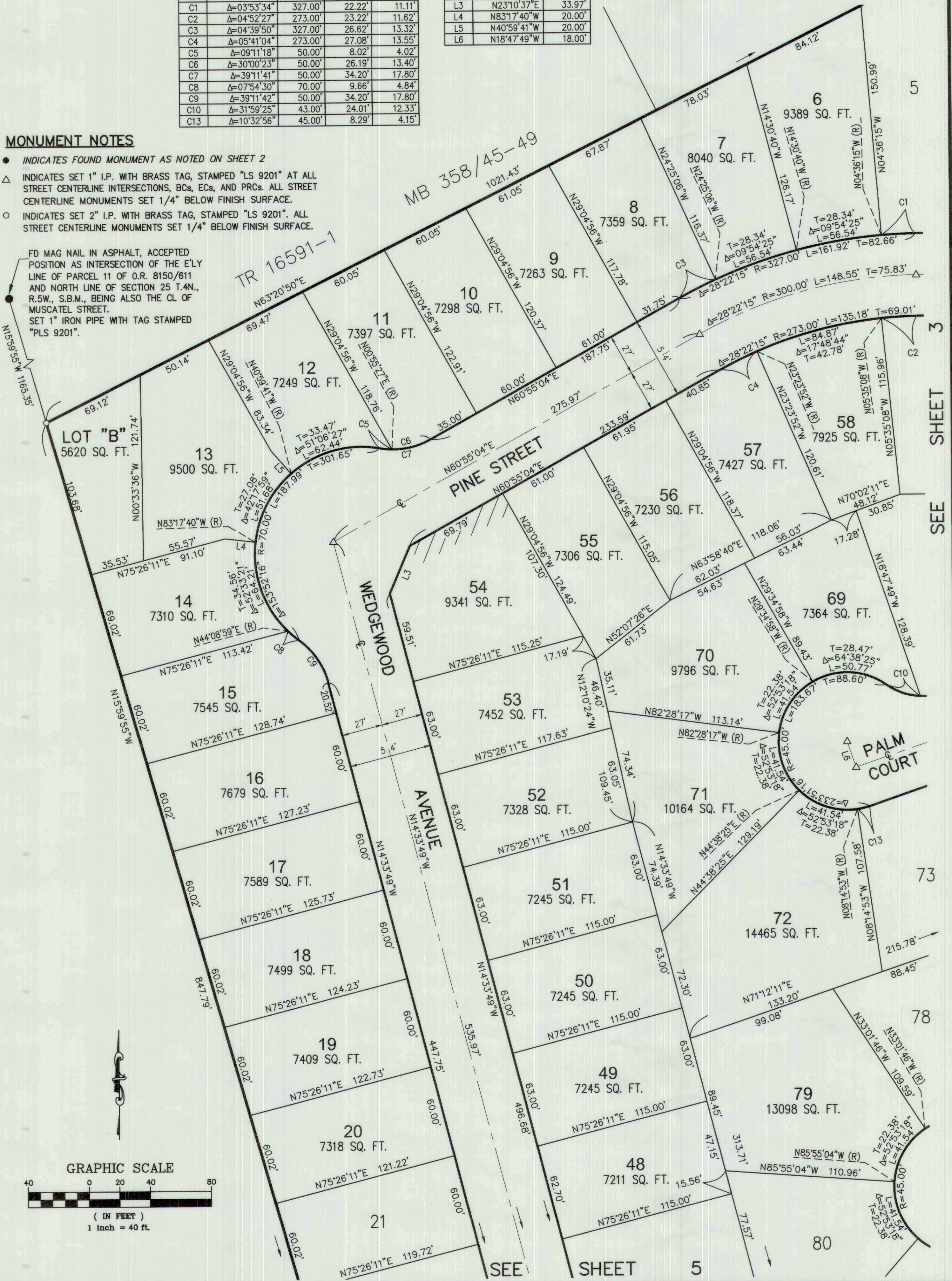
CURVE TABLE				
NO.	DELTA	RADIUS	LENGTH	TANGENT
C1	Δ=03°53'34"	327.00'	22.22'	11.11'
C2	Δ=04°52'27"	273.00'	23.22'	11.62'
C3	Δ=04°39'50"	327.00'	26.62'	13.32'
C4	Δ=05°41'04"	273.00'	27.08'	13.55'
C5	Δ=09°11'18"	50.00'	8.02'	4.02'
C6	Δ=30°00'23"	50.00'	26.19'	13.40'
C7	Δ=39°11'41"	50.00'	34.20'	17.80'
C8	Δ=07°54'30"	70.00'	9.66'	4.84'
C9	Δ=39°11'42"	50.00'	34.20'	17.80'
C10	Δ=31°59'25"	43.00'	24.01'	12.33'
C13	Δ=10°32'56"	45.00'	8.29'	4.15'

LINE TABLE		
NO.	BEARING	LENGTH
L3	N23°10'37"E	33.97'
L4	N83°17'40"W	20.00'
L5	N40°59'41"W	20.00'
L6	N18°47'49"W	18.00'

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FD MAG NAIL IN ASPHALT, ACCEPTED POSITION AS INTERSECTION OF THE E'LY LINE OF PARCEL 11 OF O.R. 8150/611 AND NORTH LINE OF SECTION 25 T.4N., R.5W., S.B.M., BEING ALSO THE CL OF MUSCATEL STREET. SET 1" IRON PIPE WITH TAG STAMPED "PLS 9201".

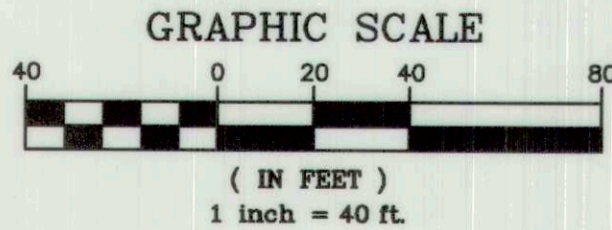
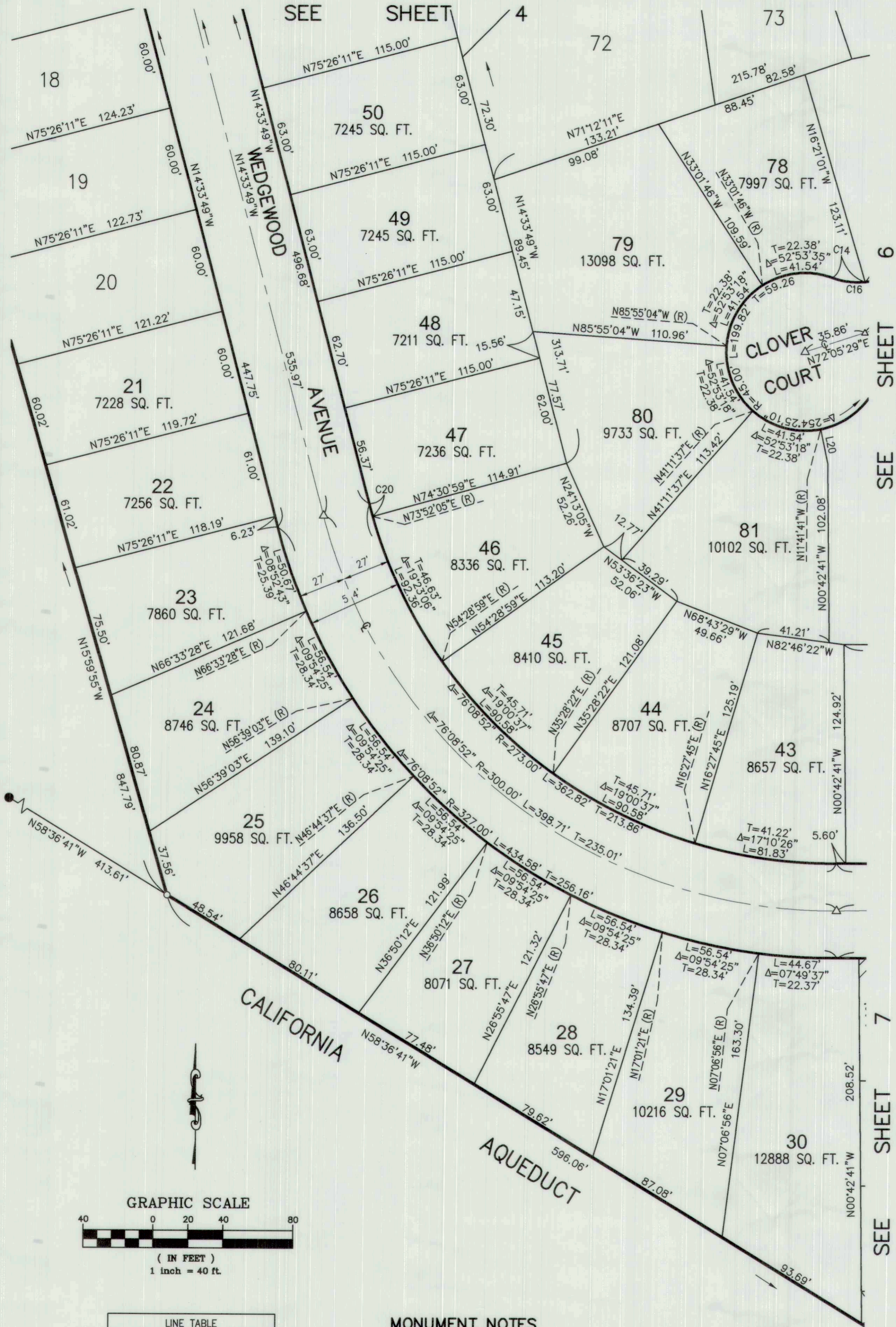


TRACT MAP NO. 16591-3 AND -4

SHEET 5 OF 7 SHEETS

IN THE CITY OF HESPERIA, COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA
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MEYER LAND SURVEYING DANIEL W. MEYER, P.L.S. 9201 OCTOBER, 2022



LINE TABLE		
NO.	BEARING	LENGTH
L20	N11°41'41"W	20.00'

CURVE TABLE				
NO.	DELTA	RADIUS	LENGTH	TANGENT
C16	Δ=34°58'36"	43.00'	26.25'	13.55'
C20	Δ=01°34'06"	273.00'	7.47'	3.73'

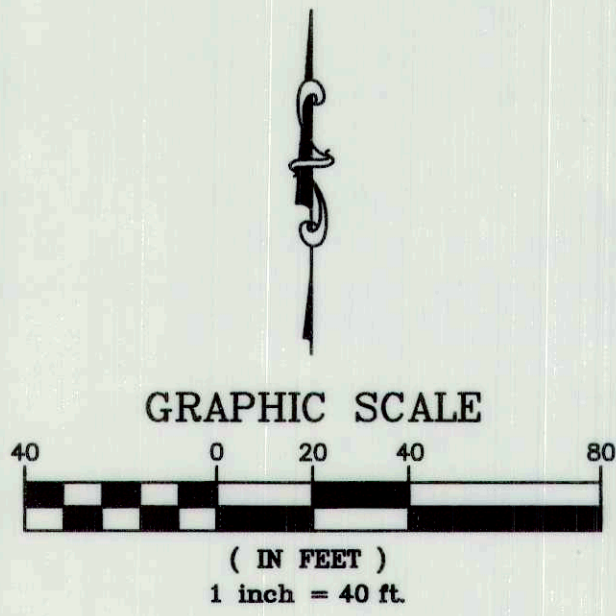
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TRACT MAP NO. 16591-3 AND -4

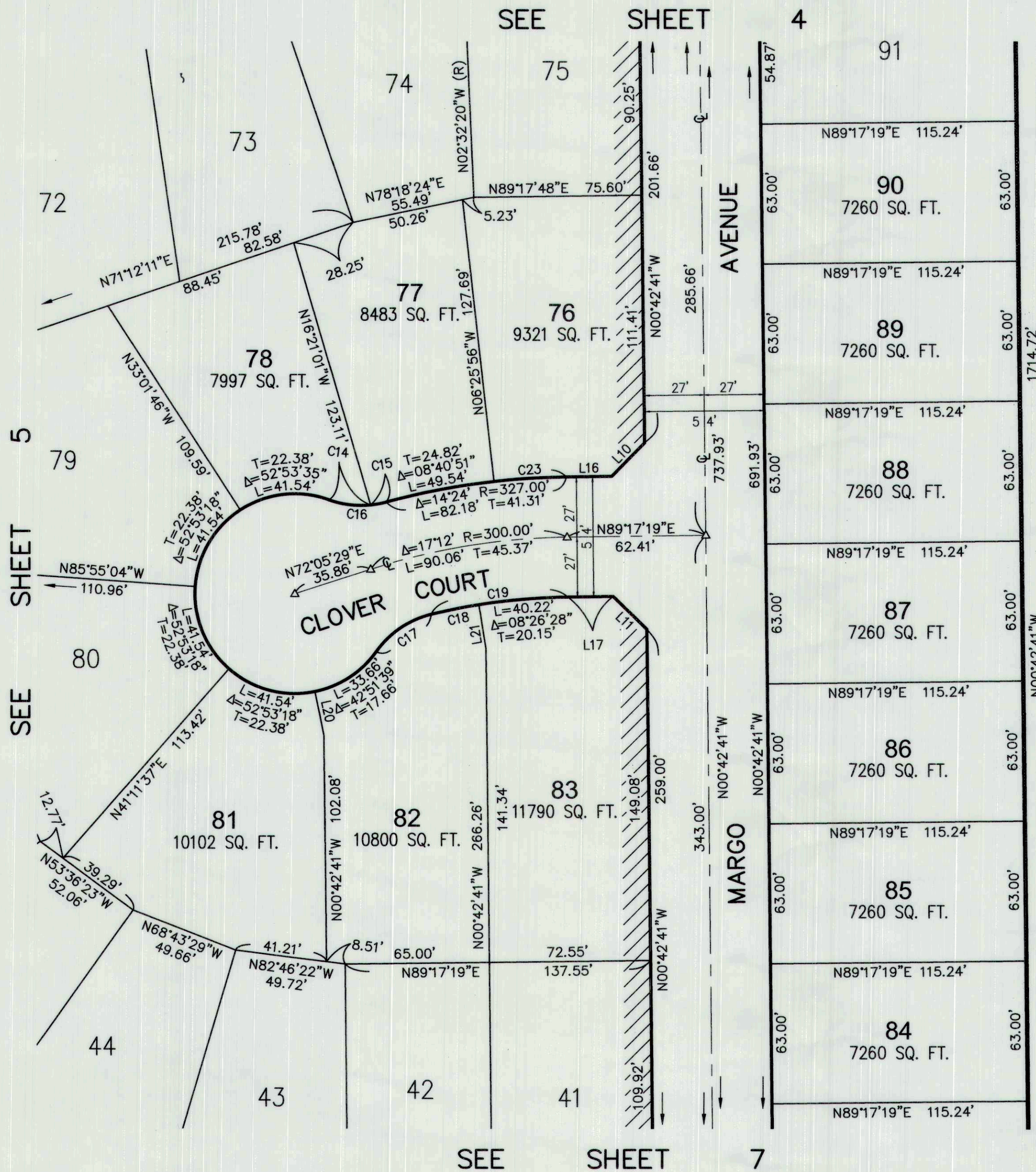
SHEET 6 OF 7 SHEETS

IN THE CITY OF HESPERIA, COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA
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 MEYER LAND SURVEYING DANIEL W. MEYER, P.L.S. 9201 OCTOBER, 2022



CURVE TABLE				
NO.	DELTA	RADIUS	LENGTH	TANGENT
C14	$\Delta=25^{\circ}30'20''$	43.00'	19.14'	9.73'
C15	$\Delta=09^{\circ}28'16''$	43.00'	7.11'	3.56'
C16	$\Delta=34^{\circ}58'36''$	43.00'	26.25'	13.55'
C17	$\Delta=40^{\circ}48'12''$	43.00'	30.62'	15.99'
C18	$\Delta=04^{\circ}35'59''$	273.00'	21.92'	10.96'
C19	$\Delta=13^{\circ}02'27''$	273.00'	62.14'	31.20'
C23	$\Delta=05^{\circ}43'15''$	327.00'	32.65'	16.34'

LINE TABLE		
NO.	BEARING	LENGTH
L10	N44°17'19"E	21.21'
L11	N45°42'41"W	21.21'
L16	N89°17'19"E	20.41'
L17	N89°17'19"E	20.41'
L20	N11°41'41"W	20.00'
L21	N09°09'09"W	20.00'



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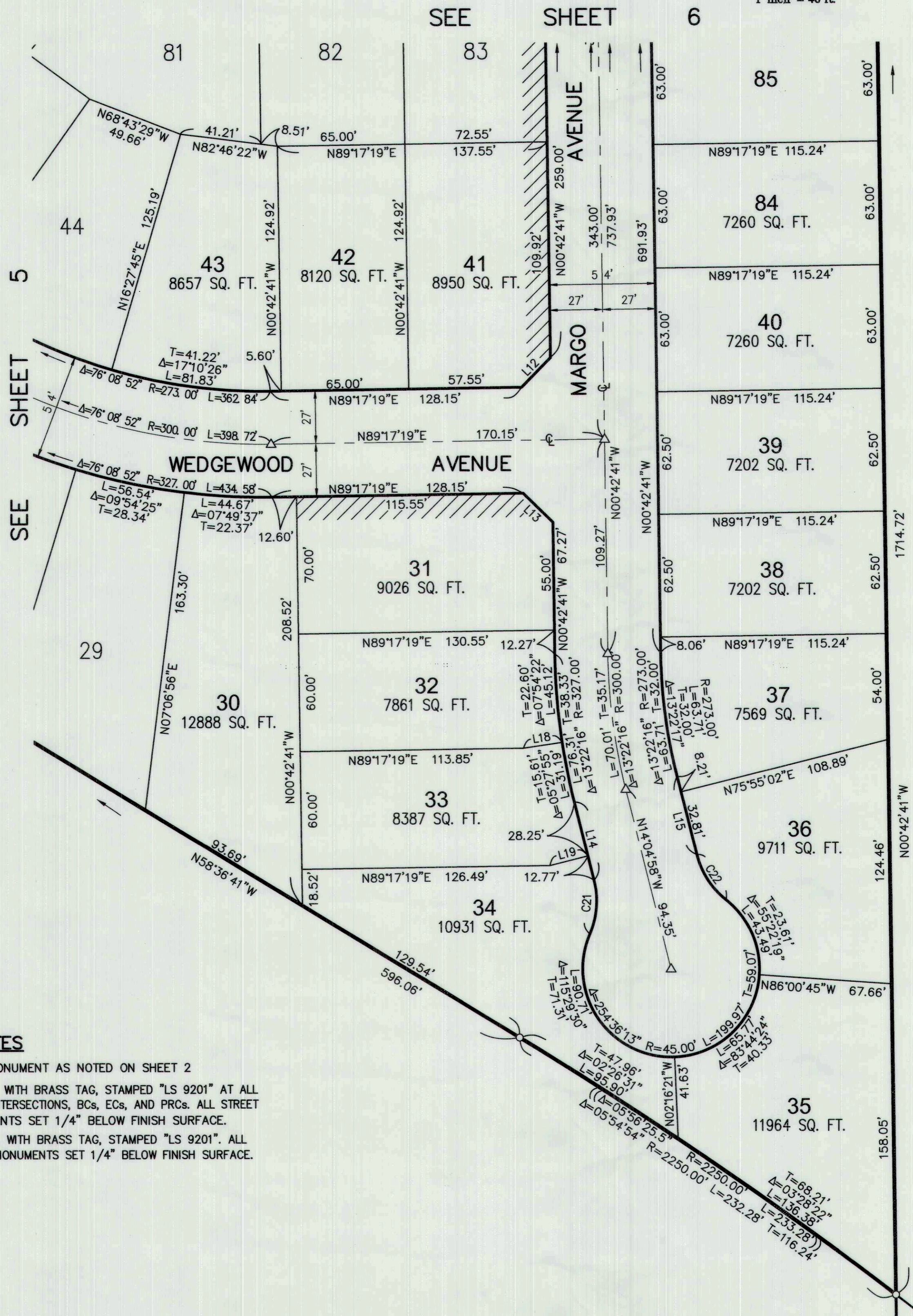
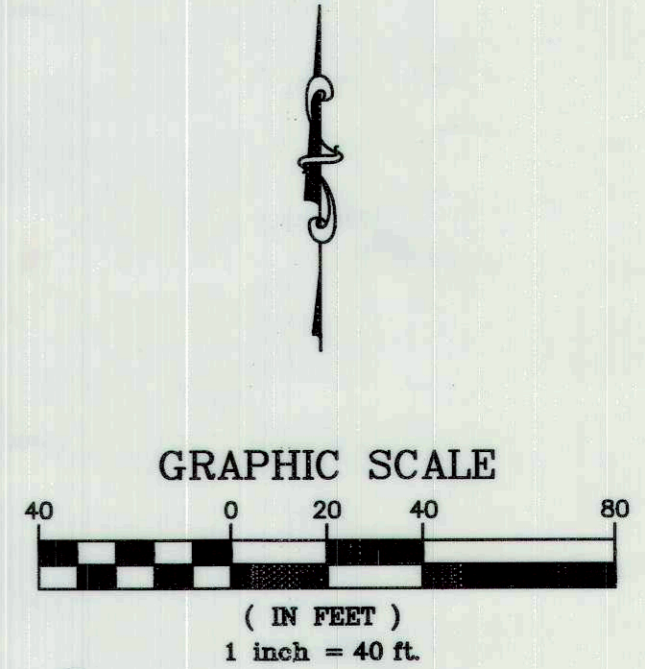
TRACT MAP NO. 16591-3 AND -4

SHEET 7 OF 7 SHEETS

IN THE CITY OF HESPERIA, COUNTY OF SAN BERNARDINO, STATE OF CALIFORNIA
 BEING A SUBDIVISION OF PARCEL B OF LOT LINE ADJUSTMENT NO. LLA-2006-10, RECORDED OCTOBER 11, 2006 AS DOCUMENT NO. 2006-0691416 OF OFFICIAL RECORDS. A PORTION OF THE WEST HALF OF THE NORTH EAST QUARTER OF SECTION 25, TOWNSHIP 4 NORTH, RANGE 5 WEST, SAN BERNARDINO MERIDIAN
 MEYER LAND SURVEYING DANIEL W. MEYER, P.L.S. 9201 OCTOBER, 2022

CURVE TABLE				
NO.	DELTA	RADIUS	LENGTH	TANGENT
C21	$\Delta=37^{\circ}18'07''$	43.00'	27.99'	14.51'
C22	$\Delta=37^{\circ}18'06''$	43.00'	27.99'	14.51'

LINE TABLE		
NO.	BEARING	LENGTH
L12	N44°17'19"E	21.21'
L13	N45°42'41"W	21.21'
L14	N14°04'58"W	41.02'
L15	N14°04'58"W	41.02'
L18	N81°22'57"E	20.00'
L19	N75°55'02"E	20.00'



MONUMENT NOTES

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City of Hesperia STAFF REPORT



DATE: June 16, 2026

TO: Mayor and Council Members
Chair and Board Members, Hesperia Housing Authority
Chair and Board Members, Hesperia Water District

FROM: Rachel Molina, City Manager

BY: Casey Brooksher, Assistant City Manager
Cassandra Sanchez, Director of Public Works/City Engineer
Keith Cheong, Deputy Finance Director

SUBJECT: Fiscal Year (FY) 2026-27 Proposed Capital Improvement Program (CIP) Budget Adoption

RECOMMENDED ACTION

It is recommended that the City Council, the Board of Directors of the Hesperia Housing Authority (HHA), and the Board of Directors of the Hesperia Water District (HWD) hold a Public Hearing and adopt the following Resolutions approving the Fiscal Year (FY) 2026-27 Proposed CIP Budget for the City of Hesperia and the Hesperia Water District:

1. City of Hesperia Resolution No. 2026-12 adopting the FY CIP 2026-27 Budget
2. Resolution HHA 2026-03 adopting the FY CIP 2026-27 Budget
3. Resolution HWD 2026-06 adopting the FY CIP 2026-27 Budget

BACKGROUND

In compliance with the City Council's policy direction, staff has prepared the FY 2026-27 CIP Budget for the City of Hesperia, Hesperia Housing Authority, and the Hesperia Water District. The CIP Budget includes the funding of capital projects within the City. Additionally, California Government Code, Section 66002 provides that any local agency which levies a Development Impact Fee subject to California Government Code, Section 66001 may adopt a Capital Improvement Plan. The FY 2026-27 Proposed CIP Budget provides the funding plan for such projects.

In the past, the CIP Budget was presented in conjunction with the City's operating budget. To comply with the state code, the CIP Budget will be presented for Council and Board consideration separate from the operating budget.

ISSUES/ANALYSIS

As an attachment to this staff report, the FY 2026-27 Proposed CIP Budget includes the following type of projects: Street Improvements, Storm Drainage, Facilities, Water, and Sewer projects. Upon Council and Board approval, the CIP Budgeted expenditures and revenues will be included

into the City's overall FY 2026-27 Proposed Budget, which was presented and approved by the City Council on June 2, 2026.

Staff requests authority to make technical corrections, minor edits, etc. to the FY 2026-27 Proposed CIP Budget document to be incorporated into the final FY 2026-27 CIP Budget as approved by the City Council, Hesperia Housing Authority Board, and Hesperia Water Board.

CITY GOAL SUPPORTED BY THIS ITEM

Public Safety - Ensure public safety resources adequately protect our community;

Future Development - Facilitate balanced growth to ensure cohesive community development and pursue economic development;

Capital Improvement - Continually evaluate capital improvement priorities.

FISCAL IMPACT

See Fiscal Year 2026-27 CIP Proposed Budget.

ALTERNATIVE(S)

Provide alternative direction to staff.

ATTACHMENT(S)

1. Resolution No. 2026-12
2. Resolution No. HHA 2026-03
3. Resolution HWD 2026-06
4. Fiscal Year 2026-27 Capital Improvement Program (CIP) Budget (On file in the City Clerk's Office)

RESOLUTION NO. 2026-12

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA, CALIFORNIA, ADOPTING THE FISCAL YEAR 2026-27 CAPITAL IMPROVEMENT PROGRAM BUDGET

WHEREAS, the City Manager has prepared the proposed capital improvement program budget for Fiscal Year 2026-27 for the City of Hesperia; and

WHEREAS, the City Council has received the Fiscal Year 2026-27 proposed capital improvement program budget and held a public hearing concerning its adoption; and

WHEREAS, the final document will be the City's official Capital Improvement Program Budget for the City of Hesperia for Fiscal Year 2026-27.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HESPERIA AS FOLLOWS:

Section 1. In all respects, the facts as set forth in this Resolution are true and correct.

Section 2. To accept, approve, and adopt the Fiscal Year 2026-27 Capital Improvement Program Budget as proposed and presented by staff and as adjusted by Council direction, as the official Capital Improvement Program budget document for the City of Hesperia for Fiscal Year 2026-27, which includes:

Section 2a. City General Fund expenditures of \$2,290,000.

Section 2b. Other City funds expenditures of \$27,210,757 are from the following funds, exclusive of transfers:

<u>Fund No.</u>	<u>Fund Name</u>	<u>Expenditure</u>
204	Measure I - Renewal	\$ 6,722,440
207	Local Transportation Fund (LTF) Article 8	104,875
209	Gas Tax RMRA	4,200,500
251	Community Development Block Grant	1,596,782
301	DIF – Storm Drain	1,466,035
306	DIF 2018-Streets	6,549,676
504	City-wide Projects	<u>6,570,449</u>
	Total	\$27,210,757

Section 3. That the City Manager and department head staff shall have the authority to transfer funds as incorporated in the Fiscal Year 2026-27 Capital Improvement Program Budget and consistent with the policy adopted by the City Council.

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

ADOPTED AND APPROVED this 16th day of June 2026.

ATTEST:

Brigit Bennington, Mayor

RESOLUTION HHA 2026-03

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE HESPERIA HOUSING AUTHORITY, CITY OF HESPERIA, CALIFORNIA, ADOPTING THE FISCAL YEAR 2026-27 CAPITAL IMPROVEMENT PROGRAM BUDGET

WHEREAS, the General Manager has prepared the proposed capital improvement program budget for Fiscal Year 2026-27 for the Hesperia Housing Authority; and

WHEREAS, the Board of Directors has received the Fiscal Year 2026-27 proposed capital improvement program budget and held a public hearing concerning its adoption; and

WHEREAS, the final capital improvement program document will be the District's official Capital Improvement Program budget for the Hesperia Housing Authority for Fiscal Year 2026-27.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE HESPERIA HOUSING AUTHORITY AS FOLLOWS:

Section 1. In all respects, the facts as set forth in this resolution are true and correct.

Section 2. To accept, approve, and adopt the Fiscal Year 2026-27 Capital Improvement Program Budget as proposed and presented by staff and as adjusted by Board direction, as the official Capital Improvement Program budget document for the Hesperia Housing Authority for Fiscal Year 2026-27, which includes:

Section 2a. Hesperia Housing Authority expenditures of \$2,061,990 from the following funds, exclusive of transfers:

<u>Fund No.</u>	<u>Fund Name</u>	<u>Expenditure</u>
371	VVEDA Housing Authority	\$2,061,990

Section 3. That the General Manager and department head staff shall have the authority to transfer funds as incorporated in the Fiscal Year 2026-27 Capital Improvement Program Budget and consistent with the policy adopted by the District's Board of Directors.

Section 4. That the Secretary of the Board of Directors shall certify to the passage and adoption of this Resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

RESOLUTION HWD 2026-06

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE HESPERIA WATER DISTRICT, CITY OF HESPERIA, CALIFORNIA, ADOPTING THE FISCAL YEAR 2026-27 CAPITAL IMPROVEMENT PROGRAM BUDGET

WHEREAS, the General Manager has prepared the proposed capital improvement program budget for Fiscal Year 2026-27 for the Hesperia Water District; and

WHEREAS, the Board of Directors has received the Fiscal Year 2026-27 proposed capital improvement program budget and held a public hearing concerning its adoption; and

WHEREAS, the final capital improvement program document will be the District's official Capital Improvement Program budget for the Hesperia Water District for Fiscal Year 2026-27.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE HESPERIA WATER DISTRICT AS FOLLOWS:

Section 1. In all respects, the facts as set forth in this resolution are true and correct.

Section 2. To accept, approve, and adopt the Fiscal Year 2026-27 Capital Improvement Program Budget as proposed and presented by staff and as adjusted by Board direction, as the official Capital Improvement Program budget document for the Hesperia Water District for Fiscal Year 2026-27, which includes:

Section 2a. Water District expenditures of \$354,500 from the following funds, exclusive of transfers:

<u>Fund No.</u>	<u>Fund Name</u>	<u>Expenditure</u>
701	Water Capital	\$349,000
711	Sewer Capital	<u>5,500</u>
	Total	\$354,500

Section 3. That the General Manager and department head staff shall have the authority to transfer funds as incorporated in the Fiscal Year 2026-27 Capital Improvement Program Budget and consistent with the policy adopted by the District's Board of Directors.

Section 4. That the Secretary of the Board of Directors shall certify to the passage and adoption of this Resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

ATTACHMENT 4 AVAILABLE FOR REVIEW IN THE CITY CLERK'S OFFICE



DATE: June 16, 2026
TO: Mayor and Council Members
FROM: Rachel Molina, City Manager
BY: Melinda Sayre, Deputy City Manager/City Clerk
Jessica Giber, Assistant City Clerk
SUBJECT: Senate Bill 707 Meeting Disruption Policy

RECOMMENDED ACTION

It is recommended that the City Council receive and file information regarding Senate Bill 707, adopt the required Meeting Disruption Policy, and provide direction regarding potential modifications to City Council meeting start times to accommodate possible meeting disruptions.

BACKGROUND

Senate Bill 707 (SB 707), adopted in 2025, amended the Ralph M. Brown Act to expand public participation in local government meetings. While some provisions took effect on January 1, 2026, major requirements will become effective on July 1, 2026.

Under SB 707, eligible legislative bodies, including the Hesperia City Council, must:

- Provide remote participation through a two-way telephonic or audiovisual platform;
- Adopt a policy addressing telephonic or internet service disruptions during meetings, including meeting pauses of up to 60 minutes per disruption and procedures to restore service;
- Maintain an accessible webpage with meeting participation instructions;
- Translate meeting agendas; and
- Provide public posting areas for translated agendas.

ISSUES/ANALYSIS

The City Clerk's Office and Information Technology Division have been preparing for SB 707 implementation. The City has contracted with Public Input, a public engagement platform that provides electronic speaker registration, remote public comment, meeting accessibility features, closed captioning, and agenda translation. The platform is expected to be operational for the July 21, 2026 City Council meeting.

Adoption of the Meeting Disruption Policy will ensure compliance with SB 707 by establishing procedures for responding to telephonic or internet service interruptions and preserving public access and participation.

Because SB 707 may require meeting delays of up to 60 minutes for each service disruption, staff is seeking City Council direction regarding potential adjustments to regular meeting start times.

CITY GOAL SUPPORTED BY THIS ITEM

Organizational Health – Foster a high-performing organization that provides opportunities for professional growth.

FISCAL IMPACT

There is no fiscal impact associated with approval of the recommended action.

ALTERNATIVE(S)

1. Provide alternative direction to staff.

ATTACHMENT(S)

1. Resolution 2026-31
2. Exhibit A Meeting Disruption Policy
3. Senate Bill 707

RESOLUTION NO. 2026-31

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA, CALIFORNIA, ADOPTING A POLICY IN THE CITY OF HESPERIA FOR DISRUPTION OF TELEPHONIC OR INTERNET SERVICE DURING PUBLIC MEETINGS

WHEREAS, on October 3, 2025, Governor Newsom signed Senate Bill 707 (SB707), which amended the Brown Act to expand public participation in local government meetings of legislative bodies; and

WHEREAS, Senate Bill 707 requires that the City offer remote participation through a two-way phone or video platform; and

WHEREAS, Senate Bill 707 requires the City to formally adopt a policy, on or before July 1, 2026, that establishes the procedure for recessing and reconvening a meeting in the event of disruption of remote participation and the efforts that the City Council and staff shall make to attempt to restore the service.

NOW THEREFORE, BE IT RESOLVED BY THE CITY OF HESPERIA CITY COUNCIL AS FOLLOWS:

Section 1. The City Council hereby adopts the Disruption of Telephonic or Internet Service policy attached to this resolution as Exhibit A. The policy may be amended by the City Council at a noticed public meeting during open session.

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

ADOPTED AND APPROVED this 16th day of June 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

Exhibit A

Policy: Disruption of Telephonic or Internet Service During Public Meetings

1.0 Purpose

The City of Hesperia is committed to complying with the Brown Act's teleconferencing requirements. This policy shall establish procedures for responding to a disruption in the telephonic or internet services that provide two-way remote public access to meetings of the City of Hesperia City Council as required by the Brown Act Gov. Code 54953.4. The policy ensures transparency, public participation, and continuity of government during technology disruptions.

2.0 Definitions

For purpose of this policy:

- Disruption: any failure, outage or other interruption that prevents members of the public from attending or observing the meeting via remote access services used by the City for City Council Meetings.
- Remote access services: two-way telephonic service and/or two-way audiovisual platform used to provide real-time remote public attendance and observation of meetings.

3.0 Applicability

- This policy applies to all open and public meetings of the City Council at which remote public participation is offered or required under the Brown Act.

4.0 Procedures

In the event of a service disruption during public meetings:

4.1 Response to service disruption

If the Mayor or City Clerk staff become aware of a disruption to the agency's remote access services that prevents the public from attending or observing the meeting remotely:

4.1a The Mayor or City Clerk staff should promptly announce the disruption to the public.

4.1b The Mayor or City Clerk staff may then call a recess of the open session or convene in closed session, in accordance with the Brown Act.

4.1c During the recess, staff shall begin efforts to diagnose and restore remote access services.

4.1d The meeting shall remain in recess for at least one hour or until the service is restored, whichever occurs first. The recess period may be extended if restoration efforts are ongoing.

4.2 Efforts to Restore service

4.2a Staff shall make good faith efforts to restore remote access services, which may include:

- Troubleshooting teleconferencing platforms or software.
- Resetting or replacing audiovisual equipment.
- Attempting alternative connection methods.
- Contacting appropriate support staff or service providers.
- Using back-up equipment or platforms, if available.

4.2b City Clerk staff shall document the restoration efforts undertaken.

4.3 Reconvening the Open Session

4.3a Timing:

The open session may be reconvened after at least one hour of time has passed from the time of disruption or as soon as service has been restored, whichever occurs first.

4.3b If service has been restored:

If the remote access service is restored before or at the time the meeting reconvenes. The meeting will continue as normal.

4.3c If Service is *Not* Restored

If service has not been restored after one hour, the City Council may reconvene and:

1. Adjourn the meeting; or
2. Continue the meeting in open session by adopting, by roll call vote, the following, or a substantially similar finding:

“The City Council has made good faith efforts to restore telephonic or internet service in accordance with its adopted policy, and the public interest in continuing the meeting outweighs the public interest in remote public access.”

3. Upon adoption of the finding, the legislative body may continue the open session even though remote access services have not been restored.

5.0 Responsibility Assignments

- Mayor or City Clerk Staff: Announces disruptions, declares recesses, leads roll call finding and ensures compliance.
- Staff/IT Support: Monitor systems, attempt restoration, provide alternate access when available, and log disruption timelines.
- City Clerk Staff: Document disruptions, findings, and actions taken in the official minutes.

6.0 Documentation and Recordkeeping

6.1 City Clerk Staff must enter a brief statement into the meeting minutes, which include the following:

- The nature and time of the disruption
- Efforts made to restore service
- The time the meeting was reconvened (if applicable)
- Any finding adopted pursuant to section 4.3c(3)

7.0 Review and Updates

The policy may be amended by the City Council at a noticed public meeting during open session.

Senate Bill No. 707

CHAPTER 327

An act to amend Sections 54952.7, 54953, 54953.5, 54953.7, 54954.2, 54954.3, 54956, 54956.5, 54957.6, 54957.9, and 54957.95 of, to amend and repeal Section 54952.2 of, to add Sections 54953.8, 54953.8.1, 54953.8.2, and 54957.96 to, and to add and repeal Sections 54953.4, 54953.8.3, 54953.8.4, 54953.8.5, 54953.8.6, and 54953.8.7 of, the Government Code, relating to local government.

[Approved by Governor October 3, 2025. Filed with Secretary
of State October 3, 2025.]

LEGISLATIVE COUNSEL'S DIGEST

SB 707, Durazo. Open meetings: meeting and teleconference requirements.

(1) Existing law, the Ralph M. Brown Act, requires, with specified exceptions, that all meetings of a legislative body, as defined, of a local agency be open and public and that all persons be permitted to attend and participate.

This bill would, beginning July 1, 2026, and until January 1, 2030, require an eligible legislative body, as defined, to comply with additional meeting requirements, including that, except as specified, all open and public meetings include an opportunity for members of the public to attend via a 2-way telephonic service or a 2-way audiovisual platform, as defined, and that the eligible legislative body take specified actions to encourage residents to participate in public meetings, as specified. The bill would require an eligible legislative body, on or before July 1, 2026, to approve at a noticed public meeting in open session a policy regarding disruption of telephonic or internet services occurring during meetings subject to these provisions, as specified, and would require the eligible legislative body to comply with certain requirements relating to disruption, including for certain disruptions, recessing the open session for at least one hour and making a good faith attempt to restore the service, as specified.

(2) Existing law prohibits a majority of the members of a legislative body, outside a meeting authorized by the act, from using a series of communications of any kind to discuss, deliberate, or take action on any item of business that is within the subject matter jurisdiction of the legislative body. Existing law defines "meetings" for these purposes to mean any congregation of a majority of the members of a legislative body at the same time and location, as specified, to hear, discuss, deliberate, or take action on any item that is within the subject matter jurisdiction of the legislative body. Until January 1, 2026, existing law excepts from the prohibition a member engaging in separate conversations or communications outside of

a meeting with any other person using an internet-based social media platform for specified purposes, provided, among other things, that a majority of the members do not use the internet-based social media platform to discuss among themselves business of a specific nature that is within the subject matter jurisdiction of the legislative body.

This bill would make the above-described exception related to communications on an internet-based social media platform applicable indefinitely.

(3) Existing law requires a legislative body, prior to taking final action, to orally report a summary of a recommendation for a final action on specified forms of compensation for a local agency executive, as defined, during the open meeting in which the final action is to be taken.

This bill would also require the legislative body to make that oral report, as provided above, prior to taking final action on those specified forms of compensation for a department head or other similar administrative officer of the local agency.

(4) Existing law requires a legislative body of a local agency or its designee, at least 72 hours before a regular meeting, to post an agenda that meets specified requirements, including that the agenda contain a brief general description of each item of business to be transacted or discussed at the meeting, as specified.

This bill would, beginning July 1, 2026, and until July 1, 2030, require the agenda for each meeting of an eligible legislative body, as defined, to be translated into all applicable languages. The bill would define “applicable languages” to mean languages, according to data from the most recent American Community Survey, spoken jointly by 20% or more of the applicable population, as specified, provided that 20% or more of the population that speaks that language that in that city or county speaks English less than “very well,” as specified, and except as provided.

Existing law requires every agenda for regular meetings to provide an opportunity for members of the public to directly address the legislative body on any item of interest of the public, as specified. Existing law specifies that the agenda is not required to provide an opportunity for members of the public to address the legislative body on any item that has already been considered by a committee, as specified, except if the item has been substantially changed since the committee heard the item, as determined by the legislative body.

This bill would add certain exceptions to the provision related to an item that has already been considered by a committee, including excepting committees whose primary subject matter jurisdiction focuses on elections, budgets, police oversight, privacy, removing from, or restricting access to, materials available in public libraries, or taxes or related spending proposals, except as specified.

(5) Existing law authorizes a legislative body of a local agency to require a copy of the act to be given to each member of the legislative body and specified persons elected to serve as a member of the legislative body, and authorizes an elected legislative body member to require a copy to be given

to each member of each legislative body all or a majority of whose members are appointed by or under the authority of the elected legislative body.

This bill would instead require a local agency to provide a copy of the act to any person elected or appointed to serve as a member of a legislative body of the local agency.

Existing law authorizes legislative bodies of local agencies to impose requirements upon themselves which allow greater access to their meetings than prescribed by the minimal standards set forth in the act, and authorizes an elected legislative body of a local agency to also impose those requirements on those appointed legislative bodies of the local agency of which all or a majority of the members are appointed by or under the authority of the elected legislative body.

This bill would remove the above-described requirement that members of an appointed legislative body of a local agency must be appointed by or under the authority of the elected legislative body of a local agency in order for the elected legislative body to impose the above-described requirements on the appointed legislative body.

(6) Existing law provides any person attending an open and public meeting of a legislative body of a local agency with the right to record the proceedings with an audio or visual recorder or a still or motion picture camera, as specified.

This bill would remove the reference to an audio or visual recorder or a still or motion picture camera for purposes of recording the proceedings, as described above.

(7) Existing law authorizes a legislative body of a local agency to use teleconferencing, as specified, and requires a legislative body of a local agency that elects to use teleconferencing to comply with specified general requirements, including that the local agency post agendas at all teleconference locations, identify each teleconference location in the notice and agenda of the meeting or proceeding, and have each teleconference location be accessible to the public. Existing law also requires that, during the teleconference, at least a quorum of the members of the legislative body participate from locations within the boundaries of the territory over which the local agency exercises jurisdiction, except as specified.

Existing law authorizes members who are outside the jurisdiction of a health authority, as defined, that conducts a teleconferencing meeting to, notwithstanding the above-described general teleconference provisions, count towards the establishment of a quorum when participating in the teleconference if, among other things, at least 50% of the number of members that would establish a quorum are present within the boundaries of the territory over which the authority exercises jurisdiction.

Existing law authorizes, in certain circumstances, the legislative body of a local agency to use specified alternative teleconferencing which include provisions related to, among others, notice of the means by which members of the public may access the meeting and offer public comment and identifying and including an opportunity for all persons to attend via a call-in option or an internet-based service option. Those circumstances in which

the legislative body of a local agency is authorized to use the alternative teleconferencing provisions include specified circumstances relating to a state of emergency, as defined, and, until January 1, 2026, subject to specified limitations, a member's need to participate remotely due to just cause, defined to include, among other things, a need related to a physical or mental disability, or emergency circumstances, as defined, if certain quorum and disclosure requirements are met.

Existing law also authorizes certain eligible legislative bodies, including neighborhood councils and student body associations and student-run community college organizations to, until January 1, 2026, use alternate teleconferencing if, among other requirements, the city council or board of trustees, as applicable, has adopted an authorizing resolution and $\frac{2}{3}$ of the neighborhood city council or specified student organization, as applicable, votes to use alternate teleconference provisions, as specified.

This bill would revise and recast the above-specified teleconferencing and alternative teleconferencing provisions to uniformly apply certain noticing, disclosure, accessibility, and public commenting provisions. The bill would require a legislative body of a local agency that elects to use teleconferencing pursuant to these alternative teleconferencing provisions to comply with, in addition to any other applicable requirements under the act, specified requirements, including that the legislative body provides at least either 2-way audiovisual platform or 2-way telephonic service and a live webcasting of the meeting as a means by which the public may, among other things, remotely hear and visually observe the meeting, and that a member of the legislative body who participates in a teleconference meeting from a remote location pursuant to these alternative teleconferencing provisions and the specific provision of law that the member relied upon to permit their participation by teleconferencing are listed in the minutes of the meeting. The bill would require a local agency to identify and make available to legislative bodies a list of one or more meeting locations that may be available for use by the legislative bodies to conduct their meetings.

The bill would specify that nothing in the bill's provisions is to be construed to prohibit a member of a legislative body with a disability, as defined, from participating in any meeting of the legislative body by remote participation as a reasonable accommodation pursuant to any applicable law. The bill would apply certain provisions relative to, among other things, quorum establishment to that circumstance.

The bill would instead authorize a health authority, as defined, to conduct a teleconference meeting pursuant to the above-described alternative teleconferencing provisions.

The bill would revise and recast the alternative teleconferencing provisions applicable in a state of emergency, as defined. The bill would also include a local emergency, as defined, as a circumstance in which a legislative body of a local agency is authorized to use the alternative teleconferencing provisions.

The bill would revise and recast the alternative teleconferencing provisions applicable in cases of a member's need to participate remotely due to just

cause or emergency circumstances, as defined, to remove the provision applicable to emergency circumstances, to revise related definitions, including broadening the definition of just cause to include, among other things, a physical or family medical emergency that prevents a member from attending in person, and to require the minutes for a meeting to identify the specific provision of law that each member relied upon to participate remotely, as specified. The bill would extend the authorization to use the alternative teleconferencing provision until January 1, 2030.

The bill would revise and recast the alternative teleconferencing provisions applicable to neighborhood councils and student body associations and student-run community college organizations. In regards to the alternative teleconferencing provisions applicable to student body associations and student-run community college organizations, the bill would exempt the California Online Community College from specified requirements for an in-person quorum, a physical location for public participation, and certain accommodations under the authorization, and remove the ability for a person with a disability that requires certain accommodations to count towards the in-person quorum requirement. The bill would specify that the student body associations and student-run community college organizations described above are those in any community college recognized within the California Community Colleges system, and would extend the authorization to the Student Senate for California Community Colleges. The bill would extend the authorization to use the alternative teleconferencing provisions applicable to neighborhood councils and student body associations and student-run community college organizations until January 1, 2030.

The bill would, until January 1, 2030, also authorize a specified subsidiary body of local agencies to conduct a teleconference meeting pursuant to the above-described alternative teleconferencing provisions, provided that it complies with the requirements for alternative teleconferencing described above and additional requirements, including that the subsidiary body designates one physical meeting location within the boundaries of the legislative body that created the subsidiary body where members of the subsidiary body who are not participating remotely shall be present and members of the public may physically attend, observe, hear, and participate in the meeting, as specified.

The bill would, until January 1, 2030, also authorize specified multijurisdictional bodies of local agencies to conduct a teleconference meeting pursuant to the above-described alternative teleconferencing provisions, provided that it complies with the requirements for alternative teleconferencing described above and additional requirements, including that the eligible multijurisdictional body has adopted a resolution that authorizes the multijurisdictional body to use teleconferencing at a regular meeting in open session.

The bill would specify that these teleconferencing provisions are cumulative, and would authorize a legislative body to elect to use any teleconferencing provisions that are applicable to a meeting, regardless of

whether any other teleconferencing provisions would also be applicable to that meeting.

Existing law defines “teleconference” for purposes of the authorization for a legislative body of a local agency to use teleconferencing to mean a meeting of a legislative body, the members of which are in different locations, connected by electronic means, through either audio or video, or both.

This bill would specify that “teleconference” does not include the attendance of one or more members of a legislative body in a meeting of the body solely by watching or listening via webcasting or any other similar electronic medium that does not permit members to interactively speak, discuss, or deliberate on matters.

(8) Existing law authorizes a special meeting to be called any time by, among other persons, the presiding officer of the legislative body of a local agency, by delivering specified written notices and posting a notice on the local agency’s internet website, if the local agency has one. Existing law requires specified legislative bodies to comply with the internet website posting requirement.

The bill would remove the requirement that only specified legislative bodies comply with the internet website posting requirement, thereby imposing that requirement on all legislative bodies.

(9) Existing law authorizes a legislative body of a local agency to hold an emergency meeting without complying with specified notice and posting requirements in the case of emergency circumstances, as specified, and imposes various requirements under these provisions applicable to either legislative bodies generally or legislative bodies which are a school board.

This bill would remove the school board distinction from the above-described provisions, thereby imposing the same requirements to hold an emergency meeting on all legislative bodies of local agencies.

By imposing additional duties on legislative bodies of local agencies, the bill would impose a state-mandated local program.

(10) Existing law authorizes, in addition to other related specified authorizations, the presiding member of the legislative body conducting a meeting or their designee to remove, or cause the removal of, an individual for disrupting the meeting. Existing law defines “disrupting” for these purposes to mean engaging in behavior during a meeting of a legislative body that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting, as specified.

This bill would specify that a meeting for purposes of that provision includes any teleconferenced meeting. The bill would specify that the existing authority of a legislative body or its presiding officer to remove or limit participation by persons who engage in behavior that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting, as specified, applies to members of the public participating in a meeting via a 2-way telephonic service or a 2-way audiovisual platform, as those terms are defined.

(11) The bill would make other updates to references in the act.

(12) Existing constitutional provisions require that a statute that limits the right of access to the meetings of public bodies or the writings of public officials and agencies be adopted with findings demonstrating the interest protected by the limitation and the need for protecting that interest.

This bill would make legislative findings to that effect.

(13) The California Constitution requires local agencies, for the purpose of ensuring public access to the meetings of public bodies and the writings of public officials and agencies, to comply with a statutory enactment that amends or enacts laws relating to public records or open meetings and contains findings demonstrating that the enactment furthers the constitutional requirements relating to this purpose.

This bill would make legislative findings to that effect.

(14) The bill would include findings that changes proposed by this bill address a matter of statewide concern rather than a municipal affair and, therefore, apply to all cities, including charter cities.

(15) The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement is required by this act for a specified reason.

The people of the State of California do enact as follows:

SECTION 1. Section 54952.2 of the Government Code, as amended by Section 1 of Chapter 89 of the Statutes of 2020, is amended to read:

54952.2. (a) As used in this chapter, “meeting” means any congregation of a majority of the members of a legislative body at the same time and location, including teleconference location as permitted by Section 54953, to hear, discuss, deliberate, or take action on any item that is within the subject matter jurisdiction of the legislative body.

(b) (1) A majority of the members of a legislative body shall not, outside a meeting authorized by this chapter, use a series of communications of any kind, directly or through intermediaries, to discuss, deliberate, or take action on any item of business that is within the subject matter jurisdiction of the legislative body.

(2) Paragraph (1) shall not be construed as preventing an employee or official of a local agency, from engaging in separate conversations or communications outside of a meeting authorized by this chapter with members of a legislative body in order to answer questions or provide information regarding a matter that is within the subject matter jurisdiction of the local agency, if that person does not communicate to members of the legislative body the comments or position of any other member or members of the legislative body.

(3) (A) Paragraph (1) shall not be construed as preventing a member of the legislative body from engaging in separate conversations or communications on an internet-based social media platform to answer

questions, provide information to the public, or to solicit information from the public regarding a matter that is within the subject matter jurisdiction of the legislative body provided that a majority of the members of the legislative body do not use the internet-based social media platform to discuss among themselves business of a specific nature that is within the subject matter jurisdiction of the legislative body. A member of the legislative body shall not respond directly to any communication on an internet-based social media platform regarding a matter that is within the subject matter jurisdiction of the legislative body that is made, posted, or shared by any other member of the legislative body.

(B) For purposes of this paragraph, all of the following definitions shall apply:

(i) “Discuss among themselves” means communications made, posted, or shared on an internet-based social media platform between members of a legislative body, including comments or use of digital icons that express reactions to communications made by other members of the legislative body.

(ii) “Internet-based social media platform” means an online service that is open and accessible to the public.

(iii) “Open and accessible to the public” means that members of the general public have the ability to access and participate, free of charge, in the social media platform without the approval by the social media platform or a person or entity other than the social media platform, including any forum and chatroom, and cannot be blocked from doing so, except when the internet-based social media platform determines that an individual violated its protocols or rules.

(c) Nothing in this section shall impose the requirements of this chapter upon any of the following:

(1) Individual contacts or conversations between a member of a legislative body and any other person that do not violate subdivision (b).

(2) The attendance of a majority of the members of a legislative body at a conference or similar gathering open to the public that involves a discussion of issues of general interest to the public or to public agencies of the type represented by the legislative body, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled program, business of a specified nature that is within the subject matter jurisdiction of the local agency. Nothing in this paragraph is intended to allow members of the public free admission to a conference or similar gathering at which the organizers have required other participants or registrants to pay fees or charges as a condition of attendance.

(3) The attendance of a majority of the members of a legislative body at an open and publicized meeting organized to address a topic of local community concern by a person or organization other than the local agency, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled program, business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.

(4) The attendance of a majority of the members of a legislative body at an open and noticed meeting of another body of the local agency, or at an open and noticed meeting of a legislative body of another local agency, provided that a majority of the members do not discuss among themselves, other than as part of the scheduled meeting, business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.

(5) The attendance of a majority of the members of a legislative body at a purely social or ceremonial occasion, provided that a majority of the members do not discuss among themselves business of a specific nature that is within the subject matter jurisdiction of the legislative body of the local agency.

(6) The attendance of a majority of the members of a legislative body at an open and noticed meeting of a standing committee of that body, provided that the members of the legislative body who are not members of the standing committee attend only as observers.

SEC. 2. Section 54952.2 of the Government Code, as added by Section 2 of Chapter 89 of the Statutes of 2020, is repealed.

SEC. 3. Section 54952.7 of the Government Code is amended to read:

54952.7. A local agency shall provide a copy of this chapter to any person elected or appointed to serve as a member of a legislative body of the local agency.

SEC. 4. Section 54953 of the Government Code, as amended by Section 2 of Chapter 534 of the Statutes of 2023, is amended to read:

54953. (a) All meetings of the legislative body of a local agency shall be open and public, and all persons shall be permitted to attend any meeting of the legislative body of a local agency, except as otherwise provided in this chapter.

(b) (1) Notwithstanding any other provision of law, the legislative body of a local agency may use teleconferencing for the benefit of the public and the legislative body of a local agency in connection with any meeting or proceeding authorized by law. The teleconferenced meeting or proceeding shall comply with all otherwise applicable requirements of this chapter and all otherwise applicable provisions of law relating to a specific type of meeting or proceeding.

(2) Teleconferencing, as authorized by this section, may be used for all purposes in connection with any meeting within the subject matter jurisdiction of the legislative body. If the legislative body of a local agency elects to use teleconferencing, the legislative body of a local agency shall comply with all of the following:

(A) All votes taken during a teleconferenced meeting shall be by rollcall.

(B) The teleconferenced meetings shall be conducted in a manner that protects the statutory and constitutional rights of the parties or the public appearing before the legislative body of a local agency.

(C) The legislative body shall give notice of the meeting and post agendas as otherwise required by this chapter.

(D) The legislative body shall allow members of the public to access the meeting and the agenda shall provide an opportunity for members of the public to address the legislative body directly pursuant to Section 54954.3.

(3) If the legislative body of a local agency elects to use teleconferencing, it shall post agendas at all teleconference locations. Each teleconference location shall be identified in the notice and agenda of the meeting or proceeding, and each teleconference location shall be accessible to the public. During the teleconference, at least a quorum of the members of the legislative body shall participate from locations within the boundaries of the territory over which the local agency exercises jurisdiction, except as expressly provided in this chapter.

(4) The teleconferencing requirements of this subdivision shall not apply to remote participation described in subdivision (c).

(c) (1) Nothing in this chapter shall be construed to prohibit a member of a legislative body with a disability from participating in any meeting of the legislative body by remote participation as a reasonable accommodation pursuant to any applicable law.

(2) A member of a legislative body participating in a meeting by remote participation pursuant to this subdivision shall do both of the following:

(A) The member shall participate through both audio and visual technology, except that any member with a disability, as defined in Section 12102 of Title 42 of the United States Code, may participate only through audio technology if a physical condition related to their disability results in a need to participate off camera.

(B) The member shall disclose at the meeting before any action is taken, whether any other individuals 18 years of age or older are present in the room at the remote location with the member, and the general nature of the member's relationship with any of those individuals.

(3) Remote participation under this subdivision shall be treated as in-person attendance at the physical meeting location for all purposes, including any requirement that a quorum of the legislative body participate from any particular location. The provisions of subdivision (b) and Sections 54953.8 to 54953.8.7, inclusive, shall not apply to remote participation under this subdivision.

(d) (1) No legislative body shall take action by secret ballot, whether preliminary or final.

(2) The legislative body of a local agency shall publicly report any action taken and the vote or abstention on that action of each member present for the action.

(3) (A) Prior to taking final action, the legislative body shall orally report a summary of a recommendation for a final action on the salaries, salary schedules, or compensation paid in the form of fringe benefits of either of the following during the open meeting in which the final action is to be taken:

(i) A local agency executive, as defined in subdivision (d) of Section 3511.1.

(ii) A department head or other similar administrative officer of the local agency.

(B) This paragraph shall not affect the public’s right under the California Public Records Act (Division 10 (commencing with Section 7920.000) of Title 1) to inspect or copy records created or received in the process of developing the recommendation.

(e) For purposes of this section, both of the following definitions apply:

(1) “Disability” means a physical disability or a mental disability as those terms are defined in Section 12926 and used in Section 12926.1, or a disability as defined in Section 12102 of Title 42 of the United States Code.

(2) (A) “Teleconference” means a meeting of a legislative body, the members of which are in different locations, connected by electronic means, through either audio or video, or both.

(B) Notwithstanding subparagraph (A), “teleconference” does not include one or more members watching or listening to a meeting via webcasting or any other similar electronic medium that does not permit members to interactively speak, discuss, or deliberate on matters.

(3) “Remote participation” means participation in a meeting by teleconference at a location other than any physical meeting location designated in the notice of the meeting.

SEC. 5. Section 54953.4 is added to the Government Code, to read:

54953.4. (a) The Legislature finds and declares that public access, including through translation of agendas as required by this section, is necessary for an informed populace. The Legislature encourages local agencies to adopt public access requirements that exceed the requirements of this chapter by translating additional languages, employing human translators, and conducting additional outreach.

(b) (1) In addition to any other applicable requirements of this chapter, a meeting held by a eligible legislative body pursuant to this chapter shall comply with both of the following requirements:

(A) (i) (I) (ia) All open and public meetings shall include an opportunity for members of the public to attend via a two-way telephonic service or a two-way audiovisual platform, except if adequate telephonic or internet service is not operational at the meeting location. If adequate telephonic or internet service is operational at the meeting location during only a portion of the meeting, the legislative body shall include an opportunity for members of the public to attend via a two-way telephonic service or a two-way audiovisual platform during that portion of the meeting.

(ib) (Ia) On or before July 1, 2026, an eligible legislative body shall approve at a noticed public meeting in open session, not on the consent calendar, a policy regarding disruption of telephonic or internet service occurring during meetings subject to this sub-subclause. The policy shall address the procedures for recessing and reconvening a meeting in the event of disruption and the efforts that the eligible legislative body shall make to attempt to restore the service.

(Ib) If a disruption of telephonic or internet service that prevents members of the public from attending or observing the meeting via the two-way

telephonic service or two-way audiovisual platform occurs during the meeting, the eligible legislative body shall recess the open session of the meeting for at least one hour and make a good faith attempt to restore the service. The eligible legislative body may meet in closed session during this period. The eligible legislative body shall not reconvene the open session of the meeting until at least one hour following the disruption, or until telephonic or internet service is restored, whichever is earlier.

(Ic) Upon reconvening the open session, if telephonic or internet service has not been restored, the eligible legislative body shall adopt a finding by rollcall vote that good faith efforts to restore the telephonic or internet service have been made in accordance with the policy adopted pursuant to sub-sub-subclause (Ia) and that the public interest in continuing the meeting outweighs the public interest in remote public access.

(II) Subclause (I) does not apply to a meeting that is held to do any of the following:

(ia) Attend a judicial or administrative proceeding to which the local agency is a party.

(ib) Inspect real or personal property provided that the topic of the meeting is limited to items directly related to the real or personal property.

(ic) Meet with elected or appointed officials of the United States or the State of California, solely to discuss a legislative or regulatory issue affecting the local agency and over which the federal or state officials have jurisdiction.

(id) Meet in or nearby a facility owned by the agency, provided that the topic of the meeting is limited to items directly related to the facility.

(ie) Meet in an emergency situation pursuant to Section 54956.5.

(ii) If an eligible legislative body elects to provide a two-way audiovisual platform, the eligible legislative body shall publicly post and provide a call-in option, and activate any automatic captioning function during the meeting if an automatic captioning function is included with the two-way audiovisual platform. If an eligible legislative body does not elect to provide a two-way audiovisual platform, the eligible legislative body shall provide a two-way telephonic service for the public to participate in the meeting, pursuant to subclause (I).

(B) (i) All open and public meetings for which attendance via a two-way telephonic service or a two-way audiovisual platform is provided in accordance with paragraph (1) shall provide the public with an opportunity to provide public comment in accordance with Section 54954.3 via the two-way telephonic or two-way audiovisual platform, and ensure the opportunity for the members of the public participating via a two-way telephonic or two-way audiovisual platform to provide public comment with the same time allotment as a person attending a meeting in person.

(2) (A) An eligible legislative body shall reasonably assist members of the public who wish to translate a public meeting into any language or wish to receive interpretation provided by another member of the public, so long as the interpretation is not disrupting to the meeting, as defined in Section 54957.95. The eligible legislative body shall publicize instructions on how

to request assistance under this subdivision. Assistance may include any of the following, as determined by the eligible legislative body:

- (i) Arranging space for one or more interpreters at the meeting location.
- (ii) Allowing extra time during the meeting for interpretation to occur.
- (iii) Ensuring participants may utilize their personal equipment or reasonably access facilities for participants to access commercially available interpretation services.

(B) This section does not require an eligible legislative body to provide interpretation of any public meeting, however, an eligible legislative body may elect to provide interpretation of any public meeting.

(C) The eligible legislative body is not responsible for the content or accuracy of any interpretation facilitated, assisted with, or provided under this subdivision. An action shall not be commenced or maintained against the eligible legislative body arising from the content or accuracy of any interpretation facilitated, assisted with, or provided under this subdivision.

(3) An eligible legislative body shall take the following actions to encourage residents, including those in underrepresented communities and non-English-speaking communities, to participate in public meetings:

(A) Have in place a system for electronically accepting and fulfilling requests for meeting agendas and documents pursuant to Section 54954.1 through email or through an integrated agenda management platform. Information about how to make a request using this system shall be accessible through a prominent direct link posted on the primary internet website home page of the eligible legislative body.

(B) (i) Create and maintain an accessible internet webpage dedicated to public meetings that includes, or provides a link to, all of the following information:

(I) A general explanation of the public meeting process for the eligible legislative body.

(II) An explanation of the procedures for a member of the public to provide in-person or remote oral public comment during a public meeting or to submit written public comment.

(III) A calendar of all public meeting dates with calendar listings that include the date, time, and location of each public meeting.

(IV) The agenda posted online pursuant to paragraph (2) of subdivision (a) of Section 54954.2.

(ii) The eligible legislative body shall include a link to the webpage required by subparagraph (A) on the home page of the eligible legislative body's internet website.

(C) (i) Make reasonable efforts, as determined by the legislative body, to invite groups that do not traditionally participate in public meetings to attend those meetings, which may include, but are not limited to, all the following:

(I) Media organizations that provide news coverage in the jurisdiction of the eligible legislative body, including media organizations that serve non-English-speaking communities.

(II) Good government, civil rights, civic engagement, neighborhood, and community group organizations, or similar organizations that are active in the jurisdiction of the eligible legislative body, including organizations active in non-English-speaking communities.

(ii) Legislative bodies shall have broad discretion in the choice of reasonable efforts they make under this subparagraph. No action shall be commenced or maintained against an eligible legislative body arising from failing to provide public meeting information to any specific group pursuant to this subparagraph.

(c) (1) (A) The agenda for each meeting of an eligible legislative body shall be translated into all applicable languages, and each translation shall be posted in accordance with Section 54954.2. Each translation shall include instructions in the applicable language describing how to join the meeting by the telephonic or internet-based service option, including any requirements for registration for public comment.

(B) The accessible internet webpage provided under subparagraph (B) of paragraph (3) of subdivision (b) shall be translated into all applicable languages, and each translation shall be accessible through a prominent direct link posted on the primary internet website home page of the eligible legislative body.

(2) A translation made using a digital translation service shall satisfy the requirements of paragraph (1).

(3) The eligible legislative body shall make available a physical location that is freely accessible to the public in reasonable proximity to the physical location in which the agenda and translations are posted as described in paragraph (1), and shall allow members of the public to post additional translations of the agenda in that location.

(4) The eligible legislative body is not responsible for the content or accuracy of any translation provided pursuant to this subdivision. No action shall be commenced or maintained against an eligible legislative body arising from the content, accuracy, posting, or removal of any translation provided by the eligible legislative body or posted by any person pursuant to this subdivision.

(5) For the purposes of this section, the agenda does not include the entire agenda packet.

(d) This section shall not be construed to affect or supersede any other applicable civil rights, nondiscrimination, or public access laws.

(e) For purposes of this section, all of the following definitions apply:

(1) (A) “Applicable languages” means languages, according to data from the most recent American Community Survey, spoken jointly by 20 percent or more of the applicable population, provided that 20 percent or more of the population that speaks that language in that city or county speaks English less than “very well.”

(B) For the purposes of subparagraph (A), the applicable population shall be determined as follows:

(i) For an eligible legislative body that is a city council or county board of supervisors, the applicable population shall be the population of the city or county.

(ii) For an eligible legislative body of a special district, the applicable population shall be either of the following, at the discretion of the board of directors of the special district:

(I) The population of the county with the greatest population within the boundaries of the special district.

(II) The population of the service area of the special district, if the special district has the data to determine what languages spoken by the population within its service area meet the requirements of paragraph (A).

(C) If more than three languages meet the criteria set forth in subparagraph (A), “applicable languages” shall mean the three languages described in subparagraph (A) that are spoken by the largest percentage of the population.

(D) An eligible legislative body may elect to determine the applicable languages based upon a source other than the most recent American Community Survey if it makes a finding, based upon substantial evidence, that the other source provides equally or more reliable data for the territory over which the eligible legislative body exercises jurisdiction.

(2) “Eligible legislative body” means any of the following:

(A) A city council of a city with a population of 30,000 or more.

(B) A county board of supervisors of a county, or city and county, with a population of 30,000 or more.

(C) A city council of a city located in a county with a population of 600,000 or more.

(D) The board of directors of a special district that has an internet website and meets any of the following conditions:

(i) The boundaries of the special district include the entirety of a county with a population of 600,000 or more, and the special district has over 200 full-time equivalent employees.

(ii) The special district has over 1,000 full-time equivalent employees.

(iii) The special district has annual revenues, based on the most recent Financial Transaction Report data published by the California State Controller, that exceed four hundred million dollars (\$400,000,000), adjusted annually for inflation commencing January 1, 2027, as measured by the percentage change in the California Consumer Price Index from January 1 of the prior year to January 1 of the current year, and the special district employs over 200 full-time equivalent employees.

(3) “Two-way audiovisual platform” means an online platform that provides participants with the ability to participate in a meeting via both an interactive video conference and a two-way telephonic service.

(4) “Two-way telephonic service” means a telephone service that does not require internet access and allows participants to dial a telephone number to listen and verbally participate.

(f) This section shall become operative on July 1, 2026.

(g) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 6. Section 54953.5 of the Government Code is amended to read:

54953.5. (a) Any person attending an open and public meeting of a legislative body of a local agency shall have the right to record the proceedings in the absence of a reasonable finding by the legislative body of the local agency that the recording cannot continue without noise, illumination, or obstruction of view that constitutes, or would constitute, a persistent disruption of the proceedings.

(b) Any recording of an open and public meeting made for whatever purpose by or at the direction of the local agency shall be subject to inspection pursuant to the California Public Records Act (Division 10 (commencing with Section 7920.000) of Title 1), but, notwithstanding Section 34090, may be erased or destroyed 30 days after the recording. Any inspection of an audio or video recording shall be provided without charge on equipment made available by the local agency.

SEC. 7. Section 54953.7 of the Government Code is amended to read:

54953.7. Notwithstanding any other provision of law, legislative bodies of local agencies may impose requirements upon themselves which allow greater access to their meetings than prescribed by the minimal standards set forth in this chapter. In addition thereto, an elected legislative body of a local agency may impose those requirements on appointed legislative bodies of the local agency.

SEC. 8. Section 54953.8 is added to the Government Code, to read:

54953.8. (a) The legislative body of a local agency may use teleconferencing as authorized by subdivision (b) of Section 54953 without complying with the requirements of paragraph (3) of subdivision (b) of Section 54953 in any of the circumstances described in Sections 54953.8.1 to 54953.8.7, inclusive.

(b) A legislative body that holds a teleconference meeting pursuant to this section shall, in addition to any other applicable requirements of this chapter, comply with all of the following:

(1) The legislative body shall provide at least one of the following as a means by which the public may remotely hear and visually observe the meeting, and remotely address the legislative body:

(A) A two-way audiovisual platform.

(B) A two-way telephonic service and a live webcasting of the meeting.

(2) In each instance in which notice of the time of the teleconference meeting held pursuant to this section is otherwise given or the agenda for the meeting is otherwise posted, the legislative body shall also give notice of the means by which members of the public may access the meeting and offer public comment. The agenda shall identify and include an opportunity for all persons to attend via a call-in option or an internet-based service option.

(3) In the event of a disruption that prevents the legislative body from broadcasting the meeting to members of the public using the call-in option or internet-based service option, or in the event of a disruption within the

local agency's control that prevents members of the public from offering public comments using the call-in option or internet-based service option, the legislative body shall take no further action on items appearing on the meeting agenda until public access to the meeting via the call-in option or internet-based service option is restored. Actions taken on agenda items during a disruption that prevents the legislative body from broadcasting the meeting may be challenged pursuant to Section 54960.1.

(4) The legislative body shall not require public comments to be submitted in advance of the meeting and must provide an opportunity for the public to address the legislative body and offer comment in real time.

(5) Notwithstanding Section 54953.3, an individual desiring to provide public comment through the use of an internet website, or other online platform, not under the control of the local legislative body, that requires registration to log in to a teleconference may be required to register as required by the third-party internet website or online platform to participate.

(6) (A) A legislative body that provides a timed public comment period for each agenda item shall not close the public comment period for the agenda item, or the opportunity to register, pursuant to paragraph (5), to provide public comment until that timed public comment period has elapsed.

(B) A legislative body that does not provide a timed public comment period, but takes public comment separately on each agenda item, shall allow a reasonable amount of time per agenda item to allow public members the opportunity to provide public comment, including time for members of the public to register pursuant to paragraph (5), or otherwise be recognized for the purpose of providing public comment.

(C) A legislative body that provides a timed general public comment period that does not correspond to a specific agenda item shall not close the public comment period or the opportunity to register, pursuant to paragraph (5), until the timed general public comment period has elapsed.

(7) Any member of the legislative body who participates in a teleconference meeting from a remote location pursuant to this section and the specific provision of law that the member relied upon to permit their participation by teleconferencing shall be listed in the minutes of the meeting.

(8) The legislative body shall have and implement a procedure for receiving and swiftly resolving requests for reasonable accommodation for individuals with disabilities, consistent with the federal Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and resolving any doubt in favor of accessibility. In each instance in which notice of the time of the meeting is otherwise given or the agenda for the meeting is otherwise posted, the legislative body shall also give notice of the procedure for receiving and resolving requests for accommodation.

(9) The legislative body shall conduct meetings subject to this chapter consistent with applicable civil rights and nondiscrimination laws.

(c) A local agency shall identify and make available to legislative bodies a list of one or more meeting locations that may be available for use by the legislative bodies to conduct their meetings.

(d) (1) Nothing in this section shall prohibit a legislative body from providing the public with additional teleconference locations.

(2) Nothing in this section shall prohibit a legislative body from providing the public with additional physical locations in which the public may observe and address the legislative body by electronic means.

(e) A member of a legislative body who participates in a teleconference meeting from a remote location pursuant to this section shall publicly disclose at the meeting before any action is taken whether any other individuals 18 years of age or older are present in the room at the remote location with the member, and the general nature of the member's relationship with those individuals.

(f) The teleconferencing provisions described in Section 54953 and Sections 54953.8.1 to 54953.8.7, inclusive, are cumulative. A legislative body may elect to use any teleconferencing provisions that are applicable to a meeting, regardless of whether any other teleconferencing provisions would also be applicable to that meeting.

(g) For purposes of this section, the following definitions apply:

(1) "Remote location" means a location from which a member of a legislative body participates in a meeting pursuant to paragraph (7) of subdivision (b), other than any physical meeting location designated in the notice of the meeting. Remote locations need not be accessible to the public.

(2) "Teleconference" means a meeting of a legislative body, the members of which are in different locations, connected by electronic means, through either audio or video, or both.

(3) "Two-way audiovisual platform" means an online platform that provides participants with the ability to participate in a meeting via both an interactive video conference and a two-way telephonic service. A two-way audiovisual platform may be structured to disable the use of video for the public participants.

(4) "Two-way telephonic service" means a telephone service that does not require internet access and allows participants to dial a telephone number to listen and verbally participate.

(5) "Webcasting" means a streaming video broadcast online or on television, using streaming media technology to distribute a single content source to many simultaneous listeners and viewers.

SEC. 9. Section 54953.8.1 is added to the Government Code, to read:

54953.8.1. (a) A health authority may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section.

(b) Nothing in this section or Section 54953.8 shall be construed as discouraging health authority members from regularly meeting at a common physical site within the jurisdiction of the authority or from using teleconference locations within or near the jurisdiction of the authority.

(c) For purposes of this section, a health authority means any entity created pursuant to Sections 14018.7, 14087.31, 14087.35, 14087.36, 14087.38, and 14087.9605 of the Welfare and Institutions Code, any joint powers authority created pursuant to Article 1 (commencing with Section

6500) of Chapter 5 of Division 7 for the purpose of contracting pursuant to Section 14087.3 of the Welfare and Institutions Code, and any advisory committee to a county-sponsored health plan licensed pursuant to Chapter 2.2 (commencing with Section 1340) of Division 2 of the Health and Safety Code if the advisory committee has 12 or more members.

SEC. 10. Section 54953.8.2 is added to the Government Code, to read:

54953.8.2. (a) A legislative body of a local agency may conduct a teleconference meeting pursuant to Section 54953.8 during a proclaimed state of emergency or local emergency, provided that it complies with the requirements of that section and the teleconferencing is used in either of the following circumstances:

(1) For the purpose of determining, by majority vote, whether as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.

(2) After a determination described in paragraph (1) is made that, as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.

(b) If the state of emergency or local emergency remains active, in order to continue to teleconference pursuant to this section, the legislative body shall, no later than 45 days after teleconferencing for the first time pursuant to this section, and every 45 days thereafter, make the following findings by majority vote:

(1) The legislative body has reconsidered the circumstances of the state of emergency or local emergency.

(2) The state of emergency or local emergency continues to directly impact the ability of the members to meet safely in person.

(c) This section shall not be construed to require the legislative body to provide a physical location from which the public may attend or comment.

(d) Notwithstanding paragraph (1) of subdivision (b) of Section 54953.8, a legislative body conducting a teleconference meeting pursuant to this section may elect to use a two-way telephonic service without a live webcasting of the meeting.

(e) For purposes of this section, the following definitions apply:

(1) "Local emergency" means a condition of extreme peril to persons or property proclaimed by the governing body of the local agency affected, in accordance with Section 8630 of the California Emergency Services Act (Chapter 7 (commencing with Section 8550) of Division 1 of Title 2), as defined in Section 8680.9, or a local health emergency declared pursuant to Section 101080 of the Health and Safety Code. Local emergency, as used in this section, refers only to local emergencies in the boundaries of the territory over which the local agency exercises jurisdiction.

(2) "State of emergency" means state of emergency proclaimed pursuant to Section 8625 of the California Emergency Services Act (Chapter 7 (commencing with Section 8550) of Division 1 of Title 2).

SEC. 11. Section 54953.8.3 is added to the Government Code, to read:

54953.8.3. (a) A legislative body of a local agency may conduct a teleconference meeting pursuant to Section 54953.8 if, during the

teleconference meeting, at least a quorum of the members of the legislative body participates in person from a singular physical location clearly identified on the agenda, which location shall be open to the public and situated within the boundaries of the territory over which the local agency exercises jurisdiction, provided that the legislative body complies with the requirements of Section 54953.8 and all of the following additional requirements:

(1) A member of the legislative body notifies the legislative body at the earliest opportunity possible, including at the start of a regular meeting, of their need to participate remotely for just cause, including a general description of the circumstances relating to their need to appear remotely at the given meeting.

(2) The member shall participate through both audio and visual technology.

(3) (A) The provisions of this subdivision shall not serve as a means for any member of a legislative body to participate in meetings of the legislative body solely by teleconference from a remote location for just cause for more than the following number of meetings, as applicable:

(i) Two meetings per year, if the legislative body regularly meets once per month or less.

(ii) Five meetings per year, if the legislative body regularly meets twice per month.

(iii) Seven meetings per year, if the legislative body regularly meets three or more times per month.

(B) For the purpose of counting meetings attended by teleconference under this paragraph, a “meeting” shall be defined as any number of meetings of the legislative body of a local agency that begin on the same calendar day.

(b) The minutes for the meeting shall identify the specific provision in subdivision (c) that each member relied upon to participate remotely. This subdivision shall not be construed to require the member to disclose any medical diagnosis or disability, or any personal medical information that is otherwise exempt under existing law, including, but not limited to, the Confidentiality of Medical Information Act (Chapter 1 (commencing with Section 56) of Part 2.6 of Division 1 of the Civil Code).

(c) For purposes of this section, “just cause” means any of the following:

(1) Childcare or caregiving need of a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner that requires them to participate remotely. “Child,” “parent,” “grandparent,” “grandchild,” and “sibling” have the same meaning as those terms do in Section 12945.2.

(2) A contagious illness that prevents a member from attending in person.

(3) A need related to a physical or mental condition that is not subject to subdivision (c) of Section 54953.

(4) Travel while on official business of the legislative body or another state or local agency.

(5) An immunocompromised child, parent, grandparent, grandchild, sibling, spouse, or domestic partner of the member that requires the member to participate remotely.

(6) A physical or family medical emergency that prevents a member from attending in person.

(7) Military service obligations that result in a member being unable to attend in person because they are serving under official written orders for active duty, drill, annual training, or any other duty required as a member of the California National Guard or a United States Military Reserve organization that requires the member to be at least 50 miles outside the boundaries of the local agency.

(d) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 12. Section 54953.8.4 is added to the Government Code, to read:

54953.8.4. (a) An eligible neighborhood council may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section and all of the following have occurred:

(1) (A) The city council for a city described in paragraph (2) of subdivision (b) considers whether to adopt a resolution to authorize eligible neighborhood councils to use teleconferencing as described in this section at an open and regular meeting.

(B) If the city council adopts a resolution described in subparagraph (A), an eligible neighborhood council may elect to use teleconferencing pursuant to this section if a majority of the eligible neighborhood council votes to do so. The eligible neighborhood council shall notify the city council if it elects to use teleconferencing pursuant to this section and its justification for doing so.

(C) Upon receiving notification from an eligible neighborhood council described in subparagraph (B), the city council may adopt a resolution to prohibit the eligible neighborhood council from using teleconferencing pursuant to this section.

(2) After completing the requirements of subparagraph (A) of paragraph (1), an eligible neighborhood council that holds a meeting pursuant to this subdivision shall do all of the following:

(A) At least a quorum of the members of the eligible neighborhood council shall participate from locations within the boundaries of the city in which the eligible neighborhood council is established.

(B) At least once per year, at least a quorum of the members of the eligible neighborhood council shall participate in person from a singular physical location that is open to the public and within the boundaries of the eligible neighborhood council.

(3) If the meeting is during regular business hours of the offices of the city council member that represents the area that includes the eligible neighborhood council, the eligible neighborhood council shall provide a publicly accessible physical location from which the public may attend or comment, which shall be the offices of the city council member who

represents the area where the eligible neighborhood council is located, unless the eligible neighborhood council identifies an alternative location.

(4) If the meeting is outside regular business hours, the eligible neighborhood council shall make reasonable efforts to accommodate any member of the public that requests an accommodation to participate in the meeting.

(b) For purposes of this section, the following definitions apply:

(1) “Accommodation” means providing a publicly accessible physical location for the member of the public to participate from, providing access to technology necessary to participate in the meeting, or identifying locations or resources available that could provide the member of the public with an opportunity to participate in the meeting.

(2) “Eligible neighborhood council” means a neighborhood council that is an advisory body with the purpose to promote more citizen participation in government and make government more responsive to local needs that is established pursuant to the charter of a city with a population of more than 3,000,000 people that is subject to this chapter.

(c) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 13. Section 54953.8.5 is added to the Government Code, to read:

54953.8.5. (a) An eligible community college student organization may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section and all of the following additional requirements:

(1) An eligible community college student organization may only use teleconferencing as described in Section 54953.8 after all the following have occurred:

(A) The board of trustees for a community college district considers whether to adopt a resolution to authorize eligible community college student organizations to use teleconferencing as described in this section at an open and regular meeting.

(B) If the board of trustees for a community college district adopts a resolution described in subparagraph (A), an eligible community college student organization may elect to use teleconferencing pursuant to this section if a majority of the eligible community college student organization votes to do so. The eligible community college student organization shall notify the board of trustees if it elects to use teleconferencing pursuant to this section and its justification for doing so.

(C) Upon receiving notification from an eligible community college student organization as described in subparagraph (B), the board of trustees may adopt a resolution to prohibit the eligible community college student organization from using teleconferencing pursuant to this section.

(D) (i) Except as specified in clause (ii), at least a quorum of the members of the eligible community college student organization shall participate from a singular physical location that is accessible to the public and is within the community college district in which the eligible community college student organization is established.

(ii) The requirements described in clause (i) shall not apply to the California Online Community College.

(iii) Notwithstanding the requirements of clause (i), a person may count toward the establishment of a quorum pursuant to clause (i) regardless of whether the person is participating at the in-person location of the meeting or remotely if the person meets any of the following criteria:

(I) The person is under 18 years of age.

(II) The person is incarcerated.

(III) The person is unable to disclose the location that they are participating from because of either of the following circumstances:

(ia) The person has been issued a protective court order, including, but not limited to, a domestic violence restraining order.

(ib) The person is participating in a program that has to remain confidential, including, but not limited to, an independent living program.

(IV) The person provides childcare or caregiving to a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner that requires them to participate remotely. For purposes of this subclause, “child,” “parent,” “grandparent,” “grandchild,” and “sibling” have the same meaning as those terms are defined in Section 12945.2.

(2) An eligible community college student organization that holds a meeting by teleconference as described in Section 54953.8 shall do the following, as applicable:

(A) (i) Except as specified in subparagraph (B), if the meeting is during regular business hours of the offices of the board of trustees of the community college district, the eligible community college student organization shall provide a publicly accessible physical location from which the public may attend or comment, which shall be the offices of the board of trustees of the community college district, unless the eligible community college student organization identifies an alternative location.

(ii) Except as specified in subparagraph (B), if the meeting is outside regular business hours, the eligible community college student organization shall make reasonable efforts to accommodate any member of the public that requests an accommodation to participate in the meeting. For the purposes of this subparagraph, “accommodation” means providing a publicly accessible physical location for the member of the public to participate from, providing access to technology necessary to participate in the meeting, or identifying locations or resources available that could provide the member of the public with an opportunity to participate in the meeting.

(B) The requirements described in subparagraph (A) shall not apply to the California Online Community College.

(b) For purposes of this section, “eligible community college student organization” means a student body association organized pursuant to Section 76060 of the Education Code, or any other student-run community college organization that is required to comply with the meeting requirements of this chapter, that is in any community college recognized within the California Community Colleges system and includes the Student Senate for California Community Colleges.

(c) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 14. Section 54953.8.6 is added to the Government Code, to read:

54953.8.6. (a) An eligible subsidiary body may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section and all of the following additional requirements:

(1) The eligible subsidiary body shall designate one physical meeting location within the boundaries of the legislative body that created the eligible subsidiary body where members of the subsidiary body who are not participating remotely shall be present and members of the public may physically attend, observe, hear, and participate in the meeting. At least one staff member of the eligible subsidiary body or the legislative body that created the eligible subsidiary body shall be present at the physical meeting location during the meeting. The eligible subsidiary body shall post the agenda at the physical meeting location, but need not post the agenda at a remote location.

(2) (A) A member of the eligible subsidiary body shall visibly appear on camera during the open portion of a meeting that is publicly accessible via the internet or other online platform, except if the member has a physical or mental condition not subject to subdivision (c) of Section 54953 that results in a need to participate off camera.

(B) The visual appearance of a member of the eligible subsidiary body on camera may cease only when the appearance would be technologically infeasible, including, but not limited to, when the member experiences a lack of reliable broadband or internet connectivity that would be remedied by joining without video.

(C) If a member of the eligible subsidiary body does not appear on camera due to challenges with internet connectivity, the member shall announce the reason for their nonappearance prior to turning off their camera.

(3) An elected official serving as a member of an eligible subsidiary body in their official capacity shall not participate in a meeting of the eligible subsidiary body by teleconferencing pursuant to this section unless the use of teleconferencing complies with the requirements of paragraph (3) of subdivision (b) of Section 54953.

(4) (A) In order to use teleconferencing pursuant to this section, the legislative body that established the eligible subsidiary body by charter, ordinance, resolution, or other formal action shall make the following findings by majority vote before the eligible subsidiary body uses teleconferencing pursuant to this section for the first time, and every six months thereafter:

(i) The legislative body has considered the circumstances of the eligible subsidiary body.

(ii) Teleconference meetings of the eligible subsidiary body would enhance public access to meetings of the eligible subsidiary body, and the public has been made aware of the type of remote participation, including audio-visual or telephonic, that will be made available at a regularly scheduled meeting and has been provided the opportunity to comment at

an in-person meeting of the legislative body authorizing the subsidiary body to meet entirely remotely.

(iii) Teleconference meetings of the eligible subsidiary body would promote the attraction, retention, and diversity of eligible subsidiary body members.

(B) (i) An eligible subsidiary body authorized to use teleconferencing pursuant to this section may request to present any recommendations it develops to the legislative body that created it.

(ii) Upon receiving a request described in clause (i), the legislative body that created the subsidiary body shall hold a discussion at a regular meeting held within 60 days after the legislative body receives the request, or if the legislative body does not have another regular meeting scheduled within 60 days after the legislative body receives the request, at the next regular meeting after the request is received.

(iii) The discussion required by clause (ii) shall not be placed on a consent calendar, but may be combined with the legislative body's subsequent consideration of the findings described in subparagraph (A) for the following 12 months.

(iv) The legislative body shall not take any action on any recommendations included in the report of a subsidiary body until the next regular meeting of the legislative body following the discussion described in clause (ii).

(C) After the legislative body makes the findings described in subparagraph (A), the eligible subsidiary body shall approve the use of teleconferencing by majority vote before using teleconference pursuant to this section.

(D) The legislative body that created the eligible subsidiary body may elect to prohibit the eligible subsidiary body from using teleconferencing pursuant to this section at any time.

(b) (1) For purposes of this section, "eligible subsidiary body" means a legislative body that meets all of the following:

(A) Is described in subdivision (b) of Section 54952.

(B) Serves exclusively in an advisory capacity.

(C) Is not authorized to take final action on legislation, regulations, contracts, licenses, permits, or any other entitlements, grants, or allocations of funds.

(D) Does not have primary subject matter jurisdiction, as defined by the charter, an ordinance, a resolution, or any formal action of the legislative body that created the subsidiary body, that focuses on elections, budgets, police oversight, privacy, removing from, or restricting access to, materials available in public libraries, or taxes or related spending proposals.

(2) An eligible subsidiary body may include members who are elected officials, members who are not elected officials, or any combination thereof.

(c) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 15. Section 54953.8.7 is added to the Government Code, to read:

54953.8.7. (a) An eligible multijurisdictional body may conduct a teleconference meeting pursuant to Section 54953.8, provided that it complies with the requirements of that section and all of the following additional requirements:

(1) The eligible multijurisdictional body has adopted a resolution that authorizes the eligible multijurisdictional body to use teleconferencing pursuant to this section at a regular meeting in open session.

(2) At least a quorum of the members of the eligible multijurisdictional body shall participate from one or more physical locations that are open to the public and within the boundaries of the territory over which the local agency exercises jurisdiction.

(3) A member of the eligible multijurisdictional body who receives compensation for their service on the eligible multijurisdictional body shall participate from a physical location that is open to the public. For purposes of this paragraph, “compensation” does not include reimbursement for actual and necessary expenses.

(4) A member of the eligible multijurisdictional body may participate from a remote location provided that:

(A) The eligible multijurisdictional body identifies each member of the eligible multijurisdictional body who plans to participate remotely in the agenda.

(B) The member shall participate through both audio and visual technology.

(5) A member of the eligible multijurisdictional body shall not participate in a meeting remotely pursuant to this section, unless the location from which the member participates is more than 20 miles each way from any physical location of the meeting described in paragraph (2).

(6) The provisions of this section shall not serve as a means for any member of a legislative body to participate in meetings of the legislative body solely by teleconference from a remote location for more than the following number of meetings, as applicable:

(A) Two meetings per year, if the legislative body regularly meets once per month or less.

(B) Five meetings per year, if the legislative body regularly meets twice per month.

(C) Seven meetings per year, if the legislative body regularly meets three or more times per month.

(D) For the purpose of counting meetings attended by teleconference under this paragraph, a “meeting” shall be defined as any number of meetings of the legislative body of a local agency that begin on the same calendar day.

(b) For the purposes of this section, both of the following definitions apply:

(1) “Eligible multijurisdictional body” means a multijurisdictional board, commission, or advisory body of a multijurisdictional, cross-county agency, the membership of which board, commission, or advisory body is appointed,

and the board, commission, or advisory body is otherwise subject to this chapter.

(2) “Multijurisdictional” means either of the following:

(A) A legislative body that includes representatives from more than one county, city, city and county, or special district.

(B) A legislative body of a joint powers entity formed pursuant to an agreement entered into in accordance with Article 1 (commencing with Section 6500) of Chapter 5 of Division 7 of Title 1.

(c) This section shall remain in effect only until January 1, 2030, and as of that date is repealed.

SEC. 16. Section 54954.2 of the Government Code, as amended by Section 92 of Chapter 131 of the Statutes of 2023, is amended to read:

54954.2. (a) (1) At least 72 hours before a regular meeting, the legislative body of the local agency, or its designee, shall post an agenda that meets all of the following requirements:

(A) The agenda shall contain a brief general description of each item of business to be transacted or discussed at the meeting, including items to be discussed in closed session. A brief general description of an item generally need not exceed 20 words.

(B) The agenda shall specify the time and location of the regular meeting and shall be posted in a location that is freely accessible to members of the public and on the local agency’s internet website, if the local agency has one.

(C) (i) If requested, the agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof.

(ii) The agenda shall include information regarding how, to whom, and when a request for disability-related modification or accommodation, including auxiliary aids or services, may be made by a person with a disability who requires a modification or accommodation in order to participate in the public meeting.

(2) For a meeting occurring on and after January 1, 2019, of a legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state that has an internet website, the following provisions shall apply:

(A) An online posting of an agenda shall be posted on the primary internet website home page of a city, county, city and county, special district, school district, or political subdivision established by the state that is accessible through a prominent, direct link to the current agenda. The direct link to the agenda shall not be in a contextual menu; however, a link in addition to the direct link to the agenda may be accessible through a contextual menu.

(B) An online posting of an agenda, including, but not limited to, an agenda posted in an integrated agenda management platform, shall be posted in an open format that meets all of the following requirements:

(i) Retrievable, downloadable, indexable, and electronically searchable by commonly used internet search applications.

(ii) Platform independent and machine readable.

(iii) Available to the public free of charge and without any restriction that would impede the reuse or redistribution of the agenda.

(C) A legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state that has an internet website and an integrated agenda management platform shall not be required to comply with subparagraph (A) if all of the following are met:

(i) A direct link to the integrated agenda management platform shall be posted on the primary internet website home page of a city, county, city and county, special district, school district, or political subdivision established by the state. The direct link to the integrated agenda management platform shall not be in a contextual menu. When a person clicks on the direct link to the integrated agenda management platform, the direct link shall take the person directly to an internet website with the agendas of the legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state.

(ii) The integrated agenda management platform may contain the prior agendas of a legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state for all meetings occurring on or after January 1, 2019.

(iii) The current agenda of the legislative body of a city, county, city and county, special district, school district, or political subdivision established by the state shall be the first agenda available at the top of the integrated agenda management platform.

(iv) All agendas posted in the integrated agenda management platform shall comply with the requirements in clauses (i), (ii), and (iii) of subparagraph (B).

(D) The provisions of this paragraph shall not apply to a political subdivision of a local agency that was established by the legislative body of the city, county, city and county, special district, school district, or political subdivision established by the state.

(E) For purposes of this paragraph, both of the following definitions apply:

(1) “Integrated agenda management platform” means an internet website of a city, county, city and county, special district, school district, or political subdivision established by the state dedicated to providing the entirety of the agenda information for the legislative body of the city, county, city and county, special district, school district, or political subdivision established by the state to the public.

(2) “Legislative body” means a legislative body that meets the definition of subdivision (a) of Section 54952.

(3) No action or discussion shall be undertaken on any item not appearing on the posted agenda, except that members of a legislative body or its staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under Section 54954.3. In addition, on their own initiative or in response to questions posed by the public, a member of a legislative body or its staff may ask a question for clarification,

make a brief announcement, or make a brief report on their own activities. Furthermore, a member of a legislative body, or the body itself, subject to rules or procedures of the legislative body, may provide a reference to staff or other resources for factual information, request staff to report back to the body at a subsequent meeting concerning any matter, or take action to direct staff to place a matter of business on a future agenda.

(b) Notwithstanding subdivision (a), the legislative body may take action on items of business not appearing on the posted agenda under any of the conditions stated below. Prior to discussing any item pursuant to this subdivision, the legislative body shall publicly identify the item.

(1) Upon a determination by a majority vote of the legislative body that an emergency situation exists, as defined in Section 54956.5.

(2) Upon a determination by a two-thirds vote of the members of the legislative body present at the meeting, or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the local agency subsequent to the agenda being posted as specified in subdivision (a).

(3) The item was posted pursuant to subdivision (a) for a prior meeting of the legislative body occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken.

(c) This section is necessary to implement and reasonably within the scope of paragraph (1) of subdivision (b) of Section 3 of Article I of the California Constitution.

(d) For purposes of subdivision (a), the requirement that the agenda be posted on the local agency's internet website, if the local agency has one, shall only apply to a legislative body that meets either of the following standards:

(1) A legislative body as that term is defined by subdivision (a) of Section 54952.

(2) A legislative body as that term is defined by subdivision (b) of Section 54952, if the members of the legislative body are compensated for their appearance, and if one or more of the members of the legislative body are also members of a legislative body as that term is defined by subdivision (a) of Section 54952.

SEC. 17. Section 54954.3 of the Government Code is amended to read:

54954.3. (a) (1) Every agenda for regular meetings shall provide an opportunity for members of the public to directly address the legislative body on any item of interest to the public, before or during the legislative body's consideration of the item, that is within the subject matter jurisdiction of the legislative body, provided that no action shall be taken on any item not appearing on the agenda unless the action is otherwise authorized by subdivision (b) of Section 54954.2.

(2) (A) Notwithstanding paragraph (1), the agenda need not provide an opportunity for members of the public to address the legislative body on any item that has already been considered by a committee, composed

exclusively of members of the legislative body, at a public meeting wherein all interested members of the public were afforded the opportunity to address the committee on the item, before or during the committee's consideration of the item.

(B) Subparagraph (A) shall not apply if any of the following conditions are met:

(i) The item has been substantially changed since the committee heard the item, as determined by the legislative body.

(ii) When considering the item, a quorum of the committee members did not participate from a singular physical location, that was clearly identified on the agenda, open to the public, and situated within the boundaries of the territory over which the local agency exercises jurisdiction.

(iii) The committee has primary subject matter jurisdiction, as defined by the charter, an ordinance, a resolution, or any formal action of the legislative body that created the subsidiary body, that focuses on elections, budgets, police oversight, privacy, removing from, or restricting access to, materials available in public libraries, or taxes or related spending proposals. This clause shall not apply to an item if the local agency has adopted a law applicable to the meeting of the committee at which the item that was considered prohibits the committee from placing a limit on the total amount of time for public comment on the item.

(3) Every notice for a special meeting shall provide an opportunity for members of the public to directly address the legislative body concerning any item that has been described in the notice for the meeting before or during consideration of that item.

(b) (1) The legislative body of a local agency may adopt reasonable regulations to ensure that the intent of subdivision (a) is carried out, including, but not limited to, regulations limiting the total amount of time allocated for public testimony on particular issues and for each individual speaker.

(2) Notwithstanding paragraph (1), when the legislative body of a local agency limits time for public comment, the legislative body of a local agency shall provide at least twice the allotted time to a member of the public who utilizes a translator to ensure that non-English speakers receive the same opportunity to directly address the legislative body of a local agency.

(3) Paragraph (2) shall not apply if the legislative body of a local agency utilizes simultaneous translation equipment in a manner that allows the legislative body of a local agency to hear the translated public testimony simultaneously.

(c) The legislative body of a local agency shall not prohibit public criticism of the policies, procedures, programs, or services of the agency, or of the acts or omissions of the legislative body. Nothing in this subdivision shall confer any privilege or protection for expression beyond that otherwise provided by law.

SEC. 18. Section 54956 of the Government Code is amended to read:

54956. (a) (1) A special meeting may be called at any time by the presiding officer of the legislative body of a local agency, or by a majority

of the members of the legislative body, by delivering written notice to each member of the legislative body and to each local newspaper of general circulation and radio or television station requesting notice in writing and posting a notice on the local agency's internet website, if the local agency has one. The notice shall be delivered personally or by any other means and shall be received at least 24 hours before the time of the meeting as specified in the notice. The call and notice shall specify the time and place of the special meeting and the business to be transacted or discussed. No other business shall be considered at these meetings by the legislative body. The written notice may be dispensed with as to any member who at or prior to the time the meeting convenes files with the clerk or secretary of the legislative body a written waiver of notice. The waiver may be given by telephone or electronic mail. The written notice may also be dispensed with as to any member who is actually present at the meeting at the time it convenes.

(2) The call and notice shall be posted at least 24 hours prior to the special meeting in a location that is freely accessible to members of the public.

(b) Notwithstanding any other law, a legislative body shall not call a special meeting regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits, of the legislative body or of a local agency executive, as defined in subdivision (d) of Section 3511.1. However, this subdivision does not apply to a local agency calling a special meeting to discuss the local agency's budget.

SEC. 19. Section 54956.5 of the Government Code is amended to read:

54956.5. (a) For purposes of this section, "emergency situation" means both of the following:

(1) An emergency, which shall be defined as a work stoppage, crippling activity, or other activity that severely impairs public health, safety, or both, as determined by a majority of the members of the legislative body.

(2) A dire emergency, which shall be defined as a crippling disaster, mass destruction, terrorist act, or threatened terrorist activity that poses peril so immediate and significant that requiring a legislative body to provide one-hour notice before holding an emergency meeting under this section may endanger the public health, safety, or both, as determined by a majority of the members of the legislative body.

(b) (1) Subject to paragraph (2), in the case of an emergency situation involving matters upon which prompt action is necessary due to the disruption or threatened disruption of public facilities, a legislative body may hold an emergency meeting without complying with either the 24-hour notice requirement or the 24-hour posting requirement of Section 54956 or both of the notice and posting requirements.

(2) Each local newspaper of general circulation and radio or television station that has requested notice of special meetings pursuant to Section 54956 shall be notified by the presiding officer of the legislative body, or designee thereof, one hour prior to the emergency meeting, or, in the case of a dire emergency, at or near the time that the presiding officer or designee notifies the members of the legislative body of the emergency meeting.

(A) Except as provided in subparagraph (B), the notice required by this paragraph shall be given by telephone and all telephone numbers provided in the most recent request of a newspaper or station for notification of special meetings shall be exhausted. In the event that telephone services are not functioning, the notice requirements of this paragraph shall be deemed waived, and the legislative body, or designee of the legislative body, shall notify those newspapers, radio stations, or television stations of the fact of the holding of the emergency meeting, the purpose of the meeting, and any action taken at the meeting as soon after the meeting as possible.

(B) For an emergency meeting held pursuant to this section, the presiding officer of the legislative body, or designee thereof, may send the notifications required by this paragraph by email instead of by telephone, as provided in subparagraph (A), to all local newspapers of general circulation, and radio or television stations, that have requested those notifications by email, and all email addresses provided by representatives of those newspapers or stations shall be exhausted. In the event that internet services and telephone services are not functioning, the notice requirements of this paragraph shall be deemed waived, and the legislative body, or designee of the legislative body, shall notify those newspapers, radio stations, or television stations of the fact of the holding of the emergency meeting, the purpose of the meeting, and any action taken at the meeting as soon after the meeting as possible.

(c) During a meeting held pursuant to this section, the legislative body may meet in closed session pursuant to Section 54957 if agreed to by a two-thirds vote of the members of the legislative body present, or, if less than two-thirds of the members are present, by a unanimous vote of the members present.

(d) All special meeting requirements, as prescribed in Section 54956 shall be applicable to a meeting called pursuant to this section, with the exception of the 24-hour notice requirement.

(e) The minutes of a meeting called pursuant to this section, a list of persons who the presiding officer of the legislative body, or designee of the legislative body, notified or attempted to notify, a copy of the rollcall vote, and any actions taken at the meeting shall be posted for a minimum of 10 days in a public place as soon after the meeting as possible.

SEC. 20. Section 54957.6 of the Government Code is amended to read:

54957.6. (a) Notwithstanding any other provision of law, a legislative body of a local agency may hold closed sessions with the local agency's designated representatives regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits of its represented and unrepresented employees, and, for represented employees, any other matter within the statutorily provided scope of representation, subject to all of the following conditions:

(1) Prior to the closed session, the legislative body of the local agency shall hold an open and public session in which it identifies its designated representatives.

(2) The closed session shall be for the purpose of reviewing its position and instructing the local agency's designated representatives.

(3) The closed session may take place prior to and during consultations and discussions with representatives of employee organizations and unrepresented employees.

(4) Any closed session with the local agency's designated representative regarding the salaries, salary schedules, or compensation paid in the form of fringe benefits may include discussion of an agency's available funds and funding priorities, but only insofar as these discussions relate to providing instructions to the local agency's designated representative.

(5) The closed session shall not include final action on the proposed compensation of one or more unrepresented employees.

(6) For the purposes enumerated in this section, a legislative body of a local agency may also meet with a state conciliator who has intervened in the proceedings.

(b) For the purposes of this section, the term "employee" shall include an officer or an independent contractor who functions as an officer or an employee, but shall not include any elected official, member of a legislative body, or other independent contractors.

SEC. 21. Section 54957.9 of the Government Code is amended to read:

54957.9. In the event that any meeting is willfully interrupted by a group or groups of persons so as to render the orderly conduct of the meeting unfeasible and order cannot be restored by the removal of individuals who are willfully interrupting the meeting, the members of the legislative body conducting the meeting may order the meeting room cleared and continue in session. Only matters appearing on the agenda may be considered in such a session. Representatives of the press or other news media, except those participating in the disturbance, shall be allowed to attend any session held pursuant to this section. Nothing in this section shall prohibit the legislative body from establishing a procedure for readmitting an individual or individuals not responsible for willfully disturbing the orderly conduct of the meeting.

SEC. 22. Section 54957.95 of the Government Code is amended to read:

54957.95. (a) (1) In addition to authority exercised pursuant to Sections 54954.3 and 54957.9, the presiding member of the legislative body conducting a meeting or their designee may remove, or cause the removal of, an individual for disrupting the meeting, including any teleconferenced meeting.

(2) Prior to removing an individual, the presiding member or their designee shall warn the individual that their behavior is disrupting the meeting and that their failure to cease their behavior may result in their removal. The presiding member or their designee may then remove the individual if they do not promptly cease their disruptive behavior. This paragraph does not apply to any behavior described in subparagraph (B) of paragraph (1) of subdivision (b).

(b) As used in this section:

(1) "Disrupting" means engaging in behavior during a meeting of a legislative body that actually disrupts, disturbs, impedes, or renders infeasible

the orderly conduct of the meeting and includes, but is not limited to, one of the following:

(A) A failure to comply with reasonable and lawful regulations adopted by a legislative body pursuant to Section 54954.3 or any other law.

(B) Engaging in behavior that constitutes use of force or a true threat of force.

(2) “True threat of force” means a threat that has sufficient indicia of intent and seriousness, that a reasonable observer would perceive it to be an actual threat to use force by the person making the threat.

SEC. 23. Section 54957.96 is added to the Government Code, to read:

54957.96. (a) The existing authority of a legislative body or its presiding officer to remove or limit participation by persons who engage in behavior that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting, including existing limitations upon that authority, shall apply to members of the public participating in a meeting via a two-way telephonic service or a two-way audiovisual platform.

(b) For purposes of this section, the following definitions apply:

(1) “Two-way audiovisual platform” means an online platform that provides participants with the ability to participate in a meeting via both an interactive video conference and a two-way telephonic service. A two-way audiovisual platform may be structured to disable the use of video for the public participants.

(2) “Two-way telephonic service” means a telephone service that does not require internet access and allows participants to dial a telephone number to listen and verbally participate.

SEC. 24. The Legislature finds and declares that Section 4 of this act, which amends Section 54953 of, Section 5 of this act, which adds Section 54953.4 to, Sections 8 to 15, inclusive, of this act, which add Sections 54953.8 to 54953.8.7, respectively, to, Section 19 of this act, which amends Section 54956.5 of, Section 22 of this act, which amends Section 54957.95 of, and Section 23 of this act, which adds Section 54957.96 to, the Government Code, impose a limitation on the public’s right of access to the meetings of public bodies or the writings of public officials and agencies within the meaning of Section 3 of Article I of the California Constitution. Pursuant to that constitutional provision, the Legislature makes the following findings to demonstrate the interest protected by this limitation and the need for protecting that interest:

(a) This act is necessary to provide opportunities for public participation in meetings of specified public agencies and to promote the recruitment and retention of members of those agencies.

(b) This act is necessary to ensure minimum standards for public participation and notice requirements allowing for greater public participation in meetings.

(c) This act is necessary to modernize the Ralph M. Brown Act to reflect recent technological changes that can promote greater public access to local officials.

(d) The exclusively virtual nature of the California Online Community College presents unique barriers to the requirements for an in-person quorum, a physical location for public participation, and certain accommodations. Participating students of the online community college come from all across the state and necessitating travel for these requirements would pose a significant and exclusionary barrier.

SEC. 25. The Legislature finds and declares that Sections 1 and 2 of this act, which amend and repeal Section 54952.2, respectively, of, Section 3 of this act, which amends Section 54952.7 of, Section 4 of this act, which amends Section 54953 of, Section 5 of this act, which adds Section 54953.4 to, Section 6 of this act, which amends Section 54953.5 of, Section 7 of this act, which amends Section 54953.7 of, Sections 8 to 15, inclusive, of this act, which add Sections 54953.8 to 54953.8.7, respectively, to, Section 16 of this act, which amends Section 54954.2 of, Section 17 of this act, which amends Section 54954.3 of, Section 18 of this act, which amends Section 54956 of, Section 19 of this act, which amends Section 54956.5 of, Section 20 of this act, which amends Section 54957.6 of, Section 21 of this act, which amends Section 54957.9 of, Section 22 of this act, which amends Section 54957.95 of, and Section 23 of this act, which adds Section 54957.96 to, the Government Code, further, within the meaning of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the purposes of that constitutional section as it relates to the right of public access to the meetings of local public bodies or the writings of local public officials and local agencies. Pursuant to paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the Legislature makes the following findings:

(a) This act is necessary to provide opportunities for public participation in meetings of specified public agencies and to promote the recruitment and retention of members of those agencies.

(b) This act is necessary to ensure minimum standards for public participation and notice requirements allowing for greater public participation in meetings.

(c) This act is necessary to modernize the Ralph M. Brown Act to reflect recent technological changes that can promote greater public access to local officials.

(d) The exclusively virtual nature of the California Online Community College presents unique barriers to the requirements for an in-person quorum, a physical location for public participation, and certain accommodations. Participating students of the online community college come from all across the state and necessitating travel for these requirements would pose a significant and exclusionary barrier.

SEC. 26. The Legislature finds and declares that adequate public access to meetings is a matter of statewide concern and is not a municipal affair as that term is used in Section 5 of Article XI of the California Constitution. Therefore, this bill would apply to all cities, including charter cities.

SEC. 27. No reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution because the only costs

that may be incurred by a local agency or school district under this act would result from a legislative mandate that is within the scope of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution.

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DATE: June 16, 2026

TO: Mayor and Council Members

FROM: Rachel Molina, City Manager

BY: Orlando Acevedo, Director of Development Services
Connor Biggerstaff, Administrative Analyst

SUBJECT: 2026-27 Community Assistance Program (CAP) Final Rankings and Funding Recommendations

RECOMMENDED ACTION

It is recommended that the City Council:

1. Review the Community Assistance Program (CAP) application rankings as recommended by the City Council Advisory Committee (CCAC); and
2. Approve the recommended funding allocations for FY 2026-27.

BACKGROUND

The Community Assistance Program (CAP) is available for public service programs and projects that assist Hesperia residents through services related to food, clothing, shelter, medical needs, youth services, differently abled services, seniors and veterans. CAP is funded through the City's General Fund and managed by the Economic Development division.

On June 17, 2025, upon the certification of the FY 2025-26 CAP application ranking, City Council provided direction to staff to increase the program's funding amount to \$75,000. During a subsequent Council meeting, on August 5, 2025, the Council reaffirmed support of the increased funding allocation.

ISSUES/ANALYSIS

Eligible CAP applicants must meet the program requirements established by the City Council and demonstrate the ability to provide qualifying public services benefiting Hesperia residents.

Priority funding categories include:

- Food & Clothing Services
- Unhoused Services
- Youth/Foster Care Services
- Disability Services
- Senior/Veteran Services
- Animal Care Services

Eligible applicants must also:

- Be a non-profit organization with tax-exempt status;
- Serve City of Hesperia residents (must meet 75% of stated unduplicated goal in application during the CAP NOFA period July 1, 2026 - June 30, 2027);
- Must require clients to complete Client Intake Forms;
- Provide the following documentation with the application:

- Copy of current Articles of Incorporation for the organization;
- Copy of by-laws for the organization (as of 2026);
- Non-profit Determination Letter from the IRS for the organization;
- Organizational Chart for the 2026-2027 fiscal year for the program/project;
- List of Board of Directors for the 2026-2027 fiscal year for the program/project.

Applications determined to be eligible were reviewed and ranked by the CCAC prior to City Council consideration based on established program priorities, organizational capacity, and community benefit. Final ranking recommendations from the CCAC are documented in attachment 3, *CCAC Final Ranking Sheet*. A summary of the top 10 recommendations are detailed below:

Community Assistance Program FY 2026-27 CCAC Final Ranking Recommendation

Rank	Organization	Total Score
1.	Call for Life Pregnancy Help Center	467.0
2.	Little Lambs Resource Group	462.0
3.	Holy Family Church Food Pantry	449.0
4.	New Life Chapel Food Pantry	444.0
5.	High Desert Animal Coalition	443.0
6.	God's Hand Extended	437.0
7.	Restore Unity Incorporated	419.0
8.	Moses House Ministries	408.0
9.	Assistance League of Victor Valley	402.0
10.	Welcome to America, Inc.	370.0

CITY GOAL SUPPORTED BY THIS ITEM

Future Development - Facilitate balanced growth to ensure cohesive community development and pursue economic development.

FISCAL IMPACT

Funding for this program in the amount of up to \$75,000 is included in the FY 2026-27 Budget.

ALTERNATIVES

1. Provide alternative direction to staff.

ATTACHMENT

1. Resolution No. 2026-27
2. CCAC Final Ranking Sheet
3. CAP NOFA
4. Applicant Notebooks (Binders provided under separate cover)

RESOLUTION NO. 2026-27

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HESPERIA, CALIFORNIA, APPROVING THE FY 2026-27 COMMUNITY ASSISTANCE PROGRAM (CAP) FUNDING RECOMMENDATIONS

WHEREAS, the City of Hesperia (City) is a municipal corporation duly organized under the laws and Constitution of the State of California; and

WHEREAS, the City Council directed Staff to allocate \$75,000 in funding to CAP for the 2026-27 Fiscal Year (FY) and

WHEREAS, the CAP grant is funded through the City's General Fund, and managed by the Economic Development division; and

WHEREAS, on June 17, 2025, the City Council directed staff to increase annual CAP funding to \$75,000 for FY 2026-27; and

WHEREAS, priority activities include food & clothing, unhoused shelter; youth/foster, disability, senior, veteran, and animal spay/neuter services; and

WHEREAS, priority shall be further given based on the documented financial need of each potential grantee; and

WHEREAS, all complete applications received within the deadline were presented to the City Council Advisory Committee (CCAC) for review and ranking on April 2, 2026; and

WHEREAS, the CCAC reviewed and ranked all applications based on the CAP priority activities, the financial needs of each applicant, and community feedback received; and

WHEREAS, per the current CAP guidelines, once all applications have been ranked, the CCAC is to forward its rankings/funding slate to the City Council for final approval; and

WHEREAS, in acknowledgment of the CCAC's considerable efforts to carefully review all applications, consider public testimony from potential grantees, and rank applications based on the above-noted priorities, the City Council shall make the final determination to approve the ranking/funding slate from the CCAC; and

WHEREAS, each successful grantee shall be funded in an amount not to exceed \$7,500 unless less than ten (10) eligible applicants have submitted for the program's Fiscal Year; and

WHEREAS, all funding decisions of the Hesperia City Council shall be final.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HESPERIA AS FOLLOWS:

- Section 1. The recitals above are true and correct and are adopted as findings.
- Section 2. The City Council approves the FY 2026-27 CAP Funding Recommendations
- Section 3. The City Manager and/or designee is hereby authorized to execute all necessary documents and any certifications to implement the CAP Program.

Section 4. The City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

ADOPTED AND APPROVED this 16th day of June 2026.

Brigit Bennington, Mayor

ATTEST:

Jessica Giber, Assistant City Clerk

#	Applicant	CCAC Escobar	CCAC Gregg	CCAC Cisneros	CCAC Lugo	CCAC Arsineda	Total Score	Final Ranking
1	God's Hand Extended	93.0	75.0	98.0	84.0	87.0	437.0	6
2	Helping Hands Society of Los Angeles	70.0	30.0	75.0	55.0	82.0	312.0	
3	Holy Family Church Food Pantry	100.0	60.0	100.0	98.0	91.0	449.0	3
4	Moses House Ministries	98.0	60.0	84.0	83.0	83.0	408.0	8
5	New Life Chapel Food Pantry	70.0	90.0	100.0	100.0	84.0	444.0	4
6	Benjamin E. Jones Community Resource Center	70.0	30.0	94.0	86.0	86.0	366.0	
7	Restore Unity Incorporated Inc.	89.0	70.0	90.0	80.0	90.0	419.0	7
8	Symba Center	70.0	40.0	78.0	75.0	88.0	351.0	
9	Assistance League of Victor Valley	70.0	70.0	86.0	96.0	80.0	402.0	9
10	Child Advocates of San Bernardino County	98.0	30.0	83.0	64.0	78.0	353.0	
11	Little Lambs Resource Group	98.0	90.0	98.0	84.0	92.0	462.0	2
12	US Elite Non-Profit Mathematics Tutoring	65.0	70.0	52.0	51.0	80.0	318.0	
13	High Desert Animal Coalition	99.0	80.0	89.0	94.0	81.0	443.0	5
14	Call For Life Pregnancy Help Center	93.0	90.0	100.0	95.0	89.0	467.0	1
15	FrenzMatter	70.0	30.0	76.0	63.0	79.0	318.0	
16	Genesis Re-Entry Services	70.0	50.0	65.0	95.0	76.0	356.0	
17	New Life Facility Inc.	85.0	30.0	70.0	46.0	76.0	307.0	
18	Ta'Niyah's Precious Moments Foundation	70.0	20.0	64.0	59.0	78.0	291.0	
19	Welcome to America Inc.	90.0	40.0	80.0	73.0	87.0	370.0	10

City of Hesperia



Community Assistance Program Notice of Funding Availability (NOFA) 2026-2027

**APPLICATION SUBMISSION DEADLINE:
Date: Friday, March 13, 2026 Time: 5:00 p.m.**

City of Hesperia
Economic Development Department
760 947-1902
9700 Seventh Avenue
Hesperia, CA 92345



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CAP NOFA ATTACHMENTS

ATTACHMENT 1: APPLICATION



OVERVIEW

Thank you for your interest in the 2026-2027 City of Hesperia (City) Community Assistance Program (CAP). The CAP grant program is like the CDBG Public Service Program but will not be regulated by the Department of Housing and Urban Development (HUD). The CAP is funded through the City's general fund and managed by the Economic Development Department. We hope that participants will find CAP a very user-friendly and easily manageable program. The City is dedicated to its residents and the continued funding of public services.

SECTION I. NOTICE OF FUNDING AVAILABILITY (NOFA)

The Community Assistance Program NOFA is for the 2026-2027 fiscal year and will be available for public service programs and projects that assist Hesperia residents to pay for food, clothing, shelter, medical needs, youth services, differently abled services, seniors, and veterans. The Community Assistance Program will be funded through the City's general fund and will not exceed fifty thousand dollars (\$50,000) for the program year.

SECTION II. NOFA PROCESS AND TIMELINE

Interested parties will need to complete an application that will be available January 30, 2026. The application will be available on the City's website, at City Hall in the Economic Development Department, and can be mailed or emailed to interested applicants. Please ensure that the application is completely filled out and that the requested documents are contained in your application package.

Completed applications will be accepted no later than March 13, 2026, at 5:00 p.m. Applications will not be accepted after this date and time. Please submit your completed application and attachments addressed to:

electronic versions will NOT be accepted:

City of Hesperia
Economic Development Department
760 947-1909
9700 Seventh Avenue
Hesperia, CA 92345



Important Dates:

January 30, 2026	Applications available
March 13, 2026	Applications Due 5:00 p.m.
April 2, 2026	CCAC meeting 6:00 p.m. Make recommendations to Council Applicants to provide testimony
June 2, 2026	City Council review Committee grant approval 6:30 p.m.

SECTION III. PROGRAM REGULATIONS

ELIGIBLE APPLICANTS

Eligible applicants should meet the following criteria:

- Be a non-profit organization with tax-exempt status
- Serve City of Hesperia residents (must meet 75% of stated unduplicated goal in application during the CAP NOFA period July 1, 2026 - June 30, 2027)
- Be capable of providing the following documentation with the application
 - Copy of your current (as of 2026) Articles of Incorporation
 - By-laws for the organization
 - Non-profit Determination Letter from the IRS for the organization
 - Organizational Chart for the 2026-2027 fiscal year for the program/project
 - List of Board of Directors for the 2026-2027 fiscal year for the program/project

Upon selection, participants will need to provide insurance at limits (see below) as approved by the City and stated in the contract and a copy of their City business license. The City reserves the right to review applications from organizations not classified as non-profit, tax-exempt.

ELIGIBLE & INELIGIBLE PROJECTS, ACTIVITIES

Eligible public service programs and projects include, but are not limited to, the following: food, clothing, shelter, medical needs, youth services, differently abled services, seniors and veterans. The City reserves the right to review applications from organizations not classified as non-profit, tax-exempt.

Ineligible programs and projects include new construction, rehabilitation, acquisition, lobbying; political or religious solicitation/services; broker fees/services; illegal activities; activities that are prohibited by City Ordinance and/or Resolution; and operations for which lack all required government agency licensing, permits, or approvals.

APPLICANT SELECTION PROCESS

All eligible applicants will be forwarded to the Hesperia City Council Advisory Committee (CCAC). The CCAC will listen to the applicants present testimony regarding their programs during the first CCAC meeting, committee members will make their top (10) recommendations to Council. At



the subsequent City Council meeting, City Council will review the CCAC recommendations and approve final allocations.

PROGRAM MANAGEMENT

Data collected on unduplicated Hesperia residents during the CAP program year will be utilized to support CDBG 2025-2029 Consolidated Plan goals (Fair Housing Services, Public Services for Low-Income Families, Senior Services, Homeless Prevention and Special Needs Services) and will be reported in the annual CDBG Action Plan and CDBG Consolidated Annual Performance and Evaluation Report.

SECTION IV. MONITORING/INDEPENDENT AUDIT

CAP staff will perform annual monitoring. Participants are responsible to provide accounting (receipts or supporting documentation) for all funds received. The City reserves the right to conduct an independent audit.

SECTION V. ADDITIONAL INFORMATION:

INSURANCE REQUIREMENTS

Insurance shall be commensurate with the following guidelines:

Workers' Compensation - A program of Workers' Compensation insurance or a state-approved Self Insurance Program in an amount and form to meet all applicable requirements in the Labor code of the State of California, including Employer's Liability with \$250,000 limits, covering all persons providing services on behalf of Participant and all risks to such persons under this Contract.

Comprehensive General and Automobile Liability Insurance - This coverage to include contractual coverage and automobile liability coverage for owned, hired and non-owned vehicles. The policy shall be of the "per occurrence" type and have combined single limits for bodily injury and property damage of not less than one million dollars (\$1,000,000).

PUBLIC RECORDS

Applicants should understand that under the California Public Records Act all submitted documents, in response to this NOFA and Community Assistance Program are considered public records and will be made available to the public upon request per the Public Records Request Act, following the application deadline unless specifically excluded by law.

ATTACHMENT 4 AVAILABLE FOR REVIEW IN THE CITY CLERK'S OFFICE