

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the office of the City Clerk (951) 694-6444. Notification 48 hours prior to a meeting will enable the City to make reasonable arrangements to ensure accessibility to that meeting [28 CFR 35.102.35.104 ADA Title II].

AGENDA

**TEMECULA CITY COUNCIL
REGULAR MEETING
COUNCIL CHAMBERS
41000 MAIN STREET
TEMECULA, CALIFORNIA
JUNE 9, 2026 - 3:00 PM**

CLOSED SESSION - 2:00 PM

CONFERENCE WITH LEGAL COUNSEL – INITIATION OF LITIGATION. The City Council will meet in closed session with the City Attorney pursuant to Government Code Section 54956.9(d)(4) with respect to one matter of potential litigation. A point has been reached where, in the opinion of the City Attorney, based on existing facts and circumstances, there is a significant exposure to litigation involving the City and the City Council will decide whether to initiate litigation.

CONFERENCE WITH LEGAL COUNSEL - PENDING LITIGATION. The City Council will meet in closed session with the City Attorney's Office pursuant to Government Code Section 54956.9(d)(1) with respect to one matter of pending litigation: Solana Winchester, LLC, v. City of Temecula (Riverside Superior Court Case No. CVRI2304109).

CALL TO ORDER: Mayor Jessica Alexander

INVOCATION: Pastor Steve Redden of Crosspoint Church

FLAG SALUTE: Mayor Jessica Alexander

ROLL CALL: Alexander, Kalfus, Rahn, Schwank, Stewart

PRESENTATIONS

Presentation by Mayor Alexander Regarding the 250th Anniversary of the United States of America
Presentation of Certificate of Recognition to Dorothy Skidmore Recognizing Her 102nd Birthday
Presentation from Great Oak High School of Mayors Cyber Cup Trophy
Presentation by Scott Rieger of the Rose Haven Heritage Garden

BOARD / COMMISSION REPORTS - NONE

PUBLIC SAFETY REPORT

County of Riverside, Sheriff's Department

PUBLIC COMMENTS - NON-AGENDA ITEMS

A total of 30 minutes is provided for members of the public to address the City Council on matters not listed on the agenda. Each speaker is limited to 3 minutes. Public comments may be made in person at the meeting by submitting a speaker card to the City Clerk. Speaker cards will be called in the order received. Still images may be displayed on the projector. All other audio and visual use is prohibited. Public comments may also be submitted by email for inclusion into the record. Email comments must be received prior to the time the item is called for public comments and submitted to CouncilComments@temeculaca.gov. All public participation is governed by Council Policy regarding Public Participation at Meetings adopted by Resolution No. 2021-54.

CITY COUNCIL REPORTS

Reports by the members of the City Council on matters not on the agenda will be made at this time. A total, not to exceed, ten minutes will be devoted to these reports.

CONSENT CALENDAR

All matters listed under Consent Calendar are considered to be routine and all will be enacted by one roll call vote. There will be no discussion of these items unless members of the City Council request specific items be removed from the Consent Calendar for separate action. A total of 30 minutes is provided for members of the public to address the City Council on matters on the Consent Calendar. Each speaker is limited to 3 minutes. Public comments may be made in person at the meeting by submitting a speaker card to the City Clerk. Speaker cards will be called in the order received. Still images may be displayed on the projector. All other audio and visual use is prohibited. Public comments may also be submitted by email for inclusion into the record. Email comments must be received prior to the time the item is called for public comments and submitted to CouncilComments@temeculaca.gov. All public participation is governed by Council Policy regarding Public Participation at Meetings adopted by Resolution No. 2021-54.

1. Waive Reading of Title and Text of All Ordinances and Resolutions Included in the Agenda

Recommendation: That the City Council waive the reading of the title and text of all ordinances and resolutions included in the agenda.

Attachments: [Agenda Report](#)

2. Approve Action Minutes of May 21, 2026 and May 26, 2026

Recommendation: That the City Council approve the action minutes of May 21, 2026 and May 26, 2026.

Attachments: [05-21-2026 Action Minutes - Budget Workshop](#)
[05-26-2026 Action Minutes](#)

3. Approve List of Demands

Recommendation: That the City Council adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA ALLOWING CERTAIN CLAIMS AND DEMANDS AS SET FORTH IN EXHIBIT A

Attachments: [Agenda Report](#)
 [Resolution](#)
 [List of Demands](#)

4. Adopt Resolution Approving the Statement of Investment Policy and Delegating Investment Authority to the City Treasurer

Recommendation: That the City Council adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA, APPROVING AND ADOPTING THE STATEMENT OF INVESTMENT POLICY AND DELEGATING INVESTMENT AUTHORITY TO THE CITY TREASURER

Attachments: [Agenda Report](#)
 [Resolution](#)
 [Statement of Investment Policy](#)

5. Adopt List of Projects to be Funded by Senate Bill One (SB 1) for Fiscal Year 2026-27

Recommendation: That the City Council adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA ADOPTING A LIST OF PROJECTS FOR FISCAL YEAR 2026-27 FUNDED BY SB 1: THE ROAD REPAIR AND ACCOUNTABILITY ACT OF 2017

Attachments: [Agenda Report](#)
 [Resolution](#)

6. Approve City Sponsorship Contribution to Mt. San Jacinto College Tribute Campaign Supporting University Center Efforts and Student Success Initiatives

Recommendation: That the City Council approve a City sponsorship contribution of \$25,000 honoring Superintendent/President Dr. Roger W. Schultz to support University Center efforts and student success initiatives.

Attachments: [Agenda Report](#)

7. Award Construction Contract to Vance Corporation for the Pauba Road Pavement Rehabilitation

Project, PW25-05

Recommendation: That the City Council:

1. Award a construction contract to Vance Corporation, in the amount of \$2,039,471 for the Pauba Road Pavement Rehabilitation project, PW25-05; and
2. Authorize the City Manager to approve construction change orders up to \$305,921 which is equal to 15% of the contract amount; and
3. Make a finding that Pauba Road Pavement Rehabilitation, PW25-05, is exempt from Multiple Species Habitat Conservation Plan (MSHCP) fees.

Attachments: [Agenda Report](#)
[Contract](#)
[Project Description](#)
[Project location Map](#)

8. Approve First Amendment with County of Riverside for Library Services at the Ronald H. Roberts Temecula Public Library

Recommendation: That the City Council approve the first amendment with the County of Riverside to extend the term of the agreement for an additional two years through 2028.

Attachments: [Agenda Report](#)
[First Amendment](#)

9. Approve First Amendment to Minor Maintenance Agreement with Computer Alert Systems, Inc., for Fire and Security Alarm Monitoring Services for Fiscal Year 2026-27

Recommendation: That the City Council approve the first amendment to the agreement for minor maintenance services with Computer Alert Systems, Inc., in the amount of \$250,000 for a total agreement amount of \$400,000, for fire and security alarm monitoring services for Fiscal Year 2026-27.

Attachments: [Agenda Report](#)
[First Amendment](#)

10. Adopt Resolution Declaring an Emergency Condition for the Repair and Replacement of Storm Drain Along Ynez Road, and Declaring that Public Interest and Necessity Requires Work to be Performed Without Competitive Bidding Pursuant to Public Contract Code Sections 1102, 20168 and 22050

Recommendation: That the City Council adopt by four-fifths vote a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA, CALIFORNIA, DECLARING AN EMERGENCY CONDITION FOR THE REPAIR AND REPLACEMENT OF STORM DRAIN ALONG YNEZ ROAD AND DECLARING THAT THE PUBLIC INTEREST AND NECESSITY REQUIRES CERTAIN WORK TO BE PERFORMED WITHOUT COMPETITIVE BIDDING PURSUANT TO PUBLIC CONTRACT CODE SECTIONS 1102, 20168 AND 22050

Attachments: [Agenda Report](#)
 [Resolution](#)

11. Accept Improvements and File the Notice of Completion for the Sidewalks - Pauba Road Project, PW19-20

Recommendation: That the City Council:

1. Accept the construction of the Sidewalks - Pauba Road Project, PW19-20, as complete; and
2. Direct the City Clerk to file and record the Notice of Completion, release the Performance Bond, and accept a one-year Maintenance Bond in the amount of 10% of the final contract price; and
3. Release the Labor and Materials Bond seven months after the filing of the Notice of Completion, provided no liens have been filed.

Attachments: [Agenda Report](#)
 [Notice of Completion](#)
 [Contractor's Affidavit and Final Release](#)
 [Maintenance Bond](#)

RECESS CITY COUNCIL MEETING TO SCHEDULED MEETINGS OF THE TEMECULA COMMUNITY SERVICES DISTRICT, THE SUCCESSOR AGENCY TO THE TEMECULA REDEVELOPMENT AGENCY, THE TEMECULA HOUSING AUTHORITY, AND/OR THE TEMECULA PUBLIC FINANCING AUTHORITY

TEMECULA COMMUNITY SERVICES DISTRICT MEETING

CALL TO ORDER: James Stewart

ROLL CALL: Alexander, Kalfus, Rahn, Schwank, Stewart

CSD PUBLIC COMMENTS - NON-AGENDA ITEMS

A total of 30 minutes is provided for members of the public to address the Board of Directors on matters not listed on the agenda. Each speaker is limited to 3 minutes. Public comments may be made in person at the meeting by submitting a speaker card to the City Clerk. Speaker cards will be called in the order received. Still images may be displayed on the projector. All other audio and visual use is prohibited. Public comments may also be submitted by email for inclusion into the record. Email comments must be received prior to the time the item is called for public comments and submitted to CouncilComments@temeculaca.gov. All public participation is governed by Council Policy regarding Public Participation at Meetings adopted by Resolution No. 2021-54.

CSD CONSENT CALENDAR

All matters listed under Consent Calendar are considered to be routine and all will be enacted by one roll call vote. There will be no discussion of these items unless members of the Community Services District request specific items be removed from the Consent Calendar for separate action. A total of 30 minutes is provided for members of the public to address the Board of Directors on items that appear on the Consent Calendar. Each speaker is limited to 3 minutes. Public comments may be made in person at the meeting by submitting a speaker card to the City Clerk. Speaker cards will be called in the order received. Still images may be displayed on the projector. All other audio and visual use is prohibited. Public comments may also be submitted by email for inclusion into the record. Email comments must be received prior to the time the item is called for public comments and submitted to CouncilComments@temeculaca.gov. All public participation is governed by Council Policy regarding Public Participation at Meetings adopted by Resolution No. 2021-54.

12. Approve Action Minutes of May 26, 2026

Recommendation: That the Board of Directors approve the action minutes of May 26, 2026.

Attachments: [Action Minutes](#)

CSD DIRECTOR OF COMMUNITY SERVICES REPORT**CSD GENERAL MANAGER REPORT****CSD BOARD OF DIRECTOR REPORTS****CSD ADJOURNMENT**

The next regular meeting of the Temecula Community Services District will be held on Tuesday, June 23, 2026, at 2:00 p.m., for a Closed Session, with regular session commencing at 3:00 p.m., at the Council Chambers located at 41000 Main Street, Temecula, California.

SUCCESSOR AGENCY TO THE TEMECULA REDEVELOPMENT AGENCY - NO MEETING**TEMECULA HOUSING AUTHORITY - NO MEETING****TEMECULA PUBLIC FINANCING AUTHORITY - NO MEETING****RECONVENE TEMECULA CITY COUNCIL****JOINT MEETING - CITY COUNCIL, TEMECULA COMMUNITY SERVICES DISTRICT AND SUCCESSOR AGENCY TO THE TEMECULA REDEVELOPMENT AGENCY****JOINT PUBLIC HEARING**

Any person may submit written comments to the City Council before a public hearing or may appear and be heard in support of or in opposition to the approval of a project at the time of the hearing. If you challenge a project in court, you may be limited to raising only those issues you or someone else raised at the public hearing or in written correspondence delivered to the City Clerk at or prior to the public hearing. For public hearings each speaker is limited to 5 minutes. Public comments may be made in person at the meeting by submitting a speaker card to the City Clerk or by submitting an email to be included into the record. Email comments must be submitted to CouncilComments@temeculaca.gov. Email comments on all matters, including those not on the agenda, must be received prior to the time the item is called for public comments. At public hearings involving land use matters, the property owner and/or applicant has the burden of proof and, therefore, shall be allowed 15 minutes for an initial presentation, and an additional 10 minutes for rebuttal by its development team following other comments on the matter. An appellant, other than the property owner and/or applicant, and the spokesperson for an organized group of residents residing within the noticed area of the property, which is the subject of the public hearing, shall be allowed 15 minutes to present the appellant's position to the Council. The Mayor may allow more time if required to provide due process for the property owner, applicant or appellant. All other members of the public may speak during the public hearing for a maximum period of 5 minutes each. Deferral of one speaker's time to another is not permitted. In the event of a large number of speakers, the Mayor may reduce the maximum time limit for members of the public to speak. All public participation is governed by the Council Policy regarding Public Participation at Meetings adopted by Resolution No. 2021-54.

13. Approve Fiscal Years 2027-31 Capital Improvement Program (CIP) and Adopt Fiscal Year 2026-27 CIP and Annual Operating Budgets for the City of Temecula, the Temecula Community Services District and the Successor Agency to the Redevelopment Agency

Recommendation: That the City Council/Board of Directors adopt the following resolutions entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA APPROVING THE CAPITAL IMPROVEMENT PROGRAM FOR FISCAL YEARS 2027-31 AND ADOPTING THE CAPITAL IMPROVEMENT PROGRAM BUDGET FOR FISCAL

YEAR 2026-27

RESOLUTION NO. CSD

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE TEMECULA COMMUNITY SERVICES DISTRICT OF THE CITY OF TEMECULA ADOPTING THE FISCAL YEAR 2026-27 PRELIMINARY ANNUAL OPERATING BUDGET AND ESTABLISHING CONTROLS ON CHANGES IN APPROPRIATIONS

RESOLUTION NO. SARDA

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SUCCESSOR AGENCY TO THE TEMECULA REDEVELOPMENT AGENCY APPROVING THE CAPITAL IMPROVEMENT PROGRAM FISCAL YEARS 2027-31, ADOPTING THE CAPITAL IMPROVEMENT PROGRAM BUDGET FOR FISCAL YEAR 2026-27, ADOPTING THE FISCAL YEAR 2026-27 ANNUAL OPERATING BUDGET AND ESTABLISHING CONTROLS ON CHANGES IN APPROPRIATIONS

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA ADOPTING THE FISCAL YEAR 2026-27 ANNUAL OPERATING BUDGET, ESTABLISHING CONTROLS ON CHANGES IN APPROPRIATIONS, ESTABLISHING CONTRACT AUTHORITY OF CITY MANAGER, ESTABLISHING LAWSUIT SETTLEMENT AUTHORITY OF CITY MANAGER

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA ESTABLISHING THE APPROPRIATIONS LIMIT FOR FISCAL YEAR 2026-27

Attachments:

[Agenda Report](#)

[Transmittal Message](#)

[Resolution - City CIP and Budget](#)

[Resolution - TCSD AOB](#)

[Resolution - SARDA CIP and Budget](#)

[Resolution - City AOB](#)

[Resolution - Appropriations Limit](#)

[GANN Appropriations Limit](#)

BUSINESS

Any member of the public may address the City Council on items that appear on the Business portion of the agenda. Each speaker is limited to 5 minutes. Public comments may be made in person at the meeting by submitting a speaker card to the City Clerk. Speaker cards will be called in the order received. Still images may be displayed on the projector. All other audio and visual use is prohibited. Public comments may also be submitted by email for inclusion into the record. Email comments must be received prior to the time the item is called for public comments and submitted to CouncilComments@temeculaca.gov. All public participation is governed by Council Policy regarding Public Participation at Meetings adopted by Resolution No. 2021-54.

14. Approve Revised Schedule of Authorized Positions, Salary Schedule, Employment Agreements with Executive Officials; Approve a Memorandum of Understanding with Teamsters Local 986, and Amended and Restated Management Compensation Plan, and Council Compensation Plan

Recommendation: That the City Council take the following actions:

1. Adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA APPROVING THE REVISED SCHEDULE OF AUTHORIZED POSITIONS AND SALARY SCHEDULE

2. Approve Revised Employment Agreements with the following executive officials:

- Assistant City Manager, Luke Watson
- Assistant to the City Manager, Betsy Lowery
- Director of IT/Support Services, Michael Heslin
- Director of Community Services, Erica Russo
- Director of Legislative Affairs/City Clerk, Randi Johl
- Director of Community Development, Matt Peters
- Director of Public Works, Ron Moreno
- Director of Finance, Jennifer Hennessy

3. Approve the Memorandum of Understanding between the City of Temecula and the General Employees of the City of Temecula represented by the Teamsters Local 986 effective July 1, 2026, through June 30, 2029.

4. Approve the Amended and Restated Management Compensation Plan and Amended and Restated Council Compensation Plan.

Attachments: [Agenda Report](#)
[Resolution](#)
[Schedule of Authorized Positions](#)
[Salary Schedule](#)
[Employment Agreements with Executive Officials](#)
[MOU 2026](#)
[MCP 2026](#)
[CCP 2026](#)

15. Approve Revised Council Protocol Manual Policy No. 6 Related to Public Participation at Council Meetings to Include SB 707 Specific Requirements

Recommendation: That the City Council approve the revised Council Protocol Manual Policy No. 6 related to public participation at Council meetings to include SB 707 specific requirements, including a policy for internet service and telephonic service disruption and legislative body reasonable accommodation for remote participation at meetings subject to the Brown Act.

Attachments: [Agenda Report](#)
[Revised Policy No. 6](#)

16. Adopt Resolution Setting Recommended Fees for Chapel of Memories and Approve Name Change (At the Request of Subcommittee Members Schwank and Stewart)

Recommendation: That the City Council approve the name change from Chapel of Memories to Old Town Temecula Chapel and adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA APPROVING A FEE SCHEDULE SETTING THE FEES FOR RENTALS OF THE CHAPEL OF MEMORIES

Attachments: [Agenda Report](#)
[Resolution](#)

DEPARTMENTAL REPORTS (RECEIVE AND FILE)

17. Public Works Department Monthly Report

Attachments: [Agenda Report](#)
[Project Status Report](#)

PUBLIC COMMENTS - NON-AGENDA ITEMS

A total of 30 minutes is provided for members of the public to address the City Council on matters not

listed on the agenda. Each speaker is limited to 3 minutes. Public comments may be made in person at the meeting by submitting a speaker card to the City Clerk. Speaker cards will be called in the order received. Still images may be displayed on the projector. All other audio and visual use is prohibited. Public comments may also be submitted by email for inclusion into the record. Email comments must be received prior to the time the item is called for public comments and submitted to CouncilComments@temeculaca.gov. All public participation is governed by Council Policy regarding Public Participation at Meetings adopted by Resolution No. 2021-54.

ITEMS FOR FUTURE CITY COUNCIL AGENDAS

Any Council Member, including the Mayor, may request an item be placed on a future agenda. Any such request will be discussed under this section. In making the request, a Council Member may briefly describe the topic of the proposed agenda item and any timing associated with the placement of the item on the agenda. This description shall not exceed 3 minutes. No substantive discussion on the subject of the motion may occur. Items may only be placed on the agenda by Council Members pursuant to policy or by the City Manager based on administrative or operational needs of the City. Public comments on the placement of these agenda items shall be limited to a maximum of 30 minutes. Individual comments shall not exceed 3 minutes. All public participation is governed by the Council Policy regarding Public Participation at Meetings and Agenda Placements by Council Members adopted by Resolution No. 2021-54.

CITY MANAGER REPORT

CITY ATTORNEY REPORT

ADJOURNMENT

The next regular meeting of the City Council will be held on Tuesday, June 23, 2026, at 2:00 p.m., for a Closed Session, with regular session commencing at 3:00 p.m., at the Council Chambers located at 41000 Main Street, Temecula, California.

NOTICE TO THE PUBLIC

The full agenda packet (including staff reports, public closed session information, and any supplemental material available after the original posting of the agenda), distributed to a majority of the City Council regarding any item on the agenda, will be available for public viewing in the main reception area of the Temecula Civic Center during normal business hours at least 72 hours prior to the meeting. The material will also be available on the City's website at TemeculaCa.gov. and available for review at the respective meeting. If you have questions regarding any item on the agenda, please contact the City Clerk's Department at (951) 694-6444.

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Randi Johl, Director of Legislative Affairs/City Clerk

DATE: June 9, 2026

SUBJECT: Waive Reading of Title and Text of All Ordinances and Resolutions Included in the Agenda

PREPARED BY: Randi Johl, Director of Legislative Affairs/City Clerk

RECOMMENDATION: That the City Council waive the reading of the title and text of all ordinances and resolutions included in the agenda.

BACKGROUND: The City of Temecula is a general law city formed under the laws of the State of California. With respect to adoption of ordinances and resolutions, the City adheres to the requirements set forth in the Government Code. In accordance with Government Code Section 34934, the title of each ordinance is included on the published agenda and a copy of the full ordinance has been available to the public online on the City's website and will be available in print at the meeting prior to the introduction or passage of the ordinance. Unless otherwise required, the full reading of the title and text of all ordinances and resolutions is waived.

FISCAL IMPACT: None

ATTACHMENTS: None

ACTION MINUTES

**TEMECULA CITY COUNCIL
BUDGET WORKSHOP
CONFERENCE CENTER
41000 MAIN STREET
TEMECULA, CALIFORNIA
MAY 21, 2026 - 9:00 AM**

CALL TO ORDER at 9:00 AM: Mayor Jessica Alexander

FLAG SALUTE: Mayor Jessica Alexander

ROLL CALL: Alexander, Kalfus, Rahn, Schwank, Stewart

PUBLIC COMMENTS - AGENDA ITEMS

The following individual(s) addressed the City Council:

- Howard Morrison
- Ashley Brown-Mills
- Annette Sheehy

JOINT MEETING OF THE CITY COUNCIL, TEMECULA COMMUNITY SERVICES DISTRICT AND SUCCESSOR AGENCY TO THE TEMECULA REDEVELOPMENT AGENCY

BUSINESS

1. Review Proposed Fiscal Years 2027-31 Capital Improvement Program and Fiscal Year 2026-27 Annual Operating Budgets for the City of Temecula, the Temecula Community Services District and the Successor Agency to the Temecula Redevelopment Agency

Recommendation: That the City Council/Board of Directors review and discuss the proposed Fiscal Years 2027-31 Capital Improvement Program and Fiscal Year 2026-27 Annual Operating Budgets for the City of Temecula, the Temecula Community Services District and the Successor Agency to the Temecula Redevelopment Agency.

Workshop with discussion and general direction only; no action taken.

ADJOURNMENT

At 12:17 PM, the City Council meeting was formally adjourned to Tuesday, May 26, 2026, at 2:00 PM for Closed Session, with regular session commencing at 3:00 PM, City Council Chambers, 41000 Main Street, Temecula, California.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

ACTION MINUTES

TEMECULA CITY COUNCIL REGULAR MEETING COUNCIL CHAMBERS 41000 MAIN STREET TEMECULA, CALIFORNIA MAY 26, 2026 - 3:00 PM

CLOSED SESSION - 2:00 PM

CONFERENCE WITH LEGAL COUNSEL – INITIATION OF LITIGATION. The City Council convened in closed session with the City Attorney pursuant to Government Code Section 54956.9(d)(4) with respect to one matter of potential litigation. A point has been reached where, in the opinion of the City Attorney, based on existing facts and circumstances, there is a significant exposure to litigation involving the City and the City Council will decide whether to initiate litigation.

CONFERENCE WITH LEGAL COUNSEL - PENDING LITIGATION. The City Council convened in closed session with the City Attorney pursuant to Government Code Section 54956.9(d)(1) with respect to the following matter of pending litigation: Sophia Lewing vs. City of Temecula (Riverside County Superior Court Case No. CVSW2403928).

CALL TO ORDER at 3:00 PM: Mayor Jessica Alexander

INVOCATION: Pastor Carina Reed of Trumpets of Tirzah

FLAG SALUTE: Hunter Bouch, Mia Bouch and Olivia Carter

ROLL CALL: Alexander, Kalfus, Rahn, Schwank, Stewart

PRESENTATIONS

Presentation by Mayor Alexander Regarding the 250th Anniversary of the United States of America
Presentation by Local Non-Profit Circle of Care Ministries Food Pantry

BOARD / COMMISSION REPORTS

Planning Commission

PUBLIC SAFETY REPORT

County of Riverside, Fire Department (CAL FIRE)

PUBLIC COMMENTS - NON-AGENDA ITEMS

The following individual(s) addressed the City Council:

- Tim Kimble
- Jim Davis
- Philip O'Reilly

PUBLIC COMMENTS - AGENDA ITEMS

The following individual(s) addressed the City Council:

- Gerald Montante (Item #18)
- Dennis Fitz (Item #18 and #19)
- Shalini Renfro (Item #19)
- Racheal Allen (Item #19)
- Paradeas Barona (Item #19)
- Patricia Granja (Item #19)
- Charles Coe (Item #19)
- John Hicks (Item #19)
- Dennis Long (Item #19)
- Jared Slusser (Item #19)
- Lawrence Slusser (Item #19)
- Melanie Nieman (Item #19)
- Adam A. Ruiz (Item #19)
- Christopher Baily (Item #19)
- Eric Schwartz (Item #19)
- Lori Hulsey (Item #19)
- Robert Quaid (Item #19)
- Kathy Sizemore (Item #19)
- Jim Niederecker (Item #19)
- Dax R. Snyder (Item #19)
- Edward W. Hubler (Item #19)
- Krista Chaich (Item #19)
- Gabriel Renfro (Item #19)
- Ross Jackson (Item #19)
- Michele Cormack (Item #19)
- Monty Sharp (Item #19)
- Bob Cormack (Item #19)
- Rose Corona (Item #19)
- Tim Parks (Item #19)
- Marcia Caso (Item #19)
- Linda McDonald (Item #19)
- Arlin Travis (Item #19)
- Dr. Yuan Hawkes (Item #19)
- Jim Schloss (Item #19)
- Michael Farewell (Item #19)
- Gillian Larson (Item #19)
- Joseph Komrosky (Item #19)
- John Mitchell (Item #19)
- Cyndie Allen (Item #19)
- David Allen (Item #19)
- Lisa Sleeman (Item #19)
- Mark Winkler (Item #19)
- Cristina Bracamonte (Item #19)
- Mike Wokshull (Item #19)
- Sandy Branuelas (Item #19)
- James Novello (Item #19)
- Jeannette Noceda (Item #19)
- Nancy Snowden (Item #19)
- Taylor Law (Item #19)
- Jodie Christopher (Item #19)
- Bob Kowell (Item #19)
- William Vogt (Item #19)
- Tara Thomas (Item #19)
- Michael S. Feinberg (Item #19)
- Lorraine White (Item #19)
- Sarah Geiger (Item #19)
- Teresa Brecker (Item #19)
- Peggy Bartels (Item #19)
- Miguel V. Gonzalez (Item #19)
- Christopher Muller (Item #19)
- Hong Min (Item #19)
- Abraham Feltus (Item #19)
- Stephanie Baxter (Item #19)
- Veronica Langworthy (Item #19)
- Marcus Heredia (Item #19)
- Ron Jay Wilson (Item #19)
- Samantha Jane Hunter (Item #19)
- Dr. Erin Dornan -Liuzzo (Item #19)

All electronic comments received were made a part of the record of this meeting.

CITY COUNCIL REPORTS

CONSENT CALENDAR

Unless otherwise indicated below, the following pertains to all items on the Consent Calendar.

Approved the Staff Recommendation (5-0): Motion by Kalfus, Second by Stewart. The vote reflected unanimous approval.

1. Waive Reading of Title and Text of All Ordinances and Resolutions Included in the Agenda

Recommendation: That the City Council waive the reading of the title and text of all ordinances and resolutions included in the agenda.

2. Approve Action Minutes of May 12, 2026

Recommendation: That the City Council approve the action minutes of May 12, 2026.

3. Approve List of Demands

Recommendation: That the City Council adopt a resolution entitled:

RESOLUTION NO. 2026-29

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA ALLOWING CERTAIN CLAIMS AND DEMANDS AS SET FORTH IN EXHIBIT A

4. Approve City Treasurer's Report for the Periods of February 1, 2026 Through February 28, 2026 and March 1, 2026 Through March 31, 2026

Recommendation: That the City Council approve and file the City Treasurer's report for the periods of February 1, 2026 through February 28, 2026 and March 1, 2026 through March 31, 2026.

5. Approve Annual Renewal of City Insurance Policies

Recommendation: That the City Council approve the following insurance policies and renewal premiums:

1. Excess Liability (\$10M Limit) insurance with Alliant National Municipal Liability (ANML) Program, in the Not-to-Exceed amount of \$1,336,160, for the period of July 1, 2026 to July 1, 2027; and

2. Excess Liability (\$5M xs \$10M Limit) insurance with Starstone Specialty Insurance Company, in the Not-to-Exceed amount of \$369,850, for the period of July 1, 2026 to July 1, 2027; and

3. Excess Liability (\$5M xs \$15M Limit) insurance with Arch Specialty Insurance Company, in the Not-to-Exceed amount of \$246,807, for the period of July 1, 2026 to July 1, 2027; and

4. Excess Liability (\$5M xs 20M Limit) insurance with Acceptance Casualty Insurance Company, in the Not-to-Exceed amount of \$160,424 for the period of July 1, 2026 to July 1, 2027; and

5. Excess Workers' Compensation insurance with Safety National Casualty Insurance, in the amount of \$182,816, for the period of July 1, 2026 to July 1, 2027; and

6. Property & Equipment Breakdown, Auto Physical Damage, and Difference in Conditions (Earthquake and Flood) insurance with Alliant Property Insurance Program, in the amount of \$596,518, for the period of July 1, 2026 to July 1, 2027; and
7. Cyber Liability insurance with APIP Core, Boost & BBR, in the amount of \$26,997, for the period of July 1, 2026 to July 1, 2027; and
8. Crime insurance with Alliant Crime Insurance Program (ACIP), in the Not-to-Exceed amount of \$2,964, for the period of July 1, 2026 to July 1, 2027; and
9. Pollution/Environmental Legal Liability insurance with Indian Harbor Insurance Company, in the amount of \$12,292, for the period of July 1, 2026 to July 1, 2027; and
10. Volunteer Accident insurance with Volunteer Insurance Program (VIP), in the amount of \$561, for the period of July 1, 2026 to July 1, 2027; and
11. Deadly Weapons insurance with Alliant Deadly Weapons Response Program (ADWRP), in the Not-to-Exceed amount of \$6,445, for the period of July 1, 2026 to July 1, 2027; and
12. Unmanned Aircraft (Drone) Coverage with California Aircraft Municipal Program (CAMP), in the Not-to-Exceed amount of \$1,225, for the period of July 1, 2026 to July 1, 2027; and
13. Fiduciary Liability Coverage with Alliant Fiduciary Liability Insurance Program, in the amount of \$6,554, for the period of July 1, 2026 to July 1, 2027.

6. Approve Increase of Construction Contingency to the Fire Station 84 Renovation, PW19-14

Recommendation: That the City Council approve an increase to the construction contingency for Fire Station 84 Renovation Project, PW19-14 by \$39,000.

7. Authorize City Manager to Negotiate First Amendment to Construction Contract for ADA Transition Plan Implementation - ADA Curb Ramp Replacement Phase I, PW24-07

Recommendation: That the City Council:

1. Authorize the City Manager, with City Attorney approval, to negotiate and execute the First Amendment to the construction contract between the City of Temecula and Asad Holdings LLC, dba OrangeBlue General Contractors, for the Americans with Disabilities Act (ADA) Transition Plan Implementation - ADA Curb Ramp Replacement Phase I, PW24-07, to terminate the construction contract; and
2. Authorize the Department of Public Works to re-bid construction

contract for the Americans with Disabilities Act (ADA) Transition Plan Implementation - ADA Curb Ramp Replacement Phase I, PW24-07.

8. Approve Parcel Map 38833 for Subdivision of One Existing Lot into Two Separate Parcels Located at 29885 Camino Del Sol

Recommendation: That the City Council approve Parcel Map 38833 for subdivision of one existing lot into two separate parcels located at 29885 Camino Del Sol in conformance with the California Civil Code 4125 and the Subdivision Map Act.

9. Receive and File Temporary Street Closures for 2026 Summer Events

Recommendation: That the City Council receive and file the temporary closure of certain streets for the following 2026 Summer Events:

SUMMER CONCERT SERIES
4TH OF JULY PARADE
4TH OF JULY FIREWORKS SHOW

RECESS:

At 7:51PM, the City Council recessed and convened as the Temecula Community Services District Meeting. At 8:00 PM the City Council resumed with the remainder of the City Council Agenda.

RECONVENE TEMECULA CITY COUNCIL

PUBLIC HEARING

14. Adopt Resolution Reconfirming Automatic Annual Fee Adjustment in Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP) Local Development Mitigation Fee

Recommendation: That the City Council adopt a resolution entitled:

RESOLUTION NO. 2026-30

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA RECONFIRMING THE AUTOMATIC ANNUAL FEE INCREASE IN THE WESTERN RIVERSIDE COUNTY MULTIPLE SPECIES HABITAT CONSERVATION PLAN LOCAL DEVELOPMENT MITIGATION FEE APPLICABLE TO ALL DEVELOPMENTS IN THE PLAN AREA PURSUANT TO TEMECULA MUNICIPAL CODE SECTION 15.10.050.D AND MAKING CALIFORNIA ENVIRONMENTAL QUALITY ACT FINDINGS (LR26-0183)

Approved the Staff Recommendation (5-0): Motion by Stewart, Second by Kalfus. The vote reflected unanimous approval.

15. Conduct Tax Equity and Fiscal Responsibility Act (TEFRA) Hearing, and Adopt a Resolution Approving the Issuance of California Enterprise Development Authority Revenue Obligations

for the Benefit of Vine Creek Apartments Affordable Housing Project

Recommendation: That the City Council:

1. Conduct a public hearing as required by Section 147(f) of the Internal Revenue Code of 1986 to receive comments relating to the issuance by the California Enterprise Development Authority (the “Authority”) of not to exceed \$25,000,000 of the Authority’s Revenue Obligations (the “Obligations”) for the benefit of Temecula Pacific Associates, a California Limited Partnership (the “Borrower”); and
2. Adopt a resolution approving the issuance of the Obligations by the Authority to finance for the benefit of the Borrower; entitled:

RESOLUTION NO. 2026-31

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA APPROVING THE ISSUANCE OF THE CALIFORNIA MUNICIPAL FINANCE AUTHORITY EXEMPT FACILITY BONDS IN AN AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED \$25,000,000 FOR THE PURPOSE OF FINANCING OR REFINANCING THE ACQUISITION, CONSTRUCTION, IMPROVEMENT AND EQUIPPING OF VINE CREEK APARTMENTS AND CERTAIN OTHER MATTERS RELATING THERETO HEREIN SPECIFIED

Approved the Staff Recommendation (5-0): Motion by Schwank, Second by Stewart. The vote reflected unanimous approval.

16. Adopt Resolutions Approving Planning Application Numbers PA23-0327 and PA23-0251, Located at 45100 Temecula Parkway Within the Redhawk Specific Plan

Recommendation: That the City Council:

1. Adopt resolutions entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA TO ADOPT THE MITIGATED NEGATIVE DECLARATION AND MITIGATION MONITORING AND REPORTING PROGRAM PREPARED FOR THE REDHAWK SPECIFIC PLAN AMENDMENT GENERALLY LOCATED APPROXIMATELY 1,500 FEET FROM THE REDHAWK PARKWAY AND VAIL RANCH PARKWAY INTERSECTION AT 45100 TEMECULA PARKWAY (APN: 962-040-012)

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF

TEMECULA APPROVING A CONDITIONAL USE PERMIT (PA23-0251) TO ALLOW A WEDDING/EVENT CENTER TO BE OPERATED AS PART OF AN EXISTING GOLF COURSE GENERALLY LOCATED AT 45100 TEMECULA PARKWAY (APN: 962-040-012)

2. Introduce an Ordinance entitled:

ORDINANCE NO.

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF TEMECULA AMENDING THE REDHAWK SPECIFIC PLAN TO ALLOW WEDDING/SPECIAL EVENTS USES ASSOCIATED AT THE GOLF COURSE AND ADD RELATED STANDARDS FOR THOSE USES ON A 100.9 ACRE PARCEL GENERALLY LOCATED APPROXIMATELY 1,500 FEET SOUTH OF THE REDHAWK PARKWAY AND VAIL RANCH PARKWAY INTERSECTION AT 45100 TEMECULA PARKWAY (APN: 962-040-012)

Public hearing was taken off calendar and will be placed on a future meeting and will be re-noticed.

BUSINESS

17. Approve Preferred Traffic Striping Configuration for the Pauba Road Pavement Rehabilitation Project, PW25-05

Recommendation: That the City Council select and approve a preferred striping alternative for Pauba Road, between Margarita Road and Ynez Road, to be implemented as part of the Pauba Road Pavement Rehabilitation Project, PW25-05.

Motion to approve alternative configuration #3 (3-2, Rahn and Schwank opposed): Motion by Kalfus, Second by Stewart. The vote reflected approval with Rahn and Schwank opposing)

18. Receive and File General Plan Update - Draft Land Use Report and Concepts

Recommendation: That the City Council receive and file a presentation on the General Plan Update and Land Use Report and Concepts, and provide feedback and direction to staff to inform the development of a proposed Land Use Map.

Receive and file only, no action.

19. Receive and File Presentation from San Diego Gas & Electric (SDG&E) Regarding the Golden Pacific Powerlink Transmission Project and Provide General Direction Regarding the Same

Recommendation: That the City Council receive and file a presentation from San Diego Gas & Electric (SDG&E) regarding the Golden Pacific Powerlink Transmission Project, including 500-kilovolt electric transmission lines

and tower/pole structures proposed through the City of Temecula, and provide general direction regarding the same.

Motion to do the following: (1) Direct the City Manager to do all that he can to oppose the proposed project based on the information we have right now, and (2) At the appropriate time bring back additional information as referenced in the staff presentation and Council comments, and (3) Bring back a formal resolution of opposition as needed. (5-0): Motion by Alexander, Second by Kalfus. The vote reflected unanimous approval.

DEPARTMENTAL REPORTS (RECEIVE AND FILE)

- 20. City Council Travel/Conference Report
- 21. Community Development Department Monthly Report
- 22. Fire Department Monthly Report
- 23. Police Department Monthly Report
- 24. Public Works Department Monthly Report

ITEMS FOR FUTURE CITY COUNCIL AGENDAS

CITY MANAGER REPORT

CITY ATTORNEY REPORT

The City Attorney stated there was no reportable action from closed session.

ADJOURNMENT

At 10:00 PM, the City Council meeting was formally adjourned to Tuesday, June 9, 2026, at 2:00 PM for Closed Session, with regular session commencing at 3:00 PM, City Council Chambers, 41000 Main Street, Temecula, California.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council
FROM: Jennifer Hennessy, Director of Finance
DATE: June 9, 2026
SUBJECT: Approve the List of Demands

PREPARED BY: Jeny Douglas, Accountant

RECOMMENDATION: That the City Council adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEMECULA ALLOWING CERTAIN CLAIMS AND DEMANDS
AS SET FORTH IN EXHIBIT A

BACKGROUND: All claims and demands are reported and summarized for review and approval by the City Council on a routine basis at each City Council meeting. The attached claims represent the paid claims and demands since the last City Council meeting.

FISCAL IMPACT: All claims and demands were paid from appropriated funds or authorized resources of the City and have been recorded in accordance with the City's policies and procedures.

ATTACHMENTS:

1. Resolution
2. List of Demands

RESOLUTION NO. 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF TEMECULA ALLOWING CERTAIN CLAIMS AND
DEMANDS AS SET FORTH IN EXHIBIT A**

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS
FOLLOWS:

Section 1. That the following claims and demands as set forth in Exhibit A, on file in the office of the City Clerk, has been reviewed by the City Manager's Office and that the same are hereby allowed in the amount of \$7,054,901.08.

Section 2. The City Clerk shall certify the adoption of this resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula this 9th day of June, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk

CITY OF TEMECULA
LIST OF DEMANDS

05/09/2026 - 05/22/2026 TOTAL CHECK RUN:	6,196,706.68

05/21/2026 TOTAL PAYROLL RUN:	858,194.40

TOTAL LIST OF DEMANDS FOR 06/09/2026 COUNCIL MEETING:	\$ 7,054,901.08

05/09/2026 - 05/22/2026 APPROVED PURCHASE CARD DETAIL:	82,696.46

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
609340	5/21/2026	2238	79 FIELD HOCKEY INC	3110.102 '26	INSTRUCTOR EARNINGS: TCSD	EFT Posted	630.00
609341	5/21/2026	3997	A STEP IN THE RIGHT DIRECTION LLC	264108046EL	ADA AIDE SVCS: TCSD	EFT Posted	130.00
609263	5/14/2026	2183	ACCENTURE LLP	39292	CONSTRUCTION MGMT SVCS: TRAFFIC: PW23-11	EFT Posted	1,050.00
609342	5/21/2026	1783	ADVANTAGE MAILING LLC	255406	PRINTING: ACTIVITY GUIDE: TCSD	EFT Posted	340.44
19597	4/7/2026	3703	AIRTABLE	7322	SUBSCRIPTION: ECDEV	Credit Card	120.00
19631	4/7/2026	1435	ALASKA AIRLINES	6031a	AIRFARE: DC LOBBYING: CC	Credit Card	40.00
19636	4/7/2026	1435	ALASKA AIRLINES	5951	AIRFARE: DC LOBBYING: CC	Credit Card	40.00
19618	4/7/2026	1435	ALASKA AIRLINES	6056	AIRFARE: DC LOBBYING: CMO	Credit Card	40.00
19626	4/7/2026	1435	ALASKA AIRLINES	5969	AIRFARE: DC LOBBYING: CMO	Credit Card	40.00
19630	4/7/2026	1435	ALASKA AIRLINES	5923	AIRFARE: DC LOBBYING: CC	Credit Card	8.00
19635	4/7/2026	1435	ALASKA AIRLINES	8059	AIRFARE: DC LOBBYING: CC	Credit Card	8.00
19617	4/7/2026	1435	ALASKA AIRLINES	5634	AIRFARE: DC LOBBYING: CMO	Credit Card	8.00
305591	5/14/2026	1236	ALL AMERICAN ASPHALT	1249961	ASPHALT SUPPLIES: STREET MAINT: PW	Printed Check	657.36
305591	5/14/2026	1236	ALL AMERICAN ASPHALT	1250216	ASPHALT SUPPLIES: STREET MAINT: PW	Printed Check	470.12
305621	5/21/2026	1236	ALL AMERICAN ASPHALT	1250637	ASPHALT SUPPLIES: STREET MAINT: PW	Printed Check	637.05
305621	5/21/2026	1236	ALL AMERICAN ASPHALT	1251430	ASPHALT SUPPLIES: STREET MAINT: PW	Printed Check	603.16
305621	5/21/2026	1236	ALL AMERICAN ASPHALT	1250636	ASPHALT SUPPLIES: STREET MAINT: PW	Printed Check	175.86
609264	5/14/2026	1538	ALTEC INC	51919875	BOOM TRUCK: MAINTENANCE: PW	EFT Posted	417.98
609265	5/14/2026	1418	AMAZON	16FP-QWRG-13CR	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	39.56
609265	5/14/2026	1418	AMAZON	1Y1T-K96L-QLTM	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	15.91
609343	5/21/2026	1418	AMAZON	1FVL-GGM7-MHVM	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	736.62
609343	5/21/2026	1418	AMAZON	16KN-WDF6-KQVW	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	695.73
609343	5/21/2026	1418	AMAZON	11JG-N9CW-3K1C	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	603.48
609343	5/21/2026	1418	AMAZON	1GGN-MHKM-TWHP	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	600.91
609343	5/21/2026	1418	AMAZON	1XFD-1T6N-M6WF	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	458.85
609343	5/21/2026	1418	AMAZON	1LKK-MNNH-YHY3	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	349.74
609343	5/21/2026	1418	AMAZON	1VRP-4FGW-JH6C	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	188.27
609343	5/21/2026	1418	AMAZON	11HD-WYY3-LD6J	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	149.11
609343	5/21/2026	1418	AMAZON	1HX9-CPN4-6DJK	SMALL TOOLS/EQUIPMENT: PD	EFT Posted	32.31
609343	5/21/2026	1418	AMAZON	1TRW-PWXQ-HDMN	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	13.15
609344	5/21/2026	1418	AMAZON	1VRP-4FGW-G1NT	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	9.12
609344	5/21/2026	1418	AMAZON	1L49-9W9Q-JTJ3	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	7.82
609344	5/21/2026	1418	AMAZON	1TM4-VW4Y-D4JN	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	-4.29
609344	5/21/2026	1418	AMAZON	11JX-1WC1-LHK9	BOOK COLLECTIONS: RHR LIBRARY: TCSD	EFT Posted	-7.83
609345	5/21/2026	1261	AMERICAN FORENSIC NURSES INC	80298	JUN '26 STAND BY FEE: PD	EFT Posted	1,630.00
609345	5/21/2026	1261	AMERICAN FORENSIC NURSES INC	80246	MARCH 2026 DRUG/ALCOHOL ANALYSIS: PD	EFT Posted	994.00
609345	5/21/2026	1261	AMERICAN FORENSIC NURSES INC	80251	FEB-MAR 2026 DRUG/ALCOHOL ANALYSIS: PD	EFT Posted	678.00
609346	5/21/2026	1080	AMERICAN NATIONAL RED CROSS	23232122	STAFF TRAINING & CERTIFICATION: AQUATICS: TCSD	EFT Posted	3,335.60
609346	5/21/2026	1080	AMERICAN NATIONAL RED CROSS	23209525	STAFF TRAINING & CERTIFICATION: AQUATICS: TCSD	EFT Posted	633.60
609409	5/21/2026	4434	APPLIED CONCEPTS	476348	RADAR DEVICES: PD	EFT Posted	15,606.00
609266	5/14/2026	1805	AQUA CHILL OF SAN DIEGO	20085800	DRINKING WATER SYSTEM MAINT: CIVIC CTR: PW	EFT Posted	223.00
609266	5/14/2026	1805	AQUA CHILL OF SAN DIEGO	20085919c	DRINKING WATER SYSTEM MAINT: CIP: PW	EFT Posted	10.00
609266	5/14/2026	1805	AQUA CHILL OF SAN DIEGO	20085919a	DRINKING WATER SYSTEM MAINT: LAND DEV: PW	EFT Posted	10.00
609266	5/14/2026	1805	AQUA CHILL OF SAN DIEGO	20085919b	DRINKING WATER SYSTEM MAINT: TRAFFIC: PW	EFT Posted	10.00
609267	5/14/2026	2917	ARJONA GLORIA	Perf: 04/17/26	BRAZILIAN & LATIN JAZZ: TCSD	EFT Posted	1,306.38
305592	5/14/2026	2442	ASCENT ENVIRONMENTAL INC	20220121.01 - 15	ENVIRONMENTAL QUALITY ACT ADVISORY SVCS: COMDV	Printed Check	6,395.00
305622	5/21/2026	2442	ASCENT ENVIRONMENTAL INC	20260072.01 - 1	RRSP FUEL REDUCTION & TRAILS: LR26-0149: COMDV	Printed Check	17,493.13
305593	5/14/2026	2242	AT&T	619016	3/17/26-4/15/26 LOCATION/ACTIVATION FEES: PD	Printed Check	1,745.00
305623	5/21/2026	2242	AT&T	610699	LOCATION/ACTIVATION FEES: PD	Printed Check	120.00
609349	5/21/2026	2381	AYERS WILLIAM BRIAN	3141	CABLING SVCS: CRC: ITSS	EFT Posted	1,910.00
305625	5/21/2026	1909	BAMM PROMOTIONAL PRODUCTS INC	13282	STAFF UNIFORMS & PROGRAMS SHIRTS: TCSD	Printed Check	3,651.28
305625	5/21/2026	1909	BAMM PROMOTIONAL PRODUCTS INC	13253 Revised	UNIFORMS: ITSS	Printed Check	150.68
609418	5/21/2026	3932	BEJAR LEE	Apr '26	BASKETBALL OFFICIATING: TCSD	EFT Posted	500.00
609350	5/21/2026	2935	BETTS KENNETH E	1900-1910.108 '26	INSTRUCTOR EARNINGS: TCSD	EFT Posted	5,110.00
609351	5/21/2026	1980	BGP RECREATION INC	4005.104-4010.104	INSTRUCTOR EARNINGS: TCSD	EFT Posted	6,652.80
609351	5/21/2026	1980	BGP RECREATION INC	4075.105	INSTRUCTOR EARNINGS: TCSD	EFT Posted	354.90
305626	5/21/2026	1264	BIO TOX LABORATORIES	48896	MAR-APR '26 PHLEBOTOMY SVCS: PD	Printed Check	2,741.00
305626	5/21/2026	1264	BIO TOX LABORATORIES	48960	MAR - APR '26 PHLEBOTOMY SVCS: PD	Printed Check	1,026.00
305626	5/21/2026	1264	BIO TOX LABORATORIES	48895	MAR '26 PHLEBOTOMY SVCS: PD	Printed Check	657.00
609268	5/14/2026	1101	BLUETRITON BRANDS INC	16D0028662112	WATER DELIVERY SVCS: PBSP: PW	EFT Posted	45.23
609268	5/14/2026	1101	BLUETRITON BRANDS INC	06D0036263176	WATER SERVICE: HELP CENTER: TCSD	EFT Posted	6.51
609352	5/21/2026	1101	BLUETRITON BRANDS INC	06E0036263176	WATER SERVICE: HELP CENTER: TCSD	EFT Posted	6.51
609353	5/21/2026	2541	BRIGHTON HILL ACADEMY	2600.102 '26	INSTRUCTOR EARNINGS: TCSD	EFT Posted	997.50
609269	5/14/2026	2622	BROWN JAMAL DEON	2300.107-2310.104	INSTRUCTOR EARNINGS: TCSD	EFT Posted	1,988.00
305607	5/14/2026	100	BROWN SECRET	Refund: 4451-0016	REFUND: ROOM RENTAL: TCSD	Printed Check	106.20
609270	5/14/2026	2836	BRYANT ROBERT	1401.108-1405.106	INSTRUCTOR EARNINGS: TCSD	EFT Posted	5,991.30
609354	5/21/2026	2399	BUCHER BRET PHILLIP	3500.105-3530.105	INSTRUCTOR EARNINGS: TCSD	EFT Posted	10,133.38

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
19697	5/7/2026	1573	CALIF DEPT OF CHILD SUPPORT	Ben351721	SUPPORT PAYMENT	Wire	1,016.98
305595	5/14/2026	1262	CALIF DEPT OF STATE ARCHITECT	QE MAR 2026 AB1379	REMITTANCE OF AB1379: QE MAR 2026: FIN	Printed Check	1,584.40
305627	5/21/2026	2465	CALIF NEWSPAPERS PARTNERSHIP	0000641817c	NEWSPAPER PUBLICATION: TUMF ORDINANCE: PW	Printed Check	1,856.84
305627	5/21/2026	2465	CALIF NEWSPAPERS PARTNERSHIP	0000641817b	APR '26 ADVERTISING PUBLIC NOTICES: COMDV	Printed Check	1,676.75
305627	5/21/2026	2465	CALIF NEWSPAPERS PARTNERSHIP	0000641817a	BID ADVERTISING: PAUBA RD PAVEMENT REHAB: PW25-05	Printed Check	1,067.03
305628	5/21/2026	1001	CALIF PARKS AND RECREATION	126686 '26	DUES & MEMBERSHIPS: TCSD	Printed Check	170.00
305596	5/14/2026	3336	CALIFORNIA DEPARTMENT OF TRANSPORTATION	26002520	COOP 08-1726 EA 08-43272: CIP: PW16-01	Printed Check	81.52
305629	5/21/2026	1077	CALIFORNIA MUNICIPAL CLERKS ASSOCIATION	200006356	REGISTRATION: SEMINAR: CLERK	Printed Check	350.00
305630	5/21/2026	1332	CANON FINANCIAL SERVICES INC	42993356	MAR '26 CANON COPIERS LEASE: LIBRARY: ITSS	Printed Check	2,252.50
305597	5/14/2026	2063	CASC ENGINEERING AND CONSULTING INC	0054928	STORMWATER CONSULTING: PW	Printed Check	887.50
609348	5/21/2026	4175	CATRON MICHAEL	3364	VIDEOGRAPHY SVCS: COMSP	EFT Posted	5,631.10
609348	5/21/2026	4175	CATRON MICHAEL	3362	VIDEOGRAPHY SVCS: COMSP	EFT Posted	2,500.00
609272	5/14/2026	1280	CDW LLC	AI9KE5V	COMPUTER REPLACEMENT: ITSS	EFT Posted	19,372.07
609272	5/14/2026	1280	CDW LLC	AI9D35A	COMPUTER REPLACEMENT: ITSS	EFT Posted	8,805.49
609272	5/14/2026	1280	CDW LLC	AI8XQ9F	ARUBA SWITCH: AV: ITSS	EFT Posted	2,757.31
609272	5/14/2026	1280	CDW LLC	AI86H9F	SMALL TOOLS/EQUIPMENT: ITSS	EFT Posted	1,368.39
609272	5/14/2026	1280	CDW LLC	AI9LK8D	WIRELESS ACCESS POINT: VAIL RANCH PARK CIP: ITSS	EFT Posted	566.59
609272	5/14/2026	1280	CDW LLC	AI9E27C	WIRELESS ACCESS POINT: LONG CANYON CREEK PK: ITSS	EFT Posted	417.41
609272	5/14/2026	1280	CDW LLC	AI8199G	WIRELESS ACCESS POINT: SKATE PARK CIP: ITSS	EFT Posted	417.41
609272	5/14/2026	1280	CDW LLC	AI8155Y	WIRELESS ACCESS POINT: VAIL RANCH PARK CIP: ITSS	EFT Posted	417.41
609272	5/14/2026	1280	CDW LLC	AJ1NPAQ	WIRELESS ACCESS POINT: VAIL RANCH PARK CIP: ITSS	EFT Posted	329.66
609358	5/21/2026	1280	CDW LLC	AJ1NX6Mb	SMALL TOOLS/EQUIPMENT: ITSS	EFT Posted	145.78
609358	5/21/2026	1280	CDW LLC	AJ1NX6Ma	SMALL TOOLS/EQUIPMENT: ITSS	EFT Posted	122.21
609358	5/21/2026	1280	CDW LLC	AJ14V1E	SMALL TOOLS/EQUIPMENT: ITSS	EFT Posted	77.21
305631	5/21/2026	1528	CERTIFION CORP	426EP31197	APR '26 SOFTWARE SUBSCRIPTION: PD	Printed Check	202.99
609273	5/14/2026	2116	CHA CONSULTING INC	2026-03	I-15/FRENCH VALLEY PKWY IMPROVEMENTS: PW16-01	EFT Posted	19,711.84
609273	5/14/2026	2116	CHA CONSULTING INC	2026-15LS 15-79LS	CONSTRUCTION MGMT SVCS: I-15/SR79 SOUTH: PW17-19	EFT Posted	5,880.00
19603	4/7/2026	1570	CHICK FIL A INC	8602	MEALS: LEADERS COLLABORATIVE LOBBY TRIP: CC	Credit Card	12.96
19616	4/7/2026	1570	CHICK FIL A INC	8297	MEALS: SW ELECTED LEADERS LOBBY TRIP: CMO	Credit Card	4.34
305632	5/21/2026	1942	CHRISTIAN STITCHERY INC	16264	UNIFORMS: AQUATICS: TCSD	Printed Check	7,677.11
305633	5/21/2026	3331	CITY OF TEMECULA	00174253	PERMIT FEES: F26-1846: CIP: PW	Printed Check	288.00
609359	5/21/2026	2030	CIVICPLUS LLC	368440	ACCESSIBILITY SOFTWARE TOOL: ITSS	EFT Posted	6,203.89
609360	5/21/2026	2205	CLARITAS HOLDINGS INC	2742993	DEMOGRAPHIC REPORT: ECDEV	EFT Posted	1,350.00
609361	5/21/2026	3043	COMMERCIAL CLEANING BY ROGERS	13031	APR '26 JANITORIAL SVCS: MALL & OTSF: PD	EFT Posted	833.33
609274	5/14/2026	1046	COMPUTER ALERT SYSTEMS INC	125064	FIRE ALARM & BURGLAR MONITORING: FACILITIES: PW	EFT Posted	6,645.00
609274	5/14/2026	1046	COMPUTER ALERT SYSTEMS INC	125148	SERVICE CALL: THEATER: PW	EFT Posted	426.86
609274	5/14/2026	1046	COMPUTER ALERT SYSTEMS INC	125157	ALARM SVCS: CRC: PW	EFT Posted	228.94
305634	5/21/2026	1972	COOPERATIVE PERSONNEL SERVICES	0020065	CLASSIFICATION STUDY SVCS: HR	Printed Check	8,202.50
609275	5/14/2026	1771	COSSOU CELINE	1625.102-1640.102	INSTRUCTOR EARNINGS: TCSD	EFT Posted	966.00
609275	5/14/2026	1771	COSSOU CELINE	1600.104-1660.102	INSTRUCTOR EARNINGS: TCSD	EFT Posted	385.00
609362	5/21/2026	1771	COSSOU CELINE	1620.103-1635.103	INSTRUCTOR EARNINGS: TCSD	EFT Posted	651.00
609363	5/21/2026	1849	COSTAR REALTY INFORMATION INC	124033635	MAY '26 WEB SUBSCRIPTION: COMSP	EFT Posted	1,420.68
19596	4/7/2026	1098	COSTCO	9071	REFRESHMENTS: STAFF MEETING: CC	Credit Card	166.32
609276	5/14/2026	2004	COX KRISTI	4105.105-4170.105	INSTRUCTOR EARNINGS: TCSD	EFT Posted	1,759.80
609364	5/21/2026	2004	COX KRISTI	4100.109-4135.110	INSTRUCTOR EARNINGS: TCSD	EFT Posted	1,785.00
609364	5/21/2026	2004	COX KRISTI	4200.105-4200.110	INSTRUCTOR EARNINGS: TCSD	EFT Posted	640.00
609364	5/21/2026	2004	COX KRISTI	4190.101	INSTRUCTOR EARNINGS: TCSD	EFT Posted	630.00
609364	5/21/2026	2004	COX KRISTI	4210.105 '26	INSTRUCTOR EARNINGS: TCSD	EFT Posted	360.00
609277	5/14/2026	1592	CRAFTSMEN PLUMBING & HVAC INC	L30694	LIBRARY ARBOR: LIBRARY: PW	EFT Posted	8,070.00
609365	5/21/2026	1592	CRAFTSMEN PLUMBING & HVAC INC	004714	PLUMBING MAINTENANCE & REPAIRS: FIRE	EFT Posted	225.00
609369	5/21/2026	1663	CRIME SCENE STERI CLEAN LLC	1239	BIOHAZARDOUS WASTE CLEANUP: PD	EFT Posted	1,750.00
19568	4/1/2026	3477	CVS PHARMACY INC	8940	SUPPLIES: HOMELESS CLIENTS: TCSD	Credit Card	80.00
609366	5/21/2026	4501	CYCLERY USA INC	020426153534406	E-BIKES: PD	EFT Posted	10,820.00
609278	5/14/2026	1195	DAISYECO INC	4092605	PRINTER AND PLOTTER SUPPLIES: ITSS	EFT Posted	1,706.11
305635	5/21/2026	3209	DATA PROCESSING DESIGN INC	EGOLD-12196564	CLOUD FAXING SERVICE: ITSS	Printed Check	75.99
609367	5/21/2026	1105	DATA TICKET INC	192712	MAR '26 CITATION PROCESSING: PD	EFT Posted	2,152.53
609367	5/21/2026	1105	DATA TICKET INC	192192	MAR '26 CITATION PROCESSING: PD	EFT Posted	200.00
609279	5/14/2026	1699	DAVID EVANS AND ASSOCIATES INC	614492	DIAZ ROAD EXPANSION: PW17-25	EFT Posted	11,684.80
609280	5/14/2026	2528	DE LA SECURA INC	24017-12	DESIGN BUILD AND CONSTRUCTION: PW22-06	EFT Posted	275,329.34
609281	5/14/2026	3681	DELLINGER MICHAEL	06232587	MC/DJ SVCS: SOTC: COMSP	EFT Posted	700.00
305598	5/14/2026	2256	DEQUINCY PETER	05/06/26	STAFF TRAINING/EDUCATION: LIFEGUARD: TCSD	Printed Check	4,900.00
609368	5/21/2026	2227	DG INVESTMENT	IN00475150	REPAIR & MAINTENANCE: SECURITY SYSTEM: ITSS	EFT Posted	1,402.51
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006908040	PORTABLE RESTROOM RENTAL: MARGARITA RD: PW	EFT Posted	1,389.39
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006848512	PORTABLE RESTROOM RENTAL: MARGARITA RD: PW	EFT Posted	1,389.39
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006908037	PORTABLE RESTROOM RENTAL: VARIOUS PARK: PW	EFT Posted	235.88
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006908041	PORTABLE RESTROOM RENTAL: LA SERENA WY: PW	EFT Posted	160.88
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006908036	PORTABLE RESTROOM RENTAL: N GENERAL KEARNY: PW	EFT Posted	160.88

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006908035	PORTABLE RESTROOM RENTAL: RIVERTON LN: PW	EFT Posted	160.88
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006839938	PORTABLE RESTROOM RENTAL: NIGHTHAWK PASS: PW	EFT Posted	160.88
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006898140	PORTABLE RESTROOM RENTAL: NIGHTHAWK PASS: PW	EFT Posted	160.88
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006891192	PORTABLE RESTROOM RENTAL: CHANNEL ST: PW	EFT Posted	156.97
609282	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006908038	PORTABLE RESTROOM RENTAL: DE PORTOLA RD: PW	EFT Posted	156.97
609283	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006908039	PORTABLE RESTROOM RENTAL: WALCOTT LN: PW	EFT Posted	156.97
609283	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006908034	PORTABLE RESTROOM RENTAL: WINCHESTER RD: PW	EFT Posted	156.97
609283	5/14/2026	1235	DIAMOND ENVIRONMENTAL SERVICES	0006789072	PORTABLE RESTROOM RENTAL: WINCHESTER RD: PW	EFT Posted	156.97
609284	5/14/2026	1678	DUDEK	202603720R	CONSTRUCTION MGMT SVCS: RRSP: PW22-07	EFT Posted	33,017.42
609284	5/14/2026	1678	DUDEK	202602551	CONSTRUCTION MGMT SVCS: RRSP: PW22-07	EFT Posted	10,980.00
19682	4/21/2026	1057	EASTERN MUNICIPAL WATER DIST	VAR EMWD MAR '26	VAR MAR WATER SVCS	Wire	11,788.14
609336	5/14/2026	1580	EE VENDOR #1580	Reimb: 02/18/26	TRANSPORTATION: SW ELECTED LEADERS COALITION: CMO	EFT Posted	100.17
609336	5/14/2026	1580	EE VENDOR #1580	Reimb: 3/4/26-3/5/26	TRANSPORTATION: LOBBYING: CMO	EFT Posted	92.62
609336	5/14/2026	1580	EE VENDOR #1580	Reimb: 04/12/26	TRANSPORTATION: CAL CITIES CITY MGR CONF: CMO	EFT Posted	88.42
609296	5/14/2026	1868	EE VENDOR #1868	Reimb: 2/11-2/13/26	REIMB: CAL CITIES CITY MANAGER'S CONF: CMO	EFT Posted	388.26
609313	5/14/2026	2675	EE VENDOR #2675	Reimb '26 Tyler Conf	REIMB: '26 TYLER CONNECT CONF: ITSS	EFT Posted	943.48
609375	5/21/2026	3611	EE VENDOR #3611	Reimb '26 Tyler Conf	REIMB: '26 TYLER CONNECT CONF: ITSS	EFT Posted	1,388.68
609292	5/14/2026	3752	EE VENDOR #3752	Reimb '26 Tyler Conf	REIMB: '26 TYLER CONNECT CONF: ITSS	EFT Posted	28.93
305624	5/21/2026	4239	EE VENDOR #4239	Reimb: 4/12-4/24/26	REIMB: ICI HOMICIDE INVESTIGATIONS COURSE: PD	Printed Check	504.33
609295	5/14/2026	4313	EE VENDOR #4313	Reimb '26 Tyler Conf	REIMB: '26 TYLER CONNECT CONF: CODE: COMDV	EFT Posted	127.48
609285	5/14/2026	2031	ELITE CLAIMS MANAGEMENT INC	2026-906	MAR '26 3RD PARTY CLAIM ADMIN: WC: HR	EFT Posted	1,250.00
609286	5/14/2026	1484	EMPHASYS COMPUTER SOLUTIONS INC	TDM-02542	SYMPRO SOFTWARE RENEWAL: FINANCE: ITSS	EFT Posted	8,956.10
19651	4/7/2026	4508	ENTERPRISE	9490	TOLL CHARGE: CAL CITIES CITY MGR CONF: CMO	Credit Card	26.90
19650	4/7/2026	1338	ENTERPRISE HOLDINGS INC	2261	CAR RENTAL: CAL CITIES CITY MGR CONF: CMO	Credit Card	497.49
19610	4/7/2026	1338	ENTERPRISE HOLDINGS INC	4480	CAR RENTAL: CAL CITIES CITY MGR CONF: CMO	Credit Card	62.68
305600	5/14/2026	1004	ESGIL LLC	3570893	MAR '26 PLAN REVIEW SVCS: COMDV	Printed Check	20,913.31
19570	4/1/2026	2749	EXTENDED STAY AMERICA	0477	LODGING: HOMELESS OUTREACH: TCSD	Credit Card	706.58
305601	5/14/2026	1005	FEDERAL EXPRESS INC	9-260-63844	APRIL 2026 POSTAGE & PACKAGING: PD	Printed Check	473.49
305601	5/14/2026	1005	FEDERAL EXPRESS INC	9-269-73730	APRIL 2026 POSTAGE & PACKAGING: PD	Printed Check	63.95
305637	5/21/2026	1005	FEDERAL EXPRESS INC	9-279-22798	POSTAGE & PACKAGING: CLERK	Printed Check	62.43
305637	5/21/2026	1005	FEDERAL EXPRESS INC	9-288-80283a	POSTAGE & PACKAGING: CMO	Printed Check	39.14
305637	5/21/2026	1005	FEDERAL EXPRESS INC	9-279-22454	POSTAGE & PACKAGING: TRAFFIC: PW	Printed Check	27.33
305637	5/21/2026	1005	FEDERAL EXPRESS INC	9-270-51750	POSTAGE & PACKAGING: CLERK	Printed Check	25.13
305637	5/21/2026	1005	FEDERAL EXPRESS INC	9-289-79910	POSTAGE & PACKAGING: PD	Printed Check	15.14
305637	5/21/2026	1005	FEDERAL EXPRESS INC	9-270-51506	POSTAGE & PACKAGING: HR	Printed Check	12.90
305637	5/21/2026	1005	FEDERAL EXPRESS INC	9-288-80283b	POSTAGE & PACKAGING: TCSD	Printed Check	8.05
609370	5/21/2026	2643	FORENSIC NURSING OF SOCAL INC	XHOXM0M2-0006	SART EXAMS: PD	EFT Posted	1,200.00
609370	5/21/2026	2643	FORENSIC NURSING OF SOCAL INC	XHOXM0M2-0007	SART EXAMS: PD	EFT Posted	1,200.00
305602	5/14/2026	1176	FRANCHISE TAX BOARD	Ben351703a	WAGE GARNISHMENT PAYMENT	Printed Check	788.84
305603	5/14/2026	1176	FRANCHISE TAX BOARD	Ben351703b	WAGE GARNISHMENT PAYMENT	Printed Check	258.49
609371	5/21/2026	1875	FREIZE UHLER KIMBERLY	10153	CUSTOM PADFOLIO: COMMISSIONERS: COMDV	EFT Posted	718.74
19685	4/30/2026	2067	FRONTIER CALIFORNIA INC	VAR APR '26-1 FRONTI	VARIOUS APR INTERNET SVCS	Wire	712.62
19716	5/12/2026	2067	FRONTIER CALIFORNIA INC	VAR APR '26-2 FRONTI	VARIOUS APR INTERNET SVCS	Wire	14,179.21
305638	5/21/2026	1497	FULL COMPASS SYSTEMS	INC02823162	STAGE AND LIGHTING SUPPLIES: THEATER: TCSD	Printed Check	4,895.81
305638	5/21/2026	1497	FULL COMPASS SYSTEMS	CMC0078829	STAGE AND LIGHTING SUPPLIES: THEATER: TCSD	Printed Check	-537.57
609372	5/21/2026	1121	GALLS LLC	BC2286603	UNIFORMS: PD	EFT Posted	267.80
305604	5/14/2026	1673	GEOCON WEST INC	126030468	GEOTECH SVCS: CITYWIDE SIDEWALKS PAUBA RD: PW19-20	Printed Check	2,305.00
305639	5/21/2026	1673	GEOCON WEST INC	726040417	GEOTECH & MATERIAL TESTING: PA25-0263: COMDV	Printed Check	700.00
609288	5/14/2026	2374	GEORGE HILLS COMPANY INC	INV1034705	MAR '26 CLAIMS TPA: RISK: HR	EFT Posted	3,926.80
609289	5/14/2026	3749	GHD INC	380-0089789	DE PORTOLA RD/JEDEDIAH SMITH RD: PW23-01	EFT Posted	13,508.04
609290	5/14/2026	4133	GLOBAL INVESTIGATIVE SERVICES INC	109026	TENANT TRACKING SVCS: TVE2	EFT Posted	146.50
305640	5/21/2026	1523	GOLDEN VALLEY MUSIC SOCIETY	Perf: 05/10/26	CLASSICS AT THE MERC: TCSD	Printed Check	252.00
609291	5/14/2026	1225	GRAINGER	9889748282	STAGE AND LIGHTING SUPPLIES: THEATER: TCSD	EFT Posted	93.80
19624	4/7/2026	4519	GREAT AMERICAN BAGEL	9774	MEALS: DC LOBBYING: CMO	Credit Card	4.76
19628	4/7/2026	4415	GRILLE DISTRICT REAGAN NATIONAL AIRPORT	8990	MEALS: DC LOBBYING: CMO	Credit Card	103.90
19612	4/7/2026	3592	HAMPTON INN	7895	LODGING: CAL CITIES CITY MGR CONF: CMO	Credit Card	217.72
609415	5/21/2026	1383	HANCOCK LORENA	3700-3710.105 '26	INSTRUCTOR EARNINGS: TCSD	EFT Posted	1,036.00
305641	5/21/2026	1009	HANKS HARDWARE INC	2634/Apr '26	SMALL TOOLS/EQUIPMENT: SUPPRESSION: FIRE	Printed Check	623.42
305605	5/14/2026	2225	HASA INC	1115481	POOL SANITIZING CHEMICALS: CITY POOLS: PW	Printed Check	1,109.23
305605	5/14/2026	2225	HASA INC	1115476	POOL SANITIZING CHEMICALS: CITY POOLS: PW	Printed Check	1,035.28
609405	5/21/2026	3508	HAVENS FOR THE ARTS	Perf: 05/02/26	STTLMT: BARD GOES TO BROADWAY: THEATER: TCSD	EFT Posted	2,519.23
609373	5/21/2026	1791	HELIXSTORM	19435	PA-440 RENEWAL: DMV: ITSS	EFT Posted	1,575.00
609388	5/21/2026	3248	HERNANDEZ CASSANDRA D	Deposit 1245	EVENT DESIGN: STATE OF THE CITY: COMSP	EFT Posted	3,750.00
609374	5/21/2026	2547	HINER DOUGLAS	April 2026	SOFTBALL OFFICIATING SVCS: TCSD	EFT Posted	3,234.00
19627	4/7/2026	3244	HYATT REGENCY	3217	LODGING: DC LOBBYING: CMO	Credit Card	1,732.01
19637	4/7/2026	3244	HYATT REGENCY	3530	LODGING: DC LOBBYING: CC	Credit Card	1,715.91
19620	4/7/2026	3244	HYATT REGENCY	1769	LODGING: DC LOBBYING: CMO	Credit Card	128.80

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
609293	5/14/2026	4340	IMPERIAL BAG AND PAPER CO LLC	41417514	JANITORIAL SUPPLIES: PARKS: PW	EFT Posted	225.00
19694	5/7/2026	1047	INSTATA X EDD	Ben351713	STATE TAX PAYMENT	Wire	55,097.53
19693	5/7/2026	1027	INSTATA X IRS	Ben351711	FEDERAL TAX PAYMENT	Wire	171,516.11
609347	5/21/2026	3035	INTERFLEX PAYMENT LLC	Ben351715	APR '26 FLEXIBLE SPENDING ACCOUNT	EFT Posted	30,294.75
609330	5/14/2026	4261	INTERNATIONAL BROTHERHOOD OF 986	Ben351695	MAY '26 UNION MEMBERSHIP DUES PAYMENT	EFT Posted	5,166.00
609376	5/21/2026	2085	INTERPRETERS UNLIMITED	454210	MARCH 2026 TRANSLATION SVCS: PD	EFT Posted	63.00
609376	5/21/2026	2085	INTERPRETERS UNLIMITED	448502	JAN 2026 TRANSLATION SVCS: PD	EFT Posted	6.75
609294	5/14/2026	4240	INTERSTATE STRIPING INC	1139	CITYWIDE STRIPING: STREETS: PW	EFT Posted	195,598.56
609377	5/21/2026	1757	INTRADO LIFE AND SAFETY INC	0100-014391	MAR ENTERPRISES 911 SVCS: ITSS	EFT Posted	330.14
609378	5/21/2026	1719	JACOBS HOUSE INC	Ben351687	EMPLOYEE CHARITY DONATIONS PAYMENT	EFT Posted	40.00
609379	5/21/2026	3704	JOLT SOFTWARE INC	INV-384477	AQUATICS SCHEDULING SOFTWARE: TCSD	EFT Posted	3,189.60
305608	5/14/2026	100	KARASEK ANITA	Refund: 357825	REFUND: VIOLATION DISMISSED: PD	Printed Check	50.00
609315	5/14/2026	3971	KELLY JOHN	Perf: 04/26/26	STTLMT: RADIOPLAY: THEATER: TCSD	EFT Posted	112.13
609395	5/21/2026	3971	KELLY JOHN	Perf: 05/08/26	FRIDAY NIGHT LIVE IMPROV: THE MERC: TCSD	EFT Posted	50.02
609380	5/21/2026	2664	KEY BUSINESS SOLUTIONS LLC	22248305	PACKAGE TRACKING: CENTRAL SVCS: ITSS	EFT Posted	2,795.00
19614	4/7/2026	4274	LA BOU BAKERY AND CAFE	9270	MEALS: SW ELECTED LEADERS LOBBY TRIP: CMO	Credit Card	4.47
19601	4/7/2026	1014	LEAGUE OF CALIFORNIA CITIES	7401	REGISTRATION: CAL CITIES CITY LEADERS CONF: CC	Credit Card	650.00
19586	4/7/2026	1014	LEAGUE OF CALIFORNIA CITIES	1350	REGISTRATION: CONFERENCE: CC	Credit Card	650.00
609381	5/21/2026	1216	LIFE ASSIST INC	2082413	CPR PROGRAM SUPPLIES: MEDIC: FIRE	EFT Posted	2,378.91
609381	5/21/2026	1216	LIFE ASSIST INC	2119577	PARAMEDIC PROGRAM SUPPLIES: MEDIC: FIRE	EFT Posted	1,620.07
609381	5/21/2026	1216	LIFE ASSIST INC	2119452	PARAMEDIC PROGRAM SUPPLIES: MEDIC: FIRE	EFT Posted	1,620.07
609381	5/21/2026	1216	LIFE ASSIST INC	2119336	PARAMEDIC PROGRAM SUPPLIES: MEDIC: FIRE	EFT Posted	907.58
305642	5/21/2026	1302	M AND J PAUL ENTERPRISES INC	JJ042526	ENTERTAINMENT SVCS: SPECIAL EVENTS: TCSD	Printed Check	1,290.00
305642	5/21/2026	1302	M AND J PAUL ENTERPRISES INC	JJ051626	ENTERTAINMENT SVCS: SPECIAL EVENTS: TCSD	Printed Check	1,290.00
305606	5/14/2026	1806	M C I COMM SERVICE	7DK90589 04/17/26	APR 7DF90589 XXX-0346 GEN USAGE: ITSS	Printed Check	36.92
305606	5/14/2026	1806	M C I COMM SERVICE	7DK89878 04/17/26	APR 7DK89878 XXX-0714 USAGE MALL PD: ITSS	Printed Check	26.13
305643	5/21/2026	1224	MAIN STREET SIGNS	50426	PARK SIGNAGE: PW	Printed Check	2,920.48
305643	5/21/2026	1224	MAIN STREET SIGNS	50423	STREET NAME SIGNS: STREET MAINT: PW	Printed Check	1,798.45
305643	5/21/2026	1224	MAIN STREET SIGNS	50421	STREET NAME SIGNS: STREET MAINT: PW	Printed Check	1,628.53
305643	5/21/2026	1224	MAIN STREET SIGNS	50425	STREET NAME SIGNS: STREET MAINT: PW	Printed Check	488.83
305643	5/21/2026	1224	MAIN STREET SIGNS	50470	BIKEWAY AND TRAIL SIGNAGE: PLAN	Printed Check	164.65
305643	5/21/2026	1224	MAIN STREET SIGNS	50419	STREET NAME SIGNS: STREET MAINT: PW	Printed Check	48.94
609297	5/14/2026	1250	MAINTEX INC	1179099-00	JANITORIAL SUPPLIES: FACILITY MAINT: PW	EFT Posted	4,209.39
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4389	TREE TRIMMING & CLEAR OUT: VARIOUS CHANNELS: PW	EFT Posted	35,904.00
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4391	TREE TRIMMING & REMOVALS: WINCHESTER CREEK: PW	EFT Posted	14,965.15
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4390	EMERGENCY TREE TRIMMING AND REMOVAL SVCS: PW	EFT Posted	13,926.40
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4398	EMERGENCY TREE TRIMMING AND REMOVAL SVCS: PW	EFT Posted	9,139.20
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4397	ANNUAL TREE TRIMMING SVCS: CITY PARKS: PW	EFT Posted	3,481.60
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4392	EMERGENCY TREE TRIMMING AND REMOVAL SVCS: PW	EFT Posted	2,057.30
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4393	TREE REMOVAL SVCS: REDHAWK: PW	EFT Posted	775.28
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4394	ANNUAL TREE TRIMMING SVCS: CITY PARKS: PW	EFT Posted	731.55
609298	5/14/2026	2619	MARIPOSA TREE MANAGEMENT INC	4395	ANNUAL TREE TRIMMING SVCS: CITY PARKS: PW	EFT Posted	697.86
609382	5/21/2026	2619	MARIPOSA TREE MANAGEMENT INC	4396	TREE REMOVAL SVCS: STATION 84: FIRE	EFT Posted	422.88
609299	5/14/2026	2376	MARK THOMAS AND COMPANY INC	59621	ENGINEERING SVCS: LA PAZ ROUNDABOUT: PW25-04	EFT Posted	37,509.50
609300	5/14/2026	4078	MARSHACK HAYS WOOD LLP	20465	MAR 2026 LEGAL SVCS	EFT Posted	2,211.00
609301	5/14/2026	1996	MATCHETT VIVIAN	1320.107	INSTRUCTOR EARNINGS: TCSD	EFT Posted	313.60
305644	5/21/2026	2388	MATRIX TELECOM LLC	1200162058	APR 800 SVCS: CIVIC CENTER: ITSS	Printed Check	69.94
609383	5/21/2026	2057	MDG ASSOCIATES INC	20709	MAR CONSULTING SVCS: CDBG ADMINISTRATION: COMDV	EFT Posted	4,731.50
609383	5/21/2026	2057	MDG ASSOCIATES INC	20710	MAR CONSULTING SVCS: CDBG-CV ADMINISTRATION: COMDV	EFT Posted	44.00
609384	5/21/2026	2042	MICHAEL BAKER INTERNATIONAL	1284468	MAPPING & SURVEYING: 79S/FRONT ST: PW	EFT Posted	4,900.00
609385	5/21/2026	2259	MICHELLE MEDINA	1040.104-1045.104	INSTRUCTOR EARNINGS: TCSD	EFT Posted	3,185.00
609302	5/14/2026	1681	MIRANDA JULIO CESAR	3600.105-3630.104	INSTRUCTOR EARNINGS: TCSD	EFT Posted	1,494.50
609287	5/14/2026	4492	MITHRIL ENTERPRISES	QB13666	FIRST AID KITS: RISK: HR	EFT Posted	8,285.63
609303	5/14/2026	3856	MNS ENGINEERS INC	93474	ENGINEERING SVCS: MERCEDES ST SIDEWALK: PW25-09	EFT Posted	21,450.00
19687	5/4/2026	2830	MOOD MEDIA NORTH AMERICA HOLDINGS LLC	59486222	MAY '26 DISH NETWORK SVCS: ITSS	Wire	204.43
19686	5/4/2026	2830	MOOD MEDIA NORTH AMERICA HOLDINGS LLC	59486115	MAY '26 DISH NETWORK SVCS: ITSS	Wire	75.43
609304	5/14/2026	1240	MORAMARCO ANTHONY J	Apr '26	EVENTS SVCS: SPECIAL EVENTS: TCSD	EFT Posted	300.00
609386	5/21/2026	1240	MORAMARCO ANTHONY J	2040.105-2070.104	INSTRUCTOR EARNINGS: TCSD	EFT Posted	1,512.00
609386	5/21/2026	1240	MORAMARCO ANTHONY J	04/28/26	ACTIVITY GUIDE DESIGN WORK: TCSD	EFT Posted	500.00
609387	5/21/2026	2081	MUSIC CONNECTION LLC	Perf: 05/09/26	SPEAKEASY @ THE MERC: TCSD	EFT Posted	537.60
305645	5/21/2026	2032	NATIONAL SAFETY COMPLIANCE INC	39654	DOT ALCOHOL TESTING PROGRAM: HR	Printed Check	74.95
19696	5/7/2026	1038	NATIONWIDE RETIREMENT SOLUTION	Ben351719	OBRA - PROJECT RETIREMENT PAYMENT	Wire	7,025.34
609305	5/14/2026	2220	NEXTech SYSTEMS INC	INV3989	TRAFFIC EQUIPMENT: PWTE-19	EFT Posted	32,911.31
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84309	IRRIGATION REPAIRS: HARVESTON: PW	EFT Posted	900.00
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84369	IRRIGATION REPAIRS: WOLF CREEK PARK: PW	EFT Posted	737.64
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84382	IRRIGATION REPAIRS: RANCHO CALIF MEDIANS: PW	EFT Posted	678.40
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84347	IRRIGATION REPAIRS: REDHAWK PARK: PW	EFT Posted	662.92

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84370	IRRIGATION REPAIRS: VAIL RANCH: PW	EFT Posted	614.70
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84356	IRRIGATION REPAIRS: LONG CANYON CREEK PARK: PW	EFT Posted	583.12
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84355	IRRIGATION REPAIRS: LONG CANYON CREEK PARK: PW	EFT Posted	559.64
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84363	IRRIGATION REPAIRS: PALOMA DEL SOL PARK: PW	EFT Posted	484.65
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84373	IRRIGATION REPAIRS: TEMEKU HILLS: PW	EFT Posted	482.97
609306	5/14/2026	2578	NIEVES LANDSCAPE LLC	84380	IRRIGATION REPAIRS: JOHN MAGEE PARK: PW	EFT Posted	419.70
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84379	IRRIGATION REPAIRS: VAIL RANCH PARK: PW	EFT Posted	419.70
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84364	IRRIGATION REPAIRS: PALOMA DEL SOL PARK: PW	EFT Posted	404.84
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84371	IRRIGATION REPAIRS: RIVERTON PARK: PW	EFT Posted	382.82
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84374	IRRIGATION REPAIRS: SERENA HILLS PARK: PW	EFT Posted	382.82
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84378	IRRIGATION REPAIRS: WOODCREST: PW	EFT Posted	381.38
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84348	IRRIGATION REPAIRS: RRSP: PW	EFT Posted	379.33
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84351	IRRIGATION REPAIRS: RRSP: PW	EFT Posted	356.95
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84361	IRRIGATION REPAIRS: VILLAGE GROVE: PW	EFT Posted	349.06
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84381	IRRIGATION REPAIRS: VAIL RANCH: PW	EFT Posted	342.70
609307	5/14/2026	2578	NIEVES LANDSCAPE LLC	84359	IRRIGATION REPAIRS: MURRIETA CREEK TRAIL: PW	EFT Posted	310.27
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84365	IRRIGATION REPAIRS: VINTAGE HILLS: PW	EFT Posted	291.74
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84353	IRRIGATION REPAIRS: MORRISON: PW	EFT Posted	288.43
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84357	IRRIGATION REPAIRS: HARVESTON: PW	EFT Posted	268.30
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84352	IRRIGATION REPAIRS: LONG CANYON CREEK PARK: PW	EFT Posted	268.30
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84310	IRRIGATION REPAIRS: CIVIC CTR: PW	EFT Posted	237.44
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84354	IRRIGATION REPAIRS: PARKS: PW	EFT Posted	217.21
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84350	IRRIGATION REPAIRS: RIVERTON PARK: PW	EFT Posted	211.87
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84362	IRRIGATION REPAIRS: MEADOWS PARK: PW	EFT Posted	190.06
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84377	IRRIGATION REPAIRS: HARVESTON: PW	EFT Posted	190.05
609308	5/14/2026	2578	NIEVES LANDSCAPE LLC	84376	IRRIGATION REPAIRS: MURRIETA CREEK TRAIL: PW	EFT Posted	190.05
609309	5/14/2026	2578	NIEVES LANDSCAPE LLC	84372	IRRIGATION REPAIRS: TPL: PW	EFT Posted	162.32
609309	5/14/2026	2578	NIEVES LANDSCAPE LLC	84375	IRRIGATION REPAIRS: CHANTEMAR: PW	EFT Posted	148.06
609309	5/14/2026	2578	NIEVES LANDSCAPE LLC	84360	IRRIGATION REPAIRS: MURRIETA CREEK TRAIL: PW	EFT Posted	118.47
609309	5/14/2026	2578	NIEVES LANDSCAPE LLC	84358	IRRIGATION REPAIRS: YNEZ RD MEDIANS: PW	EFT Posted	118.47
609389	5/21/2026	2578	NIEVES LANDSCAPE LLC	84656	CLEAN UP SVCS: SPECIAL EVENTS: TCSD	EFT Posted	14,601.22
609389	5/21/2026	2578	NIEVES LANDSCAPE LLC	84638	APR '26 LANDSCAPE SVCS: FIRE	EFT Posted	2,189.68
305646	5/21/2026	100	NORRIS KAREN	REFUND: 05/01/26	REFUND: APPRAISAL: PW	Printed Check	5,000.00
609390	5/21/2026	1819	NPG INC	1124724	PICKLEBALL COURT CONVERSION: MIKE NAGGAR PARK: PW	EFT Posted	103,697.00
19623	4/7/2026	4518	OLD EBBITT GRILL	0927	MEALS: DC LOBBYING: CMO	Credit Card	82.27
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082540	REPAIR & MAINTENANCE - VEHICLE: FACILITIES: PW	EFT Posted	376.18
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082659	REPAIR & MAINTENANCE - VEHICLE: FACILITIES: PW	EFT Posted	258.89
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	081932	REPAIR & MAINTENANCE - VEHICLE: STREETS: PW	EFT Posted	177.07
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082712B	REPAIR & MAINTENANCE - VEHICLE: FACILITIES: PW	EFT Posted	149.07
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082712A	REPAIR & MAINTENANCE - VEHICLE: STREETS: PW	EFT Posted	149.07
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082202	REPAIR & MAINTENANCE - VEHICLE: PARKS: PW	EFT Posted	121.61
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082705	REPAIR & MAINTENANCE - VEHICLE: FACILITIES: PW	EFT Posted	116.64
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	081351	REPAIR & MAINTENANCE - VEHICLE: FACILITIES: PW	EFT Posted	78.69
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	081813	REPAIR & MAINTENANCE - VEHICLE: FACILITIES: PW	EFT Posted	70.86
609310	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082236	REPAIR & MAINTENANCE - VEHICLE: PARKS: PW	EFT Posted	66.62
609311	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082635	REPAIR & MAINTENANCE - VEHICLE: TRAFFIC: PW	EFT Posted	64.40
609311	5/14/2026	2496	OLD TOWN TIRE AND SERVICE INC	082699	REPAIR & MAINTENANCE - VEHICLE: STREETS: PW	EFT Posted	60.06
609392	5/21/2026	2496	OLD TOWN TIRE AND SERVICE INC	082660	REPAIR & MAINTENANCE - VEHICLE: PD	EFT Posted	2,037.09
609392	5/21/2026	2496	OLD TOWN TIRE AND SERVICE INC	082795	REPAIR & MAINTENANCE - VEHICLE: MPSC: TCSD	EFT Posted	836.73
609392	5/21/2026	2496	OLD TOWN TIRE AND SERVICE INC	082866	REPAIR & MAINTENANCE - VEHICLE: FIRE	EFT Posted	51.38
609391	5/21/2026	3040	OLD TOWN WISE RIDERS INC	219369	REPAIR & MAINTENANCE - VEHICLE: PD	EFT Posted	368.32
609391	5/21/2026	3040	OLD TOWN WISE RIDERS INC	219245	APRIL 2026 REPAIR & MAINTENANCE - VEHICLE: PD	EFT Posted	351.46
19594	4/7/2026	1400	ONTARIO AIRPORT	9248	PARKING: CONFERENCE: FIRE	Credit Card	120.00
19609	4/7/2026	1400	ONTARIO AIRPORT	2363	PARKING: CAL CITIES CITY MGR CONF: CMO	Credit Card	70.00
19613	4/7/2026	1400	ONTARIO AIRPORT	7621	PARKING: SW ELECTED LEADERS LOBBY TRIP: CMO	Credit Card	30.00
19608	4/7/2026	2380	ONTARIO AIRPORT	5360	MEALS: CAL CITIES CITY MGR CONF: CMO	Credit Card	7.11
609393	5/21/2026	1488	ORIGINAL WATERMEN INC	505708	STAFF UNIFORMS: AQUATICS: TCSD	EFT Posted	11,125.89
609312	5/14/2026	4012	OUTDOOR CREATIONS INC	12729	PARK TABLES AND BENCHES: MIKE NAGGAR PARK: PW	EFT Posted	10,732.54
19598	4/7/2026	1401	PAYPAL	1969	VERISIGN PAYFLOW PRO TRANSACTION: TCSD	Credit Card	89.70
19587	4/7/2026	1401	PAYPAL	8522	VERISIGN PAYFLOW PRO TRANSACTION: FIN	Credit Card	25.00
19632	4/7/2026	3486	PEETS COFFEE	3114	MEALS: DC LOBBYING TRIP: CC	Credit Card	11.28
19638	4/7/2026	3486	PEETS COFFEE	5473	MEALS: DC LOBBYING TRIP: CC	Credit Card	9.07
19699	5/5/2026	1017	PERS EMPLOYEES RETIREMENT	Ben351725	PERS RETIREMENT PAYMENT	Wire	2,047.31
19691	5/7/2026	1017	PERS EMPLOYEES RETIREMENT	Ben351709	PERS RETIREMENT PAYMENT	Wire	185,218.97
19690	5/7/2026	1016	PERS HEALTH INSUR PREMIUM	Ben351705	PERS HEALTH PAYMENT	Wire	233,896.99
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1221185	FUEL FOR CITY VEHICLES: PARKS: PW	EFT Posted	2,604.32
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1221201	FUEL FOR CITY VEHICLES: TRAFFIC: PW	EFT Posted	619.07

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1222454	FUEL FOR CITY VEHICLES: CODE: BLDSF	EFT Posted	321.53
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1221188	FUEL FOR CITY VEHICLES: BLDSF	EFT Posted	258.58
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1221202	FUEL FOR CITY VEHICLES: TCSD	EFT Posted	238.69
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1221190	FUEL FOR CITY VEHICLES: CIP: PW	EFT Posted	209.49
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1207502	FUEL FOR CITY VEHICLES: CIP: PW	EFT Posted	195.09
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1214526	FUEL FOR CITY VEHICLES: CODE: LAND DEV: PW	EFT Posted	176.59
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1221186	FUEL FOR CITY VEHICLES: LAND DEV: PW	EFT Posted	140.54
609271	5/14/2026	4384	PILOT TRAVEL CENTER LLC	1221189	FUEL FOR CITY VEHICLES: CMO	EFT Posted	37.14
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1224825	FUEL FOR CITY VEHICLES: TCSD	EFT Posted	507.42
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1224270	FUEL FOR CITY VEHICLES: FIRE	EFT Posted	466.09
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1231784	FUEL FOR CITY VEHICLES: TCSD	EFT Posted	363.33
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1231292	FUEL FOR CITY VEHICLES: FIRE	EFT Posted	221.02
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1220684	FUEL FOR CITY VEHICLES: FIRE	EFT Posted	220.39
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1224810	FUEL FOR CITY VEHICLES: PD	EFT Posted	168.47
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1231769	FUEL FOR CITY VEHICLES: PD	EFT Posted	167.28
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1221200	FUEL FOR CITY VEHICLES: EOC: FIRE	EFT Posted	118.83
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1224823	FUEL FOR CITY VEHICLES: EOC: FIRE	EFT Posted	109.40
609356	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1231782	FUEL FOR CITY VEHICLES: EOC: FIRE	EFT Posted	103.11
609357	5/21/2026	4384	PILOT TRAVEL CENTER LLC	1221187	FUEL FOR CITY VEHICLES: PD	EFT Posted	52.18
19599	4/7/2026	1020	PRESS ENTERPRISE COMPANY INC	2248	SUBSCRIPTION: TCSD	Credit Card	26.00
305609	5/14/2026	1020	PRESS ENTERPRISE COMPANY INC	180905656A 04/08/26	SUBSCRIPTION: PW	Printed Check	165.66
305609	5/14/2026	1020	PRESS ENTERPRISE COMPANY INC	180905656C 04/08/26	SUBSCRIPTION: PW	Printed Check	165.66
305609	5/14/2026	1020	PRESS ENTERPRISE COMPANY INC	180905656D 04/08/26	SUBSCRIPTION: PW	Printed Check	165.66
305609	5/14/2026	1020	PRESS ENTERPRISE COMPANY INC	180905656B 04/08/26	SUBSCRIPTION: PW	Printed Check	165.66
609314	5/14/2026	3218	PRETI LUCAS	2604A	VIDEO PRODUCTION: COMSP	EFT Posted	5,500.00
609394	5/21/2026	3218	PRETI LUCAS	2605B	VIDEO PRODUCTION: COMSP	EFT Posted	4,500.00
609394	5/21/2026	3218	PRETI LUCAS	2605A	VIDEO PRODUCTION: COMSP	EFT Posted	2,500.00
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132387639	FLOOR MATS AND TOWEL RENTALS: FACILITIES: PW	EFT Posted	100.51
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132387246	FLOOR MATS AND TOWEL RENTALS: FACILITIES: PW	EFT Posted	60.71
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132384304A	UNIFORMS: STREET MAINTENANCE: PW	EFT Posted	57.12
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132386388B	UNIFORMS: PARKS & FACILITIES: PW	EFT Posted	56.63
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132384303B	UNIFORMS: PARKS & FACILITIES: PW	EFT Posted	56.60
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132387247	FLOOR MATS AND TOWEL RENTALS: FACILITIES: PW	EFT Posted	30.71
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132387233	FLOOR MATS AND TOWEL RENTALS: FACILITIES: PW	EFT Posted	25.28
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132387234	FLOOR MATS AND TOWEL RENTALS: FACILITIES: PW	EFT Posted	24.47
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132386390	FLOOR MATS AND TOWEL RENTALS: FACILITIES: PW	EFT Posted	17.75
609316	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132386388A	UNIFORMS: STREET MAINTENANCE: PW	EFT Posted	12.39
609317	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132384303A	UNIFORMS: STREET MAINTENANCE: PW	EFT Posted	11.76
609317	5/14/2026	1336	PRUDENTIAL OVERALL SUPPLY	132384304B	UNIFORMS: PARKS & FACILITIES: PW	EFT Posted	1.76
609396	5/21/2026	2727	QUADIANT FINANCE USA INC	PPLN01 04/08/26	APRIL 2026 POSTAGE SVCS: PD	EFT Posted	349.00
609397	5/21/2026	1837	QUADIANT LEASING USA INC	17983594	CERTIFIED MAIL SOLUTION: CENTRAL SVCS: ITSS	EFT Posted	57.97
19591	4/7/2026	4496	QUATRO AMIGOS MEXICAN GRILL	9593	MEALS: FIRE	Credit Card	48.22
305611	5/14/2026	1847	R AND R CONTROLS INC	25193	EMERGENCY HVAC REPAIRS: CIVIC CENTER: PW	Printed Check	8,356.64
19569	4/1/2026	3520	RALPHS	7088	SUPPLIES: HOMELESS CLIENTS: TCSD	Credit Card	32.76
19677	4/24/2026	1021	RANCHO CALIF WATER DISTRICT	MAR '26 WATER 2	VARIOUS WATER SVCS MAR BATCH 2	Wire	19,953.25
19684	5/1/2026	1021	RANCHO CALIF WATER DISTRICT	MAR '26 WATER 3	VARIOUS WATER SVCS MAR BATCH 3	Wire	24,466.20
19713	5/15/2026	1021	RANCHO CALIF WATER DISTRICT	APR '26 WATER 1	VARIOUS WATER SVCS APR BATCH 1	Wire	64,943.61
19715	5/15/2026	1021	RANCHO CALIF WATER DISTRICT	RCWD APR '26 3126702	VARIOUS WATER SVCS APR	Wire	280.16
19714	5/15/2026	1021	RANCHO CALIF WATER DISTRICT	RCWD APR 26 3125114	VARIOUS WATER SVCS APR	Wire	58.10
609398	5/21/2026	1537	RANDALL MANAGEMENT GROUP	INV-42959	PUBLIC NOTICE SIGN POSTING SVCS: COMDV	EFT Posted	624.50
609398	5/21/2026	1537	RANDALL MANAGEMENT GROUP	INV-42961	PUBLIC NOTICE SIGN POSTING SVCS: COMDV	EFT Posted	312.25
609398	5/21/2026	1537	RANDALL MANAGEMENT GROUP	INV-42909	PUBLIC NOTICE SIGN POSTING SVCS: COMDV	EFT Posted	312.25
609399	5/21/2026	2207	READY AMERICA INC	22513	SPECIAL EVENTS MATERIALS: EM: FIRE	EFT Posted	4,993.96
609400	5/21/2026	2203	REMOTE SATELLITE SYSTEMS INTL	00135928	PHONE SERVICES: EOC: FIRE	EFT Posted	571.00
305647	5/21/2026	100	REPIPE 1	TRC-161629-26-03-202	REFUND: PERMIT B26-1261: COMDV	Printed Check	276.80
609318	5/14/2026	4320	RESTORED ELEVATOR INC	1033	MONTHLY ELEVATOR SERVICE: FACILITIES: PW	EFT Posted	4,766.66
305612	5/14/2026	2532	REVZILLA MOTORSPORTS LLC	55777884	UNIFORMS: PD	Printed Check	311.39
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	257698	FEB 2026 LEGAL SVCS	EFT Posted	40,723.25
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258050	MAR 2026 LEGAL SVCS	EFT Posted	27,895.70
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258029	MAR 2026 LEGAL SVCS	EFT Posted	21,577.18
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258043	MAR 2026 LEGAL SVCS	EFT Posted	19,530.50
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258026	MAR 2026 LEGAL SVCS	EFT Posted	19,246.50
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258051	MAR 2026 LEGAL SVCS	EFT Posted	18,616.87
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258024	MAR 2026 LEGAL SVCS	EFT Posted	12,399.99
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258052	MAR 2026 LEGAL SVCS	EFT Posted	11,015.93
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258039	MAR 2026 LEGAL SVCS	EFT Posted	9,371.73
609319	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258058	MAR 2026 LEGAL SVCS	EFT Posted	7,849.00

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258034	MAR 2026 LEGAL SVCS	EFT Posted	7,569.00
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258056	MAR 2026 LEGAL SVCS	EFT Posted	7,500.25
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258046	MAR 2026 LEGAL SVCS	EFT Posted	7,250.50
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258040	MAR 2026 LEGAL SVCS	EFT Posted	5,379.50
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258025	MAR 2026 LEGAL SVCS	EFT Posted	4,413.00
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258038	MAR 2026 LEGAL SVCS	EFT Posted	4,302.50
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258048	MAR 2026 LEGAL SVCS	EFT Posted	1,615.00
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258030	MAR 2026 LEGAL SVCS	EFT Posted	1,536.75
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258057	MAR 2026 LEGAL SVCS	EFT Posted	1,297.50
609320	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258047	MAR 2026 LEGAL SVCS	EFT Posted	837.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258033	MAR 2026 LEGAL SVCS	EFT Posted	403.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258035	MAR 2026 LEGAL SVCS	EFT Posted	372.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258054	MAR 2026 LEGAL SVCS	EFT Posted	339.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258041	MAR 2026 LEGAL SVCS	EFT Posted	310.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258042	MAR 2026 LEGAL SVCS	EFT Posted	310.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258031	MAR 2026 LEGAL SVCS	EFT Posted	264.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258055	MAR 2026 LEGAL SVCS	EFT Posted	144.43
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258044	MAR 2026 LEGAL SVCS	EFT Posted	137.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258036	MAR 2026 LEGAL SVCS	EFT Posted	119.00
609321	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258049	MAR 2026 LEGAL SVCS	EFT Posted	88.00
609322	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258037	MAR 2026 LEGAL SVCS	EFT Posted	62.00
609322	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258053	MAR 2026 LEGAL SVCS	EFT Posted	31.00
609322	5/14/2026	1150	RICHARDS WATSON AND GERSHON	258045	MAR 2026 LEGAL SVCS	EFT Posted	28.50
305649	5/21/2026	1966	RIGHTWAY SITE SERVICES INC	457377	PORTABLE RESTROOM RENTAL: SPECIAL EVENTS: TCSD	Printed Check	5,750.00
305594	5/14/2026	1035	RIVERSIDE COUNTY - AUDITOR	MAR '26	MAR '26 PARKING CITATION ASSESSMENTS	Printed Check	8,749.50
19567	4/1/2026	1045	RIVERSIDE COUNTY - CLERK	8896	REPORTS: TCSD	Credit Card	134.84
305614	5/14/2026	1807	RIVERSIDE COUNTY - ECDEV	2026-12	Q2 25/26 STAFFING: LIBRARY: TCSD	Printed Check	34,580.00
305599	5/14/2026	1104	RIVERSIDE COUNTY - ENVIRONMENTAL HEALTH	IN1079270	PERMIT RENEW: CITY HALL	Printed Check	1,052.00
305636	5/21/2026	1104	RIVERSIDE COUNTY - ENVIRONMENTAL HEALTH	IN1081359	PERMIT: STATION 95: FIRE	Printed Check	1,488.00
305610	5/14/2026	2635	RIVERSIDE COUNTY - PSEC	PE0000003446A	PSEC USE: EMERGENCY RADIO USE: FIRE	Printed Check	121.76
305610	5/14/2026	2635	RIVERSIDE COUNTY - PSEC	PE0000003446B	PSEC USE: EMERGENCY RADIO USE: FIRE	Printed Check	121.75
305648	5/21/2026	2635	RIVERSIDE COUNTY - PSEC	PE0000003531	PSEC USE: EMERGENCY RADIO USE: PD	Printed Check	121.76
305648	5/21/2026	2635	RIVERSIDE COUNTY - PSEC	PE0000003532B	PSEC USE: EMERGENCY RADIO USE: FIRE	Printed Check	121.75
305613	5/14/2026	1042	RIVERSIDE COUNTY - SHERIFF	SH0000050265	02/05/26 - 03/04/26 LAW ENFORCEMENT: PD	Printed Check	3,164,587.09
609401	5/21/2026	1834	ROBERTS PATRICIA GAY	2705.104-2715.101	INSTRUCTOR EARNINGS: TCSD	EFT Posted	1,120.00
19589	4/7/2026	3707	ROCKET CARWASH LLC	2933	REPAIR & MAINTENANCE - VEHICLE: FIRE	Credit Card	28.99
19566	4/1/2026	4490	RODEWAY INN TEMECULA	0286	LODGING: HOMELESS OUTREACH: TCSD	Credit Card	-190.40
305615	5/14/2026	3712	RUBIN DANA L STODDARD	1500.101 '26	INSTRUCTOR EARNINGS: TCSD	Printed Check	382.50
19629	4/7/2026	1343	SAFE FAMILY JUSTICE CENTERS	3929	REGISTRATION: FUNDRAISER: CC	Credit Card	250.00
19625	4/7/2026	1903	SAN DIEGO AIRPORT PARKING	7277	PARKING: DC LOBBYING: CMO	Credit Card	152.00
19619	4/7/2026	4413	SAN PRADO INT'L AIRPORT	7900	MEALS: DC LOBBYING: CMO	Credit Card	96.00
609323	5/14/2026	1552	SANBORN GWYNETH	PERF: 04/18/26	TICKET SALES AGMT: COUNTRY LIVE @ THE MERC: TCSD	EFT Posted	618.75
609323	5/14/2026	1552	SANBORN GWYNETH	PERF: 05/02/26	TICKET SALES AGMT: COUNTRY LIVE @ THE MERC: TCSD	EFT Posted	517.50
609402	5/21/2026	2008	SARNOWSKI SHAWNA PRESTON	05022026	PHOTOGRAPHY SVCS: SPECIAL EVENTS: TCSD	EFT Posted	600.00
609402	5/21/2026	2008	SARNOWSKI SHAWNA PRESTON	05012026	PHOTOGRAPHY SVCS: SPECIAL EVENTS: TCSD	EFT Posted	600.00
609402	5/21/2026	2008	SARNOWSKI SHAWNA PRESTON	04282026	PHOTOGRAPHY SVCS: COMSP	EFT Posted	500.00
609402	5/21/2026	2008	SARNOWSKI SHAWNA PRESTON	05032026	PHOTOGRAPHY SVCS: THEATER: TCSD	EFT Posted	430.00
609402	5/21/2026	2008	SARNOWSKI SHAWNA PRESTON	04252026	PHOTOGRAPHY SVCS: SPECIAL EVENTS: TCSD	EFT Posted	375.00
609402	5/21/2026	2008	SARNOWSKI SHAWNA PRESTON	04162026	PHOTOGRAPHY SVCS: HUMAN SVCS & WORKFORCE DEV: TCSD	EFT Posted	375.00
609402	5/21/2026	2008	SARNOWSKI SHAWNA PRESTON	04092026	PHOTOGRAPHY SVCS: HUMAN SVCS & WORKFORCE DEV: TCSD	EFT Posted	280.00
609402	5/21/2026	2008	SARNOWSKI SHAWNA PRESTON	05142026	PHOTOGRAPHY SVCS: HUMAN SVCS & WORKFORCE DEV: TCSD	EFT Posted	280.00
19593	4/7/2026	4495	SATORI SUSHI NATOMAS	7422	MEALS: FIRE	Credit Card	72.42
19590	4/7/2026	4495	SATORI SUSHI NATOMAS	6947	MEALS: FIRE	Credit Card	59.86
305616	5/14/2026	2360	SB&O INC	126007	ENGINEERING & CONSTRUCTION SVCS: PWSW-02-02	Printed Check	854.50
305616	5/14/2026	2360	SB&O INC	1225006	ENGINEERING & CONSTRUCTION SVCS: PWSW-02-02	Printed Check	487.50
305616	5/14/2026	2360	SB&O INC	925006	ENGINEERING & CONSTRUCTION SVCS: PWSW-02-02	Printed Check	134.75
305616	5/14/2026	2360	SB&O INC	1125004	ENGINEERING & CONSTRUCTION SVCS: PWSW-02-02	Printed Check	37.25
609403	5/21/2026	2817	SCP DISTRIBUTORS LLC	AL595494	SMALL TOOLS/EQUIPMENT: AQUATICS: TCSD	EFT Posted	5,756.39
609404	5/21/2026	1421	SDSU RESEARCH FOUNDATION	S0081690	RADIO COMMUNICATION TOWER LEASE: ITSS	EFT Posted	8,187.36
609407	5/21/2026	1780	SILVERMAN ENTERPRISES INC	2547	OVERNIGHT SECURITY: TCSD	EFT Posted	7,267.40
609407	5/21/2026	1780	SILVERMAN ENTERPRISES INC	2548	OVERNIGHT SECURITY: TCSD	EFT Posted	4,185.00
305617	5/14/2026	4530	SINGH MICHELE	CITATION 368176	REFUND: PARKING CITATIONS: PD	Printed Check	305.00
19615	4/7/2026	4517	SMF CAFETERIA	1541	MEALS: SW ELECTED LEADERS LOBBY TRIP: CMO	Credit Card	84.53
19611	4/7/2026	4517	SMF CAFETERIA	5218	MEALS: CAL CITIES CITY MGR CONF: CMO	Credit Card	21.38
19676	4/27/2026	1094	SO CALIF GAS COMPANY	MAR '26 GAS SVCS	VARIOUS MAR SO CAL GAS SVCS	Wire	13,499.20
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316283	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	123.00
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316277	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	120.00

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316400	PEST CONTROL SVCS: PARKS: PW	EFT Posted	95.00
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316285	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	90.00
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316473	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	90.00
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316593	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	90.00
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316407	PEST CONTROL SVCS: PARKS: PW	EFT Posted	90.00
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316549	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	42.00
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316274	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	36.00
609326	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316269	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	32.00
609327	5/14/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316657	PEST CONTROL SVCS: FACILITIES: PW	EFT Posted	29.00
609408	5/21/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316367	PEST CONTROL SVCS: FIRE	EFT Posted	80.00
609408	5/21/2026	1055	SOUTH COUNTY PEST CONTROL INC	0317321	PEST CONTROL SVCS: FIRE	EFT Posted	80.00
609408	5/21/2026	1055	SOUTH COUNTY PEST CONTROL INC	0315999	PEST CONTROL SVCS: FIRE	EFT Posted	74.00
609408	5/21/2026	1055	SOUTH COUNTY PEST CONTROL INC	0316080	PEST CONTROL SVCS: FIRE	EFT Posted	48.00
609408	5/21/2026	1055	SOUTH COUNTY PEST CONTROL INC	031363	PEST CONTROL SVCS: FIRE	EFT Posted	42.00
609408	5/21/2026	1055	SOUTH COUNTY PEST CONTROL INC	0317324	PEST CONTROL SVCS: FIRE	EFT Posted	42.00
19712	4/29/2026	1800	SOUTHERN CALIFORNIA EDISON CO	VAR SCE MAR '26	VARIOUS MAR SOCAL EDISON SVCS	Wire	153,159.04
305651	5/21/2026	1800	SOUTHERN CALIFORNIA EDISON CO	7590716699	STREET LIGHT INSTALL: PW	Printed Check	2,350.89
305650	5/21/2026	1704	SOUTHERN CALIFORNIA TELEPHONE CO	45949260501	MAY '26 GEN USAGE: 0141,0839,0978,0979: ITSS	Printed Check	594.44
19604	4/7/2026	1399	SOUTHWEST AIRLINES	8882	AIRFARE: CAL CITIES CITY LEADERS SUMMIT: CC	Credit Card	551.80
19600	4/7/2026	1399	SOUTHWEST AIRLINES	5546	AIRFARE: ICSC CONFERENCE: CC	Credit Card	296.80
19605	4/7/2026	1399	SOUTHWEST AIRLINES	8871	AIRFARE: CAL CITIES CITY MGR CONF: CMO	Credit Card	188.91
19606	4/7/2026	1399	SOUTHWEST AIRLINES	8889	AIRFARE: CAL CITIES CITY MGR CONF: CMO	Credit Card	39.00
305652	5/21/2026	1513	SOUTHWEST WOMENS CHORUS	PERF: 05/03/26	TICKET SALES AGMT: SPRING FOLLIES: TCSD	Printed Check	3,465.80
609411	5/21/2026	1431	STANDARD INSURANCE COMPANY	Ben351691	MAY '26 BASIC LIFE INSURANCE PAYMENT	EFT Posted	12,328.49
609410	5/21/2026	4427	STANDARD INSURANCE COMPANY	Ben351693	MAY '26 EMPLOYEE VISION PREMIUMS	EFT Posted	1,789.50
609328	5/14/2026	1452	STAPLES INC	6061837814	OFFICE SUPPLIES: RHR LIBRARY: TCSD	EFT Posted	268.83
19607	4/7/2026	1535	STARBUCKS	3915	MEALS: CAL CITIES CITY MGR CONF: CMO	Credit Card	11.90
19695	5/7/2026	2820	STATE OF ARIZONA	Ben351717	AZ STATE TAX PAYMENT	Wire	287.63
609412	5/21/2026	1263	STATE OF CALIFORNIA DOJ	041742	MAR '26 BLOOD ALCOHOL SVCS: PD	EFT Posted	840.00
609412	5/21/2026	1263	STATE OF CALIFORNIA DOJ	034729	FEB '26 BLOOD ALCOHOL SVCS: PD	EFT Posted	770.00
19602	4/7/2026	4512	STATEHOUSE OUTPOST	0520	MEALS: LEADERS COLLABORATIVE LOBBY TRIP: CC	Credit Card	3.25
609325	5/14/2026	1787	STERICYCLE INC	8014060765	SHREDDING SVCS: CITYWIDE: CLERK	EFT Posted	217.94
609413	5/21/2026	1712	STUART JENNIFER	3400-3450.101 2nd 26	INSTRUCTOR EARNINGS: TCSD	EFT Posted	17,120.00
305653	5/21/2026	1763	STUDENT OF THE MONTH PROGRAM INC	05/11/26	FY 25/26 COUNCIL DISCRETIONARY FUNDS: CC	Printed Check	5,000.00
609329	5/14/2026	1081	SWARCO MCCAIN INC	PB3604	TRAFFIC SOFTWARE MAINTENANCE RENEWAL: ITSS	EFT Posted	8,420.00
305618	5/14/2026	2261	T MOBILE USA INC	L2604230207	3/18/26-4/09/26 TDOA: PD	Printed Check	100.00
305654	5/21/2026	2261	T MOBILE USA INC	L2604270191	APR '26 CELL TOWER DUMP: PD	Printed Check	250.00
305654	5/21/2026	2261	T MOBILE USA INC	L2604270243	APR '26 CELL TOWER DUMP: PD	Printed Check	100.00
305654	5/21/2026	2261	T MOBILE USA INC	L2605050208	APR '26 CELL TOWER DUMP: PD	Printed Check	50.00
305619	5/14/2026	1212	T Y LIN INTERNATIONAL	30102604378	I-15/FRENCH VALLEY PKWY IMPROVEMENTS: PW19-03	Printed Check	79,112.77
305619	5/14/2026	1212	T Y LIN INTERNATIONAL	30102604014	I-15/FRENCH VALLEY PKWY IMPROVEMENTS: PW16-01	Printed Check	44,226.71
19633	4/7/2026	4513	TATTE BAKERY AND CAFE	2775	MEALS: DC LOBBYING TRIP: CC	Credit Card	28.94
19622	4/7/2026	4513	TATTE BAKERY AND CAFE	2692	MEALS: DC LOBBYING: CMO	Credit Card	18.32
19621	4/7/2026	4513	TATTE BAKERY AND CAFE	2510	MEALS: DC LOBBYING: CMO	Credit Card	17.50
19634	4/7/2026	4513	TATTE BAKERY AND CAFE	2858	MEALS: DC LOBBYING TRIP: CC	Credit Card	6.07
609414	5/21/2026	3764	TELEPROMPTING INC	26MAY12-L-2	TELEPROMPTING SVCS: SOTC: COMSP	EFT Posted	900.00
609414	5/21/2026	3764	TELEPROMPTING INC	26MAY12-L	TELEPROMPTING SVCS: SOTC: COMSP	EFT Posted	900.00
19571	4/1/2026	3532	TEMECULA FUELS CORP	6283	FUEL FOR CITY VEHICLES: TCSD	Credit Card	27.10
609331	5/14/2026	1914	TEMECULA VALLEY BACKFLOW INC	55969	BACKFLOW TESTING & REPAIRS: PARKS: PW	EFT Posted	8,400.00
609332	5/14/2026	1232	TERRYBERRY COMPANY LLC	U39534	SERVICE RECOGNITION: HR	EFT Posted	126.09
19595	4/7/2026	4498	THE HUB EATS AND DRINKS	7462	MEALS: FIRE	Credit Card	40.23
19652	4/7/2026	4152	THE MERITAGE RESORT	2506	LODGING: CAL CITIES CITY MGR CONF: CMO	Credit Card	597.26
19649	4/7/2026	4152	THE MERITAGE RESORT	3346	MEALS: CAL CITIES CITY MGR CONF: CMO	Credit Card	77.48
19592	4/7/2026	4497	THE SANDWICH SPOT	4654	MEALS: FIRE	Credit Card	18.47
305655	5/21/2026	3351	THE THEATER FOUNDATION	PERF: 05/08-05/10	TICKET SALES AGMT: MOUSICAL:TCSD	Printed Check	5,088.56
609416	5/21/2026	1936	TIERCE NICHOLAS DATHAN	NTOTTCT-2026-05	GRAPHIC DESIGN: THEATER: TCSD	EFT Posted	2,660.00
609355	5/21/2026	4527	TIGHTROPE MEDIA SYSTEMS INC	UAR2Y6K8-0001	REAL TIME CAPTIONS MEDIASCRIBE: PEG: ITSS	EFT Posted	4,000.00
19718	5/19/2026	1568	TIME WARNER CABLE	MAY '26 INTERNET SVC	VARIOUS MAY INTERNET SVCS	Wire	13,394.47
19572	4/1/2026	4121	TIMES SQUARE NEW YORK PIZZA	9552	REFRESHMENTS: SMART RECOVERY: TCSD	Credit Card	151.97
609417	5/21/2026	2421	TITAN RENTAL GROUP INC	51961	RENTAL EQUIPMENT: SPECIAL EVENTS: TCSD	EFT Posted	3,350.73
609333	5/14/2026	4070	TONY PAINTING	6557	EXTERIOR PAINTING: 6TH STREET RESTROOMS: PWFR-11	EFT Posted	8,450.00
305620	5/14/2026	1362	TORRES BENJAMIN	1291	REPAIR & MAINTENANCE - VEHICLE: PD	Printed Check	175.00
609419	5/21/2026	2413	TOWNSEND PUBLIC AFFAIRS INC	25233	STATE LEGISLATIVE SVCS: CLERK	EFT Posted	6,000.00
19678	4/28/2026	4502	U S BANK CREDIT CARD	24620426	CREDIT CARD PAYMENT	Wire	3,515.30
19679	4/29/2026	4502	U S BANK CREDIT CARD	44460426	CREDIT CARD PAYMENT	Wire	2,915.06
19680	4/29/2026	4502	U S BANK CREDIT CARD	15610426	CREDIT CARD PAYMENT	Wire	1,838.12
19681	4/30/2026	4502	U S BANK CREDIT CARD	17430426	CREDIT CARD PAYMENT	Wire	6,318.26

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
19700	5/1/2026	4502	U S BANK CREDIT CARD	65380426	CREDIT CARD PAYMENT	Wire	2,913.20
19701	5/1/2026	4502	U S BANK CREDIT CARD	57260426	CREDIT CARD PAYMENT	Wire	652.48
19702	5/1/2026	4502	U S BANK CREDIT CARD	15250426	CREDIT CARD PAYMENT	Wire	52.45
19703	5/7/2026	4502	U S BANK CREDIT CARD	78590426	CREDIT CARD PAYMENT	Wire	1,362.46
19704	5/7/2026	4502	U S BANK CREDIT CARD	62510426	CREDIT CARD PAYMENT	Wire	1,068.60
19705	5/7/2026	4502	U S BANK CREDIT CARD	02950426	CREDIT CARD PAYMENT	Wire	774.80
19706	5/7/2026	4502	U S BANK CREDIT CARD	17230426	CREDIT CARD PAYMENT	Wire	587.26
19707	5/7/2026	4502	U S BANK CREDIT CARD	91320426	CREDIT CARD PAYMENT	Wire	478.83
19708	5/7/2026	4502	U S BANK CREDIT CARD	51020426	CREDIT CARD PAYMENT	Wire	169.47
19709	5/7/2026	4502	U S BANK CREDIT CARD	98230426	CREDIT CARD PAYMENT	Wire	101.30
19710	5/7/2026	4502	U S BANK CREDIT CARD	82830426	CREDIT CARD PAYMENT	Wire	48.46
609420	5/21/2026	1652	ULINE INC	207369909	SMALL TOOLS/EQUIPMENT: PD	EFT Posted	821.70
609334	5/14/2026	1050	VERDANTAS INC	81072	GEOTECHNICAL & MATERIAL TESTING SVCS: PW19-14	EFT Posted	6,971.00
609334	5/14/2026	1050	VERDANTAS INC	81214	GEOTECH SVCS: VAIL RANCH RSTRM: PW23-06	EFT Posted	4,446.25
609334	5/14/2026	1050	VERDANTAS INC	81216	GEOTECH SVCS: LONG CANYON CREEK RSTRM: PW23-18	EFT Posted	2,803.50
19698	5/6/2026	1845	VERIZON WIRELESS	6141183072	03/16/26 - 04/15/26 CELLULAR/BROADBAND: CITYWIDE	Wire	12,634.40
19648	4/7/2026	4507	VINO BELLO RESORT	7476	LODGING: CAL CITIES CITY MGR CONF: CMO	Credit Card	297.85
609421	5/21/2026	1498	VISION ONE INC	INV-81130	TICKETING SVCS: THEATER: TCSD	EFT Posted	2,159.08
19692	5/7/2026	3895	VOYA RETIREMENT INSURANCE	Ben351707	VOYA RETIREMENT PAYMENT	Wire	67,094.90
609422	5/21/2026	2034	WADDLETON JEFFREY L	1275	DJ SVCS/ANNOUNCING: SPECIAL EVENTS: TCSD	EFT Posted	1,995.00
609422	5/21/2026	2034	WADDLETON JEFFREY L	2800.103 '26	INSTRUCTOR EARNINGS: TCSD	EFT Posted	1,159.20
609422	5/21/2026	2034	WADDLETON JEFFREY L	1274	DJ SVCS/ANNOUNCING: SPECIAL EVENTS: TCSD	EFT Posted	550.00
609422	5/21/2026	2034	WADDLETON JEFFREY L	2480.101 '26	INSTRUCTOR EARNINGS: TCSD	EFT Posted	539.00
609335	5/14/2026	4283	WATERS KELSEY	3205.103	INSTRUCTOR EARNINGS: TCSD	EFT Posted	163.80
609423	5/21/2026	4283	WATERS KELSEY	3200.103	INSTRUCTOR EARNINGS: TCSD	EFT Posted	446.60
609424	5/21/2026	1033	WEST PUBLISHING CORP	853548332	SOFTWARE SUBSCRIPTION: PD	EFT Posted	1,480.01
609425	5/21/2026	2322	WEX BANK	112428331	04/07 - 05/06 FUEL USAGE: PD	EFT Posted	3,221.67
609337	5/14/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0612	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,670.00
609337	5/14/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0609	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,475.00
609337	5/14/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0610	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,320.00
609337	5/14/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0611	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	725.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0623	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	3,675.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0613	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,560.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0616	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,525.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0627	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,475.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0619	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,475.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0620	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,475.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0626	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,475.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0622	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,325.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0618	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,275.00
609426	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0617	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,225.00
609427	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0625	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,175.00
609427	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0614	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	1,170.00
609427	5/21/2026	3729	WILD WEST JUNK REMOVAL LLC	INV0624	DANGEROUS & UNHEALTHY ENCAMPMENT CLEANUPS: TCSD	EFT Posted	875.00
609338	5/14/2026	4429	WILLDAN FINANCIAL SERVICES	010-65878	FULL COST ALLOC PLAN, USER FEE & DIF: FIN	EFT Posted	1,932.00
609324	5/14/2026	1509	WILLIAMS SHERRY B	PERF: 04/25/26	TICKET SALES AGMT: STAND UP COMEDY: TCSD	EFT Posted	1,310.00
609324	5/14/2026	1509	WILLIAMS SHERRY B	PERF: 04/30/26	TICKET SALES AGMT: JAZZ @ THE MERC: TCSD	EFT Posted	680.00
609324	5/14/2026	1509	WILLIAMS SHERRY B	PERF: 04/16/26	TICKET SALES AGMT: JAZZ @ THE MERC: TCSD	EFT Posted	441.00
609324	5/14/2026	1509	WILLIAMS SHERRY B	PERF: 04/23/26	TICKET SALES AGMT: JAZZ @ THE MERC: TCSD	EFT Posted	413.00
609406	5/21/2026	1509	WILLIAMS SHERRY B	PERF: 05/07/26	TICKET SALES AGMT: JAZZ @ THE MERC: TCSD	EFT Posted	458.50
609339	5/14/2026	2289	YANES BLANCA A	0231.0	LANDSCAPE PLAN REVIEW/INSPECTION: COMDV	EFT Posted	9,279.62
609428	5/21/2026	2289	YANES BLANCA A	0232.0	LANDSCAPE PLAN REVIEW/INSPECTION: COMDV	EFT Posted	7,910.00
Total							6,196,706.68

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Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
19662	4/20/2026	2050	1909 GASTROPUB	PC041626	REFRESHMENTS: MEETING: PREVENTION: FIRE	Pcard	66.55
19662	4/20/2026	200	AGRICULTURAL COMMISSIONER	PC041626	PERMIT RENEWAL: PW	Pcard	26.38
19662	4/20/2026	200	AGRICULTURAL COMMISSIONER	PC041626	PERMIT RENEWAL: PW	Pcard	1,156.80
19680	4/29/2026	1435	ALASKA AIRLINES	15610426	AIRFARE: DC LOBBYING: CMO	Pcard	11.99
19680	4/29/2026	1435	ALASKA AIRLINES	15610426	AIRFARE: DC LOBBYING: CMO	Pcard	40.00
19680	4/29/2026	1435	ALASKA AIRLINES	15610426	AIRFARE: DC LOBBYING: CMO	Pcard	45.00
19662	4/20/2026	1418	AMAZON	PC041626	MAINTENANCE SUPPLIES: FACILITIES: PW	Pcard	71.79
19662	4/20/2026	1418	AMAZON	PC041626	MAINTENANCE SUPPLIES: FACILITIES: PW	Pcard	88.28
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: BLSDF: COMDV	Pcard	22.64
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: BLSDF: COMDV	Pcard	36.11
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: BLSDF: COMDV	Pcard	55.20
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: BLSDF: COMDV	Pcard	59.84
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: BLSDF: COMDV	Pcard	128.47
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: PLAN: COMDV	Pcard	16.60
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: PLAN: COMDV	Pcard	21.72
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: PLAN: COMDV	Pcard	231.76
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: PREVENTION: FIRE	Pcard	99.89
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: SUPPRESSION: FIRE	Pcard	66.33
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: SUPPRESSION: FIRE	Pcard	287.09
19662	4/20/2026	1418	AMAZON	PC041626	OFFICE SUPPLIES: SUPPRESSION: FIRE	Pcard	35.69
19662	4/20/2026	1418	AMAZON	PC041626	REPAIR & MAINTENANCE - EQUIPMENT: STREETS: PW	Pcard	67.97
19662	4/20/2026	1418	AMAZON	PC041626	REPAIR & MAINTENANCE - VEHICLE: FIRE	Pcard	370.85
19662	4/20/2026	1418	AMAZON	PC041626	SMALL TOOLS/EQUIPMENT: SUPPRESSION: FIRE	Pcard	58.70
19662	4/20/2026	1418	AMAZON	PC041626	SMALL TOOLS/EQUIPMENT: SUPPRESSION: FIRE	Pcard	332.20
19662	4/20/2026	1277	AMERICAN BATTERY	PC041626	REPAIR & MAINTENANCE - VEHICLE: PARKS: PW	Pcard	87.82
19662	4/20/2026	1277	AMERICAN BATTERY	PC041626	THEATER STAGE LIGHTING: THEATER: TCSD	Pcard	87.96
19662	4/20/2026	1066	AMERICAN PLANNING	PC041626	DUES & MEMBERSHIPS: PLANNING: COMDV	Pcard	857.80
19662	4/20/2026	3870	AMERICAN RIGHT OF WAY	PC041626	A/R CLAIMS PROPERTY DAMAGE: CR26-09: TE26066110: PW	Pcard	654.68
19681	4/30/2026	1766	APPLE.COM	17430426	ADD'L PHONE STORAGE: EOC: FIRE	Pcard	0.99
19662	4/20/2026	200	AT HOME	PC041626	OFFICE SUPPLIES: THEATER: TCSD	Pcard	22.16
19662	4/20/2026	1170	AUTOPARTSPROS LLC	PC041626	REPAIR & MAINTENANCE -VEHICLE: STREETS: PW	Pcard	136.38
19702	5/1/2026	2194	BEENVERIFIED.COM	15250426	SUBSCRIPTION: CODE: COMDV	Pcard	52.45
19678	4/28/2026	2524	BEHAVIORAL ANALYSIS	24620426	REGISTRATION: INVESTIGATIVE INTERVIEW CLASS: PD	Pcard	575.00
19662	4/20/2026	1049	BNI BUILDING NEWS	PC041626	CODE BOOKS: PREVENTION: FIRE	Pcard	426.07
19662	4/20/2026	1631	BONCOR WATER SYSTEMS	PC041626	SMALL TOOLS/EQUIPMENT: FIRE	Pcard	690.40
19662	4/20/2026	2743	BOOT BARN	PC041626	UNIFORMS: HOMELESS OUTREACH: TCSD	Pcard	163.13
19662	4/20/2026	4188	BUSY BEES LOCKS	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	28.73
19662	4/20/2026	4188	BUSY BEES LOCKS	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	377.90
19662	4/20/2026	4188	BUSY BEES LOCKS	PC041626	REPAIR & MAINTENANCE - FACILITY: SENIOR CENTER: PW	Pcard	10.88
19662	4/20/2026	4188	BUSY BEES LOCKS	PC041626	REPAIR & MAINTENANCE - FACILITY: SENIOR CENTER: PW	Pcard	438.90
19662	4/20/2026	1342	CALIF ASSOC OF CODE	PC041626	DUES & MEMBERSHIPS: BLSDF: COMDV	Pcard	100.00
19662	4/20/2026	1342	CALIF ASSOC OF CODE	PC041626	REGISTRATION: TRAINING: BLSDF: COMDV	Pcard	550.00
19662	4/20/2026	1342	CALIF ASSOC OF CODE	PC041626	REGISTRATION: TRAINING: BLSDF: COMDV	Pcard	550.00
19662	4/20/2026	1342	CALIF ASSOC OF CODE	PC041626	REGISTRATION: TRAINING: BLSDF: COMDV	Pcard	550.00
19662	4/20/2026	200	CAMERON WELDING SUPPLY	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	223.21
19662	4/20/2026	200	CAVA	PC041626	REFRESHMENTS: PEER SUPPORT: SUPPRESSION: FIRE	Pcard	164.10
19662	4/20/2026	4305	CHEVRON	PC041626	FUEL FOR CITY VEHICLES: FIRE	Pcard	42.00
19662	4/20/2026	4305	CHEVRON	PC041626	MAINTENANCE SUPPLIES: PW	Pcard	-5.54
19662	4/20/2026	4305	CHEVRON	PC041626	MAINTENANCE SUPPLIES: PW	Pcard	5.54
19662	4/20/2026	1347	CINTAS CORPORATION	PC041626	FIRE EXTINGUISHER INSPECTION: BLSDF: COMDV	Pcard	166.68
19662	4/20/2026	3060	COMPLETE OFFICE LLC	PC041626	OFFICE SUPPLIES: STATION 12: FIRE	Pcard	6.86
19662	4/20/2026	2338	CONSOLIDATED ELECTRIC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	29.55
19662	4/20/2026	1098	COSTCO	PC041626	MAINTENANCE SUPPLIES: FACILITIES: PW	Pcard	447.50
19662	4/20/2026	1098	COSTCO	PC041626	OFFICE SUPPLIES: SUPPRESSION: FIRE	Pcard	209.64
19662	4/20/2026	1098	COSTCO	PC041626	REFRESHMENTS: MEETING: FIRE	Pcard	107.48
19662	4/20/2026	1098	COSTCO	PC041626	REFRESHMENTS: MEETING: FIRE	Pcard	151.22
19662	4/20/2026	1098	COSTCO	PC041626	REFRESHMENTS: TENANT MEETING: ECDEV	Pcard	158.62
19662	4/20/2026	1098	COSTCO	PC041626	REFRESHMENTS: THEATER: TCSD	Pcard	235.93

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19662	4/20/2026	1098	COSTCO	PC041626	REPAIR & MAINTENANCE - FACILITY: STATION 95: FIRE	Pcard	956.92
19662	4/20/2026	1659	DALESIO INC	PC041626	SMALL TOOLS/EQUIPMENT: SUPPRESSION: FIRE	Pcard	510.96
19662	4/20/2026	1096	DANS FEED AND SEED	PC041626	MAINTENANCE SUPPLIES: STREETS: PW	Pcard	15.55
19678	4/28/2026	200	DARKWEB	24620426	REGISTRATION: NARCOTICS TRAINING: PD	Pcard	375.00
19703	5/7/2026	200	DIGICERT	78590426	SOFTWARE & MAINTENANCE: RENEWAL: ITSS	Pcard	372.00
19662	4/20/2026	3075	DOORDASH	PC041626	REFRESHMENTS: THEATER: TCSD	Pcard	96.32
19662	4/20/2026	3075	DOORDASH	PC041626	REFRESHMENTS: THEATER: TCSD	Pcard	144.90
19662	4/20/2026	3362	DUNN EDWARDS CORP	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	13.03
19662	4/20/2026	3362	DUNN EDWARDS CORP	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	54.88
19662	4/20/2026	3362	DUNN EDWARDS CORP	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	203.36
19662	4/20/2026	3362	DUNN EDWARDS CORP	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	22.82
19662	4/20/2026	3362	DUNN EDWARDS CORP	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	34.13
19662	4/20/2026	3362	DUNN EDWARDS CORP	PC041626	REPAIR & MAINTENANCE - FACILITY: TCC: PW	Pcard	62.82
19662	4/20/2026	200	EOS FITNESS	PC041626	DUES & MEMBERSHIPS: STATION 73: FIRE	Pcard	727.70
19679	4/29/2026	200	ERGOGENESIS	44460426	ERGO EQUIPMENT: HR	Pcard	2,915.06
19705	5/7/2026	1911	EVENTBRITE.COM	02950426	REGISTRATION: FUNDRAISER EVENT: CC	Pcard	75.00
19662	4/20/2026	200	FAIRFIELD INN	PC041626	LODGING: BO EXAM: BLDSF	Pcard	1,016.78
19662	4/20/2026	200	FASTSIGNS	PC041626	REPAIR & MAINTENANCE - FACILITY: TCC: PW	Pcard	200.64
19662	4/20/2026	4191	FERGUSON ENTERPRISES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	-62.13
19662	4/20/2026	4191	FERGUSON ENTERPRISES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	62.13
19662	4/20/2026	4191	FERGUSON ENTERPRISES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	71.05
19707	5/7/2026	200	GRAMS BBQ RESTAURANT	91320426	REFRESHMENTS: MEDIC MEETING: FIRE	Pcard	27.52
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	CHAPEL PROJECT: PWFR-11	Pcard	58.70
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: STREETS: PW	Pcard	-65.24
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: STREETS: PW	Pcard	118.03
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: STREETS: PW	Pcard	126.23
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: STREETS: PW	Pcard	164.06
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: STREETS: PW	Pcard	173.04
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	8.68
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	13.18
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	17.38
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	25.00
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	32.48
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	36.93
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	59.34
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	75.18
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	MAINTENANCE SUPPLIES: TRAFFIC: PW	Pcard	104.31
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: AQUATICS: PW	Pcard	1,595.96
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	7.92
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	14.63
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	18.06
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	19.55
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	20.79
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	61.95
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	2.16
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	6.72
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	9.75
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	11.49
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	26.10
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	54.38
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	64.35
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	97.82
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	120.65
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	29.97
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	69.95
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CRC: PW	Pcard	10.32
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CRC: PW	Pcard	23.69
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CRC: PW	Pcard	41.09

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19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CRC: PW	Pcard	41.61
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CRC: PW	Pcard	67.41
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: CRC: PW	Pcard	78.26
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	123.96
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	15.87
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	23.83
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	46.43
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	9.24
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	13.47
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	20.18
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	20.98
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	54.98
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	58.27
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	59.78
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	65.25
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	79.31
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	108.75
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	169.58
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: LIBRARY: PW	Pcard	30.31
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: LIBRARY: PW	Pcard	66.19
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: MRC: PW	Pcard	6.98
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: MRC: PW	Pcard	23.38
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	9.53
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	10.83
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	10.95
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	18.24
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	103.17
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	2.35
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	7.60
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	10.90
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	13.03
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	14.82
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	16.28
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	23.12
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	26.07
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	32.60
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	55.98
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	71.75
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: GARAGE: PW	Pcard	18.32
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: PARKS: PW	Pcard	50.94
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: PARKS: PW	Pcard	237.51
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: SENIOR CENTER: PW	Pcard	5.43
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: SENIOR CENTER: PW	Pcard	7.60
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: SENIOR CENTER: PW	Pcard	8.69
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: SENIOR CENTER: PW	Pcard	68.79
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: SENIOR CENTER: PW	Pcard	78.21
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: SENIOR CENTER: PW	Pcard	206.63
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: SOMMERS BEND: PW	Pcard	38.06
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: TCC: PW	Pcard	59.80
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: THEATER: PW	Pcard	4.84
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: THEATER: PW	Pcard	53.78
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	REPAIR & MAINTENANCE - FACILITY: TVE2: PW	Pcard	32.06
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	SMALL TOOLS/EQUIPMENT: CIVIC CENTER: PW	Pcard	3.25
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	SMALL TOOLS/EQUIPMENT: CIVIC CENTER: PW	Pcard	15.73
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	SMALL TOOLS/EQUIPMENT: FACILITIES: PW	Pcard	47.83
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	SNACK SHACK PROJECT: PWFR-11	Pcard	42.37
19662	4/20/2026	1009	HANKS HARDWARE INC	PC041626	TRAFFIC SIGNAL MAINTENANCE: TRAFFIC: PW	Pcard	2,736.13
19707	5/7/2026	1009	HANKS HARDWARE INC	91320426	SMALL TOOLS/EQUIPMENT: FIRE	Pcard	422.32

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19662	4/20/2026	200	HARBOR FREIGHT TOOLS	PC041626	SMALL TOOLS/EQUIPMENT: FIRE	Pcard	100.20
19678	4/28/2026	1074	HILTON	24620426	LODGING: ICI BURGLARY & THEFT: PD	Pcard	100.00
19678	4/28/2026	1074	HILTON	24620426	LODGING: ICI BURGLARY & THEFT: PD	Pcard	1,105.30
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	-19.78
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	12.84
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	42.02
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	43.87
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	44.49
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	108.50
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	48.87
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	60.31
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	6.93
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	12.19
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	31.54
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	48.92
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: LIBRARY: PW	Pcard	46.81
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: STATION 84: FIRE	Pcard	102.58
19662	4/20/2026	1192	HOME DEPOT	PC041626	REPAIR & MAINTENANCE - FACILITY: THEATER: PW	Pcard	101.67
19662	4/20/2026	1192	HOME DEPOT	PC041626	SMALL TOOLS/EQUIPMENT: FIRE	Pcard	20.50
19662	4/20/2026	1192	HOME DEPOT	PC041626	SMALL TOOLS/EQUIPMENT: FIRE	Pcard	108.33
19678	4/28/2026	3244	HYATT REGENCY	24620426	LODGING: ICI CHILD ABUSE COURSE: PD	Pcard	1,205.00
19680	4/29/2026	3244	HYATT REGENCY	15610426	LODGING: DC LOBBYING: CMO	Pcard	1,694.91
19680	4/29/2026	3244	HYATT REGENCY	15610426	MEALS: DC LOBBYING: CMO	Pcard	19.40
19680	4/29/2026	3244	HYATT REGENCY	15610426	MEALS: DC LOBBYING: CMO	Pcard	26.82
19700	5/1/2026	3244	HYATT REGENCY	65380426	LODGING: DC LOBBYING: CIP: PW	Pcard	1,768.41
19662	4/20/2026	1196	INTL CODE COUNCIL	PC041626	CODE BOOKS: PREVENTION: FIRE	Pcard	376.82
19662	4/20/2026	1196	INTL CODE COUNCIL	PC041626	DUES & MEMBERSHIPS: BLDSF: COMDV	Pcard	310.00
19662	4/20/2026	1196	INTL CODE COUNCIL	PC041626	DUES & MEMBERSHIPS: PREVENTION: FIRE	Pcard	105.00
19662	4/20/2026	1196	INTL CODE COUNCIL	PC041626	EXAM FEE: BLDSF	Pcard	170.00
19662	4/20/2026	1196	INTL CODE COUNCIL	PC041626	EXAM FEE: BLDSF	Pcard	170.00
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REHABILITATION CITY HALL PROJECT: PWFR-11	Pcard	1,682.36
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REHABILITATION CITY HALL PROJECT: PWFR-11	Pcard	2,887.31
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	383.89
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	1,060.31
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REPAIR & MAINTENANCE - FACILITY: CRC: PW	Pcard	71.76
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	187.05
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	63.08
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REPAIR & MAINTENANCE - FACILITY: THEATER: PW	Pcard	61.98
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REPAIR & MAINTENANCE - FACILITY: THEATER: PW	Pcard	668.81
19662	4/20/2026	3095	J QUALITY CONTROLS	PC041626	REPAIR & MAINTENANCE - FACILITY: THEATER: PW	Pcard	2,022.75
19681	4/30/2026	3529	JERSEY MIKES	17430426	REFRESHMENTS: TEEN CERT COURSE: FIRE	Pcard	1,152.00
19700	5/1/2026	1014	LEAGUE OF CALIFORNIA	65380426	REGISTRATION: CAL CITIES CITY LEADERS CONF: CIP: PW	Pcard	650.00
19662	4/20/2026	1244	LOWES INC	PC041626	REPAIR & MAINTENANCE - FACILITY: FIRE STATION: PW	Pcard	148.40
19662	4/20/2026	1244	LOWES INC	PC041626	REPAIR & MAINTENANCE - FACILITY: THEATER: PW	Pcard	16.77
19662	4/20/2026	1244	LOWES INC	PC041626	SMALL TOOLS/EQUIPMENT: CIVIC CENTER: PW	Pcard	54.35
19662	4/20/2026	200	LSL CPAS	PC041626	REGISTRATION: WEBINAR: FIN	Pcard	115.00
19662	4/20/2026	200	LUCILLES SMOKEHOUSE BBQ	PC041626	REFRESHMENTS: TEEN EXPO: FIRE	Pcard	665.83
19662	4/20/2026	2693	MARGARITAS COCINA	PC041626	REFRESHMENTS: MEETING: PREVENTION: FIRE	Pcard	42.52
19662	4/20/2026	2693	MARGARITAS COCINA	PC041626	REFRESHMENTS: MEETING: PREVENTION: FIRE	Pcard	58.19
19662	4/20/2026	200	MCMaster-CARR SUPPLY	PC041626	LONG CANYON PARK & VAIL RANCH PARK CAMERA PROJECT	Pcard	149.42
19701	5/1/2026	200	MICHI TACOS	57260426	REFRESHMENTS: HOMELESS OUTREACH: TCSD	Pcard	125.06
19701	5/1/2026	200	MICHI TACOS	57260426	REFRESHMENTS: TEAM MEETING: TCSD	Pcard	77.54
19705	5/7/2026	3109	MILVET	02950426	REGISTRATION: FUNDRAISER EVENT: CC	Pcard	160.00
19662	4/20/2026	1082	MIRACLE RECREATION	PC041626	REPAIR & MAINTENANCE - FACILITY: PARKS: PW	Pcard	637.84
19662	4/20/2026	1241	MISSION ELECTRIC SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	133.20
19662	4/20/2026	1241	MISSION ELECTRIC SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	156.33
19662	4/20/2026	1241	MISSION ELECTRIC SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	779.96
19662	4/20/2026	1241	MISSION ELECTRIC SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	23.75

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19662	4/20/2026	1241	MISSION ELECTRIC SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	36.65
19662	4/20/2026	1241	MISSION ELECTRIC SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CRC: PW	Pcard	165.17
19662	4/20/2026	1241	MISSION ELECTRIC SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	352.65
19662	4/20/2026	1241	MISSION ELECTRIC SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: THEATER: PW	Pcard	50.63
19701	5/1/2026	3509	MOTEL 6	57260426	LODGING: HOMELESS OUTREACH: TCSD	Pcard	78.54
19701	5/1/2026	3509	MOTEL 6	57260426	LODGING: HOMELESS OUTREACH: TCSD	Pcard	170.52
19662	4/20/2026	1065	NATIONAL FIRE PROTECTION	PC041626	CODE BOOKS: PREVENTION: FIRE	Pcard	190.89
19662	4/20/2026	1065	NATIONAL FIRE PROTECTION	PC041626	DUES & MEMBERSHIPS: PREVENTION: FIRE	Pcard	116.99
19662	4/20/2026	4431	NICE AND EASY SMOG	PC041626	REPAIR & MAINTENANCE - VEHICLE: PARKS: PW	Pcard	49.00
19662	4/20/2026	200	NU-MEDIA DISPLAY SYSTEMS	PC041626	REPAIR & MAINTENANCE - FACILITY: OLD TOWN: PW	Pcard	856.84
19681	4/30/2026	2496	OLD TOWN TIRE	17430426	REPAIR & MAINTENANCE - VEHICLE: CITIZEN CORP: FIRE	Pcard	4,180.68
19706	5/7/2026	1401	PAYPAL	17230426	REGISTRATION: XENIA AWARDS: CC	Pcard	48.46
19710	5/7/2026	1401	PAYPAL	82830426	REGISTRATION: XENIA AWARDS: CC	Pcard	48.46
19709	5/7/2026	1401	PAYPAL	98230426	VERISIGN PAYFLOW PRO TRANSACTION: TCSD	Pcard	75.30
19662	4/20/2026	2648	POLAR ENGRAVING CORP	PC041626	MEMORIAL TREE PROGRAM: PARKS: PW	Pcard	335.18
19662	4/20/2026	200	PRECISION POWDER COATING	PC041626	CHAPEL PROJECT: PWFR-11	Pcard	3,605.00
19662	4/20/2026	200	PRECISION POWDER COATING	PC041626	REPAIR & MAINTENANCE - FACILITY: MRC: PW	Pcard	283.25
19709	5/7/2026	1020	PRESS ENTERPRISE COM	98230426	ONLINE SUBSCRIPTION: TCSD	Pcard	26.00
19662	4/20/2026	1537	RANDALL MANAGEMENT	PC041626	BANNERS: CITYWIDE CLEAN-UP: PW	Pcard	902.52
19662	4/20/2026	1537	RANDALL MANAGEMENT	PC041626	LANDSCAPE MAINTENANCE: PARKS: PW	Pcard	3,656.18
19662	4/20/2026	3349	RECREONICS	PC041626	REPAIR & MAINTENANCE - FACILITY: AQUATICS: PW	Pcard	500.14
19662	4/20/2026	3349	RECREONICS	PC041626	REPAIR & MAINTENANCE - FACILITY: AQUATICS: PW	Pcard	500.14
19662	4/20/2026	3349	RECREONICS	PC041626	REPAIR & MAINTENANCE - FACILITY: AQUATICS: PW	Pcard	500.14
19662	4/20/2026	2552	REFRIGERATION SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	256.63
19662	4/20/2026	2552	REFRIGERATION SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	428.01
19662	4/20/2026	2552	REFRIGERATION SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	484.35
19662	4/20/2026	2552	REFRIGERATION SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	458.78
19662	4/20/2026	2552	REFRIGERATION SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: MUSEUM: PW	Pcard	177.62
19662	4/20/2026	2552	REFRIGERATION SUPPLIES	PC041626	REPAIR & MAINTENANCE - FACILITY: TVE2: PW	Pcard	192.60
19662	4/20/2026	1091	ROADLINE PRODUCTS INC	PC041626	MAINTENANCE SUPPLIES: STREETS: PW	Pcard	336.00
19707	5/7/2026	3707	ROCKET CARWASH LLC	91320426	REPAIR & MAINTENANCE - VEHICLE: FIRE	Pcard	28.99
19662	4/20/2026	2005	ROSEN AND ROSEN	PC041626	UNIFORMS: PARKS: PW	Pcard	194.42
19662	4/20/2026	200	RUFFIAN SPECIALTIES	PC041626	SMALL TOOLS/EQUIPMENT: FIRE	Pcard	442.74
19678	4/28/2026	200	SAFE KIDS WORLDWIDE	24620426	REGISTRATION: CERTIFICATION FEE: PD	Pcard	55.00
19703	5/7/2026	3149	SCRIBE	78590426	SOFTWARE & MAINTENANCE: RENEWAL: ITSS	Pcard	990.46
19662	4/20/2026	200	SMDETPOLE	PC041626	SMALL TOOLS/EQUIPMENT: PREVENTION: FIRE	Pcard	219.19
19681	4/30/2026	2218	SOURCE POINT PRODUCT	17430426	OUTREACH SUPPLIES: EOC: FIRE	Pcard	984.59
19700	5/1/2026	1399	SOUTHWEST AIRLINES	65380426	AIRFARE: CAL CITIES CITY LEADERS CONF: CIP: PW	Pcard	483.79
19700	5/1/2026	1399	SOUTHWEST AIRLINES	65380426	AIRFARE: CAL CITIES CITY LEADERS CONF: CIP: PW	Pcard	760.79
19706	5/7/2026	1399	SOUTHWEST AIRLINES	17230426	AIRFARE: CAL CITIES CITY LEADERS CONF: CC	Pcard	538.80
19705	5/7/2026	1399	SOUTHWEST AIRLINES	02950426	AIRFARE: CAL CITIES CITY LEADERS CONF: CC	Pcard	539.80
19704	5/7/2026	1399	SOUTHWEST AIRLINES	62510426	AIRFARE: CAL CITIES CITY LEADERS CONF: CMO	Pcard	523.80
19710	5/7/2026	1399	SOUTHWEST AIRLINES	82830426	AIRFARE: ELECTED LEADERS COLLABORATIVE ADVOCACY: CC	Pcard	760.79
19704	5/7/2026	1399	SOUTHWEST AIRLINES	62510426	AIRFARE: RECOGNITION AWARDS: CMO	Pcard	544.80
19708	5/7/2026	1399	SOUTHWEST AIRLINES	51020426	AIRFARE: RECOGNITION AWARDS: CMO	Pcard	544.80
19662	4/20/2026	1452	STAPLES INC	PC041626	REPAIR & MAINTENANCE - FACILITY: SOMMERS BEND: PW	Pcard	29.36
19662	4/20/2026	1535	STARBUCKS	PC041626	REFRESHMENTS: ACCESSIBILITY SEMINAR: BLDSF	Pcard	74.25
19662	4/20/2026	200	STARBUCKS	PC041626	REFRESHMENTS: MEETING: FIRE	Pcard	17.50
19662	4/20/2026	200	STARBUCKS	PC041626	REFRESHMENTS: MEETING: FIRE	Pcard	66.50
19662	4/20/2026	200	STICKER MULE	PC041626	PROMOTIONAL: SPECIAL EVENTS: SUPPRESSION: FIRE	Pcard	9.79
19662	4/20/2026	3536	TARGET	PC041626	OFFICE SUPPLIES: THEATER: TCSD	Pcard	4.88
19662	4/20/2026	3536	TARGET	PC041626	SMALL TOOLS/EQUIPMENT: FIRE	Pcard	184.86
19701	5/1/2026	3536	TARGET	57260426	OFFICE SUPPLIES: HOMELESS OUTREACH: TCSD	Pcard	116.70
19700	5/1/2026	4513	TATTE BAKERY AND CAFÉ	65380426	MEALS: LEGISLATIVE ADVOCACY: CIP: PW	Pcard	11.00
19662	4/20/2026	1054	TEMECULA VALLEY CHAMBER	PC041626	REGISTRATION: STATE OF THE CITY: FIRE	Pcard	1,500.00
19662	4/20/2026	1030	TEMECULA VALLEY PIPE	PC041626	MAINTENANCE SUPPLIES: STREETS: PW	Pcard	135.94
19662	4/20/2026	1234	TEMECULA WINNELSON	PC041626	REPAIR & MAINTENANCE - FACILITY: FOC: PW	Pcard	35.01
19708	5/7/2026	4152	THE MERITAGE RESORT	51020426	REFRESHMENTS: CAL CITIES CITY MGR CONF: CMO	Pcard	-77.48

Approved Purchase Card Details
05/09/2026 - 05/22/2026

Check #	Check Date	Vendor #	Vendor Name	Invoice	Description	Payment Type	Invoice Net
19662	4/20/2026	200	THE UPS STORE	PC041626	POSTAGE & PACKAGING: SUPPRESSION: FIRE	Pcard	102.95
19662	4/20/2026	200	THOMSON WEST	PC041626	CODE BOOKS: PREVENTION: FIRE	Pcard	520.91
19678	4/28/2026	200	TRACING CRYPTO CURRENCIES	24620426	REGISTRATION: WEBINAR: PD	Pcard	100.00
19662	4/20/2026	200	TUSKER METALS	PC041626	REPAIR & MAINTENANCE - FACILITY: PARKS: PW	Pcard	121.28
19662	4/20/2026	1652	ULINE INC	PC041626	MRC PROJECT: PWFR-11	Pcard	443.82
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	CHAPEL PROJECT: PWFR-11	Pcard	533.74
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	LONG CANYON PARK & VAIL RANCH PARK CAMERA PROJECT	Pcard	63.32
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	OLD TOWN PROJECT: PWFR-11	Pcard	177.92
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	103.43
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	REPAIR & MAINTENANCE - FACILITY: CITY HALL: PW	Pcard	184.33
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	38.78
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	REPAIR & MAINTENANCE - FACILITY: CIVIC CENTER: PW	Pcard	71.79
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	REPAIR & MAINTENANCE - FACILITY: GARAGE: PW	Pcard	135.99
19662	4/20/2026	4362	ULTIMA METALS LLC	PC041626	REPAIR & MAINTENANCE - FACILITY: PARKS: PW	Pcard	103.94
19662	4/20/2026	1475	VONS	PC041626	REFRESHMENTS: MEETING: PREVENTION: FIRE	Pcard	59.42
19662	4/20/2026	1475	VONS	PC041626	REFRESHMENTS: THEATER: TCSD	Pcard	224.16
19701	5/1/2026	1439	WALMART	57260426	SUPPLIES: HOMELESS OUTREACH: TCSD	Pcard	84.12
19662	4/20/2026	2175	WHITE CAP LP	PC041626	SMALL TOOLS/EQUIPMENT: CIVIC CENTER: PW	Pcard	31.80
Total							82,696.46

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Jennifer Hennessy, Director of Finance

DATE: June 9, 2026

SUBJECT: Adopt Resolution Approving the Statement of Investment Policy and Delegating Investment Authority to the City Treasurer

PREPARED BY: Ward Komers, Assistant Director of Finance

RECOMMENDATION: That the City Council adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEMECULA APPROVING AND ADOPTING THE
STATEMENT OF INVESTMENT POLICY AND DELEGATING
INVESTMENT AUTHORITY TO THE CITY TREASURER

BACKGROUND: The investment of funds by California cities, including the types of securities in which a city may invest, is governed by the California Government Code. Common themes in these laws focus on a sound investment policy, oversight of investment activities, safety in managing public funds, and reporting on transactions of the investment portfolio. Specifically, Government Code Section 53607 authorizes legislative bodies of local agencies to delegate investment authority to the City Treasurer to invest or to reinvest funds of a local agency, or to sell or exchange purchased securities, for a one-year period. In addition to the guidance provided by state law, Chapter 3.04 of the Temecula Municipal Code sets forth the general fiscal provisions of the City, including delegating investment authority to the City Treasurer, requiring the purchase of investments to comply with state law, and monthly reporting of investment activity.

The recommended policy reflects allowable investments and incorporates best practices as recommended by the California Municipal Treasurers Association (CMTA) and the California Debt and Investment Advisory Commission (CDIAC).

In general, the recommended policy accomplishes the following:

- Defines the City's investment objectives and guidelines, as well as their conformance with California laws;

- Delineates the State of California approved investment vehicles that are recommended as suitable for the City of Temecula;
- Outlines investment-reporting requirements; and
- Names the City's Investment Officer and delegates investing authority to the Investment Officer and her/his designees.

The recommended resolution adopts the Statement of Investment Policy and delegates investment authority to the City Treasurer for Fiscal Year 2026-27.

FISCAL IMPACT: There is no financial impact to the City.

ATTACHMENTS: 1. Resolution
 2. Exhibit A - Statement of Investment Policy

RESOLUTION NO. 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA APPROVING AND ADOPTING THE STATEMENT OF INVESTMENT POLICY AND DELEGATING INVESTMENT AUTHORITY TO THE CITY TREASURER

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The City Council of the City of Temecula at a duly noticed public meeting has received, reviewed, and adopts the City of Temecula Statement of Investment Policy (the “Policy”), set forth in Exhibit A, attached hereto and incorporated herein by this reference.

Section 2. Any and all prior resolutions adopting an investment policy for the City of Temecula are hereby rescinded.

Section 3. Pursuant to Resolution No. 13-38, the City Council has appointed the Finance Director as the City Treasurer.

Section 4. Pursuant to California Government Code Section 53607, the City Council hereby delegates its investment authority for Fiscal Year 2026-2027 to the City’s duly appointed City Treasurer and designates the City Treasurer as the City’s Investment Officer.

Section 5. The City Council hereby delegates authority to the Investment Officer or her/his designee(s), including but not limited to the City Manager, Assistant City Manager, and the Assistant Director of Finance, to invest funds in accordance with the Policy.

Section 6. Certification. The City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

Section 7. Severability. If any section, subsection, subdivision, sentence, or clause or phrase in this resolution or any part thereof is for any reason held to be unconstitutional, invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this resolution or any part thereof. The City Council hereby declares that it would have adopted each section irrespective of the fact that any one or more subsections, subdivisions, sentences, clauses, or phrases are declared unconstitutional, invalid, or ineffective.

Section 8. Effective Date. This resolution shall become effective immediately.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula
this 9th day of June, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk

Exhibit A

Statement of Investment Policy

CITY OF TEMECULA

CALIFORNIA



STATEMENT OF INVESTMENT POLICY

Adopted June 9, 2026

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1.0 POLICY

It is the policy (“Investment Policy” or the “Policy”) of the City of Temecula, the Temecula Community Services District, and the Successor Agency to the Temecula Redevelopment Agency (hereafter referred to collectively as the “City”) to invest public funds in a manner which will provide the highest investment return, with the maximum security, while meeting the daily cash flow demands of the City, and conforming to all State of California and City laws governing the investment of public funds.

Therefore, in accordance with the State of California authority governing investments for municipal governments as set forth in the California Government Code Sections 53600 et seq., and the powers and duties of the City Treasurer and other fiscal provisions as set forth in the Temecula Municipal Code, the City shall invest public funds in such a manner as to comply with state and local laws; ensure prudent money management; provide for daily cash flow requirements; and meet the objectives of this Policy, in priority order of safety, liquidity and return on investment.

For the purposes of this Policy, “Investment Officers” shall be defined as the City Manager, Assistant City Manager, Director of Finance/City Treasurer, Assistant Director of Finance, and/or any other official that has been delegated authority by the City Treasurer.

2.0 SCOPE

This Policy applies to all investment activities and financial assets of the City. The funds covered by this Policy are accounted for and incorporated in the City’s Annual Comprehensive Financial Report (ACFR) and include:

- General Fund;
- Special Revenue Funds;
- Debt Service Funds;
- Capital Projects Funds;
- Internal Services Funds;
- Agency Funds; and
- Any new fund created by the City Council unless specifically exempted.

Funds excluded from this Policy include:

- **Bond Proceeds.** Proceeds of debt issuance shall be invested in accordance with the bond documents governing such funds as approved by the City Council or related governing board.
- **Deferred Compensation Plans.** Investments related to the City’s deferred compensation plans are not subject to this policy since third-party administrators manage them and the individual plan participant’s direct investment and mutual fund selection. Deferred compensation plans must be approved by the City Council.
- **Section 115 Trusts.** Investments related to the City’s Section 115 trusts are not subject to this policy since third-party administrators manage them and direct the investments and mutual fund selection. Section 115 trusts must be approved by the City Council.

All monies entrusted to the City Treasurer may be pooled in a diversified portfolio unless specifically exempted or excluded. Investments made on a pooled basis may include investments of the City and its

component units and agencies. Investment income will be allocated to the various funds based on their respective participation in accordance with general accepted accounting principles.

3.0 PRUDENCE

Investments shall be made with judgment and care under circumstances then prevailing which persons of prudence, discretion and intelligence exercise in the management of their own financial affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived. The standard of prudence to be used by the designated representative shall be the “prudent investor” standard and shall be applied in the context of managing the overall portfolio. Persons authorized to make investment decisions on behalf of local agencies investing public funds are trustees and therefore fiduciaries subject to the prudent investor standard which states:

When investing, reinvesting, purchasing, acquiring, exchanging, selling, or managing public funds, a trustee shall act with care, skill, prudence, and diligence under the circumstances then prevailing, including, but not limited to, the general economic conditions and the anticipated needs of the agency, that a prudent person acting in a like capacity and familiarity with those matters would use in the conduct of funds of a like character and with like aims, to safeguard the principal and maintain the liquidity needs of the agency.

Investment Officers acting in accordance with written procedures and the Investment Policy and exercising due diligence shall be relieved of personal responsibility for an individual security’s credit risk or market price changes, provided deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

4.0 INVESTMENT OBJECTIVES

The primary objectives, in priority order, of the City’s investment activities shall be:

- **Safety.** Safety of principal is the foremost objective of the investment program. Investments of the City shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. To attain this objective, the City will diversify its investments by investing funds among a variety of securities with independent returns.
- **Liquidity.** The City’s investment portfolio will remain sufficiently liquid to enable the City to meet all operating requirements which might be reasonably anticipated.
- **Return on Investments.** The City’s investment portfolio shall have the objective of attaining a comparative performance measurement or an acceptable rate of return throughout budgetary and economic cycles. These measurements should be commensurate with the City’s investment risk constraints identified in the Investment Policy and the cash flow characteristics of the portfolio.

5.0 DELEGATION OF AUTHORITY

California Government Code Sections 53607 and 53608 authorize the legislative body of a local agency to invest, deposit, and provide for the safekeeping of the local agency’s funds or to delegate those responsibilities to the treasurer of the local agency for a one-year period. The City of Temecula Municipal Code delegates to the City Treasurer the authority to invest and reinvest moneys of the City, to sell or

exchange securities, and to deposit them and provide for their safekeeping. The City Treasurer is responsible for daily management of the investment program, including:

1. Establishing procedures for operation consistent with the Investment Policy;
2. Approving daily investment transactions;
3. Developing projections of the City's cash requirements for operating needs;
4. Reviewing the liquidity position of the investment portfolio;
5. Ensuring that the City's cash position is consistent with operating requirements;
6. Preparing appropriate investment reports;
7. Developing, implementing, and monitoring controls over investments; and
8. Developing record keeping for investment transactions.

The City Treasurer may delegate investment authority to qualified and competent officials and City employees such as the Investment Officers.

6.0 ETHICS AND CONFLICTS OF INTEREST

The Investment Officers shall refrain from personal business activity that could conflict with the proper execution and management of this Policy and the City's investment program, or that could impair their ability to make impartial investment decisions.

Disclosure of Economic Interests. Pursuant to the Political Reform Act (California Government Code Section 81000 et seq.) and the City's Conflict of Interest Code, each Investment Officer shall file an annual Statement of Economic Interests (Form 700) by April 1 of each year, and shall file assuming office, leaving office, and amended statements as required. Effective January 1, 2026, pursuant to Government Code Section 87500(a)(2) as amended by Chapter 331, Statutes of 2025 (SB 852), Investment Officers shall file all required Form 700 statements electronically through the Fair Political Practices Commission's (FPPC) e-filing system. Investment Officers shall also disclose any material interest in financial institutions that conduct business with the City, and any personal financial or investment position that could be related to the performance of the City's investment portfolio, promptly upon the interest or position arising.

Restrictions on Personal Transactions. Investment Officers shall not undertake personal investment transactions with the same individual(s) employed by any financial institution or broker/dealer with whom business is conducted on behalf of the City.

Gifts, Honoraria, and Political Contributions. Investment Officers shall comply with all applicable limits on the receipt of gifts, honoraria, and travel payments under the Political Reform Act and FPPC regulations, including the annual gift limit and the obligation to report any reportable gift on the Form 700. Investment Officers and members of the City Council shall not solicit or accept political contributions from any broker, dealer, or securities firm in a manner that would violate Municipal Securities Rulemaking Board (MSRB) Rule G-37 or any successor rule.

Required Training. Pursuant to Chapter 661, Statutes of 2025 (SB 827), each Investment Officer shall complete the biennial two-hour fiscal and financial training, which covers, among other topics, cash management and investments, the prudent investor standard, and the ethics of safeguarding public resources. Training records shall be maintained, retained for not less than five (5) years, and made available to the public in accordance with the City's record-keeping practices and applicable law.

Reporting Violations. Any Investment Officer who becomes aware of an actual, potential, or apparent conflict of interest, or of any violation of this Section 6.0, shall promptly disclose the matter to appropriate City officials in accordance with applicable law and City practice.

7.0 AUTHORIZED FINANCIAL DEALERS AND INSTITUTIONS

The City Treasurer (or Investment Officers) will maintain a list of approved financial institutions authorized to provide investment services to the City. These may include “primary” dealers or regional dealers that qualify under Securities & Exchange Commission Rule 15C3-1 (uniform net capital rule). Best practices include the following:

1. A determination that all approved broker/dealer firms, and individuals covering the public agency, are reputable and trustworthy;
2. The broker/dealer firms should have the ability to meet all their financial obligations in dealing with the City;
3. The firms, and individuals covering the City, should be knowledgeable and experienced in public agency investing and the investment products involved;
4. No public deposit shall be made except in a qualified public depository as established by the established state laws; and
5. All financial institutions and broker/dealers who desire to conduct investment transactions with the public agency may supply the City Treasurer (or Investment Officers) with audited financial statements, proof of FINRA certification, trading resolution, proof of State of California registration, a completed broker/dealer questionnaire, certification of having read the City’s investment policy and depository contracts.

An annual review of the financial condition and registrations of qualified bidders may be conducted by the City Treasurer (or Investment Officers) and a current audited financial statement requested for each financial institution and broker/dealer in which the City invests.

8.0 AUTHORIZED AND SUITABLE INVESTMENTS

From the governing body perspective, special care must be taken to ensure that the list of instruments includes only those allowed by law and those that local investment managers are trained and competent to handle. Therefore, in accordance with Government Code Sections 53601, 53601.6, 53601.8, 53635, 53635.2, 53638 and 53684, investments will only be made in authorized securities with a maturity date of five (5) years or less from the transaction settlement date.

For the purpose of approved investments and compliance with the investment percentage limits compared to the overall portfolio balance, calculations shall be performed on the date the investment is purchased. If the percentage is legally compliant on the date of purchase, then compliance with the Law shall have been met. Calculations are to be based on the final maturity date, and neither duration nor average days may be used.

The investment instruments listed in **Appendix A** are authorized for investment, and any instrument not listed is specifically prohibited. Prohibited investments include, without limitation, shares of exchange-traded funds (ETFs), real estate investment trusts (REITs), equities, and insurance products such as annuities, none of which are authorized under California Government Code Sections 53601 or 53635.

Authorized investments are allowed under California Government Code Sections 53601 and 53635, and concentration limitations are equivalent to, or more conservative than, the code allows.

8.1 MASTER REPURCHASE AGREEMENTS

If repurchase agreements are legal or authorized, a Master Repurchase Agreement must be signed with the bank or dealer.

8.2 LEGISLATIVE CHANGES

Any State of California legislative action that further restricts allowable maturities, investment type or percentage allocations, will be incorporated into the City's Investment Policy and supersede any and all previous applicable language.

8.3 INTEREST EARNINGS

All monies earned and collected from investments authorized in this policy shall be allocated monthly based on the cash balance in each fund as a percentage of the entire investment funds portfolio.

8.4 LIMITING MARKET VALUE EROSION

The longer the maturity of securities, the greater their market price volatility. Therefore, it is the general policy of the City to limit the potential effects from erosion in market values by adhering to the following guidelines:

- All immediate and anticipated liquidity requirements will be addressed prior to purchasing all investments;
- Maturity dates for long-term investments will coincide with significant cash flow requirements where possible; and
- All long-term securities will be purchased with the intent to hold all investments to maturity under then prevailing economic conditions. However, economic or market conditions may change, making it in the City's best interest to sell or trade a security prior to maturity.

8.5 SECURITY SWAPS

A security swap is the movement from one security to another and may be done to for a variety of reasons, such as to increase yield, lengthen or shorten maturities, to take a profit, or to increase investment quality. A swap which improves the portfolio yield may be selected even if the transactions result in an accounting loss. Documentation for swaps will be included in the City's permanent investment file documents.

8.6 PORTFOLIO ADJUSTMENTS

Should an investment percentage-of-portfolio limitation be exceeded due to an incident such as fluctuation in portfolio size, the affected securities may be held to maturity to avoid losses. When no loss is indicated, the City Treasurer will consider reconstructing the portfolio basing his or her decision, in part, on the expected length of time the portfolio will be unbalanced.

8.7 CREDIT DOWNGRADING

This Investment Policy sets forth minimum credit risk criteria for each type of security. This credit risk criteria applies to the initial purchase of a security; it does not automatically force the sale of a security if its credit risk ratings fall below policy limits.

If a security is downgraded below the minimum credit risk criteria specified in this Investment Policy, then the City Treasurer shall evaluate the downgrade on a case-by-case basis in order to determine if the security should be held or sold.

9.0 REVIEW OF INVESTMENT PORTFOLIO

The securities held by the City must be in compliance with Section 8.0 Authorized and Suitable Investments at the time of purchase. Because some securities may not comply with Section 8.0 Authorized and Suitable Investments subsequent to the date of purchase, the Investment Officers should at least annually review the portfolio to identify those securities that do not comply. The City Treasurer should establish procedures to report to the City Council/Board of Directors and to any oversight committee, should one exist, major and critical incidences of noncompliance identified through the review of the portfolio.

10.0 INVESTMENT POOLS / MUTUAL FUNDS

A thorough investigation of the pool/fund is required prior to investing, and on a continual basis. Best efforts will be made to acquire the following information:

1. A description of eligible investment securities, and a written statement of investment policy and objectives;
2. A description of interest calculations and how it is distributed, and how gains and losses are treated;
3. A description of how the securities are safeguarded (including the settlement processes), and how often the securities are priced and the program audited;
4. A description of who may invest in the program, how often, what size deposit and withdrawal are allowed;
5. A schedule for receiving statements and portfolio listings;
6. Are reserves, retained earnings, etc. utilized by the pool/fund;
7. A fee schedule, and when and how is it assessed; and
8. Is the pool/fund eligible for bond proceeds and/or will it accept such proceeds?

11.0 COLLATERALIZATION

Collateralization will be required on two types of investments: certificates of deposit and repurchase (and reverse repurchase) agreements. To anticipate market changes and provide a level of security for all funds, the collateralization level will be 110% of market value for Certificate of Deposits and 102% for reverse repurchase agreements of principal and accrued interest.

The City chooses to limit collateral to U.S. Treasuries. Collateral will always be held by an independent third party with whom the entity has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the City and retained. The right of collateral substitution is granted.

12.0 SAFEKEEPING AND CUSTODY OF SECURITIES

To protect against potential losses by collapse of individual securities dealers, all securities owned by the City, including collateral on repurchase agreements, will be held in safekeeping by a third-party bank trust department, acting as agent for the City under the terms of a custody agreement executed by the bank and by the City. All securities will be received and delivered using standard delivery-versus-payment (DVP) procedures (i.e., the City's safekeeping agent will only release payment for a security after the security has been properly delivered). Securities will be held by a third-party custodian designated by an Investment Officer and evidenced by safekeeping receipts. This section is intended to comply with Government Code Sections 53601 and 53608.

13.0 DIVERSIFICATION

The City will diversify its investments by security type and institution. With the exception of U.S. Treasury securities and authorized pools, no more than 50% of the City's total investment funds portfolio will be invested in a single security type or with a single financial institution.

14.0 MAXIMUM MATURITIES

To the extent possible, the City will attempt to match its investments with anticipated cash flow requirements. Unless matched to a specific cash flow, the City will not directly invest in securities maturing more than five (5) years from the date of purchase. With the express approval of the City Council, reserve funds may be invested in securities exceeding five (5) years if the maturity of such investments is made to coincide as nearly as practicable with the expected use of the funds.

15.0 INTERNAL CONTROLS

The City Treasurer shall be responsible for ensuring that all investment transactions comply with the City's Investment Policy and for establishing and maintaining an internal control structure designed to ensure that the assets of the City are protected from loss, theft, fraud or misuse. The City Treasurer shall establish written procedures for the operation of the City's investment program that are consistent with this Investment Policy.

Internal controls deemed most important shall include: avoidance of collusion; separation of duties and administrative controls; separating transaction authority from accounting and record keeping; custodial safekeeping; clear delegation of authority; management approval and review of investment transactions; specific limitations regarding securities losses and remedial action; written confirmation of telephone transactions; documentation of investment transactions and strategies; and monitoring of results.

Accordingly, the City Treasurer shall establish an annual process of independent review by an external auditor, which as part of its annual audit of the City, the City's external auditor will review compliance with statutes, policies, and procedures. This review will provide internal control by assuring compliance with policies and procedures.

16.0 PERFORMANCE STANDARDS

The investment portfolio shall be designed with the objective of obtaining a rate of return throughout budgetary and economic cycles, commensurate with the investment risk constraints and the cash flow needs.

The City's investment strategy is passive. Given this strategy, the basis used by the City Treasurer to determine whether market yields are being achieved shall be to identify a comparable benchmark to the portfolio investment duration (i.e., 90-day US Treasury Bill, 6-month US Treasury Bill, 2-year CMT-Constant Maturity Treasury). Benchmarks may change over time based on changes in market conditions or cash flow requirements.

17.0 REPORTING

Pursuant to California Government Code Section 53607, the authority of the legislative body to invest or to reinvest funds of a local agency, or to sell or exchange securities so purchased, may be delegated for a one-year period by the legislative body to the treasurer of the local agency, who shall thereafter assume full responsibility for those transactions until the delegation of authority is revoked or expires, and shall make a monthly report of those transactions to the legislative body. Subject to review, the legislative body may renew the delegation of authority pursuant to this section each year.

18.0 INVESTMENT POLICY COMPLIANCE AND ADOPTION

Pursuant California Government Code Section 53646(a)(2), the City's Investment Policy may be reviewed annually by the City Council and shall be adopted via resolution. Any modifications to the Investment Policy must be approved by the City Council.

The City Treasurer shall establish written investment policy procedures for the operation of the investment program consistent with this policy. The procedures should include reference to: safekeeping, master repurchase agreements, wire transfer agreements, banking service contracts and collateral/depository agreements. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions. No person may engage in an investment transaction except as provided under the terms of this policy and the procedures established by the City.

19.0 APPENDIX A - Allowable Investment Instruments

ALLOWABLE INVESTMENT INSTRUMENTS PER STATE GOVERNMENT CODE (AS OF JANUARY 1, 2026)^A
 APPLICABLE TO ALL LOCAL AGENCIES^B

INVESTMENT TYPE	MAXIMUM MATURITY ^C	MAXIMUM SPECIFIED % OF PORTFOLIO ^D	MINIMUM QUALITY REQUIREMENTS	GOVERNMENT CODE SECTIONS
Local Agency Bonds	5 years	None	None	53601(a)
U.S. Treasury Obligations	5 years	None	None	53601(b)
State Obligations— CA And Others	5 years	None	None	53601(c) and 53601(d)
CA Local Agency Obligations	5 years	None	None	53601(e)
U.S Agency Obligations	5 years	None	None	53601(f)
Bankers' Acceptances	180 days	40% ^E	None	53601(g)
Commercial Paper— Non-Pooled Funds ^F	397 days or less	25% of the agency's monies ^G	Highest letter and number rating by an NRSRO ^H	53601(h)(2)(c)
Commercial Paper— Non-Pooled Funds ^I	397 days or less	40% of the agency's monies ^G	Highest letter and number rating by an NRSRO ^H	53601(h)(2)(c)
Commercial Paper— Pooled Funds ^J	397 days or less	40% of the agency's monies ^G	Highest letter and number rating by an NRSRO ^H	53635(a)(1)
Negotiable Certificates of Deposit	5 years	30% ^K	None	53601(i)
Non-negotiable Certificates of Deposit	5 years	None	None	53630 et seq.
Placement Service Deposits	5 years	50% ^L	None	53601.8 and 53635.8
Placement Service Certificates of Deposit	5 years	50% ^L	None	53601.8 and 53635.8
Repurchase Agreements	1 year	None	None	53601(j)
Reverse Repurchase Agreements and Securities Lending Agreements	92 days ^M	20% of the base value of the portfolio	None ^N	53601(j)
Medium-Term Notes ^O	5 years or less	30%	"A" rating category or its equivalent or better	53601(k)
Mutual Funds and Money Market Mutual Funds	N/A	20% ^P	Multiple ^{Q,R}	53601(l) and 53601.6(b)
Collateralized Bank Deposits ^S	5 years	None	None	53630 et seq. and 53601(n)
Mortgage Pass-Through and Asset-Backed Securities ^T	5 years or less ^T	20%	"AA" rating category or its equivalent or better ^T	53601(o)
County Pooled Investment Funds	N/A	None	None	27133
Joint Powers Authority Pool	N/A	None	Multiple ^U	53601(p)
Local Agency Investment Fund (LAIF)	N/A	None	None	16429.1
Voluntary Investment Program Fund ^V	N/A	None	None	16340
Supranational Obligations ^W	5 years or less	30%	"AA" rating category or its equivalent or better	53601(q)
Public Bank Obligations	5 Years	None	None	53601(r), 53635(c), and 57603

TABLE OF NOTES

- A. Sources: Sections 16340, 16429.1, 27133, 53601, 53601.6, 53601.8, 53630 et seq., 53635, 53635.8, and 57603.
- B. Municipal Utilities Districts have the authority under the Public Utilities Code Section 12871 to invest in certain securities not addressed here.
- C. Section 53601 provides that the maximum term of any investment authorized under this section, unless otherwise stated, is five years. However, the legislative body may grant express authority to make investments either specifically or as a part of an investment program approved by the legislative body that exceeds this five-year remaining maturity limit. Such approval must be issued no less than three months prior to the purchase of any security exceeding the five-year maturity limit.
- D. Percentages apply to all portfolio investments regardless of source of funds. For instance, cash from a reverse repurchase agreement would be subject to the restrictions.
- E. No more than 30 percent of the agency's money may be in bankers' acceptances of any one commercial bank.
- F. Includes agencies defined as a city, a district, or other local agency that do not pool money in deposits or investment with other local agencies, other than local agencies that have the same governing body.
- G. Local agencies, other than counties or a city and county, may purchase no more than 10 percent of the outstanding commercial paper of any single issuer.
- H. Issuing corporation must be organized and operating within the U.S., have assets in excess of \$500 million, and debt other than commercial paper must be in a rating category of "A" or its equivalent or higher by a nationally recognized statistical rating organization, or the issuing corporation must be organized within the U.S. as a special purpose corporation, trust, or LLC, has program wide credit enhancements, and has commercial paper that is rated "A-1" or higher, or the equivalent, by a nationally recognized statistical rating agency.
- I. Includes agencies defined as a county, a city and county, or other local agency that pools money in deposits or investments with other local agencies, including local agencies that have the same governing body. Local agencies that pool exclusively with other local agencies that have the same governing body must adhere to the limits set forth in Section 53601(h)(2)(C).
- J. No more than 30 percent of the agency's money may be in negotiable certificates of deposit that are authorized under Section 53601(i).
- K. Effective January 1, 2020, no more than 50 percent of the agency's money may be invested in deposits, including certificates of deposit, through a placement service as authorized under 53601.8 (excludes negotiable certificates of deposit authorized under Section 53601(i)). On January 1, 2031, the maximum percentage of the portfolio reverts back to 30 percent. Investments made pursuant to 53635.8 remain subject to a maximum of 30 percent of the portfolio.
- L. Reverse repurchase agreements or securities lending agreements may exceed the 92-day term if the agreement includes a written codicil guaranteeing a minimum earning or spread for the entire period between the sale of a security using a reverse repurchase agreement or securities lending agreement and the final maturity dates of the same security.
- M. Reverse repurchase agreements must be made with primary dealers of the Federal Reserve Bank of New York or with a nationally or state-chartered bank that has a significant relationship with the local agency. The local agency must have held the securities used for the agreements for at least 30 days.
- N. "Medium-term notes" are defined in Section 53601 as "all corporate and depository institution debt securities with a maximum remaining maturity of five years or less, issued by corporations organized and operating within the United States or by depository institutions licensed by the United States or any state and operating within the United States."
- O. No more than 10 percent invested in any one mutual fund. This limitation does not apply to money market mutual funds.
- P. A mutual fund must receive the highest ranking by not less than two nationally recognized rating agencies or the fund must retain an investment advisor who is registered with the SEC (or exempt from registration), has assets under management in excess of \$500 million, and has at least five years' experience investing in instruments authorized by Sections 53601 and 53635.
- Q. A money market mutual fund must receive the highest ranking by not less than two nationally recognized statistical rating organizations or retain an investment advisor registered with the SEC or exempt from registration and who has not less than five years' experience investing in money market instruments with assets under management in excess of \$500 million.
- R. Investments in notes, bonds, or other obligations under Section 53601(n) require that collateral be placed into the custody of a trust company or the trust department of a bank that is not affiliated with the issuer of the secured obligation, among other specific collateral requirements.
- S. A joint powers authority pool must retain an investment advisor who is registered with the SEC (or exempt from registration), has assets under management in excess of \$500 million, and has at least five years' experience investing in instruments authorized by Section 53601, subdivisions (a) to (o).
- T. Local entities can deposit between \$200 million and \$10 billion into the Voluntary Investment Program Fund, upon approval by their governing bodies. Deposits in the fund will be invested in the Pooled Money Investment Account.
- U. Only those obligations issued or unconditionally guaranteed by the International Bank for Reconstruction and Development (IBRD), International Finance Corporation (IFC), and Inter-American Development Bank (IADB), with a maximum remaining maturity of five years or less.

20.0 APPENDIX B - Glossary of Terms

Accrued Interest: Interest earned but not yet received.

Active Deposits: Funds which are immediately required for disbursement.

Agencies: Federal agency securities and/or Government Sponsored Enterprises (GSE) which include Federal Home Loan Bank (FHLB), Federal National Mortgage Association (FNMA), Federal Home Loan Mortgage Corporation (FHLMC), Federal Farm Credit Bank (FFCB), and Federal Agricultural Mortgage Association (Farmer Mac).

Amortization: An accounting practice of gradually decreasing (increasing) an asset's book value by spreading its depreciation (accretion) over a period of time.

Annual Comprehensive Financial Report (ACFR): The official annual financial report for the City. It includes five combined statements and basic financial statements for each individual fund and account group prepared in conformity with Generally Accepted Accounting Principles (GAAP).

Ask Price: The price a broker/dealer offers to sell securities.

Bankers' Acceptance (BA): A draft or bill of exchange accepted by a bank or trust company. The accepting institution guarantees payment of the bill, as well as the issuer.

Basis Point: One basis point is one hundredth of one percent (0.01).

Benchmark: A comparative base for measuring the performance or risk tolerance of the investment portfolio. A benchmark should represent a close correlation to the level of risk and the average duration of the portfolio's investments.

Bid Price: The price a broker/dealer offers to purchase securities.

Bond: A financial obligation for which the issuer promises to pay the bondholder a specified stream of future cash flows, including periodic interest payments and a principal repayment.

Book Value: The value at which a debt security is shown on the holder's balance sheet. Book value is acquisition cost less amortization of premium or accretion of discount.

Certificate of Deposit: A deposit insured up to \$250,000 (current amount) by the FDIC at a set rate for a specified period of time.

Collateral: Securities, evidence of deposit, or pledges to secure repayment of a loan. Also refers to securities pledged by a bank to secure deposit of public moneys.

Constant Maturity Treasury (CMT): An average yield of a specific Treasury maturity sector for a specific time frame. This is a market index for reference of past direction of interest rates for the given Treasury maturity range.

Coupon: The annual rate of interest that a bond's issuer promises to pay the bondholder on the bond's face value.

Credit Analysis: A critical review and appraisal of the economic and financial conditions or of the ability to meet debt obligations.

Current Yield: The interest paid on an investment expressed as a percentage of the current price of the security.

Custody: A banking service that provides safekeeping for the individual securities in a customer's investment portfolio under a written agreement which also calls for the bank to collect and pay out income, to buy, sell, receive and deliver securities when ordered to do so by the principal.

Delivery vs. Payment (DVP): Delivery of securities with a simultaneous exchange of money for the securities.

Discount: The difference between the cost of a security and its value at maturity when quoted at lower than face value.

Diversification: Dividing investment funds among a variety of securities offering independent returns and risk profiles.

Duration: The weighted average maturity of a bond's cash flow stream, where the present value of the cash flows serve as the weights; the future point in time at which on average, an investor has received exactly half of the original investment, in present value terms; a bond's zero-coupon equivalent; the fulcrum of a bond's present value cash flow time line.

Fannie Mae: Trade name for the Federal National Mortgage Association (FNMA), a U.S. sponsored corporation.

Federal Reserve System: The central bank of the U.S. which consists of a seven-member Board of Governors, 12 regional banks, and 5,700 commercial banks that are members.

Federal Deposit Insurance Corporation (FDIC): Insurance provided to customers of a subscribing bank which guarantees deposits to a set limit (currently \$250,000) per account.

Fed Wire: A wire transmission service established by the Federal Reserve Bank to facilitate the transfer of funds through debits and credits of funds between participants within the Fed system.

Freddie Mac: Trade name for the Federal Home Loan Mortgage Corporation (FHLMC), a U.S. sponsored corporation.

Ginnie Mae: Trade name for the Government National Mortgage Association (GNMA), a direct obligation bearing the full faith and credit of the U.S. Government.

Inactive Deposits: Funds not immediately needed for disbursement.

Interest Rate: The annual yield earned on an investment, expressed as a percentage.

Investment Agreements: An agreement with a financial institution to borrow public funds subject to certain negotiated terms and conditions concerning collateral, liquidity and interest rates.

Liquidity: Refers to the ability to rapidly convert an investment into cash.

Market Value: The price at which a security is trading and could presumably be purchased or sold.

Maturity: The date upon which the principal or stated value of an investment becomes due and payable.

Medium Term Notes: Corporate and depository institution debt securities with a maximum remaining maturity of five years or less, issued by corporations organized and operating within the United States or by depository institutions licensed by the United States or any state and operating within the United States.

New Issue: Term used when a security is originally "brought" to market.

Perfected Delivery: Refers to an investment where the actual security or collateral is held by an independent third party representing the purchasing entity.

Portfolio: Collection of securities held by an investor.

Primary Dealer: A group of government securities dealers that submit daily reports of market activity and security positions held to the Federal Reserve Bank of New York and are subject to its informal oversight.

Purchase Date: The date in which a security is purchased for settlement on that or a later date.

Rate of Return: The yield obtainable on a security based on its purchase price or its current market price. This may be the amortized yield to maturity on a bond or the current income return.

Repurchase Agreement (REPO): A transaction where the seller (bank) agrees to buy back from the buyer (City) the securities at an agreed upon price after a stated period of time.

Reverse Repurchase Agreement (REVERSE REPO): A transaction where the seller (City) agrees to buy back from the buyer (bank) the securities at an agreed upon price after a stated period of time.

Risk: Degree of uncertainty of return on an asset.

Safekeeping: see Custody.

Sallie Mae: Trade name for the Student Loan Marketing Association (SLMA), a U.S. sponsored corporation.

Secondary Market: A market made for the purchase and sale of outstanding issues following the initial distribution.

Settlement Date: The date on which a trade is cleared by delivery of securities against funds.

Structured Notes: Notes issued by Government Sponsored Enterprises (FHLB, FNMA, FHLMC, etc.) and Corporations, which have imbedded options (e.g., call features, step-up coupons, floating rate coupons, derivative-based returns) into their debt structure. Their market performance is impacted by the fluctuation of interest rates, the volatility of the imbedded options and shifts in the shape of the yield curve.

Supranationals: A supranational organization is formed by a group of countries through an international treaty with specific objectives such as promoting economic development. Supranational organizations also issue debt in the United States. The most commonly recognized supranational debt is the International Bank for Reconstruction and Development (IBRD or World Bank), International Finance Corporation (IFC) and Inter-American Development Bank (IADB).

Treasury Bills: U.S. Treasury Bills which are short-term, direct obligations of the U.S. Government issued with original maturities of 13 weeks, 26 weeks and 52 weeks; sold in minimum amounts of \$10,000 in multiples of \$5,000 above the minimum. Issued in book entry form only. T-bills are sold on a discount basis.

Treasury Bonds: Long-term coupon-bearing U.S. Treasury securities issued as direct obligations of the U.S. Government and having initial maturities of more than 10 years.

Treasury Notes: Medium-term coupon-bearing U.S. Treasury securities issued as direct obligations of the U.S. Government and having initial maturities from two to 10 years.

U.S. Government Agencies: Instruments issued by various US Government Agencies most of which are secured only by the credit worthiness of the particular agency.

Yield: The rate of annual income return on an investment, expressed as a percentage. It is obtained by dividing the current dollar income by the current market price of the security.

Yield to Maturity: The rate of income return on an investment, minus any premium or plus any discount, with the adjustment spread over the period from the date of purchase to the date of maturity of the bond, expressed as a percentage.

Yield Curve: The yield on bonds, notes or bills of the same type and credit risk at a specific date for maturities up to thirty years.

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Ron Moreno, Director of Public Works/City Engineer

DATE: June 9, 2026

SUBJECT: Adopt List of Projects to be Funded by Senate Bill One (SB 1) for Fiscal Year 2026-27

PREPARED BY: Anissa Sharp, Management Analyst
Brooke Fagan, Engineering Technician I

RECOMMENDATION: That the City Council adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEMECULA ADOPTING A LIST OF PROJECTS FOR FISCAL
YEAR 2026-27 FUNDED BY SB 1: THE ROAD REPAIR AND
ACCOUNTABILITY ACT OF 2017

BACKGROUND: Senate Bill One (SB 1), the Road Repair and Accountability Act of 2017 (Chapter 5, Statutes of 2017) was passed by the legislature and signed into law by the Governor in April 2017 to address the significant multi-modal transportation funding shortfalls statewide. The City of Temecula has been receiving SB-1 revenue from the newly created Road Maintenance and Rehabilitation Account (RMRA) since Fiscal Year 2017-18. The City is set to receive \$2,969,986 for Fiscal Year 2025-26 and \$3,148,728 for Fiscal Year 2026-27 based on the latest estimate. The City intends to use SB 1 revenues to supplement the City's pavement rehabilitation program.

On March 24, 2021, the California Transportation Commission (CTC) adopted the Local Streets and Roads Funding Program 2021 Reporting Guidelines. Section IV, Project List Submittal, Subsection 9, Content and Format of Project List of the guidelines states:

*"Prior to receiving an apportionment of RMRA funds from the Controller in a fiscal year (funds collected from July 1 to June 30 and apportioned September 1 to August 31), a city or county **must** submit to the Commission a list of projects proposed to be funded with these funds pursuant to an adopted resolution by the city council or county board of supervisors at a regular public meeting. Each year, a city or county **must** adopt and submit to the Commission a project list resolution for the upcoming fiscal year's funds to comply with the eligibility requirements for that fiscal year's apportionment."*

For Fiscal Year 2018-19 and subsequent years, for an agency to receive SB 1 funds, a list of

proposed projects must be submitted to the CTC by May 1, 2018, and every year thereafter pursuant to an annually adopted resolution. In 2021, the CTC extended the deadlines for the submittal of the list of projects to July 1st. The City does have the ability to change projects from the ones on the list submitted to the CTC. Having this flexibility would enable the City to designate projects that are ready for construction to receive SB 1 RMRA funds.

The City has completed the update to the Pavement Management Program (PMP) in 2026. Utilizing the PMP, staff have developed a list of projects that will rehabilitate several streets in the next few years. This list will be included in the upcoming Capital Improvement Program (CIP) Budget for Fiscal Years 2027-31.

An assessment of City streets to update the PMP is underway. The results of the new assessment will be used to schedule future road rehabilitations. Updated priority rehabilitation list will be included in future CIP Budgets. As projects are ready for construction, staff will designate enough projects to exhaust the SB 1 RMRA funds the City is set to receive annually. The listed projects support the City's Core Values in the Quality-of-Life master Plan including Transportation, Mobility and Connectivity.

FISCAL IMPACT: According to the Local Streets and Roads Funding Program 2021 Reporting Guidelines adopted by the CTC on March 24, 2021, to receive SB 1 funds, the City must submit a list of projects for Fiscal Year 2026-27 to CTC by July 1, 2026. By submitting the list of projects to the CTC by the specified deadline, the City is set to receive approximately \$3,148,728 for Fiscal Year 2026-27 from the Road Maintenance and Rehabilitation Account (RMRA) funded by SB 1.

ATTACHMENTS: Resolution

RESOLUTION NO. 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF TEMECULA ADOPTING A LIST OF PROJECTS FOR
FISCAL YEAR 2026-27 FUNDED BY SB 1: THE ROAD
REPAIR AND ACCOUNTABILITY ACT OF 2017**

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS
FOLLOWS:

Section 1. Recitals. The City Council hereby finds, determines and declares that:

A. Senate Bill 1 (SB 1), the Road Repair and Accountability Act of 2017 (Chapter 5, Statutes of 2017) was passed by the Legislature and Signed into law by the Governor in April 2017 to address the significant multi-modal transportation funding shortfalls statewide; and

B. SB 1 includes accountability and transparency provisions that will ensure the residents of the City of Temecula are aware of the projects proposed for funding in our community and which projects have been completed each fiscal year; and

C. The City of Temecula must adopt by resolution a list of projects proposed to receive fiscal year funding from the Road Maintenance and Rehabilitation Account (RMRA), created by SB 1, which must include a description and the location of each proposed project, a proposed schedule for the project's completion, and the estimated useful life of the improvement; and

D. The City of Temecula will receive an estimated \$3,148,728 in RMRA funding in Fiscal Year 2026-27 from SB 1; and

E. This is the tenth year in which the City of Temecula is receiving SB 1 funding and will enable the City to continue essential road maintenance and rehabilitation projects, safety improvements, repairing and replacing aging bridges, and increasing access and mobility options for the traveling public, that would not have otherwise been possible without SB 1; and

F. The City of Temecula has undergone a robust public process to ensure public input into our community's transportation priorities and the project list; and

G. The City of Temecula used a Pavement Management Program (PMP) to develop the SB 1 project list to ensure revenues are being used on the most high-priority and cost-effective projects that also meet the community's priorities for transportation investment; and

H. The funding from SB 1 will help the City of Temecula maintain and rehabilitate two major streets/roads in the City this year and a number of similar projects into the future; and

I. The 2023 California Statewide Local Streets and Roads Needs Assessment found that the City of Temecula streets and roads are in an "good" condition, and this revenue will help the City increase the overall quality of our road system and bring "at risk" streets/roads into "good" condition over the next decade; and

J. The SB 1 project list and overall investment in our local streets and roads infrastructure with a focus on basic maintenance and safety, investing in complete streets infrastructure, and using cutting-edge technology, materials and practices, will have significant positive co-benefits statewide.

Section 2. Adoption of the SB 1 Project List for Fiscal Year 2026-27

A. The foregoing recitals are true and correct.

B. The following list of newly proposed projects will be funded in-part or solely with Fiscal Year 2026-27 Road Maintenance and Rehabilitation Account revenues:

1. Project Title: Pavement Rehabilitation Program – Citywide

Project Description: The roadway rehabilitation shall generally consist of 2 to 4 inches of cold milling and placement of 2 to 4 inches of asphalt concrete. The project also includes the removal and replacement of existing roadway striping, pavement markings, and traffic signal loops, the removal and reconstruction of existing pedestrian ramps in order to comply with current ADA standards, and adjustment of existing utilities to grade.

Project Location: Roadway rehabilitation of the full width of Pauba Road between Ynez Road and Margarita Road.

Estimated Project Schedule: Start (07/2026) – Completion (12/2026) based on the component being funded with RMRA funds

Estimated Project Useful Life: 10-20 years

2. Project Title: Pavement Rehabilitation Program – Citywide

Project Description: The roadway rehabilitation shall generally consist of 2 to 4 inches of cold milling and placement of 2 to 4 inches of asphalt concrete. The project also includes the removal and replacement of existing roadway striping, pavement markings, and traffic signal loops, the removal and reconstruction of existing pedestrian ramps in order to comply with current ADA standards, and adjustment of existing utilities to grade.

Project Location: Roadway rehabilitation of the full width of Meadows Parkway from Temecula Parkway to Rancho California Road.

Estimated Project Schedule: Start (07/2026) – Completion (12/2026) based on the component being funded with RMRA funds

Estimated Project Useful Life: 10-20 years

3. Project Title: Pavement Rehabilitation Program – Citywide

Project Description: The roadway rehabilitation shall generally consist of 2 to 4 inches of cold milling and placement of 2 to 4 inches of asphalt concrete. The project also includes the removal and replacement of existing roadway striping, pavement markings, and traffic signal loops, the removal and reconstruction of existing pedestrian ramps in order to comply with current ADA standards, and adjustment of existing utilities to grade.

Project Location: Margarita Road and Winchester Road Intersection

Estimated Project Schedule: Start (07/2026) – Completion (12/2026) based on the component being funded with RMRA funds
Estimated Project Useful Life: 10-20 years

Section 3. Certification. The City Clerk shall certify the adoption of this Resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula this 9th day of June 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Luke Watson, Assistant City Manager

DATE: June 9, 2026

SUBJECT: Approve City Sponsorship Contribution to Mt. San Jacinto College Tribute Campaign Supporting University Center Efforts and Student Success Initiatives

PREPARED BY: Christine Damko, Economic Development Manager

RECOMMENDATION: That the City Council approve a City sponsorship contribution of \$25,000 honoring Superintendent/President Dr. Roger W. Schultz to support University Center efforts and student success initiatives.

BACKGROUND: The Mt. San Jacinto College Foundation (MSJCF) has launched a Tribute Campaign honoring Superintendent/President Dr. Roger W. Schultz, who will retire in June 2026 after 25 years of service to the College, including 19 years as President.

During Dr. Schultz's tenure, Mt. San Jacinto College (MSJC) experienced significant growth and transformation—expanding campuses, including the purchase of the 350,000-square-foot, state-of-the-art Temecula Campus, strengthening academic and workforce pathways, and deepening its commitment to student success across the region. His leadership helped position MSJC as a cornerstone of educational opportunity for more than 29,000 students annually.

Additionally, MSJC and its Temecula Valley Campus have achieved major academic and regional milestones, reaching a record-breaking 74.3% student success rate and an 89.9% course completion rate. The campus serves nearly 4,000 full-time equivalent students annually. The Temecula campus, which began as an extension, was officially granted Center Status by the California Community Colleges Board of Governors. This designation brings in \$2.2 million in additional annual funding to expand local educational and vocational programs in Southwest Riverside County.

Funds raised through the Tribute Campaign will be invested in two areas Dr. Schultz has long championed:

- 25% will support Student Success Initiatives, including scholarships, emergency assistance, and basic needs resources that help students persist and complete their educational goals.

- 75% will be endowed to support the MSJC University Center located at the Temecula Campus, expanding affordable, local pathways to bachelor's degrees and strengthening the regional workforce.

FISCAL IMPACT: An allocation of \$25,000 for this purpose has been reserved in the City Council Support line item within the FY 2026-2027 Operating Budget.

ATTACHMENTS: None

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Ron Moreno, Director of Public Works/City Engineer

DATE: June 9, 2026

SUBJECT: Award Construction Contract to Vance Corporation for the Pauba Road Pavement Rehabilitation Project, PW25-05

PREPARED BY: Hossein Ajideh, Principal Civil Engineer
Kellen Freeman, Assistant Engineer

RECOMMENDATION: That the City Council:

1. Award a construction contract to Vance Corporation, in the amount of \$2,039,471 for the Pauba Road Pavement Rehabilitation project, PW25-05; and
2. Authorize the City Manager to approve construction change orders up to \$305,921 which is equal to 15% of the contract amount; and
3. Make a finding that Pauba Road Pavement Rehabilitation, PW25-05, is exempt from Multiple Species Habitat Conservation Plan (MSHCP) fees.

BACKGROUND: On March 24, 2026, the City Council approved the plans and specifications and authorized the Department of Public Works to solicit construction bids for the Pauba Road Pavement Rehabilitation Project, PW25-05.

The project will rehabilitate approximately 1.4 centerline miles of roadway along Pauba Road, between Margarita Road and Ynez Road. The roadway rehabilitation will generally consist of grinding three inches of the existing pavement, followed by placement of three inches of new asphalt concrete materials. The project also includes reconstruction of curb ramps and spandrels to comply with American with Disability Act (ADA) standards, adjustment of existing utilities to grade, installation and removal of temporary video detection, restoration and/or modification of existing striping, and replacement loop detectors.

The construction contract was publicly advertised between April 8, 2026, and May 7, 2026. Ten (10) bids were electronically opened and publicly posted on the City's online bidding platform, PlanetBids.

The results are as follows:

Rank	Bidder	Amount
1	Vance Corporation	\$2,039,471
2	Eagle Paving LLC	\$2,078,000
3	Romero General Construction	\$2,140,140
4	Onyx Paving Company, Inc.	\$2,181,220
5	All American Asphalt	\$2,196,145
6	R.J. Noble Company	\$2,196,863
7	Calmex Engineering, Inc.	\$2,341,105
8	LC Paving & Sealing, Inc.	\$2,493,965
9	Granite Construction Company	\$2,783,872
10	Van Engineering Inc	\$3,029,640

Staff have completed the analysis of the submitted bids and determined that Vance Corporation of Beaumont, California, is the lowest responsive and responsible bidder. Vance Corporation has public contracting experience and has successfully completed similar projects for various public agencies.

The Engineer's Estimate for the project was \$3,100,000. The project specifications allow for 60 Working Days, or approximately three months, to complete the Work.

The Multiple Species Habitat Conservation Plan (MSHCP) is an element of the Riverside County Integrated Project (RCIP), which provides for the conservation of open space, nature preserves, and wildlife habitat within designated areas. It is designed to protect over 150 species and conserve over 500,000 acres in Western Riverside County. The City of Temecula is a permittee under the MSHCP and is therefore required to comply with the Regional Conservation Authority's (RCA) MSHCP Mitigation Fee Implementation Manual, adopted by Resolution No. 2020-013 on December 7, 2020. The RCA is a joint power authority formed by the County of Riverside and participating cities to provide policy direction for implementation of the MSHCP.

Since July 1, 2008, the RCA has required locally funded Capital Improvement Projects to pay applicable MSHCP fees within 90 days of construction contract award. Fees outside the public right-of-way are calculated based on the cost per acre of disturbed area basis, while fees for typical right-of-way improvement projects are assessed at five percent (5%) of construction costs. Maintenance-only projects, such as this project, are exempt from MSHCP fees.

This project supports the City's Core Values in the Quality-of-Life master Plan including Transportation, Mobility and Connectivity.

FISCAL IMPACT: The Pauba Road Pavement Rehabilitation Project, PW25-05, is a component of the Pavement Rehabilitation Program – Citywide, which is identified in the City's Fiscal Year 2026-2030 Capital Improvement Program (CIP) budget and is funded with Measure A and Road Repair and Accountability Act (RMRA) funds. Sufficient funds are available in the aforementioned accounts to cover the construction contract amount of \$2,039,471, plus the 15% contingency amount of \$305,921, for a total encumbrance of \$2,345,392.

ATTACHMENTS:

1. Contract
2. Project Description
3. Project Location Map

CITY OF TEMECULA, DEPARTMENT OF PUBLIC WORKS

CONTRACT

For

**PAUBA ROAD PAVEMENT REHABILITATION
PROJECT NO. PW25-05**

THIS CONTRACT, made and entered into the **9TH Day of June, 2026** by and between the City of Temecula, a municipal corporation, hereinafter referred to as "City", and **Vance Corporation**, hereinafter referred to as "Contractor."

WITNESSETH:

That City and Contractor, for the consideration hereinafter named, mutually agree as follows:

1. **CONTRACT DOCUMENTS**

The complete Contract includes all of the Contract Documents, to wit: Notice Inviting Bids, Instructions to Bidders, Proposal, Performance Bond, Labor and Materials Bond, Plans and Specifications entitled **PAUBA ROAD PAVEMENT REHABILITATION, PROJECT NO. PW25-05**, Insurance Forms, this Contract, and all modifications and amendments thereto, the State of California Standard Plans and Specifications, (latest edition), issued by the California Department of Transportation, where specifically referenced in the Plans, Special Provisions, and Technical Specifications, and the latest version of the Standard Specifications for Public Works Construction, including all supplements as written and promulgated by Public Works Standards, Inc. (hereinafter, "Standard Specifications") as amended by the General Specifications, Special Provisions, and Technical Specifications for **PAUBA ROAD PAVEMENT REHABILITATION, PROJECT NO. PW25-05**. Copies of these Standard Specifications are available from the publisher:

BNi Building News
Division of BNi Publications, Inc.
990 Park Center Drive, Suite E
Vista, CA 92081
(760) 734-1113

The Standard Specifications will control the general provisions, construction materials, and construction methods for this Contract except as amended by the General Specifications, Special Provisions, and Technical Specifications for **PAUBA ROAD PAVEMENT REHABILITATION, PROJECT NO. PW25-05**.

In case of conflict between the Standard Specifications and the other Contract Documents, the other Contract Documents shall take precedence over, and be used in lieu of, such conflicting portions.

Where the Contract Documents describe portions of the work in general terms, but not in complete detail, it is understood that the item is to be furnished and installed completed and in place and that only the best general practice is to be used. Unless otherwise specified, the Contractor shall furnish all labor, materials, tools, equipment, and incidentals, and do all the work involved in executing the Contract.

The Contract Documents are complementary, and what is called for by anyone shall be as binding as if called for by all. Any conflict between this Contract and any other Contract Document shall be resolved in favor of this Contract.

2. SCOPE OF WORK

Contractor shall perform everything required to be performed, shall provide and furnish all the labor, materials, necessary tools, expendable equipment, and all utility and transportation services required for the following: **PAUBA ROAD PAVEMENT REHABILITATION, PROJECT NO. PW25-05.**

All of said work to be performed and materials to be furnished shall be in strict accordance with the Drawings and Specifications and the provisions of the Contract Documents hereinabove enumerated and adopted by City.

3. CITY APPROVAL

All labor, materials, tools, equipment, and services shall be furnished and work performed and completed under the direction and supervision, and subject to the approval of City or its authorized representatives.

4. CONTRACT AMOUNT AND SCHEDULE

The City agrees to pay, and Contractor agrees to accept, in full payment for, the work agreed to be done, the sum of: **TWO MILLION THIRTY-NINE THOUSAND FOUR HUNDRED SEVENTY-ONE DOLLARS AND ZERO CENTS (\$2,039,471.00)**, the total amount of the base bid.

Contractor agrees to complete the work in a period not to exceed **Sixty (60) working days**, commencing with delivery of a Notice to Proceed by City. Construction shall not commence until bonds and insurance are approved by City.

5. CHANGE ORDERS

All change orders shall be approved by the City Council, except that the City Manager is hereby authorized by the City Council to make, by written order, changes or additions to the work in an amount not to exceed the contingency as established by the City Council.

6. PAYMENTS

a. Lump Sum Bid Schedule: Before submittal of the first payment request, the Contractor shall submit to the Director of Public Works a schedule of values allocated to the various portions of the work, prepared in such form and supported by such data to substantiate its accuracy as the Director of Public Works may require. This schedule, as approved by the Director of Public Works, shall be used as the basis for reviewing the Contractor's payment requests.

b. Unit Price Bid Schedule: Pursuant to Section 20104.50 of the Public Contract Code, within 30 days after submission of a payment request to the City, the Contractor shall be paid a sum equal to **95% of the value of the work** completed according to the bid schedule. Payment request forms shall be submitted on or about the 30th day of each successive month as the work progresses. The final payment, if unencumbered, or any part thereof unencumbered, shall be made 60 days after acceptance of final payment and the Contractor filing a one-year Warranty and an Affidavit of Final Release with the City on forms provided by the City.

c. Payment for Work Performed: Payments shall be made on demands drawn in the manner required by law, accompanied by a certificate signed by the City Manager, stating that the work for which payment is demanded has been performed in accordance with the terms of

the Contract, and that the amount stated in the certificate is due under the terms of the Contract. Partial payments on the Contract price shall not be considered as an acceptance of any part of the work.

d. Payment of Interest: Interest shall be paid on all undisputed payment requests not paid within 30 days pursuant to Public Contract Code Section 20104.50. Public Contract Code Section 7107 is hereby incorporated by reference.

7. LIQUIDATED DAMAGES / EXTENSION OF TIME

a. Liquidated Damages: In accordance with Government Code Section 53069.85, Contractor agrees to forfeit and pay to City the sum of \$1,000 per day for each calendar day completion is delayed beyond the time allowed pursuant to Paragraph 4 of this Contract. Such sum shall be deducted from any payments due to or to become due to Contractor.

b. Extension of Time: Contractor will be granted an extension of time and will not be assessed liquidated damages for unforeseeable delays beyond the control of, and without the fault or negligence of the Contractor, including delays caused by City. Within ten calendar days of the occurrence of such delay, Contractor shall give written notice to City. Within 30 calendar days of the occurrence of the delay, Contractor shall provide written documentation sufficient to support its delay claim to City. Contractor's failure to provide such notice and documentation shall constitute Contractor's waiver, discharge, and release of such delay claims against City.

8. WAIVER OF CLAIMS

On or before making each request for payment under Paragraph 6 above, Contractor shall submit to City, in writing, all claims for compensation as to work related to the payment. Unless the Contractor has disputed the amount of the payment, the acceptance by Contractor of each payment shall constitute a release of all claims against the City related to the payment. Contractor shall be required to execute an affidavit, release, and indemnity agreement with each claim for payment.

9. PREVAILING WAGES

Pursuant to the provisions of Section 1773 of the Labor Code of the State of California, the City Council has obtained the general prevailing rate of per diem wages and the general rate for holiday and overtime work in this locality for each craft, classification, or type of workman needed to execute this Contract from the Director of the Department of Industrial Relations. Copies may be obtained from the California Department of Industrial Relations Internet website at <http://www.dir.ca.gov>. Contractor shall provide a copy of prevailing wage rates to any staff or subcontractor hired, and shall pay the adopted prevailing wage rates as a minimum. Contractor shall comply with the provisions of Sections 1720, 1720.9, 1725.5, 1771.1(a), 1773.8, 1775, 1776, 1777.5, 1777.6, and 1813 of the Labor Code. Pursuant to the provisions of 1775 of the Labor Code, Contractor shall forfeit to the City, as a penalty, the sum of \$200.00 for each calendar day, or portion thereof, for each laborer, worker, or mechanic employed, paid less than the stipulated prevailing rates for any work done under this Contract, by him or by any subcontractor under him, in violation of the provisions of the Contract. This project, work, or service will be subject to compliance monitoring and enforcement by the Department of Industrial Relations (DIR) pursuant to Labor Code Section 1771.4.

10. TIME OF THE ESSENCE

Time is of the essence in this contract.

11. INDEMNIFICATION

All work covered by this Contract done at the site of construction or in preparing or delivering materials to the site shall be at the risk of Contractor alone. Contractor agrees to save, indemnify, hold harmless and defend the City of Temecula, Temecula Community Services District, and/or Successor Agency to the Temecula Redevelopment Agency, its officers, employees, and agents, against any and all liability, injuries, or death of persons (Contractor's employees included), and damage to property, arising directly or indirectly out of the obligations herein undertaken or out of the operations conducted by Contractor, save and except claims or litigations arising through the sole active negligence or sole willful misconduct of the City.

The Contractor shall indemnify and be responsible for reimbursing the City for any and all costs incurred by the City as a result of Stop Notices filed against the project. The City shall deduct such costs from progress payments or final payments due to the Contractor.

12. GRATUITIES

Contractor warrants that neither it nor any of its employees, agents, or representatives has offered or given any gratuities or promises to City's employees, agents, or representatives with a view toward securing this Contract or securing favorable treatment with respect thereto.

13. CONFLICT OF INTEREST

Contractor warrants that none of its partners, members or shareholders are related by blood or marriage to any employee of the City who has participated in the development of the specifications or approval of this project or who will administer this project nor are they in any way financially associated with any City officer or employee, or any architect, engineer, or other preparers of the Drawings and Specifications for this project. Contractor further warrants that no person in its employ nor any person with an ownership interest in the Contractor has been employed by the City within one year of the date of the Notice Inviting Bids.

14. CONTRACTOR'S AFFIDAVIT

After the completion of the work contemplated by this Contract, Contractor shall file with the City Manager, its affidavit stating that all workmen and persons employed, all firms supplying materials, and all subcontractors upon the Project have been paid in full, and that there are no claims outstanding against the Project for either labor or materials, except certain items, if any, to be set forth in an affidavit covering disputed claims or items in connection with a Stop Notice which has been filed under the provisions of the laws of the State of California.

15. NOTICE TO CITY OF LABOR DISPUTES

Whenever the Contractor has knowledge that any actual or potential labor dispute is delaying or threatens to delay the timely performance of the Contract, Contractor shall immediately give notice thereof, including all relevant information with respect thereto, to City.

16. BOOKS AND RECORDS

Contractor's books, records, and plans or such part thereof as may be engaged in the performance of this Contract, shall at all reasonable times be subject to inspection and audit by any authorized representative of the City.

17. INSPECTION

The work shall be subject to inspection and testing by City and its authorized representatives during manufacture and construction and all other times and places, including without limitation, the plants of Contractor and any of its suppliers. Contractor shall provide all

reasonable facilities and assistance for the safety and convenience of inspectors. All inspections and tests shall be performed in such manner as to not unduly delay the work. The work shall be subject to final inspection and acceptance notwithstanding any payments or other prior inspections. Such final inspection shall be made within a reasonable time after completion of the work.

18. DISCRIMINATION

Contractor represents that it has not, and agrees that it will not, discriminate in its employment practices on the basis of race, creed, religion, national origin, color, sex, age, or handicap.

19. GOVERNING LAW

The City and Contractor understand and agree that the laws of the State of California shall govern the rights, obligations, duties and liabilities of the parties to this Contract and also govern the interpretation of this Contract.

20. PROHIBITED INTEREST

No member, officer, or employee of the City of Temecula or of a local public body who has participated in the development of the specifications or approval of this project or will administer this project shall have any interest, direct or indirect, in the Contract or the proceeds thereof during his/her tenure or for one year thereafter.

Furthermore, the Contractor covenants and agrees to their knowledge that no board member, officer or employee of the City of Temecula has any interest, whether contractual, non-contractual, financial or otherwise, in this transaction, or in the business of the contracting party other than the City of Temecula, and that if any such interest comes to the knowledge of either party at any time, a full and complete disclosure of all such information will be made, in writing, to the other party or parties, even if such interest would not be considered a conflict of interest under Article 4 (commencing with Section 1090) or Article 4.6 (commencing with Section 1220) of Division 4 of Title I of the Government Code of the State of California.

21. ADA REQUIREMENTS

By signing this Contract, Contractor certifies that the Contractor is in total compliance with the Americans with Disabilities Act of 1990, Public Law 101-336, as amended.

22. WRITTEN NOTICE

Any written notice required to be given in any part of the Contract Documents shall be performed by depositing the same in the U.S. Mail, postage prepaid, directed to the address of the Contractor as set forth in the Contract Documents, and to the City addressed as follows:

Mailing and Delivery Address: Ron Moreno
Director of Public Works / City Engineer
City of Temecula
41000 Main Street
Temecula, CA 92590

23. INSURANCE.

Contractor shall procure and maintain for the duration of the contract insurance against claims for injuries to persons and/or damages to property, which may arise from or in connection with

the performance of the work hereunder and the results of work by the Contractor, its agents, representatives, employees, or subcontractors.

a. Minimum Scope of Insurance. Coverage shall be at least as broad as:

1) Commercial General Liability (CGL): Insurance Services Office Form CG 00 01 covering CGL on an "occurrence" basis, including products and completed operation, property damage, bodily injury, and personal & advertising with limits no less than Two Million (\$2,000,000) per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 05 09 or 25 04 05 09) or the general aggregate limit shall be twice the required occurrence limit.

2) Automobile Liability: ISO Form Number CA 00 01 covering any auto (Code 1), or if Contractor has no owned autos, covering hired, (Code8) and non-owned autos (Code 9), with limits no less than One Million (\$1,000,000) per accident for bodily injury, including death, of one or more persons, property damage and personal injury.

3) Workers' Compensation: as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with limit of no less than One million (\$1,000,000) per accident for bodily injury or disease. In accordance with the provisions of Labor Code Section 3700, every contractor will be required to secure the payment of compensation to it's employees. Pursuant to Labor Code Section 1861, Vendor must submit to City the following certification before beginning any work on the Improvements:

I am aware of the provisions of Section 3700 of the Labor Code which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that code, and I will comply with such provisions before commencing the performance of the work of this contract.

By executing this Agreement, Vendor is submitting the certification required above.

The policy must contain a waiver of subrogation in favor of the City of Temecula, the Temecula Community Services District, the Successor Agency to the Temecula Redevelopment Agency, their officers, officials, employees, or volunteers.

b. Deductibles and Self-Insured Retentions. Any deductibles or self-insured retentions must be declared and approved by the Risk Manager.

c. Other Insurance Provisions. The insurance policies are to contain, or be endorsed to contain, the following provisions:

1) The City of Temecula, the Temecula Community Services District, the Successor Agency to the Temecula Redevelopment Agency, their officers, officials, employees and volunteers are to be covered as additional insureds on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor's products and completed operations of the Contractor; premises owned, occupied or used by the Contractor. General liability coverage can be provided in the form of an endorsement to the Contractor Insurance (at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10, CG 20 26, CG 20 33, or CG 20 38; and CG 20 37 if a later edition is used). The coverage shall contain no special limitations on the scope of protection afforded to the City of Temecula, the Temecula Community Services District, the Successor Agency to the Temecula Redevelopment Agency, their officers, officials, employees, or volunteers.

2) For any claims related to this project, the Contractor insurance coverage shall be primary and non-contributory and at least as broad as ISO CG 20 01 04 13 as respects the City, the Temecula Community Services District, the Successor Agency to the Temecula Redevelopment Agency, their officers, officials, employees, and volunteers. Any

insurance or self-insurance maintained by the City of Temecula, Temecula Community Services District, and/or the Successor Agency to the Temecula Redevelopment Agency, its officers, officials, employees, or volunteers shall be excess of the Contractor's insurance and shall not contribute with it. This also applies to any Excess or Umbrella liability policies.

3) The Contractor may use Umbrella or Excess Policies to provide the limits as required in this agreement. The Umbrella or Excess policies shall be provided on a true "following form" or broader coverage basis, with coverage at least as broad as provided on the underlying Commercial General Liability Insurance.

4) Any failure to comply with reporting or other provisions of the policies including breaches of warranties shall not affect the indemnification provided to the City of Temecula, the Temecula Community Services District, and/or the Successor Agency to the Temecula Redevelopment Agency, their officers, officials, employees, or volunteers.

5) The Contractor's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the limits of the insurer's liability.

6) If the Contractor's maintains broader coverage and/or higher limits than the minimums shown above, the City requires and shall be entitled to the broader coverage and/or higher limits maintained by the contractor.

7) If insurance coverage is canceled or, reduced in coverage or in limits the Contractor shall within two (2) business days of notice from insurer phone, fax, and/or notify the City via certified mail, return receipt requested of the changes to or cancellation of the policy.

8) Unless otherwise approved by City, if any part of the Services and Tasks is subcontracted, the Minimum Insurance Requirements must be provided by, or on behalf of, all subcontractors even if city has approved lesser insurance requirements for Contractor, and all subcontractors must agree in writing to be bound by the provisions of this section.

d. Acceptability of Insurers. Insurance required above, except for workers' compensation insurance, must be placed with insurers with a current A.M. Best rating of A-: VII or better, unless otherwise acceptable to the City. Self-insurance shall not be considered to comply with these insurance requirements.

e. Verification of Coverage. Contractor shall furnish the City with original certificates and amendatory endorsements, or copies of the applicable policy language affecting coverage required by this clause. All certificates and endorsements and copies of the Declarations & Endorsements pages are to be received and approved by the City before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Contractor obligation to provide them. The City reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

f. Special Risks or Circumstances. The City reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

24. RECOVERED MATERIALS AND SOLID WASTE DISPOSAL ACT

Contractor agrees to comply with all requirements of Section 6002 of the Resource Conservation and Recovery Act (RCRA), as amended (42 U.S.C. 6962), including but not limited to the regulatory provisions of 40 CFR Part 247, and Executive Order 12873, as they apply to the procurement of the items designated in Subpart B of 40 CFR Part 247.

25. TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT

Contractor shall not procure or obtain, extend or renew a contract to procure or obtain, or enter into a contract to procure or obtain equipment, services, or systems that use covered

telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. As described in Public Law 115-232, section 889, covered telecommunications equipment is telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation, or any subsidiary or affiliate of such entities. Covered equipment also includes video surveillance and telecommunications equipment or services provided by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, Dahua Technology Company, any subsidiary or affiliate of such entities, and any entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

26. COMPLIANCE WITH LAWS

The Contractor shall comply with all applicable federal, State and local laws, ordinances, codes and regulations in force at the time the Contractor performs pursuant to the Contract Documents, and shall comply with all grant or funding terms and conditions applicable to the Contract and/or the work.

27. CLAIM DISPUTE RESOLUTION

In the event of any dispute or controversy with the City over any matter whatsoever, the Contractor shall not cause any delay or cessation in or of work, but shall proceed with the performance of the work in dispute. The Contractor shall retain any and all rights provided that pertain to the resolution of disputes and protests between the parties. The disputed work will be categorized as an “unresolved dispute” and payment, if any, shall be as later determined by mutual agreement or a court of law. The Contractor shall keep accurate, detailed records of all disputed work, claims and other disputed matters.

All claims arising out of or related to the Contract or this project, and the consideration and payment of such claims, are subject to the Government Claims Act (Government Code Section 810 et seq.) with regard to filing claims. All such claims are also subject to Public Contract Code Section 9204 and Public Contract Code Section 20104 et seq. (Article 1.5), where applicable. This Contract hereby incorporates those provisions as though fully set forth herein. Thus, the Contractor or any Subcontractor must present a claim in accordance with the Government Claims Act as a prerequisite to prosecuting any claim against the City. The filing or prosecution of a claim in compliance with Section 9204 and/or Article 1.5 (if applicable) does not in any way obviate the need to timely present a claim under the Government Claims Act, or in any toll the expiration of any limitations period for the timely presentation of a claim under the Government Claims Act.

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be executed on the date first above written.

DATED: 5/26/2026

CONTRACTOR:
Vance Corporation
459 Egan Avenue
Beaumont, CA 92316
(909) 355-4333 ext. 114
bids@vancecorp.net

Signed by:

By: 6C5D21DC138644B...

Derek Ritarita
Print or type NAME

Chief Executive Officer
Print or type TITLE*

DocuSigned by:

By: C0CC9C33BCBC486...

Robert Erautt
Print or type NAME

Chief Financial Officer
Print or type TITLE*

CITY OF TEMECULA

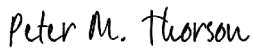
DATED: _____

By: _____
Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

APPROVED AS TO FORM:

Signed by:

C343357EB2E34B5...
Peter M. Thorson, City Attorney

Risk Mgmt. _____



PAVEMENT REHABILITATION PROGRAM - CITYWIDE
Circulation Project

<u>Street and Limits</u>	<u>Useful Life(Years)</u>	<u>Anticipated Year of Construction & Estimated Funds Available</u>	<u>Funding Source</u>
Prior Years Actual Expenditures		\$47,003,695	
		2024-25 Adjusted	
Pechanga Parkway (Temecula Pkwy to Loma Linda Rd)	(10-20)		
Butterfield Stage Road (Temecula Pkwy to Southern City Limit)	(10-20)		
		\$5,929,305	RMRA ⁽¹⁾ Measure A
		\$1,751,627	
		\$7,680,932	
		2025-26	
Rancho Way (Diaz Rd. to Buisness Park Dr.)	(10-20)		
Felix Valdez (Vincent Moraga Dr. to Pujol St.)	(10-20)		
Santiago Road (East of bridge to Ynez Rd.)	(10-20)		
		\$2,827,154	RMRA ⁽¹⁾ Measure A
		\$1,224,000	
		\$4,051,154	
		2026-27	
Pauba Road (Ynez Rd to Margarita Rd)	(10-20)		
Rancho Vista Road (Ynez Rd to Margarita Rd)	(10-20)		
		\$2,883,697	RMRA ⁽¹⁾ Measure A
		\$1,312,000	
		\$4,195,697	
		2027-28	
Ynez Road (Rancho California Rd to Solana Wy)	(10-20)		
Nighthawk Pass (Butterfield Stage Road to Vail Ranch Parkway)	(10-20)		
Meadows Parkway (Temecula Parkway to Rancho California Rd)	(10-20)		
		\$2,941,371	RMRA ⁽¹⁾ Measure A
		\$1,401,000	
		\$4,342,371	
		2028-29	
Peppercorn Drive (Deer Hollow Way to Redhawk Parkway)	(10-20)		
Wolf Valley Road (Pechanga Parkway to Redhawk Parkway)	(10-20)		
		\$3,000,198	RMRA ⁽¹⁾ Measure A
		\$1,492,000	
		\$4,492,198	
		2029-30	
Old Town Front Street (s/o First St. to Rancho California Rd.)	(10-20)		
Redhawk Parkway (Temecula Parkway to Vail Ranch Parkway)	(10-20)		
		\$3,000,200	RMRA ⁽¹⁾ Measure A
		\$1,492,000	
		\$4,492,200	
Total		\$76,258,247	

PAVEMENT REHABILITATION PROGRAM - CITYWIDE
Circulation Project

Project Description: This project includes the environmental processing, design, construction of pavement rehabilitation, and reconstruction of major streets as recommended in the Pavement Management Program update.

Benefit: This project improves pavement conditions so that the transportation needs of the public, business industry, and government can be met.

Core Value: Transportation Mobility and Connectivity

Project Status: A priority list of rehabilitation projects from the Pavement Management Program is used to determine the projects to be undertaken. Construction is completed annually based on the allocated funds.

Department: Public Works - Account No. 210.265.999.5800.PWPR-01 / 655

Level: I



Project Cost:	Prior Years Actuals	2024-25 Adjusted	2025-26 Adopted Budget	2026-27 Projected	2027-28 Projected	2028-29 Projected	2029-30 Projected	Total Project Cost
5801-Administration	4,131,207	1,273,087	670,888	300,000	300,000	300,000	300,000	7,275,183
5804-Construction	41,268,159	5,494,455	2,991,857	3,645,697	3,742,371	3,892,198	3,892,200	64,926,938
5805-Construction Engineering	815,478	804,197	388,409	250,000	300,000	300,000	300,000	3,158,084
5802-Design & Environmental	801,851	96,192						898,042
Total Expenditures	47,016,695	7,667,932	4,051,154	4,195,697	4,342,371	4,492,198	4,492,200	76,258,247

Source of Funds:

4100-Gas Tax	1,200,000							1,200,000
4001-General Fund	5,692,614							5,692,614
4170-Measure A	23,899,099	1,751,627	1,224,000	1,312,000	1,401,000	1,492,000	1,492,000	32,571,726
4002-Measure S	2,000,000							2,000,000
4438-Reimbursements	302,454							302,454
4102-RMRA	10,309,528	5,929,305	2,827,154	2,883,697	2,941,371	3,000,198	3,000,200	30,891,453
4103-Street Maintenance Fund	3,600,000							3,600,000
Total Funding	47,003,695	7,680,932	4,051,154	4,195,697	4,342,371	4,492,198	4,492,200	76,258,247

Future Operating & Maintenance Costs:

Total Operating Costs								

Notes :

1. Road Repair and Accountability Act (RMRA)



**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Erica Russo, Director of Community Services

DATE: June 9, 2026

SUBJECT: Approve First Amendment with County of Riverside for Library Services at the Ronald H. Roberts Temecula Public Library

PREPARED BY: Emily Sizemore, Administrative Assistant

RECOMMENDATION: That the City Council approve the first amendment with the County of Riverside to extend the term of the agreement for an additional two years through 2028.

BACKGROUND: The Ronald H. Roberts Temecula Public Library opened in December of 2006, and was rededicated in honor of former Mayor/Council Member Ronald H. Roberts in 2016. The Library serves approximately 20,000 patrons monthly and has the highest circulation in Riverside County. Since the opening of the Library, the City has been in contract with Riverside County to provide library staffing, collections support, and a variety of other services through their contract with Library Systems and Services, Inc. (LS&S).

On September 14, 2021, the City and the County of Riverside entered into a five-year Agreement in the amount of \$153,000 with a 10% contingency per year to provide library operation services at the Ronald H. Roberts Temecula Public Library. On April 28, 2026, the Library Services Ad Hoc Subcommittee (Alexander/Schwank) met to review proposed new language and cost structure for the agreement which had been provided by the County. Upon review, the Subcommittee recommended that City staff request an extension of the current agreement terms to provide the City with sufficient time to conduct a feasibility study to assess its options for library services. The County was amenable to this extension of existing terms.

This amendment shall extend the term of the current agreement by two years. All other terms of the agreement will remain unchanged.

FISCAL IMPACT: Funds for each year will be allocated as part of the budget process

ATTACHMENTS: First Amendment

**FIRST AMENDMENT TO AGREEMENT BETWEEN
CITY OF TEMECULA AND COUNTY OF RIVERSIDE**

**LIBRARY OPERATIONS SERVICES AT THE
RONALD H. ROBERTS TEMECULA PUBLIC LIBRARY**

THIS FIRST AMENDMENT is made and entered into as of **June 9th, 2026**, by and between the City of Temecula, a municipal corporation (hereinafter referred to as "City"), and **the County of Riverside**, a **political subdivision of the State of California** (hereinafter referred to as "County"). In consideration of the mutual covenants and conditions set forth herein, the parties agree as follows:

1. This Amendment is made with the respect to the following facts and purposes:
 - a. On September 14, 2021, the City and the County entered into that certain Agreement titled "Amended and Restated Agreement Between City of Temecula and The County of Riverside Library Operations Services at the Ronald H. Roberts Temecula Public Library" in the not to exceed amount of \$168,300 annually.

The parties now desire to extend the term of the agreement to **June 30, 2028**, and to amend the Agreement as set forth in this Amendment.

2. Section **2** of the Agreement entitled "**TERM**" is hereby amended to read as follows:

"Section 2 of the Agreement entitled "**TERM**" is hereby amended to extend the term of the Agreement to June 30, 2028."
3. Except for the changes specifically set forth herein, all other terms and conditions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

CITY OF TEMECULA

COUNTY OF RIVERSIDE

(Two Signatures of corporate officers required unless corporate documents authorize only one person to sign the agreement on behalf of the corporation.)

By: _____
Jessica Alexander, Mayor

By: _____
Suzanne Holland, Director,
Riverside County Office of
Economic Development/RCLS

ATTEST:

APPROVED AS TO FORM:

By: _____
Randi Johl, City Clerk

By: _____
Ryan Yabko, Deputy County
Counsel

APPROVED AS TO FORM:

By: _____
Peter M. Thorson, City Attorney

County of Riverside
Economic Development Agency
Attn: Michael Franklin
3406 Tenth Street, Suite 300
Riverside, CA 92501
mfranklin@rivco.org

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Ron Moreno, Director of Public Works/City Engineer

DATE: June 9, 2026

SUBJECT: Approve First Amendment to the Minor Maintenance Agreement with Computer Alert Systems, Inc. for Fire and Security Alarm Monitoring Services for Fiscal Year 2026-27

PREPARED BY: Rebecca Kiser, Management Analyst

RECOMMENDATION: That the City Council approve the first amendment to the agreement for minor maintenance services with Computer Alert Systems, Inc., in the amount of \$250,000 for a total agreement amount of \$400,000, for fire and security alarm monitoring services for Fiscal Year 2026-27.

BACKGROUND: The City Council previously approved an annual agreement with Computer Alert Systems, Inc to provide fire and security alarm monitoring and maintenance services of City owned properties.

To continue monitoring and maintenance of alarm systems, staff is recommending the approval of the First Amendment with Computer Alert Systems, Inc. This action supports the City's Core Values in the Quality of Life Master Plan including A Safe and Prepared Community.

FISCAL IMPACT: Adequate funds are available in the Department of Public Works, Maintenance Division's Annual Operating Budget for Fiscal Year 2026-27.

ATTACHMENTS: First Amendment

**FIRST AMENDMENT TO AGREEMENT BETWEEN
CITY OF TEMECULA AND COMPUTER ALERT SYSTEMS, INC**

**FIRE AND INTRUSION ALARM MONITORING, MAINTENANCE AND REPAIR SERVICES
(CONTRACT #2024-272)**

THIS FIRST AMENDMENT is made and entered into as **June 9, 2026** by and between the City of Temecula , a municipal corporation (hereinafter referred to as "City"), and **Computer Alert Systems, Inc., a Corporation** (hereinafter referred to as "Contractor"). In consideration of the mutual covenants and conditions set forth herein, the parties agree as follows:

1. This Amendment is made with the respect to the following facts and purposes:

a. On **September 1, 2024**, the City and Contractor entered into that certain Agreement entitled "Agreement for **Minor Maintenance Services**," for an amount not exceed **Fifty Thousand Dollars and no cents (\$50,000.00)** each fiscal year a total not to exceed Agreement amount of **One Hundred and Fifty Thousand Dollars and no cents (\$150,000.00)**

b. The parties now desire to increase the payment in the amount of **Two Hundred Fifty Thousand Dollars (\$250,000.00)**, and to amend the Agreement as set forth in this Amendment.

2. Section **3** of the Agreement entitled "**PAYMENT**" at paragraph "a" is hereby amended to read as follows:

The City agrees to pay Contractor monthly, in accordance with the payment rates and schedules and terms set forth in Exhibit B, Payment Rates and Schedule, attached hereto and incorporated herein by this reference as though set forth in full, based upon actual time spent on the above tasks. Any terms in Exhibit B, other than the payment rates and schedule of payment, are null and void. The **FIRST** Amendment amount shall not exceed **Two Hundred Fifty Thousand Dollars (\$250,000.00)**. For a total Agreement amount of **Four Hundred Thousand Dollars (\$400,000.00)**.

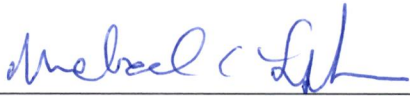
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

CITY OF TEMECULA

COMPUTER ALERT SYSTEMS, INC.

(Two Signatures of corporate officers required unless corporate documents authorize only one person to sign the agreement on behalf of the corporation.)

By: _____
Jessica Alexander, Mayor

By: _____
Michael C. Lynch, President

ATTEST:

By: _____
Randi Johl, City Clerk

APPROVED AS TO FORM:

By: _____
Peter M. Thorson, City Attorney

CONTRACTOR

Computer Alert Systems, Inc.
Contact Person: Michael C. Lynch
27570 Commerce Center Dr., # 119
Temecula, CA 92590
Phone Number: (951) 676- 6880
mlynch@computeralertsystems.com

Risk Mgmt. _____

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Ron Moreno, Director of Public Works

DATE: June 9, 2026

SUBJECT: Adopt Resolution Declaring an Emergency Condition for the Repair and Replacement of Storm Drain Along Ynez Road, and Declaring that Public Interest and Necessity Requires Work to be Performed Without Competitive Bidding Pursuant to Public Contract Code Sections 1102, 20168 and 22050

PREPARED BY: Rebecca Kiser, Management Analyst

RECOMMENDATION: That the City Council adopt by four-fifths vote a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA, CALIFORNIA, DECLARING AN EMERGENCY CONDITION FOR THE REPAIR AND REPLACEMENT OF STORM DRAIN ALONG YNEZ ROAD AND DECLARING THAT THE PUBLIC INTEREST AND NECESSITY REQUIRES CERTAIN WORK TO BE PERFORMED WITHOUT COMPETITIVE BIDDING PURSUANT TO PUBLIC CONTRACT CODE SECTIONS 1102, 20168 AND 22050

BACKGROUND: On May 11, 2026, it was identified that emergency work was needed to repair a damaged and collapsed storm drain line along Ynez Road, between Calle Halcon and Pauba Road. The repairs were immediately necessary to avoid additional damage to the surrounding drainage system and roadway, and to restore use of the road for the traveling public.

Due to the urgency of this matter, the Department of Public Works - Maintenance Division responded immediately to install the necessary traffic control measures to ensure the safety of the public, and to assess the damages to determine the repairs needed and contacted our on-call service contractors to facilitate repairs as quickly as possible. The Public Works Maintenance Manager requested informal quotes from Miko Mountain Lion, Inc., and NPG, Inc., who currently provide on-call, and emergency call-out services to include excavation, backfill, and grading, and paving maintenance services Citywide. Miko Mountain Lion, Inc., and NPG, Inc., were requested to provide emergency call-out services, and were on-site to begin work the morning of May 13, 2026.

Although the damage was extensive, all necessary excavation, shoring, repair, and replacement of storm drain line was completed on June 8, 2026. The emergency repair supports the City's Core Values in the Quality-of-Life Master Plan including A Safe and Prepared Community.

Currently, we do not have actual costs, due to pending receipt of materials and labor invoices from various suppliers and contractors, but the total estimated cost of repairs is anticipated not to exceed \$200,000.

In accordance with Public Contract Code Sections 1102, 20168 and 22050, it is requested City Council adopt a resolution declaring an emergency condition and declaring that the public interest and necessity requires work to be performed without competitive bidding.

FISCAL IMPACT: Adequate funds are available in the Annual Operating Budget (AOB) Fiscal Year 2025-26.

ATTACHMENTS: Resolution

RESOLUTION NO. 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA, CALIFORNIA, DECLARING AN EMERGENCY CONDITION FOR THE REPAIR AND REPLACEMENT OF STORM DRAIN ALONG YNEZ ROAD AND DECLARING THAT THE PUBLIC INTEREST AND NECESSITY REQUIRES CERTAIN WORK TO BE PERFORMED WITHOUT COMPETITIVE BIDDING PURSUANT TO PUBLIC CONTRACT CODE SECTIONS 1102, 20168 AND 22050

The City Council of the City of Temecula hereby finds, determines, and orders as follows:

Section 1. The City of Temecula identified that emergency work was needed to repair a damaged and collapsed storm drain line along Ynez Road, between Calle Halcon and Pauba Road. The repairs were immediately necessary to avoid additional damage to the surrounding drainage system and roadway, and to restore use of the road for the traveling public.

Section 2. The Department of Public Works - Maintenance Division responded immediately to install the necessary traffic control measures to ensure the safety of the public, and to assess the damage to determine the repairs needed and contacted our on-call service contractors to facilitate repairs as quickly as possible. The Public Works Maintenance Manager requested informal quotes from Miko Mountain Lion, Inc., and NPG, Inc., who currently provide on-call, and emergency call-out services to include excavation, backfill, and grading, and paving maintenance services citywide. Miko Mountain Lion, Inc., and NPG, Inc., were requested to provide emergency call-out services.

Section 3. Pursuant to Public Contract Code Sections 1102, 20168, and 22050, the City Council hereby declaring an emergency condition for the repair and replacement of storm drain along Ynez Road and declaring that the public interest and necessity demand the immediate expenditure of public money for such repair work to safeguard life, health, and property without complying giving notice for bids to let contracts.

Section 4. The City Council hereby acknowledges that it must approve this resolution by a four-fifths vote of the entire City Council and shall make a finding that the emergency will not permit a delay resulting from a competitive solicitation for bids. Furthermore, the City Council recognizes that it may delegate by resolution the authority to order the actions necessary to carry out the required improvements to any non-elected officer of the City. Furthermore, the City Council recognizes that all necessary excavation, shoring, repair, and replacement of storm drain line was completed on June 8, 2026.

Section 5. The City Council hereby waives competitive bidding under Public Contract Code Section 22050 and authorizes the City Manager to execute all necessary contracts and documents with a qualified contractors or vendors for the emergency storm drain repairs, and take any directly related and immediate action required to repair, replace or mitigate the damages, and procure the necessary equipment, services, and supplies for those purposes, without giving notice for bids to let contracts, in a combined amount not to exceed an amount of Two Hundred Thousand Dollars (\$200,000). Nothing herein restricts the authority of the City Manager to enter into

contracts pursuant to his existing authority under the applicable ordinances and municipal code of the City of Temecula.

Section 6. The City Council hereby delegates to the Director of Public Works/City Engineer the authority to approve plans, specifications and designs for the repair or replacement of the storm drains and associated rights of way.

Section 7. The City Council hereby ratifies and affirms the actions of the City Manager and City employees and contractors taken to repair and replace portions of the storm drain line along Ynez Road, between Calle Halcon and Pauba Road, and associated rights of way, any directly related and immediate action required to mitigate the damaged roads, and procurement of the necessary equipment, services, and supplies for those purposes.

Section 8. The City Manager shall agendize and report on the status of the emergency circumstances at a regularly scheduled meeting of this Council in regard to completion, and the Council finds and acknowledges the emergency condition has ceased.

Section 9. The City Clerk shall certify the adoption of this Resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula this 9th day of June, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: 0 COUNCIL MEMBERS: None

NOES: 0 COUNCIL MEMBERS: None

ABSTAIN: 0 COUNCIL MEMBERS: None

ABSENT: 0 COUNCIL MEMBERS: None

Randi Johl, City Clerk

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Ron Moreno, Director of Public Works/City Engineer

DATE: June 9, 2026

SUBJECT: Accept Improvements and File the Notice of Completion for the Sidewalks – Pauba Road Project, PW19-20

PREPARED BY: Hossein Ajideh, Principal Civil Engineer
Kellen Freeman, Assistant Engineer

RECOMMENDATION: That the City Council:

1. Accept the construction of the Sidewalks – Pauba Road Project, PW19-20, as complete; and
2. Direct the City Clerk to file and record the Notice of Completion, release the Performance Bond, and accept a one-year Maintenance Bond in the amount of 10% of the final contract price; and
3. Release the Labor and Materials Bond seven months after the filing of the Notice of Completion, provided no liens have been filed.

BACKGROUND: On September 23, 2025, the City Council awarded a construction contract to L.C. Paving and Sealing, Inc. in the amount of \$817,611 and authorized the City Manager to approve change orders not to exceed the contingency amount of \$81,761.10, which is equal to 10% of the contract amount for a total encumbrance of \$899,372.10.

The project generally consisted of constructing a sidewalk along the south side of Pauba Road from Elinda Road to Showalter Road. The project also included pedestrian ramps, retaining walls, fence relocation, street light relocation, and asphalt work necessary to accommodate the sidewalk construction. The project supports the City’s Core Values in the Quality-of-Life Master Plan including A Safe and Prepared Community and Transportation, Mobility and Connectivity.

L.C. Paving and Sealing, Inc. has completed the work in accordance with the approved plans and specifications and to the satisfaction of the Director of Public Works/City Engineer. All work will be warranted for a period of one year from May 22, 2026, the date the City obtained “beneficial use” of the project improvements. Retention for this project will be released in accordance with the provisions of Public Contract Code Section 7107.

The original construction contract amount was \$817,611. One (1) construction contract change order was issued, resulting in a net decrease of \$32,191.24. The final construction contract amount is \$785,419.76.

FISCAL IMPACT: There is no fiscal impact associated with accepting the project and filing and recording the Notice of Completion.

ATTACHMENTS:

1. Notice of Completion
2. Contractor's Affidavit and Final Release
3. Maintenance Bond

RECORDING REQUESTED BY
AND RETURN TO:

CITY CLERK
CITY OF TEMECULA
41000 Main Street
Temecula, CA 92590

EXEMPT FROM RECORDER'S FEES
Pursuant to Government Code
Sections 6103 and 27383

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN THAT:

1. The City of Temecula is the owner of the property hereinafter described.
2. The full address of the City of Temecula is 41000 Main Street, Temecula, California 92590.
3. The Nature of Interest is a Contract which was awarded by the City of Temecula **to L.C. Paving and Sealing, Inc, 620 Alpine Way, Escondido, CA 92029** to perform the following work of improvement:

Sidewalks – Pauba Road
Project No. PW19-20

4. Said work was completed by said company according to plans and specifications and to the satisfaction of the Director of Public Works of the City of Temecula and that said work was accepted by the City Council of the City of Temecula at a regular meeting thereof held on **June 9, 2026**. That upon said contract the **Great Midwest Insurance Company** was surety for the bond given by the said company as required by law.
5. The property on which said work of improvement was completed is in the City of Temecula, County of Riverside, State of California, and is described as follows:

Sidewalks – Pauba Road
Project No. PW19-20

6. The location of said property is: **Pauba Road, Temecula, California.**

Dated at Temecula, California, this **9th day of June, 2026**.

City of Temecula

Randi Johl, City Clerk

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, California, do hereby certify under penalty of perjury, that the foregoing NOTICE OF COMPLETION is true and correct, and that said NOTICE OF COMPLETION was duly and regularly ordered to be recorded in the Office of the County Recorder of Riverside by said City Council.

Dated at Temecula, California, this **9th day of June, 2026.**

City of Temecula

Randi Johl, City Clerk

CITY OF TEMECULA, DEPARTMENT OF PUBLIC WORKS

CONTRACTOR'S AFFIDAVIT AND FINAL RELEASE

for

SIDEWALKS - PAUBA ROAD
PROJECT NO. PW19-20

This is to certify that L.C. PAVING & SEALING, INC., (hereinafter the "Contractor") declares to the City of Temecula, under oath, that he/she/it has paid in full for all materials, supplies, labor, services, tools, equipment, and all other bills contracted for by the Contractor or by any of the Contractor's agents, employees or subcontractors used or in contribution to the execution of its Contract with the City of Temecula, with regard to the building, erection, construction, or repair of that certain work of improvement known as **SIDEWALKS - PAUBA ROAD, PROJECT NO. PW19-20**, situated in the City of Temecula, State of California, more particularly described as follows:

PAUBA ROAD, TEMECULA, CA

ADDRESS OR DESCRIBE LOCATION OF WORK

The Contractor declares that it knows of no unpaid debts or claims arising out of said Contract which would constitute grounds for any third party to claim a Stop Notice against of any unpaid sums owing to the Contractor.

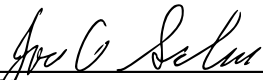
Further, in connection with the final payment of the Contract, the Contractor hereby disputes the following amounts:

<u>Description</u>	<u>Dollar Amount to Dispute</u>
N/A	

Pursuant to Public Contract Code Section 7100, the Contractor does hereby fully release and acquit the City of Temecula and all agents and employees of the City, and each of them, from any and all claims, debts, demands, or cause of action which exist or might exist in favor of the Contractor by reason of payment by the City of Temecula of any contract amount which the Contractor has not disputed above.

CONTRACTOR:

Dated: MAY 20, 2026

By: 
Signature

JOSE SALINAS, PRESIDENT

Print Name and Title

CITY OF TEMECULA, DEPARTMENT OF PUBLIC WORKS

BOND NO. GM252613

Premium Included in Performance Bond

MAINTENANCE BOND

for

**SIDEWALKS - PAUBA ROAD
PROJECT NO. PW19-20**

KNOW ALL PERSONS BY THESE PRESENT THAT

LC Paving & Sealing, Inc., 620 Alpine Way, Escondido, CA 92029

NAME AND ADDRESS OF CONTRACTOR

a Corporation (hereinafter called "Principal"), and
(fill in whether a Corporation, Partnership, or Individual)

Great Midwest Insurance Company, 800 Gessner Road, Suite 600, Houston, TX 77024

NAME AND ADDRESS OF SURETY

(hereinafter called "Surety"), are held and firmly bound unto CITY OF TEMECULA (hereinafter called "Owner") in the penal sum of Seventy-Eight Thousand Five Hundred Forty-One DOLLARS AND Ninety-Eight CENTS (\$ 78,541.98) in lawful money of the United States, said sum being not less than ten percent of the Contract value payable by the said City of Temecula under the terms of the Contract, for the payment of which, we bind ourselves, successors, and assigns, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION is such that whereas, the Principal entered into a certain Contract with the Owner, dated the 23rd day of September, 20 25, a copy of which is hereto attached and made a part hereof for the construction of **SIDEWALKS - PAUBA ROAD, PROJECT NO. PW19-20**.

WHEREAS, said Contract provides that the Principal will furnish a bond conditioned to guarantee for the period of one year after approval of the final estimate on said job, by the Owner, against all defects in workmanship and materials which may become apparent during said period; and

WHEREAS, the said Contract has been completed, and was the final estimate approved on this the 22nd day of May, 20 26.

NOW, THEREFORE, THE CONDITION OF THIS OBLIGATION IS SUCH, that if within one year from the date of approval of the final estimate on said job pursuant to the Contract, the work done under the terms of said Contract shall disclose poor workmanship in the execution of said work, and the carrying out of the terms of said Contract, or it shall appear that defective materials were furnished thereunder, then this obligation shall remain in full force and virtue, otherwise this instrument shall be void.

As a part of the obligation secured hereby and in addition to the face amount specified, costs and reasonable expenses and fees shall be included, including reasonable attorney's fees incurred

by the City of Temecula in successfully enforcing this obligation, all to be taxed as costs and included in any judgment rendered.

The Surety hereby stipulates and agrees that no change, extension of time, alteration, or addition to the terms of the Contract, or to the work to be performed thereunder, or to the specifications accompanying the same, shall in any way affect its obligations on this bond, and it does hereby waive notice of any such change, extension of time, alteration, or addition to the terms of the Contract, or to the work, or to the Specifications.

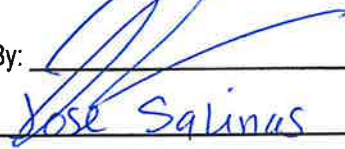
Signed and sealed this 22nd day of May, 2026.

(Seal)

SURETY: Great Midwest Insurance Company

By: 
Lawrence F. McMahon
(Name)
Attorney-in-Fact
(Title)

PRINCIPAL: LC Paving & Sealing, Inc.

By: 
Jose Salinas
(Name)
President
(Title)

By: _____
(Name)

APPROVED AS TO FORM:

Peter M. Thorson, City Attorney

(Title)

NOTE: Signatures of two corporate officers required for corporations. A Notarial Acknowledgement or Jurat must be attached for each of the Surety and Principal Signatures.

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 the truthfulness, accuracy, or validity of that document.

State of California
County of San Diego)

On May 26, 2024 before me, Marisa Haas, Notary Public
(insert name and title of the officer)

personally appeared Jose Salinas,
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 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.

Signature 

(Seal)



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 the truthfulness, accuracy, or validity of that document.

State of California
County of San Diego)

On May 22, 2026 before me, Minna Huovila, Notary Public
(insert name and title of the officer)

personally appeared Lawrence F. McMahon
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 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.

Signature

(Seal)



POWER OF ATTORNEY
Great Midwest Insurance Company

KNOW ALL MEN BY THESE PRESENTS, that **GREAT MIDWEST INSURANCE COMPANY**, a Texas Corporation, with its principal office in Houston, TX, does hereby constitute and appoint:
Sarah Myers, Janice Martin, Maria Guise, Ryan Warnock, Lawrence F. McMahon, Maria Hallmark

its true and lawful Attorney(s)-In-Fact to make, execute, seal and deliver for, and on its behalf as surety, any and all bonds, undertakings or other writings obligatory in nature of a bond.

This authority is made under and by the authority of a resolution which was passed by the Board of Directors of **GREAT MIDWEST INSURANCE COMPANY**, on the 1st day of April, 2025 as follows:

Resolved, that the President, or any officer, be and hereby is, authorized to appoint and empower any representative of the Company or other person or persons as Attorney-In-Fact to execute on behalf of the Company any bonds, undertakings, policies, contracts of indemnity or other writings obligatory in nature of a bond not to exceed One-Hundred Million dollars (\$100,000,000.00), which the Company might execute through its duly elected officers, and affix the seal of the Company thereto. Any said execution of such documents by an Attorney-In-Fact shall be as binding upon the Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company. Any Attorney-In-Fact, so appointed, may be removed in the Company's sole discretion and the authority so granted may be revoked as specified in the Power of Attorney.

Resolved, that the signature of the President and the seal of the Company may be affixed by electronic mail on any power of attorney granted, and the signature of the Secretary, and the seal of the Company may be affixed by electronic mail to any certificate of any such power and any such power or certificate bearing such electronic signature and seal shall be valid and binding on the Company. Any such power so executed and sealed and certificate so executed and sealed shall, with respect to any bond of undertaking to which it is attached, continue to be valid and binding on the Company.

IN WITNESS THEREOF, **GREAT MIDWEST INSURANCE COMPANY**, has caused this instrument to be signed by its President, and its Corporate Seal to be affixed this 8th day of April, 2025.

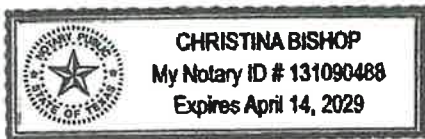


GREAT MIDWEST INSURANCE COMPANY

BY Mark W. Haushill
Mark W. Haushill
President

ACKNOWLEDGEMENT

On this 8th day of April 2025, before me, personally came Mark W. Haushill to me known, who being duly sworn, did depose and say that he is the President of **GREAT MIDWEST INSURANCE COMPANY**, the corporation described in and which executed the above instrument; that he executed said instrument on behalf of the corporation by authority of his office under the By-laws of said corporation.



BY Christina Bishop
Christina Bishop
Notary Public

CERTIFICATE

I, the undersigned, Secretary of **GREAT MIDWEST INSURANCE COMPANY**, A Texas Insurance Company, DO HEREBY CERTIFY that the original Power of Attorney of which the foregoing is a true and correct copy, is in full force and effect and has not been revoked and the resolutions as set forth are now in force.

Signed and Sealed at Houston, TX this 22nd Day of May 2026.



BY Patricia Ryan
Patricia Ryan
Secretary

"WARNING: Any person who knowingly and with intent to defraud any insurance company or other person, files and application for insurance of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

ACTION MINUTES

**TEMECULA COMMUNITY SERVICES DISTRICT MEETING
COUNCIL CHAMBERS
41000 MAIN STREET
TEMECULA, CALIFORNIA
MAY 26, 2026**

CALL TO ORDER at 7:51 PM: President James Stewart

ROLL CALL: Alexander, Kalfus, Rahn, Schwank, Stewart

PUBLIC COMMENTS - AGENDA ITEMS

The following individual(s) addressed the Board of Directors:

- Heather Sanford (Item #13)

CSD CONSENT CALENDAR

Unless otherwise indicated below, the following pertains to all items on the Consent Calendar.

Approved the Staff Recommendation (5-0): Motion by Rahn, Second by Alexander. The vote reflected unanimous approval.

CSD CONSENT CALENDAR

10. Approve Action Minutes of May 12, 2026

Recommendation: That the Board of Directors approve the action minutes of May 12, 2026.

11. Approve Second Amendment with VisionOne, Inc. for Theater Ticketing Software

Recommendation: That the Board of Directors approve the second amendment with VisionOne, Inc. for theater ticketing software, to increase the total not to exceed amount by \$10,000, for a total agreement amount of \$210,000.

12. Set Public Hearing to Approve TCSD Proposed Rates and Charges for Fiscal Year 2026-27

Recommendation: That the Board of Directors adopt a resolution entitled:

RESOLUTION NO. CSD 2026-02

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE TEMECULA COMMUNITY SERVICES DISTRICT OF THE CITY OF TEMECULA ACKNOWLEDGING THE FILING OF A REPORT WITH RESPECT TO THE PROPOSED RATES AND CHARGES FOR FISCAL YEAR 2026-27 AND SETTING A TIME AND PLACE FOR A PUBLIC HEARING IN CONNECTION THEREWITH

CSD BUSINESS

13. Approve Agreement with Thessalonika Family Services dba Mission Hope for Implementation

of the Temecula Family Bridge Program and Flexible Family Assistance Administration for Fiscal Year 2026-2027

Recommendation: That the Board of Directors approve an agreement with Thessalonika Family Services dba Mission Hope for implementation of the Temecula Family Bridge Program and Flexible Family Assistance Administration for fiscal year 2026-2027, in the amount of \$350,000.

Approved the Staff Recommendation (5-0): Motion by Alexander, Second by Kalfus. The vote reflected unanimous approval.

CSD DIRECTOR OF COMMUNITY SERVICES REPORT

CSD GENERAL MANAGER REPORT

CSD BOARD OF DIRECTORS REPORTS

CSD ADJOURNMENT

At 8:00 PM, the Community Services District meeting was formally adjourned to Tuesday, June 9, 2026 at 2:00 PM for a Closed Session, with a regular session commencing at 3:00 PM, City Council Chambers, 41000 Main Street, Temecula, California.

James Stewart, President

ATTEST:

Randi Johl, Secretary

[SEAL]

**CITY OF TEMECULA/TEMECULA COMMUNITY SERVICES DISTRICT/SARDA
AGENDA REPORT**

TO: City Council/Board of Directors

FROM: Aaron Adams, City Manager/General Manager/Executive Director

DATE: June 9, 2026

SUBJECT: Approve Fiscal Years 2027-31 Capital Improvement Program (CIP) and Adopt Fiscal Year 2026-27 CIP and Annual Operating Budgets for the City of Temecula, the Temecula Community Services District and the Successor Agency to the Redevelopment Agency

PREPARED BY: Jennifer Hennessy, Finance Director/Treasurer

RECOMMENDATION: That the City Council/Board of Directors adopt the following resolutions entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEMECULA APPROVING THE CAPITAL IMPROVEMENT
PROGRAM FOR FISCAL YEARS 2027-31 AND ADOPTING
THE CAPITAL IMPROVEMENT PROGRAM BUDGET FOR
FISCAL YEAR 2026-27

RESOLUTION NO. CSD

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
TEMECULA COMMUNITY SERVICES DISTRICT OF THE
CITY OF TEMECULA ADOPTING THE FISCAL YEAR 2026-
27 PRELIMINARY ANNUAL OPERATING BUDGET AND
ESTABLISHING CONTROLS ON CHANGES IN
APPROPRIATIONS

RESOLUTION NO. SARDA

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
SUCCESSOR AGENCY TO THE TEMECULA
REDEVELOPMENT AGENCY APPROVING THE CAPITAL
IMPROVEMENT PROGRAM FISCAL YEARS 2027-31,
ADOPTING THE CAPITAL IMPROVEMENT PROGRAM
BUDGET FOR FISCAL YEAR 2026-27, ADOPTING THE

FISCAL YEAR 2026-27 ANNUAL OPERATING BUDGET AND
ESTABLISHING CONTROLS ON CHANGES IN
APPROPRIATIONS

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEMECULA ADOPTING THE FISCAL YEAR 2026-27
ANNUAL OPERATING BUDGET, ESTABLISHING
CONTROLS ON CHANGES IN APPROPRIATIONS,
ESTABLISHING CONTRACT AUTHORITY OF CITY
MANAGER, ESTABLISHING LAWSUIT SETTLEMENT
AUTHORITY OF CITY MANAGER

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEMECULA ESTABLISHING THE APPROPRIATIONS LIMIT
FOR FISCAL YEAR 2026-27

DISCUSSION: At its May 21, 2026 Budget Workshop, the City Council was presented the Proposed Fiscal Years 2027-31 Capital Improvement Program and 2026-27 CIP and Annual Operating Budgets for the City, Temecula Community Services District (TCSD), and the Successor Agency to the Temecula Redevelopment Agency (SARDA).

The attached Transmittal Letter summarizes the highlights of the Fiscal Year 2026-27 Proposed Annual Operating Budget and Fiscal Years 2027-31 Capital Improvement Program documents.

The list of adjustments noted below were discussed at the Council Workshop, and will be incorporated into the Final Annual Budget and CIP:

- Old Town Wayfinding Signs: Reclassify the remaining balance in this project from the operating budget to the Capital Improvement Program, funded within the Community Reinvestment Program Fund. (\$453,436)
- Ronald Reagan Sportspark Playground Rehabilitation: Segregate this playground project from the Playground Equipment Enhancement & Safety Surfacing project budget, and increase budget amount by \$500,000 funded with DIF-Park & Rec Improvements. (\$1,350,000)
- Margarita Road & Winchester Road Intersection Improvements: Add to the list of projects to be funded with the Pavement Rehabilitation Program – Citywide capital project. (\$250,000)
- MSJC Endowment Fund: Appropriate \$25,000 from the Council Community Support operating budget line item for a one-time contribution.

- Insurance Fund: Appropriate an additional \$240,000 to cover the increased cost of the FY26-27 insurance premiums.
- Budget & Fiscal Policies: Modify Policy VIII.D.4. - Criteria for Obligating the General Fund, and and Exhibit A – General Fund Debt Obligation Checklist to change the percentage of General Fund Operating Revenue from 10% to 5%, when comparing the proposed debt service to General Fund Operating Revenue, and add the following statement to the policy, “City Council shall conduct a noticed public meeting when considering the additional of General Fund debt at a time accessible to maximize transparency of the agenda item.”

Additionally, the following list of administrative corrections will also be reflected in the Final Budget:

- Remove the Planning Technician (Limited-Term Assignment) position from the Community Development Department, as this position is vacant and no longer needed.
- Change the name of the City Facility Security capital project to “Civic Center Lobby Enhancements.”
- Add Fund Summaries for Funds 700 – CA Employer’s Retiree Benefit Trust (CERBT) Fund and Fund 701 – Pension Trust Fund.

FISCAL IMPACT: The specific fiscal impacts are noted in the Fiscal Years 2027-31 Capital Improvement Program and Fiscal Year 2026-27 Annual Operating Budget documents.

ATTACHMENTS:

1. Transmittal Letter
2. Resolution - Approving the CIP for Fiscal Years 2027-31 and Adopting the CIP Budget for Fiscal Year 2026-27
3. Resolution - Adopting the Fiscal Year 2026-27 TCSD Preliminary Annual Operating Budget
4. Resolution – Approving the SARDA CIP Fiscal Years 2027-31 and Adopting the CIP Budget for Fiscal Year 2026-27, and Adopting the Fiscal Year 2026-27 Annual Operating Budget
5. Resolution - Adopting the Fiscal Year 2026-27 Annual Operating Budget
6. Resolution - Appropriations Limit for Fiscal Year 2026-27
7. GANN Appropriations Limit

TRANSMITTAL MESSAGE

May 21, 2026

Honorable Mayor and Members of the City Council:

I am pleased to submit the Proposed Annual Operating Budget for the Fiscal Year 2026-27. This budget document was developed to serve as the financial plan for the City's programs and policies. It reflects the resources necessary to meet the goals, programs, and service priorities that the City Council is committed to providing its citizens.

The Fiscal Year 2026-27 Annual Operating Budget has been developed after a considerable review process. Departmental budget submittals were prepared and reviewed by line item in connection with projected revenues. Detailed performance objectives and accountability measures were developed consistent with the City's Quality of Life Master Plan. Five-year revenue and expenditure projections were developed to identify the future impacts of staffing and program changes, as well as the impact of capital improvement projects. The resulting budget is realistic and balanced and continues to provide quality services to the community while effectively utilizing available resources.

As you will read below, the City's General Fund is not only balanced for the ensuing fiscal year, but also projected to be balanced for the next five fiscal years. Additionally, the City's reserve funds are fully funded across all five years of the long-range financial forecast.

CITY OF TEMECULA PROFILE

The City of Temecula is a dynamic community comprised of approximately 113,618 citizens. The City maintains 42 parks on 337 developed acres throughout the community, which provide recreation opportunities for both the citizens of Temecula, as well as surrounding communities. Law Enforcement and Fire Protection services are provided through contracts with the County of Riverside.



Known as Southern California's Wine Country, the City of Temecula is a nationally and internationally known tourist destination welcoming over 3 million visitors a year. Temecula is also an innovative, dynamic economic powerhouse and job center for the region, all the while retaining its small-town charm and character that residents cherish. Offering the finest quality of life, Temecula is listed among the safest

cities in the State and Nation per FBI statistics. With a diverse population, citizens enjoy picturesque neighborhoods, a vast array of beautifully manicured parks and trails, multi-cultural dining options, retail stores that include the region's premier shopping destination Promenade Temecula, the highest rated School District in Riverside County for its outstanding academic scores, higher education opportunities including Mount San Jacinto College's Temecula Campus and Cal State San Marcos at Temecula.



TRANSMITTAL MESSAGE

As a visitor destination, Temecula also offers a vibrant Old Town with boutique shops, outdoor markets, and a distinct foodie district, Pechanga Resort Casino, Southern California's Wine Country speckled each morning with hot air balloons hovering over grapevines and equestrian trails, championship golf courses, Vail Ranch Historic Headquarters comprised of turn-of-the-century old west structures restored into specialty restaurants and retail, and City of Temecula signature events, parades, museums and a theater. Temecula's scenic landscape of rolling hills, vineyards and wineries are swept clean each afternoon with fresh ocean breezes that funnel through the Santa Margarita gap of the coastal mountains providing an ambience that magnifies the beauty of the City and Temecula Valley.



ECONOMIC INDICATORS

The City of Temecula monitors several economic and demographic indicators, which play a role in the development of revenue projections.



Population
113,618



Median Age
39.9 years



Households
38,128



Average
Income
\$166,346



Median
Home Price
\$759,000
(Apr'26)



of Jobs
54,300
(Apr'26)



Unemployment
Rate 4.4%
(Mar'26)

- Estimated Population: up 1.2% from 2025 (Source: State Department of Finance)
- Median Age: up from 37.5 in 2025 (Source: Pop-Facts Report, 4-28-26)
- Number of Households: up 3.3% from 2025 (Source: Pop-Facts Report, 4-28-26)
- Average Household Income: up 14.6% from 2025 (Source: Pop-Facts Report, 4-28-26)
- April Median Home Price: up 3.8% from 2025 (Source: HdL Companies)
- Number of Jobs: up 0.4% from April 2025 (Source: EDD)
- April Unemployment Rate: zero change from April 2025 (Riverside County: 5.1%, CA: 5.3%, Nation: 4.3% (Source: EDD & BLS))

Temecula has experienced increases in the majority of the above economic indicators. Population has increased 1.2%, marking two consecutive years of growth. Housing prices continue to climb due to the low inventory, with a 3.8% increase in the median home price. Temecula's average household income has increased by 14.6%, while the number of jobs has remained relatively flat over the prior year. Unemployment is unchanged, but remains lower than both Riverside County and the State.

TRANSMITTAL MESSAGE

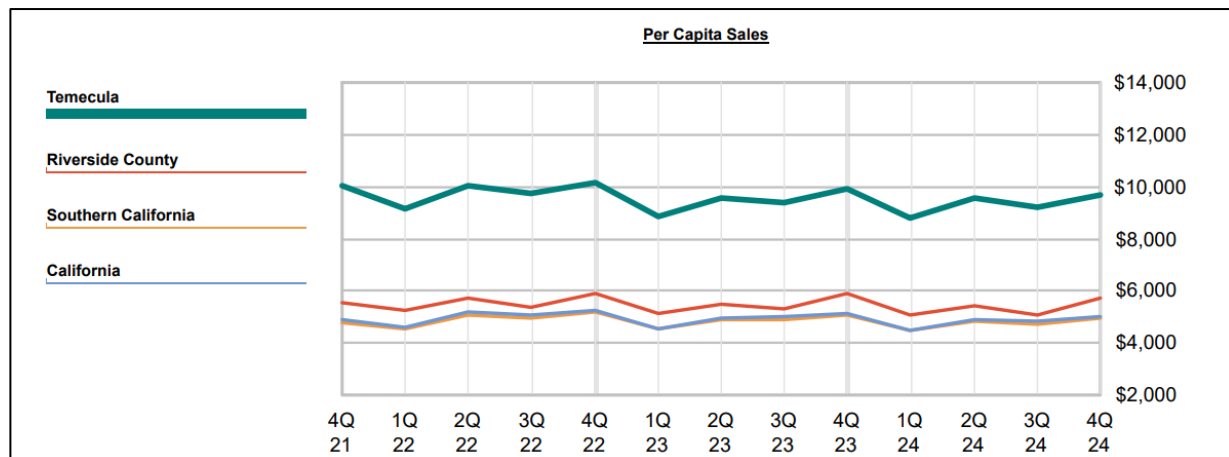
LOCAL ECONOMY AND LEGISLATIVE IMPACTS

Local Economy

As the economic indicators noted above have improved over 2025, the impact to the local economy is evident in the retail activity and sales tax trends. Sales Tax revenue is projected to continue to grow at a modest 2.0% next fiscal year, as both national retailers and local entrepreneurs continue to invest in Temecula by opening businesses, undergoing expansion projects and starting new construction. Currently, there are nine new businesses slated to open soon, including a trampoline park, and multiple retailers and restaurants.



With Temecula's regional shopping mall, Old Town district, and auto mall, shoppers from the entire Temecula Valley region contribute to the City's sales tax base. Temecula residents generated \$36,988 in sales tax per capita in 2025, which far outpaced neighboring cities and statewide averages.



Source: HdL Companies

Legislative Impacts

The City of Temecula actively follows state and federal legislative proposals each year and works closely with the League of California Cities and the National League of Cities to stay informed and engaged to ensure the City supports legislation that aligns with the City's local legislative platform guiding principles:

- I. Preservation of Local Control - Support measures that preserve and protect the City's general law powers and duties to enact legislation and policy direction concerning local affairs. Oppose measures that preempt local authority.

TRANSMITTAL MESSAGE

II. Promotion of Fiscal Stability - Support measures that promote fiscal stability, predictability, and financial independence. Support measures that preserve and promote the City's revenue base. Oppose measures that mandate costs with no guarantee of local reimbursement or offsetting benefit. Oppose measures that shift local funds to the county, state, or federal government, without offsetting benefit.

III. Support Funding Opportunities - Support measures that allow the City to compete for its fair share of regional, state and federal funding including competitive grants and other funding programs. Support measures that promote dedicated funding streams at the regional, state and federal levels allowing the City to maximize local revenues, offset and leverage capital expenditures, and maintain City goals and standards.

Governor Newsom's proposed 2026-27 budget makes significant reductions to the Homeless Housing, Assistance and Prevention (HHAP) grant program. Funding for the program is being reduced by one-half of its historic funding level. Reducing funding to this level will significantly impact shelter capacity, rental assistance, and the development of supportive housing.

California Proposition 36 – Homelessness, Drug Addiction, and Theft Reduction Act was passed in November 5, 2024 and became effective December 18, 2024. This new law allows felony charges for certain repeat theft and drug offenses—including fentanyl possession—reversing portions of Proposition 47. While Temecula is a contract City, Proposition 36 and its implementation impacts the City. Local governments are encouraging lawmakers to approve a \$400 million budget request to fund Proposition 36.

Senate Bill 707 Open Meetings: Meeting and Teleconference Requirements – SB 707 was signed into law on October 3, 2025 and became effective January 1, 2026. This new law updates public meeting rules for local agencies, focusing on enhanced teleconferencing, increased accessibility, and, for many, mandatory agenda translation into multiple languages.

Assembly Bill 1383 Public Employees' Retirement Benefits: Safety Members – AB 1383 is a bill in the California Legislature that addresses public employees' retirement benefits, specifically for safety members (such as certain law enforcement, fire, and other designated public safety roles) under the Public Employees' Retirement Law (PERL). Currently, PERL — and the California Public Employees' Pension Reform Act of 2013 (PEPRA) — set rules for how defined benefit pensions are calculated, including factors like final compensation, credited service, and retirement age. AB 1383 proposes adjustments to these provisions for safety members, potentially modifying eligibility criteria, benefit formulas, or retirement age requirements.

TRANSMITTAL MESSAGE

GOALS AND OBJECTIVES

The City Council recently adopted the Temecula 2040 Quality of Life Master Plan (QLMP) in November 2022. The Temecula 2040 Plan is a living document that reflects the vision and long-term goals of the City. As Temecula continues to grow and mature, the Temecula 2040 Plan will be a crucial part of not only maintaining the City's quality of life, but to take a proactive approach and identify specific community needs, goals, and possible improvements. The City of Temecula utilizes the QLMP to formulate and budget Citywide projects. In addition, the QLMP is used to guide planning, investment decisions, provide vision and continuity for the next phase of the City's journey, and for continuous process improvement in partnership with Temecula's residents.



To incorporate the QLMP into the City's budget process, the QLMP includes specific goals based on the Core Values of the QLMP. These goals are used by each department to develop short-term objectives and performance measures for completion in the upcoming fiscal year and are reflected in the Department Information and Performance Measures sections of the budget document.

The QLMP outlines 7 Core Values:



Healthy & Livable City



Economic Prosperity



Safe & Prepared Community



Sustainable & Resilient City



Transportation Mobility & Connectivity



Accountable & Responsive City
Government



Equity

BUDGET OVERVIEW

The Fiscal Year 2026-27 Budget reflects a structurally balanced, healthy fiscal outlook across all major funds for the City of Temecula. General Fund, Special Revenue Funds and the Temecula Community Services District (TCSD) Fund revenues are growing, albeit at a modest pace, and expenditures include all contractually obligated increases offset by various budget reductions necessary to partially absorb rising costs in Public Safety departments.



TRANSMITTAL MESSAGE

Major changes from the prior Operating Budget are summarized below.

Fund Category	Revenue & Transfers In Change from Prior Year	Expenditures & Transfers Out Change from Prior Year	Change in Fund Balance from Prior Year	Variance Analysis
GENERAL FUNDS	7,357,943	(23,087,065)	(10,095,956)	Revenue growth attributable to Sales Tax, Measure S Tax, and Transfers In to support Public Safety expenditures. Expenditure reduction due to reduced Capital Project funding, a one-time transfer between funds to accelerate the City's debt paydown, and reduced transfers from Measure S.
SPECIAL REVENUE FUNDS	10,116,160	(30,054,868)	8,749,284	Revenue growth attributable to Development Impact Fees. Expenditure reduction due to reduced Capital Project funding from Development Impact Fees, Measure A, Affordable Housing and Road Maintenance Funds.
TEMECULA COMMUNITY SERVICES DISTRICT (TCSO)	1,951,443	223,512	(357,577)	Revenue growth attributable to the TCSO Operations and Library Funds. Expenditure growth due to higher internal service fund allocations, increased contractual obligation with Riverside County for library services, and increased Waste Hauling costs.
SUCCESSOR AGENCY TO THE TEMECULA REDEVELOPMENT AGENCY (SARDA)	(715,662)	15,803	(1,013,132)	Revenue decline due to reduced Redevelopment Property Tax Trust Fund distributions due to the wind down of the former Redevelopment Agency. Expenditure increase due partly to Depreciation which had not been budgeted in the prior year.
INTERNAL SERVICE FUNDS	1,054,560	(1,605,988)	144,801	Revenue increase due to one-time transfers in to the Facility Replacement Fund. Expenditure decline due to reduced one-time transfers.
ALL BUDGETED CITY FUNDS	(121,006,977)	(210,032,368)	2,647,639	

Assumptions, combined with known contractual obligations are used in forecasting revenue sources, expenditure trends, as well as the long-term financial forecasts.

Current year revenue assumptions are based on multiple factors, including input from the City's Sales Tax and Property Tax consultants, input from the State of California, local economic trends and development activity. Assumptions beyond the current year include general inflationary growth projections plus any known development projects, new hotels, expanding businesses and any other specific data that may impact revenue growth. The table below summarizes the growth assumptions for the General Fund Five-Year Revenue Forecast:

Summary of Revenue Assumptions	FY26-27	FY27-28	FY28-29	FY29-30	FY30-31
Property Tax	4.3%	4.0%	4.0%	4.0%	4.0%
Sales and Use Tax	2.0%	3.0%	3.5%	3.5%	3.5%
Less: Sales Tax Sharing Agmt	6.0%	3.0%	3.0%	3.0%	3.0%
Franchise Fees	0.0%	0.0%	0.0%	0.0%	0.0%
Transient Occupancy Tax	-2.0%	2.0%	3.0%	3.0%	3.0%
Special Tax (Measure C)	0.5%	0.5%	0.5%	0.5%	0.5%
Licenses, Permits and Service Charges	1.9%	2.0%	2.0%	2.0%	2.0%
Fines and Forfeitures	10.2%	1.0%	1.0%	1.0%	1.0%
Use of Money and Property	0.0%	1.0%	1.0%	1.0%	1.0%
Intergovernmental Revenues	3.5%	3.8%	4.0%	4.0%	4.0%
Reimbursements	-17.5%	3.1%	-12.3%	3.8%	3.8%
Miscellaneous	-28.3%	1.0%	1.0%	1.0%	1.0%

TRANSMITTAL MESSAGE

Assumptions used in forecasting Operating expenditures include the following:

- Contractual obligations:
 - Negotiated cost of living adjustment of 3.0% for City employees
 - Negotiated cafeteria benefit increase of \$200 per month for City employees
 - Public Safety labor contracts (7.5% for Sheriff positions, 12.2% for Fire positions, due to vacant Medic positions in the prior fiscal year)
 - Reclassification of 20 full-time authorized positions
 - CalPERS Pension cost sharing of 3% for eligible employees
- Council policies:
 - Acceleration of the Debt/Liability Paydown Strategy (\$9,349,256 in FY26-27 for additional discretionary payments towards the City's CalPERS unfunded pension liability). This is the final payment in the Debt/Liability Paydown Strategy causing the City's CalPERS Pension program fully funded.
 - Annual Replacement allocations for Fleet, Technology, Facilities, Support Services, Street Maintenance and Street Light assets.
- Expected savings achieved from the Debt/Liability Paydown Strategy, which will generate approximately \$6 million in annual operating savings and \$47.7 million in total interest savings.
- Actuarially determined contributions to the City's pension and retiree health programs
- Estimated inflation for non-personnel related expenditures.

GENERAL FUND ANALYSIS

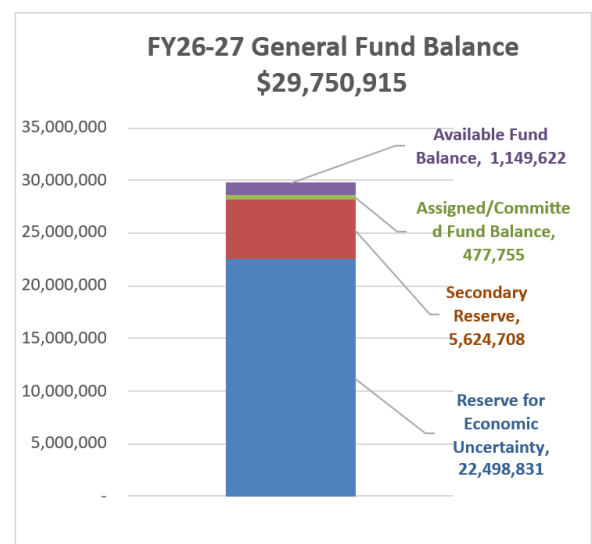
The General Fund forecast over the coming five years is balanced, with its Reserve for Economic Uncertainty and its Secondary Reserve fully funded in all five years.

Ending fund balance for Fiscal Year 2026-27 is projected to be \$29,750,915, of which \$28,123,539 is committed to fulfilling the Fund's policy-level reserves of 25% of Operating Expenditures. A total of \$477,755 of fund balance is committed to cover the costs of a Sheriff's Deputy position funded by the Pechanga Tribe.

A total of \$1,149,622 in fund balance is unassigned and available for one-time appropriations.

General Fund Revenue Highlights

General Fund revenue is projected to increase by 5.9% over the prior year with a total of \$126,785,291. Tax revenues, excluding the transfer from Measure S Fund, are projected to increase by 2.5%. The transfer of Measure S is increasing significantly to fund Public Safety expenditures.

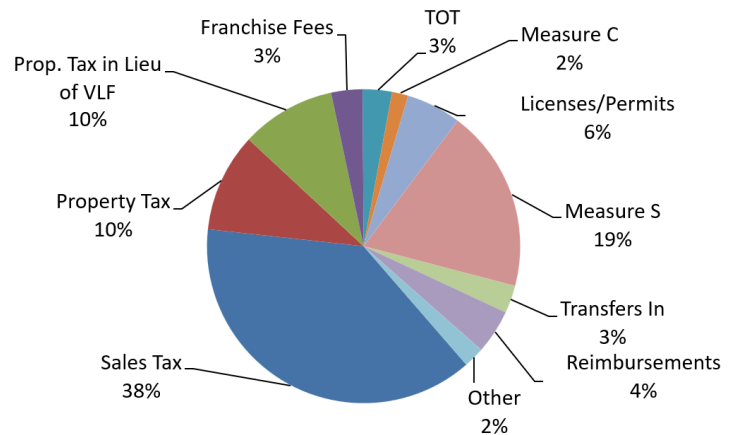


TRANSMITTAL MESSAGE

The General Fund major revenue sources are summarized below:

- **Sales Tax (\$50,186,189)** is projected to increase by 2.0% over the prior fiscal year as taxable retail sales are projected to increase slightly, although there are still concerns about the overall trajectory of the economy.
- **Property Tax (\$12,907,422)** is projected to increase by 4.3%, due to a stable housing market. Property Tax revenue for Fiscal Year 2026-27 is based on assessed valuation from the year prior, which have shown steady growth, as inventory is still low and home prices continue to rise slightly.

Fiscal Year 2026-27 General Fund Revenue - \$126,785,291



- **Franchise Fees (\$4,100,000)** are projected to stay flat due to slight increases in utilities services, offset by continuing declines in cable subscribers.
- **Transient Occupancy Tax (\$3,841,603)** is projected to decline by 2% over the prior year, due to lower occupancy and average daily rates charged by the local hotel and motel establishments.
- **Licenses, Permits & Service Charges (\$7,175,200)** are projected to increase by 1.9% due to the continuation of development activity within the City.
- **Intergovernmental Revenues (\$12,373,457)** are projected to increase by 3.1% due to the increases expected in Property Tax In Lieu of Vehicle License Fees which is driven by property value assessments within the City.
- **Operating Transfers In (\$3,612,514)** are projected to decrease by 75.2% due to several one-time Transfers in FY25-26 related to the Debt/Liability Paydown Strategy. FY26-27 reflect the Transfers In of Gas Tax (\$3,329,012) and Supplemental Law Enforcement Services Fund (\$283,502) revenue.
- **Operating Transfers In - Measure S (\$23,872,579)** will continue to fund 11 Sheriff Deputies, staffing for Fire Station No. 95, funding for the future replacement of the fire ladder truck and inspection vehicles, enhanced park maintenance services, plus additional funding to further support Public Safety.

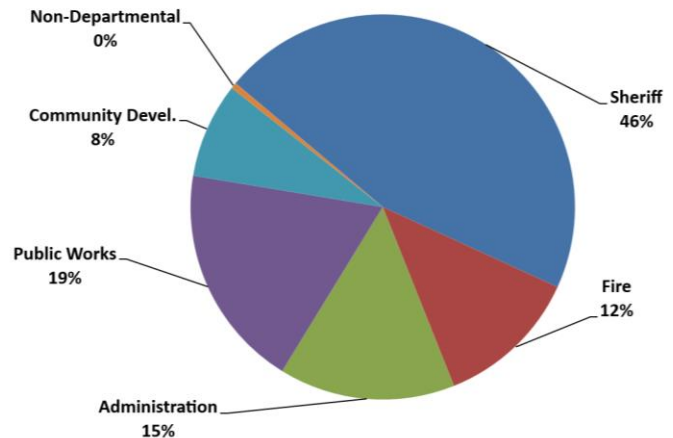
TRANSMITTAL MESSAGE

General Fund Expenditure Highlights

The largest expenditure of the General Fund is Public Safety, making up 58% of total General Fund expenditures. In accordance with the Measure S ballot language and City Council appropriation guidelines, the City has invested heavily in Public Safety over the past several years and continues to hold Public Safety as its highest priority.

In addition to the ongoing Measure S-funded Public Safety expenditures, the Sheriff Department will continue to exceed the staffing goal of one officer per 1,000 residents and the Fire Department will continue to provide four firefighter personnel per engine at all five fire stations.

General Fund FY26-27 Expenditures - \$112,494,154



General Fund expenditures total \$112,494,154, which represents a 7.8% increase over the prior fiscal year.

- **Sheriff's Office (\$51,423,077)** is increasing by 8.0% over the prior year due to inflationary adjustments in the contract with Riverside County. The budget reflects 117 Sworn Deputies, which includes continued patrol coverage of 210 hours per day, and full staffing for the Metro and CORE Teams. The budget also includes the replacement of two motorcycles.
- **Fire Department (\$13,649,632)** is increasing by 7.7% due to inflationary adjustments in the contract with Riverside County. The total Fire budget of \$27,136,371 is offset by the Structural Fire Tax Credit of \$13,486,739. The department employs 79 positions and provides four firefighters per engine/truck staffing model.
- **Non-Safety Departments (\$46,852,809)** represent a -0.2% decrease over the prior year, due to reductions in the operations, maintenance, project employees and capital outlay expenditures, which more than offset the costs of the reclassification of several positions, the 3% cost of living adjustment and increased Cafeteria benefit in accordance with the City's negotiated labor agreements.
- **Non-Departmental (\$568,636)** includes the Staffing Continuity Reserve, PERS Replacement Benefit and Property Tax Administrative fees.

Operating Transfers Out & One-Time Payments

This category of expenditures reflects funds that are transferred to meet the Debt/Liability Paydown Strategy, to the Capital Improvement Program and the Fire Facility Acquisition Fund.

- **Fire Facility Acquisition Fund (\$1,000,000)** to repay a portion of the \$5 million advance from this fund in FY25-26 in an effort to expedite the paydown of the City's unfunded pension liability.

TRANSMITTAL MESSAGE

- **CalPERS Unfunded Pension Liability (\$9,349,256)** to fully fund the City's CalPERS pension program and further reduce the City's annual pension costs by an estimated \$6 million per year.
- **Section 115 Pension Trust (\$7,500,000)** to augment the Trust for the potential payoff of future CalPERS unfunded pension liabilities, in accordance with Budget Policy XIII – Pension Funding.

Overall, the General Fund remains structurally balanced, with revenues exceeding expenditures, and reserves are fully-funded each year of the ensuing five-year financial forecast. The City continues to budget in a conservative, yet realistic, manner while keeping close watch on several economic indicators. As conditions change throughout the fiscal year, adjustments to revenue or expenditure budgets will be recommended to the City Council for their approval.

MEASURE S FUND

With the approval of a one-cent transactions and use tax measure in November 2016, the Measure S Fund was established to account for this new revenue source. Fiscal Year 2026-27 Measure S revenue is projected to be \$40,708,524.

Measure S appropriations of \$48,419,650 reflect the priorities established in Budget Policy IV – Transactions and Use Tax Funding.

Public Safety (50%)

The budget includes \$24,075,985 of Measure S funding to support the contracts for the Sheriff and Fire Departments. Measure S provides for 11 Sheriff's Deputies, staffing for Fire Station No. 95, and funding for the future replacement of the fire ladder truck, inspection vehicles and additional funding to further support Public Safety expenditures

Asset Management/Investment (7%)

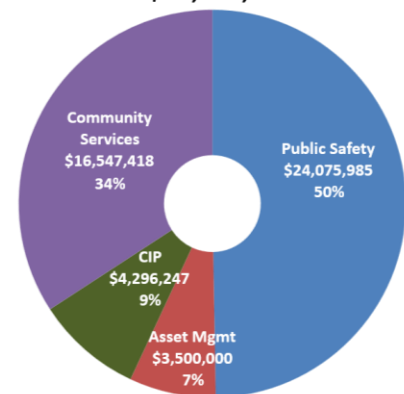
As noted in Council's appropriation guidelines for Measure S, ensuring adequate reserves are set aside for the future replacement of City-owned assets is critical to the long-term viability of the City's operations. For Fiscal Year 2026-27, Measure S is contributing \$2,500,000 to the Facilities Replacement Fund, and \$1,000,000 to the Streets Maintenance Fund.

Capital Improvement Program (9%)

The budget includes an additional \$4,296,247 appropriation in Fiscal Year 2026-27 to complement the current year budget of \$32,687,242 to fund multiple CIP projects. The influx of Measure S funding has allowed the City to leverage other funding sources, such as Development Impact Fees and various grant funds, to complete projects in a timelier manner.

Measure S - FY26-27 Appropriations

\$48,419,650



TRANSMITTAL MESSAGE

Major Projects funded by Measure S include:

- Fire Station 73 Gym/Garage – to construct a gym, storage room and a second garage at the station to house the squad and additional vehicles.
- La Paz Road Roundabout – to redesign and reconstruct the existing roundabout on Ynez Road at the intersection of La Paz Road.
- Mercedes Street Sidewalk – to construct the missing segment of sidewalk on the west side of Mercedes Street between Main Street and 160 feet south of 3rd Street.
- Playground Equipment Enhancement and Safety Surfacing – to fund the playground enhancements/safety surfacing replacement at the Mike Naggar, Crowne Hill and Pauba Ridge Parks.

General/Community Services (34%)

The Temecula Community Services District (TCSD) has historically been funded with voter-approved Measure C funding and program-related revenue. Measure S funding is used to augment Measure C, in order to maintain the award-winning programs, activities and events TCSD provides to the citizenry.

- TCSD Operations contribution - \$14,675,947
- Library contribution - \$1,774,877
- Enhanced Custodial Services - \$96,594

The ending fund balance within the Measure S Fund is projected to be \$26,201,199, which will carry-forward to the ensuing fiscal year. Over the forecasted five-year period, Measure S is projected to have adequate resources to fund public safety, asset management, capital projects and general services.

OTHER GENERAL FUNDS

Fund 006 – Fire Facility Acquisition Fund: This fund was established in Fiscal Year 2021-22 to accumulate resources to acquire and/or construct property for a future Fire Station. At their May 27, 2025 meeting, the City Council approved an advance of \$5,000,000 from this fund to accelerate the paydown of the City's unfunded pension liability. The \$5 million advance will be repaid from the savings generated by paying down the unfunded pension liability, with \$1 million appropriated in FY26-27. The ending fund balance is projected to be \$3,301,210 for Fiscal Year 2026-27.

Fund 110 –Community Reinvestment Program Fund: This fund was established in Fiscal Year 2021-22 to provide grant funding to support the local economy to rebound from the global pandemic. A total of \$14,080,000 was transferred into this fund from available General Fund balance. The Council approved six funding categories, including: (1) Business Support (\$3,080,000); (2) Non-Profit Support (\$1,000,000); (3) Homeless Services (\$1,000,000); (4) Housing Assistance (\$5,500,000); (5) Behavioral Health Services (\$1,500,000) and (6) Higher Education/Workforce Development (\$1,000,000). Per Council direction at their May 27, 2025 meeting, available fund balance of \$1 million was transferred to the General Fund to accelerate the paydown of the City's unfunded pension liability.

TRANSMITTAL MESSAGE

MAJOR SPECIAL REVENUE FUNDS

Special Revenue Funds are used to account for activities paid for by taxes or other designated revenue sources that have specific limitations on use according to law. The City has several Special Revenue Funds. The major Special Revenue funds are highlighted below.

Fund 100 - Gas Tax: Gas Tax revenue is projected to be \$3,329,012 which reflects an increase of 1.8% as the volume of gasoline sales is projected to increase slightly. These funds are transferred to the General Fund to support street and road maintenance.

Fund 102 – Road Maintenance Rehabilitation Account (RMRA): Per the Road Repair and Accountability Act of 2017 (SB1-Beall), increased gas tax and vehicle registration fees were imposed to fund street and road projects and other transportation uses Statewide. RMRA revenue is projected to be \$3,307,005, which is an increase of 5.7%. These funds are allocated to the Pavement Rehabilitation Capital Improvement Project.

Fund 103 – Street Maintenance: This fund was established in Fiscal Year 2018-19 to accumulate resources for the future replacement of streets and roads throughout the City. Measure S contributes annually to this fund, which has a projected Fiscal Year 2026-27 ending balance of \$5,863,309. FY2026-27 appropriations of \$224,356 will partially fund the Overland Drive Widening capital project.

Fund 105 – NPDES In Lieu Fees: This fund was established in Fiscal Year 2019-20 to account for the collection of In Lieu fees associated with the National Pollutant Discharge Elimination System (NPDES). Revenue is received as private development subject to NPDES requirements occur. There are no expenditures programmed for 2026-27 and the ending fund balance is projected to be \$195,425.

Fund 106 – Uptown Temecula New Streets In-Lieu Fees: This fund was established in Fiscal Year 2019-20 in conjunction with the adoption of the Uptown Temecula Specific Plan New Streets In-Lieu Fee. Developers within the Specific Plan who cannot build new streets will be charged the In Lieu Fee. No activity is anticipated in this fund for 2026-27, and the ending fund balance totals \$1,244,370.

Fund 120 – Development Impact Fees (DIF): DIF revenue is projected to be \$13,233,663, which reflects an increase of 231.6% due to development activity in the Altair, Elderberry Park and Sommer's Bend developments. DIF revenue varies from year-to-year as it is based on anticipated development projects. DIF Revenues are transferred to the CIP to fund capital projects. Fiscal Year 2026-27 ending fund balance is projected to be \$13,040,554.

Fund 125 – Public, Education & Government (PEG): PEG Fund revenues are received from local cable operators for the sole purpose of supporting the access facilities within the City. PEG Revenues are projected to be \$161,436, which will be spent on various technology equipment used to support the broadcast of City Council meetings and events. Fiscal Year 2026-27 ending fund balance is projected to be \$991,499.

Fund 140 – Community Development Block Grant (CDBG): CDBG grant revenues are received from the U.S. Department of Housing and Urban Development (HUD). Fiscal Year 2026-27 revenue is projected to be \$986,807 and will support operations, community grants and capital projects.

TRANSMITTAL MESSAGE

Fund 145 – Temecula Energy Efficiency Asset (TEAM) Fund: This fund was established to capture energy efficiency rebates to be used to fund future energy efficiency projects. In Fiscal Year 2020-21, the City received a rebate of \$640,754 for the acquisition of street lights and conversion to LED bulbs. There is no activity programmed for Fiscal Year 2026-27, and the ending fund balance is projected to be \$155,805.

Fund 150 – AB2766 Motor Vehicle Subvention Fund: This fund was established to account for subvention funds used to implement programs/projects to reduce air pollution from motor vehicles. Fiscal Year 2026-27 revenue is projected to be \$170,028. The majority of these funds are programmed for capital projects, including the Citywide Bike Lane and Trail Program, and to support the Clean Cities Coalition. Fiscal Year 2026-27 ending fund balance is projected to be \$95,837.

Fund 160 – Supplemental Law Enforcement Services Fund: This fund was established to account for state grant funds to assist cities in delivering front-line law enforcement services. Fiscal Year 2026-27 revenue is projected to be \$283,502 and will be transferred to the General Fund to support law enforcement.

Fund 165 – Affordable Housing Fund: The Affordable Housing Fund reflects the housing-related activities of the former Temecula Redevelopment Agency. Total Revenue for Fiscal Year 2026-27 of \$863,091 includes the State Department of Finance allocation of \$250,000 designated for the administration of the wind down of redevelopment obligations, plus \$238,091 in investment interest, and \$375,000 for the anticipated sale of an affordable housing unit re-acquired by the City in Fiscal Year 2025-26. Expenditures reflect the ongoing administration of the City's Affordable Housing program.

Fund 170 – Measure A: Measure A revenue is projected to be \$4,578,301 which reflects a 7.9% increase over the prior year. This revenue is restricted for use on local streets and roads and is programmed to support street and road maintenance. Fiscal Year 2026-27 ending fund balance is projected to be \$1,538,439.

INTERNAL SERVICE FUNDS

Internal Service Funds are used to account for the funding of goods and services provided by one department to other benefitting departments on a cost-reimbursement basis. Additionally, the City maintains several Replacement Funds designed to accumulate resources for the future replacement of City equipment, technology, and facilities.

Fund 300 – Insurance: Projected expenses total \$3,891,654, which covers the cost of administering the City's liability and property insurance programs. The projected fund balance of \$2,562,829 exceeds the desired reserve level of \$1.5 million, which is three times the City's self-insured retention of \$500,000 per incident.

Fund 305 – Workers' Compensation: Projected expenses total \$627,245, which covers the cost of administering the City's self-insured Workers' Compensation program. The projected fund balance is \$1,310,593 and nearly meets the desired balance of \$1.5 million, which represents three times the City's self-insured retention of \$500,000 per incident.

Fund 310 – Vehicles and Equipment: Projected expenses total \$924,527 to replace several fleet vehicles and heavy equipment that have reached the end of their useful lives. The projected fund balance is \$5,119,660. Replacements planned for 2026-27 include a Construction Dump Truck, a Backhoe, two Ford F-250s, and one Ford F-350.

TRANSMITTAL MESSAGE

Fund 320 – Information Technology: Projected expenses total \$7,066,816, which provides for the management of the City’s computers, audio-visual equipment, cyber security, and telephone systems. The projected fund balance is \$1,238,806.

Fund 325 – Technology Replacement: Projected expenses total \$526,158 to replace the City’s phone system, network switch, and to fund the annual computer replacement program. The projected fund balance is \$4,121,708.

Fund 330 – Support Services: Projected expenses total \$447,700, which provides for the management of the City’s central reception, printing and mail activities. The projected fund balance is \$20,143.

Fund 335 – Support Services Replacement: Projected expenses total \$72,200 to replace the Central Services copy machines and includes \$42,200 in depreciation expenses. The projected fund balance is \$362,222.

Fund 340 – Facilities: Projected expenses total \$1,756,842, which provide for the operations and maintenance of the City’s buildings and parking structure. The projected fund balance is \$7,842.

Fund 350 – Facility Replacement: Projected expenses total \$1,945,434 for Capital Outlay to support the City Facilities Rehabilitation capital project and includes \$87,338 in depreciation expenses. The projected fund balance is \$4,498,686.

SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY (SARDA)

Fund 380 – SARDA: Projected expenses total \$7,422,458 primarily to pay debt service expenditures on the outstanding 2017A and 2017B Redevelopment Agency Tax Allocation Bonds.

TEMECULA COMMUNITY SERVICES DISTRICT (TCSD)

The Temecula Community Services District was established as an assessment district to provide a comprehensive neighborhood and community park system, as well as a complement of recreational and cultural programs and events. TCSD also provides street lighting, median and slope maintenance, refuse hauling and a recycling program, and library services (known as Service Level Funds).

Combined revenue for TCSD totals \$35,926,933, which reflects an increase of 5.7% over the prior year. The majority of the increase is from waste hauling assessments and Temecula Public Library operations. Combined expenditures for TCSD total \$36,284,510 and reflect an increase of 0.6% due primarily to higher waste hauling costs reflected in the Service Level D (Refuse/Recycling) Fund.

Ending fund balance for TCSD is projected to be \$4,745,036 for Fiscal Year 2026-27.



TRANSMITTAL MESSAGE

TCSD Operations, excluding the Service Levels and Library Funds, is projected over a five-year period, as summarized below.

Temecula Community Services District 5-Year Forecast

	2024-25 Actuals	2025-26 Revised	2026-27 Proposed	2027-28 Projection	2028-29 Projection	2029-30 Projection	2030-31 Projection
Measure C Revenue	1,894,831	1,935,718	1,955,075	1,974,626	1,994,372	2,014,316	2,034,459
Measure S Revenue	15,864,726	14,331,992	14,675,947	14,992,340	15,621,807	16,168,295	16,732,288
<u>Program Revenue</u>	<u>3,303,682</u>	<u>2,997,259</u>	<u>3,039,166</u>	<u>3,069,558</u>	<u>3,100,254</u>	<u>3,131,256</u>	<u>3,162,569</u>
Total Revenue	21,063,238	19,264,970	19,670,188	20,036,524	20,716,433	21,313,867	21,929,316
Operations Expenditures	18,332,692	18,424,551	17,646,025	17,979,213	18,597,449	19,140,979	19,701,101
<u>Maintenance Expenditures</u>	<u>1,998,927</u>	<u>2,096,536</u>	<u>2,024,164</u>	<u>2,057,310</u>	<u>2,118,984</u>	<u>2,172,888</u>	<u>2,228,214</u>
Total Expenditures	20,331,619	20,521,086	19,670,189	20,036,524	20,716,433	21,313,867	21,929,315
Beginning Balance	624,497	1,356,116	100,000	100,000	100,000	100,000	100,000
Ending Balance	1,356,117	100,000	100,000	100,000	100,000	100,000	100,000
% Revenue from Measure S	75%	74%	75%	75%	75%	76%	76%

The Five-Year Forecast shows the various revenue sources and projected operating expenditures, which are increasing between 1.9 – 3.4% per year. A long-term fiscal strategic plan is in progress to address the increased reliance on Measure S to balance this Fund into the future. In Fiscal Year 2026-27, TCSD operations will hold five authorized positions and 13 project positions vacant as part of the TCSD Workplan to curtail cost escalation.

CAPITAL IMPROVEMENT PROGRAM (CIP)

The City's five-year Capital Improvement Program (CIP) is presented to the City Council under separate cover. This program provides a five-year plan for capital improvements that is updated annually to ensure compliance with the program. The impact of capital projects on maintenance and operating costs were taken into consideration in the development of the operating budget.

The CIP includes a total of \$916,322,680 in identified capital projects, with a total of \$633,566,842 in project funding, representing 69% of all Project Costs. There is \$282,755,838 in "Unspecified" project funding, indicating that a revenue source has not yet been secured for these projects, which have been identified as necessary infrastructure for the City, and will require that funding be secured before the project construction can commence. Capital projects are categorized into five Project Types, as noted in the adjacent table.

Project Type	Number of Projects	Total Project Cost
Circulation	19	659,137,242
Housing	4	20,971,000
Infrastructure	47	114,137,946
Parks/Rec	22	58,484,803
CFD-Funded	2	63,591,689
Total CIP	94	916,322,680

Various sources contribute to the funding of the Capital Improvement Program, including many City Funds, State and Federal Grants, Community Facility District Funds, Successor Agency Funds, and Transportation Uniform Mitigation Fee (TUMF) Funds. The City seeks all available funding sources for projects, including federal, state, and local grants, outside contributions and City funds.

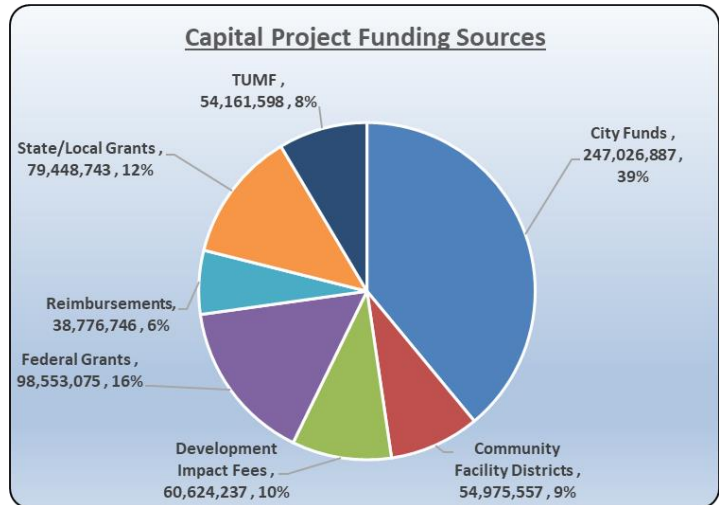


TRANSMITTAL MESSAGE

Total funding for the Fiscal Years 2027-31 CIP program reflects 64% from outside funding sources, with the remaining 36% provided by various local funds, including Measure S, Measure A, Development Impact Fee Funds, General Fund, Capital Financing, and several other sources.

Four new projects have been added to the CIP, the Civic Center HVAC System Upgrade (\$3,000,000), and the CRC Pool Cantilever Restoration (\$400,000), these projects provide necessary upgrades to aging facility components. The Ronald Reagan Sports Park Trail (\$100,000) project includes the design and construction of this multi-use trail, and the Long Canyon Creek Park to Ynez Trail (\$30,000) includes the design of this off-street route bicycle trail.

As part of the development of the Capital Improvement Program budget, each project is evaluated to identify any ongoing impacts to the Operating Budget. The amounts identified in the table below are incorporated into the Operating Budget and the Five-Year Financial Projections.



Summary of Operating & Maintenance Impacts

Capital Project	Operating Budget Account	Description	2026-27 Proposed*	2027-28 Projected	2028-29 Projected	2029-30 Projected	2030-31 Projected
PW17-01/711 - CITY SECURITY CAMERA SYSTEM	5250 - OTHER OUTSIDE SERVICES	Maintenance and Operations of Security Camera System	300,000	300,000	300,000	300,000	300,000
FN19-01/724 - CITYWIDE FINANCIAL SYSTEM UPGRADE	5211 - SOFTWARE & MAINTENANCE	Annual Software Maintenance	86,000	86,000	86,000	86,000	86,000
PW21-09/683 - ELECTRIC VEHICLES CHARGING STATION	5215 - REPAIR & MAINTENANCE - EQUIPMENT	Electric Charging Vehicles Fees	(33,100)	(33,100)	(33,100)	(33,100)	(33,100)
PW17-19/690 - I-15/STATE ROUTE 79 SOUTH INTERCHANGE ENHANCED LANDSCAPING	5415 - LANDSCAPE MAINTENANCE	Required by Caltrans	62,046	63,289	65,188	67,144	69,159
PW17-21/692 - MARGARITA RECREATION CENTER	5100 - SALARIES & WAGES	Staffing for MRC (4 positions)	548,551	570,493	591,600	614,370	636,190
	5119 - PART-TIME (PROJECT)	Project Staffing for MRC (45 positions - 13.07 FTEs)	735,361	764,775	795,366	825,978	860,268
	5240 - UTILITIES	Additional Utility Costs	72,828	74,285	77,034	79,999	82,840
	5250 - OTHER OUTSIDE SERVICES	Janitorial/Security	131,888	134,526	139,504	144,873	150,018
			1,488,628	1,544,079	1,603,504	1,665,220	1,729,315
PWPE07-03/PW23-18 - LONG CANYON CREEK PARK RESTROOMS	5250 - OTHER OUTSIDE SERVICES	Janitorial Services	30,475	31,085	31,706	32,340	32,987
PWPE-07/155 - PARK RESTROOMS RENOVATIONS, EXPANSION AND ADA IMPROVEMENTS	5250 - OTHER OUTSIDE SERVICES	Janitorial Services	28,154	28,717	29,292	29,878	30,476
PWPE07-02 - VAIL RANCH PARK RESTROOMS	5250 - OTHER OUTSIDE SERVICES	Janitorial Services	30,475	31,085	31,706	32,340	32,987
Total Incremental Operating & Maintenance Impacts			1,992,678	2,051,155	2,114,296	2,179,822	2,247,824

Operating cost impacts are estimated by the Project Manager.

* 2026-27 Proposed O&M Impacts are included in the Proposed Operating Budget

The Projected Operating impacts have been reflected in the City's General Fund and TCSD 5-Year Financial Forecasts.

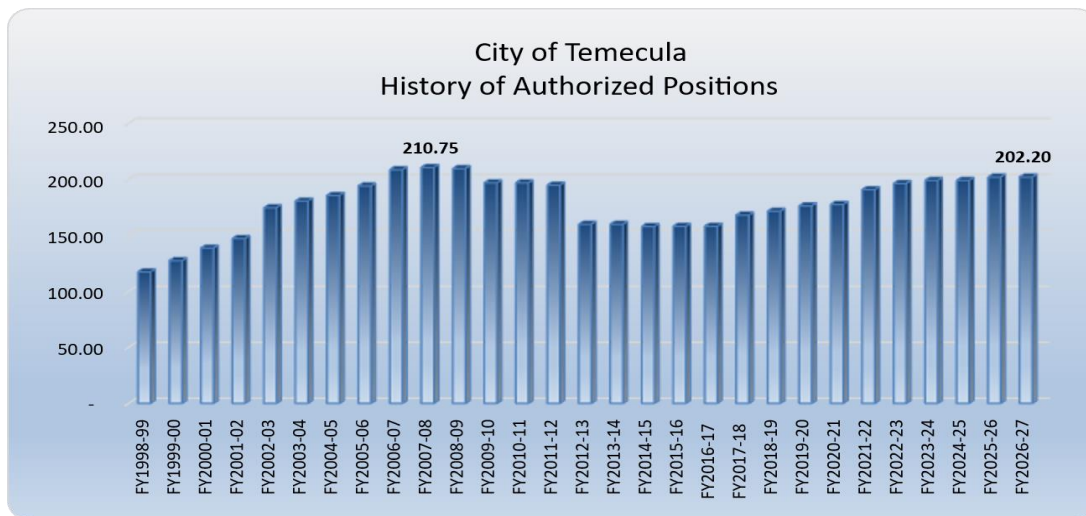


TRANSMITTAL MESSAGE

2026-27 AUTHORIZED STAFFING

Total authorized Full Time Equivalent (FTE) positions total 202.2 authorized positions, including five Council Members and 6 unfunded positions for Fiscal Year 2026-27. The total reflects no change in the number of positions compared to the prior year.

Public Safety personnel is provided through contracts with Riverside County and CAL FIRE. A total of 117 sworn Sheriff's Deputies and 18 Community Service Officers are included in the Sheriff's budget, and a total of 79 personnel are reflected in the Fire Department budget for Fiscal Year 2026-27.



In addition to the Authorized Positions, the City employs three Limited-Term-Assignment positions related to the implementation of a new Human Resources/Payroll software system. A significant number of part-time, non-benefitted Project employees are also employed to assist with the multitude of programs offered by the Temecula Community Services District. For Fiscal Year 2026-27, an estimated 88 full-time equivalents will be hired as seasonal and part-time support, which is a reduction of two full-time equivalent positions from the prior year.



TRANSMITTAL MESSAGE

CONCLUSION

In conclusion, the City of Temecula is in a solid fiscal position with the General Fund balanced and all reserves fully funded not only in Fiscal Year 2026-27 but throughout the ensuing five-year period. The Capital Improvement Program is robust, with 69% of all Project Costs funded, and will deliver a wide array of improvements to infrastructure, facilities, affordable housing, enhanced parks, new trails and many other amenities the citizens of Temecula enjoy. With the ongoing support of the Council, the City accelerated its Debt/Liability Paydown Strategy and will become 100% debt-free by July 2026 with a fully-funded CalPERS Pension program.

I would like to express my appreciation to the City Council for providing the direction and support crucial to achieving the City's goals. I would also like to recognize the contributions of City staff for not only creating a responsive operating budget, but also for their commitment to providing top quality services to all who live, work, and play in Temecula. I would like to give special thanks to the City's Budget Team: Jennifer Hennessy, Director of Finance; Ward Komers, Assistant Director of Finance; Paula Majors, Fiscal Services Manager; and Catlin Dorset, Budget Manager for their long hours and dedication to the City and this budget process.

Sincerely,

Aaron Adams
City Manager

RESOLUTION NO. 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA APPROVING THE CAPITAL IMPROVEMENT PROGRAM FOR FISCAL YEARS 2027-31 AND ADOPTING THE CAPITAL IMPROVEMENT PROGRAM BUDGET FOR FISCAL YEAR 2026-27

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS
FOLLOWS:

Section 1. Adoption of this Program is categorically exempt from environmental review under the California Environmental Quality Act (CEQA). Pursuant to Section 15262 of the State Guidelines for Implementation of CEQA, a project involving only feasibility or planning studies for possible future actions, which actions the City Council has not approved, adopted, or funded, does not require preparation of an EIR or Negative Declaration, but does require consideration of environmental factors. In reviewing this Program and conducting public hearings on it, the City Council has considered relevant environmental factors. This City Council, as the lead agency for environmental review, pursuant to the California Environmental Quality Act and the Guidelines promulgated there under (collectively “CEQA”), has reviewed the scope and nature of this Capital Improvement Program and has concluded that the planning and prioritization process comprising this activity is not a project pursuant to CEQA because it does not order or authorize the commencement of any physical or other activity that would directly or indirectly have a significant effect upon the environment. The Capital Improvement Program merely establishes a listing of priority and allocates funds for the City to commence the necessary planning studies, including review pursuant to CEQA, at a future unspecified date. The future planning studies will be conducted at the earliest possible time so as to ensure thorough review pursuant to CEQA. Recognizing that the protection of the environment is a key factor in the quality of life within the City of Temecula and to further the City’s strict adherence to both the spirit and letter of the law as regards to CEQA, this City Council has also considered this Capital Improvement Program as if it were a Project pursuant to CEQA. Reviewing this Program as a Project, this City Council concludes the Project would be exempt from review under CEQA, both pursuant to Section 15061(b)(3) and to the categorical exemption set forth in Section 15262 of CEQA. Section 15061(b)(3) would apply because it can be seen with certainty that this prioritizing and fund allocation program cannot and does not have the potential to cause a significant effect on the environment. No physical activity will occur until all required CEQA review is conducted at the time the physical improvements prioritized in the Program are undertaken. Section 15262 provides a categorical exemption to actions that are feasibility or planning studies related to possible future actions. This Council is aware of and has considered the current and relevant environmental factors as an integral component of the review of this Program. This Council, as lead agency, hereby determines and decides that the exemption provided in both Sections 15061(b)(3) and 15262 apply in the event this is deemed a Project pursuant to CEQA.

Section 2. On June 2, 2026, the Planning Commission found the Capital Improvement Program consistent with the General Plan in accordance with Government Code Section 65401 of State Planning and Zoning Law.

Section 3. The City Council hereby finds and declares that the requirements of Government Code Section 65402(a) shall not apply to: (1) the disposition of the remainder of a larger parcel which was acquired and used in part for street purposes; (2) acquisitions, dispositions, or abandonments for street widening; or (3) alignment projects, provided such dispositions for street purposes, acquisition, dispositions, or abandonments for street widening, or alignment projects are of a minor nature.

Section 4. The City Council hereby finds that the acquisition of land necessary for the City of Temecula Capital Improvement Program Fiscal Years 2027-31 is consistent with the General Plan.

Section 5. That a certain document now on file in the office of the City Clerk of the City of Temecula, entitled "City of Temecula Capital Improvement Program Fiscal Years 2027-31" includes herein appropriations for Fiscal Year 2026-27, and are hereby adopted. The CIP appropriations for the Fiscal Year 2025-26 which have not been completed, encumbered, nor included in the Fiscal Years 2027-31CIP, are hereby carried over for each applicable project to the Fiscal Year 2026-27. Certain Development Impact Fees from future revenue may be used to replace the expenditure of current capital reserve funds in the CIP.

Section 6. That the following controls are hereby placed on the use and transfers of budget appropriations:

- A. No expenditure of funds shall be made unless there is an unencumbered appropriation available to cover the expenditure.
- B. The City Manager may authorize expenditures of funds in amounts up to one hundred thousand dollars (\$100,000). Any expenditure of funds in excess of \$100,000 requires City Council action.
- C. The City Manager may approve change orders on Public Works contracts in amounts up to one hundred thousand dollars (\$100,000), if sufficient appropriated funds are available.
- D. The City Manager may authorize transfers up to one hundred thousand dollars (\$100,000) between approved Capital Improvement Program projects.
- E. Notwithstanding Section 6.B. above, pursuant to Section 3.32.050 of the Municipal Code, the City Manager may authorize Public Works contracts in amounts up to one-hundred thousand dollars (\$100,000). Any expenditures of Public Works funds in excess of one-hundred thousand dollars (\$100,000) require City Council action, except that the City Manager may approve change orders on Public Works contracts approved by the Council in amounts up to project contingency established by Council.

Section 7. Certification: The City Clerk shall certify the adoption of this resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula
this 9th day of June, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk

RESOLUTION NO. CSD 2026-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE TEMECULA COMMUNITY SERVICES DISTRICT OF THE CITY OF TEMECULA ADOPTING THE FISCAL YEAR 2026-27 PRELIMINARY ANNUAL OPERATING BUDGET AND ESTABLISHING CONTROLS ON CHANGES IN APPROPRIATIONS

THE BOARD OF DIRECTORS OF THE TEMECULA COMMUNITY SERVICES DISTRICT OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. That the Fiscal Year 2026-27 Temecula Community Services District (TCSD) Preliminary Operating Budget is hereby adopted.

Section 2. That the following controls are hereby placed on the use and transfers of budget appropriations:

A. No expenditure of funds shall be made unless there is an unencumbered appropriation available to cover the expenditure.

B. The Department Director may prepare a transfer of appropriations within departmental budget accounts, with the approval of the General Manager.

C. The Board of Directors must authorize transfers (appropriations) of funds from the Unreserved Fund Balance and transfers between departmental budget accounts.

D. In accordance with City of Temecula Municipal Code Section 2.6.030, the General Manager shall administer the City personnel system. This General Manager is authorized to fix and alter the titles, compensation, and number of positions in the Schedule of Authorized Positions as needed, subject to the total personnel expenditure budget limitations approved by the Board of Directors.

E. The General Manager may authorize expenditures of funds in amounts up to one hundred thousand dollars (\$100,000). Any expenditure of funds in excess of \$100,000 requires Board of Directors action.

F. The General Manager may authorize Public Works contracts in amounts up to one-hundred thousand dollars (\$100,000). Any expenditures of Public Works funds in excess of \$100,000 require Board of Directors action, except that the General Manager may approve change orders on Public Works contracts approved by the Board in amounts up to the project contingency established by the Board.

G. Pursuant to Section 3.28.130 of the Municipal Code, the General Manager may authorize purchases of supplies and equipment in amounts up to one-hundred thousand dollars (\$100,000). Any purchases of supplies and equipment in excess of \$100,000 shall be awarded to

the lowest responsible bidder pursuant to formal bid procedures and require City Council action, except that the General Manager may approve change orders on purchases of supplies and equipment approved by the Board in amounts up to the contingency established by Board.

H. Pursuant to Section 3.28.250 of the Municipal Code, purchases of supplies and equipment of an estimated value of one-hundred thousand dollars (\$100,000) or less, may be made by the purchasing agent in the open market pursuant to the procedure prescribed in Sections 3.28.260 through 3.28.280 and without observing the procedure prescribed in Sections 3.28.130 through 3.28.240; provided, however, that all bidding may be dispensed with for purchases of supplies and equipment having a total estimated value of \$5,000 or less.

I. Appropriations and Revenue Estimates for grant funded programs for Fiscal Year 2025-26 which have not been expended or encumbered, are hereby carried over for the applicable grant program to the Fiscal Year 2026-27.

Section 3. The Finance Director is authorized to make temporary short term interfund loans between appropriate funds in order to cover short term cash needs caused by cash flow timing differences. These interfund loans must have an identified repayment source.

Section 4. Outstanding encumbrances shown on the District books at June 30, 2026, are hereby appropriated for such contracts or obligations for Fiscal Year 2026-27.

Section 5. There are numerous occasions when small dollar valued purchases must be made for or on behalf of the District; and it is appropriate that a petty cash fund be used to provide for the purchase of these smaller dollar valued items; now, therefore, the Board of Directors of the Temecula Community Services District of the City of Temecula does hereby resolve, determine, and order as follows:

A. There is hereby established a renewable petty cash fund to be maintained in the Finance Department.

B. The imprest balance amount of the petty cash fund shall be three thousand dollars (\$3,000).

C. Vouchers, receipts, or other evidence of payment shall be required before reimbursement shall be made from said petty cash fund, in such form as shall be required by Finance Director.

Section 6. The Board Secretary shall certify adoption of the resolution.

PASSED, APPROVED, AND ADOPTED by the Board of Directors of the Temecula Community Services District of the City of Temecula this 9th day of June, 2026.

James Stewart, President

ATTEST:

Randi Johl, Secretary

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, Secretary of the Temecula Community Services District of the City of Temecula, do hereby certify that the foregoing Resolution No. CSD 2026- was duly and regularly adopted by the Board of Directors of the Temecula Community Services District of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

Randi Johl, Secretary

RESOLUTION NO. SARDA 2026-

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE SUCCESSOR AGENCY TO THE TEMECULA REDEVELOPMENT AGENCY APPROVING THE CAPITAL IMPROVEMENT PROGRAM FISCAL YEARS 2027-31, ADOPTING THE CAPITAL IMPROVEMENT PROGRAM BUDGET FOR FISCAL YEAR 2026-27, ADOPTING THE FISCAL YEAR 2026-27 ANNUAL OPERATING BUDGET AND ESTABLISHING CONTROLS ON CHANGES IN APPROPRIATIONS

THE BOARD OF DIRECTORS OF THE SUCCESSOR AGENCY TO THE TEMECULA REDEVELOPMENT AGENCY DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. Adoption of this Program is categorically exempt from environmental review under the California Environmental Quality Act (CEQA). Pursuant to Section 15262 of the State Guidelines for Implementation of CEQA, a project involving only feasibility or planning studies for possible future actions, which actions the City Council has not approved, adopted, or funded, does not require preparation of an EIR or Negative Declaration, but does require consideration of environmental factors. In reviewing this Program and conducting public hearings on it, the City Council has considered relevant environmental factors. This City Council, as the lead agency for environmental review, pursuant to the California Environmental Quality Act and the Guidelines promulgated there under (collectively "CEQA"), has reviewed the scope and nature of this Capital Improvement Program and has concluded that the planning and prioritization process comprising this activity is not a project pursuant to CEQA because it does not order or authorize the commencement of any physical or other activity that would directly or indirectly have a significant effect upon the environment. The Capital Improvement Program merely establishes a listing of priority and allocates funds for the City to commence the necessary planning studies, including review pursuant to CEQA, at a future unspecified date. The future planning studies will be conducted at the earliest possible time so as to ensure thorough review pursuant to CEQA. Recognizing that the protection of the environment is a key factor in the quality of life within the City of Temecula and to further the City's strict adherence to both the spirit and letter of the law as regards to CEQA, this City Council has also considered this Capital Improvement Program as if it were a Project pursuant to CEQA. Reviewing this Program as an Project, this City Council concludes the Project would be exempt from review under CEQA, both pursuant to Section 15061(b)(3) and to the categorical exemption set forth in Section 15262 of CEQA. Section 15061(b)(3) would apply because it can be seen with certainty that this prioritizing and fund allocation program cannot and does not have the potential to cause a significant effect on the environment. No physical activity will occur until all required CEQA review is conducted at the time the physical improvements prioritized in the Program are undertaken. Section 15262 provides a categorical exemption to actions that are feasibility or planning studies related to possible future actions. This Council is aware of and has considered the current and relevant environmental factors as an integral component of the review of this Program. This Council, as lead agency, hereby determines and decides that the exemption provided in both Sections 15061(b)(3) and 15262 apply in the event this is deemed a Project pursuant to CEQA.

Section 2. On June 2, 2026, the Planning Commission found the Capital Improvement Program consistent with the General Plan in accordance with Government Code Section 65401 of State Planning and Zoning Law.

Section 3. The Board of Directors of the Successor Agency to the Temecula Redevelopment Agency hereby finds and declares that the requirements of Government Code Section 65402(a) shall not apply to: (1) the disposition of the remainder of a larger parcel which was acquired and used in part for street purposes; (2) acquisitions, dispositions, or abandonments for street widening; or (3) alignment projects, provided such dispositions for street purposes, acquisition, dispositions, or abandonments for street widening, or alignment projects are of a minor nature.

Section 4. The Board of Directors of the Successor Agency to the Temecula Redevelopment Agency hereby finds that the acquisition of land necessary for the City of Temecula Capital Improvement Program FY 2027-31 is consistent with the General Plan.

Section 5. That a certain document now on file in the office of the City Clerk of the City of Temecula, entitled “City of Temecula Capital Improvement Program Fiscal Years 2027-31” include herein appropriations for Fiscal Year 2026-27, is hereby adopted. The CIP appropriations for the Fiscal Year 2025-26 which have not been completed, encumbered, nor included in the Fiscal Years 2027-31 CIP, are hereby carried over for each applicable project to the Fiscal Year 2026-27.

Section 6. That the following controls are hereby placed on the use and transfers of budget appropriations:

A. No expenditures of funds shall be made unless there is an unencumbered appropriation available to cover the expenditure.

B. The Executive Director may authorize expenditures of funds in amounts up to \$100,000. Any expenditure of funds in excess of \$100,000 requires Board of Directors action.

C. The Executive Director may approve change orders on Public Works contracts in amounts up to \$100,000, if sufficient appropriated funds are available.

D. The Executive Director may authorize transfers up to \$100,000 between approved Capital Improvement Program projects.

E. Notwithstanding Section 7.B. above, pursuant to Section 3.32.050 of the Municipal Code, the Executive Director may authorize Public Works contracts in amounts up to \$100,000. Any expenditures of Public Works funds in excess of \$100,000 require City Council action, except that the Executive Director may approve change orders on Public Works contracts approved by the Council in amounts up to project contingency established by Council.

Section 7. That the Fiscal Year 2026-27 SARDA Operating Budget is hereby adopted.

Section 8. That the following controls are hereby placed on the use and transfers of budget appropriations:

A. No expenditure of funds shall be made unless the Oversight Board of the Successor Agency to the Temecula Redevelopment Agency has adopted a resolution approving the Fiscal Year 2026-27 SARDA Operating Budget and the State Department of Finance has approved the expenditure on the Recognized Obligation Payment Schedule (ROPS), pursuant to Health and Safety Code Section 34177.

B. The Department Director may prepare a transfer of appropriations within departmental budget accounts, with the approval of the Executive Director.

C. In accordance with City of Temecula Municipal Code Section 2.6.030, the Executive Director shall administer the City personnel system. The Executive Director is authorized to fix and alter the titles, compensation, and number of positions in the Schedule of Authorized Positions as needed, subject to the total personnel expenditure budget limitations approved by the Agency Board.

D. The Executive Director may authorize expenditures of funds in amounts up to \$100,000. Any expenditure of funds in excess of \$100,000 requires Agency Board action.

E. The Executive Director may authorize Public Works contracts in amounts up to \$100,000. Any expenditure of Public Works funds in excess of \$100,000 require Agency Member action, except that the Executive Director may approve change orders on Public Works contracts approved by the Agency Board in amounts up to the project contingency established by the Agency Board.

F. Pursuant to Section 3.28.130 of the Municipal Code, the Executive Director may authorize purchases of supplies and equipment in amounts up to \$100,000. Any purchases of supplies and equipment in excess of \$100,000 shall be awarded to the lowest responsible bidder pursuant to formal bid procedures and require Agency Board action, except that the Executive Director may approve change orders on purchases of supplies and equipment approved by the Agency Board in amounts up to the contingency established by Agency Board.

G. Pursuant to Section 3.28.250 of the Municipal Code, purchases of supplies and equipment of an estimated value of \$100,000 or less, may be made by the purchasing agent in the open market pursuant to the procedure prescribed in Sections 3.28.260 through 3.28.280 and without observing the procedure prescribed in Sections 3.28.130 through 3.28.240; provided, however, that all bidding may be dispensed with for purchases of supplies and equipment having a total estimated value of \$5,000 or less.

Section 9. The Director of Finance is authorized to make temporary short term interfund loans between appropriate funds in order to cover short term cash needs caused by cash flow timing differences. These interfund loans must have an identified repayment source.

Section 10. Outstanding encumbrances shown on the Agency books at June 30, 2026, are hereby appropriated for such contracts or obligations for Fiscal Year 2026-27.

Section 11. There are numerous occasions when small dollar valued purchases must be made for or on behalf of the Agency; and it is appropriate that a petty cash fund be used to provide for the purchase of these smaller dollar valued items; now, therefore, the Board of Directors of the Successor Agency to the Temecula Redevelopment Agency of the City of Temecula does hereby resolve, determine, and order as follows:

A. There is hereby established a renewable petty cash fund to be maintained in the Accounting and Purchasing Department.

B. The imprest balance amount of the petty cash fund shall be \$3,000.

C. Vouchers, receipts, or other evidence of payment shall be required before reimbursement shall be made from said petty cash fund, in such form as shall be required by Finance Director.

Section 12. The Agency Secretary shall certify adoption of the resolution.

PASSED, APPROVED, AND ADOPTED by the Board of Directors of the Successor Agency to the Temecula Redevelopment Agency this 9th day of June, 2026.

Jessica Alexander, Chair

ATTEST:

Randi Johl, Secretary

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, Secretary of the Successor Agency to the Temecula Redevelopment Agency, do hereby certify that the foregoing Resolution No. SARDA 2026- was duly and regularly adopted by the Board of Directors of the Successor Agency to the Temecula Redevelopment Agency at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: BOARD MEMBERS:

NOES: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

Randi Johl, Secretary

RESOLUTION NO. 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMECULA ADOPTING THE FISCAL YEAR 2026-27 ANNUAL OPERATING BUDGET, ESTABLISHING CONTROLS ON CHANGES IN APPROPRIATIONS, ESTABLISHING CONTRACT AUTHORITY OF CITY MANAGER, ESTABLISHING LAWSUIT SETTLEMENT AUTHORITY OF CITY MANAGER

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. That certain document now on file in the office of the City Clerk of the City of Temecula entitled “City of Temecula Annual Operating Budget Fiscal Year 2026-27” is hereby adopted.

Section 2. That the following controls are hereby placed on the use and transfers of budget appropriations:

A. No expenditure of funds shall be made unless there is an unencumbered appropriation available to cover the expenditure.

B. The Department Director may prepare a transfer of appropriations within departmental budget accounts, with the approval of the City Manager.

C. The City Council must authorize transfers (appropriations) of funds from the Unreserved Fund Balance and transfers between departmental budget accounts.

D. In accordance with City of Temecula Municipal Code Section 2.6.030, the City Manager shall administer the City personnel system. The City Manager is authorized to fix and alter the titles, compensation, and number of positions in the Schedule of Authorized Positions as needed, subject to the total personnel expenditure budget limitations approved by the City Council.

E. The City Manager may authorize expenditures of funds in amounts up to one-hundred thousand dollars (\$100,000). Any expenditure of funds in excess of \$100,000 requires City Council action.

F. The City Manager is hereby authorized to enter into the following types of agreements on behalf of the City, Temecula Community Services District, and the Successor Agency to the Temecula Redevelopment Agency where the amount of the agreement is one-hundred thousand dollars (\$100,000) or less, there exists an unencumbered appropriation in the fund account against which the cost of the agreement is to be charged, and all applicable procedures for approval of the agreement have been fulfilled: public works construction agreements; agreements for purchase of supplies or equipment; personal, professional, consultant

and maintenance services agreements; theater, entertainment and talent agreements; reimbursement agreements related to public improvements; and real property leases, licenses and facility use agreements in which the term is three (3) year or less. Sponsorship agreements and fee waiver agreements shall be approved by the City Council. The City Manager is also authorized to enter into agreements for cultural resources treatment and tribal monitoring with a federally recognized Indian tribe.

G. The City Manager, in consultation with the City Attorney, is hereby authorized to settle personal injury and property damage lawsuits and enter into settlement agreements on behalf of the City, Temecula Community Services District, and the Successor Agency to the Temecula Redevelopment Agency where the amount of the settlement does not exceed one-hundred thousand dollars (\$100,000).

H. Pursuant to Section 3.28.250 of the Municipal Code, purchases of supplies and equipment of an estimated value of one-hundred thousand dollars (\$100,000) or less, may be made by the purchasing agent in the open market pursuant to the procedure prescribed in Sections 3.28.260 through 3.28.280 and without observing the procedure prescribed in Sections 3.28.130 through 3.28.240; provided, however, that all bidding may be dispensed with for purchases of supplies and equipment having a total estimated value of five thousand dollars (\$5,000) or less.

I. Appropriations and Revenue estimates for grant funded programs for Fiscal Year 2025-26 which have not been expended, encumbered or received, are hereby carried over for the applicable grant program to the subsequent fiscal year.

J. Appropriations for the transfer of funds to the Capital Improvement Program for Fiscal Year 2025-26 which have not been expended are hereby carried over to the subsequent fiscal year.

Section 3. The Director of Finance, in consultation with the City Manager, is delegated the authority to determine and define the amounts of those components of fund balance that are classified as “Assigned Fund Balance”.

Section 4. The Director of Finance is authorized to make temporary short term interfund loans between appropriate funds in order to cover short term cash needs caused by cash flow timing differences. These interfund loans must have an identified repayment source.

Section 5. Outstanding encumbrances shown on the City books at June 30, 2026, are hereby appropriated for such contracts or obligations for Fiscal Year 2026-27.

Section 6. There are numerous occasions when small dollar valued purchases must be made for or on behalf of the City; and it is appropriate that a petty cash fund be used to provide for the purchase of these smaller dollar valued items; now, therefore, the City Council of the City of Temecula does hereby resolve, determine, and order as follows:

A. There is hereby established a renewable petty cash fund to be maintained in the Finance Department.

B. The imprest balance amount of the petty cash fund shall be three thousand dollars (\$3,000).

C. Vouchers, receipts, or other evidence of payment shall be required before reimbursement shall be made from said petty cash fund, in such form as shall be required by Director of Finance.

Section 7. The City Clerk shall certify adoption of the resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula this 9th day of June, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk

RESOLUTION NO. 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF TEMECULA ESTABLISHING THE APPROPRIATIONS
LIMIT FOR FISCAL YEAR 2026-27**

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS
FOLLOWS:

Section 1. The Appropriations Limit will be calculated based on the changes in City population and California per capita personal income.

Section 2. The Appropriations Limit for the City of Temecula for Fiscal Year 2026-27, attached hereto, is hereby adopted.

Section 3. The City Clerk shall certify to the adoption of this resolution and shall cause a certified resolution to be filed in the office of the City Clerk.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula this 9th day of June, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

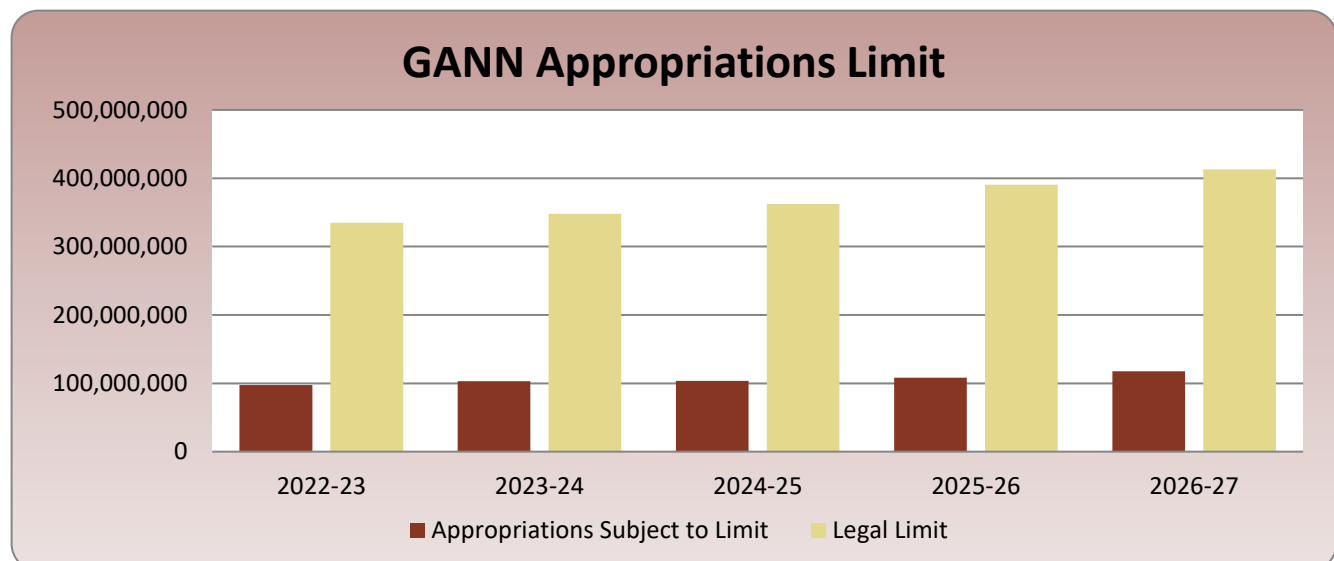
Randi Johl, City Clerk

GANN APPROPRIATIONS LIMIT

Article XIII B of the California State Constitution, more commonly referred to as the Gann Initiative or Gann Limit, was approved by California voters in November 1979, and placed limits on the amount of proceeds of taxes that state and local government agencies can receive and spend each year. For cities that incorporated after 1978-79 (such as the City of Temecula), the voters set the initial appropriations limit at the time of incorporation. Proposition 111 was approved by California voters in June 1990, which provided new adjustment formulas which make the appropriations limit more responsive to local growth issues. Each year the City Council must adopt by resolution the appropriations limit for the following year. Following is the calculation of the City's Gann Appropriations Limit for Fiscal Year 2025-26:

Fiscal Year 2025-26 Appropriations Limits.....	\$390,425,308
City Population Growth	0.85%
Per Capita Personal Income Change	4.95%
Fiscal Year 2026-27 Appropriations Limit	\$413,234,247

Appropriations subject to the limit in the Fiscal Year 2026-27 Budget total \$117,543,685 which is \$295,690,562 less than the computed limit. Additional appropriations to the budget funded by non-tax sources such as service charges, restricted revenues from other agencies, grants or beginning fund balances would be unaffected by the appropriations limit. However, any supplemental appropriations funded through increased tax sources would be subject to the appropriations limit and could not exceed the \$295,690,562 variance indicated. Further, any overall actual receipts from tax sources greater than \$295,690,562 from budget estimates will result in proceeds from taxes in excess of the City's appropriations limit, requiring refunds of the excess within the next two fiscal years or voter approval of an increase in the City's appropriations limit. Voter approval for an increase in the City's appropriations limit is not anticipated in the future due to the margin between the limit and tax revenue.



**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Becky Obmann, Interim Director of Human Resources and Risk Management

DATE: June 9, 2026

SUBJECT: Approve Revised Schedule of Authorized Positions, Salary Schedule, Employment Agreements with Executive Officials; Approve a Memorandum of Understanding with Teamsters Local 986, and Amended and Restated Management Compensation Plan, and Council Compensation Plan

RECOMMENDATION: That the City Council take the following actions:

1. Adopt a resolution entitled:

RESOLUTION NO

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEMECULA APPROVING THE REVISED SCHEDULE OF
AUTHORIZED POSITIONS AND SALARY SCHEDULE

2. Approve Revised Employment Agreements with the following Executive Officials:
 - Assistant City Manager, Luke Watson
 - Assistant to the City Manager, Betsy Lowery
 - Director of IT/Support Services, Michael Heslin
 - Director of Community Services, Erica Russo
 - Director of Legislative Affairs/City Clerk, Randi Johl
 - Director of Community Development, Matthew Peters
 - Director of Public Works, Ron Moreno
 - Director of Finance, Jennifer Hennessy
3. Approve the Memorandum of Understanding between the City of Temecula and the General Employees of the City of Temecula represented by the Teamsters Local 986 effective July 1, 2026, through June 30, 2029.
4. Approve the Amended and Restated Management Compensation Plan and Amended and Restated Council Compensation Plan.

BACKGROUND:

Revised Schedule of Authorized Positions and Salary Schedule

The revised Schedule of Authorized Positions and Salary Schedule have been updated to reflect the three percent (3%) cost-of-living adjustment (COLA) for all employees and various classification and administrative updates.

Total authorized positions for Fiscal Year 2026-27 will remain at 202.2 full-time-equivalent positions, including five City Council members and six authorized but unfunded positions. The proposed Schedule of Authorized Positions also includes the reclassification of 20 positions to better align job classifications with operational needs and assigned responsibilities, as well as renaming the Park Attendant classifications to Park and Trails Specialist to better reflect the scope of work.

Proposed Salary Schedule updates include the addition of the Risk Manager, HR Manager, and Assistant City Clerk classifications; inclusion of City Council member compensation; a salary adjustment for the Assistant to the City Manager based on a completed salary study; corresponding salary updates related to the Executive Assistant flexibly staffed designation; and removal of Aquatics classifications, with the exception of the Lifeguard series, as Aquatics classifications have been incorporated into the Community Services series.

Revised Employment Agreements with Executive Officials

The proposed employment agreements have been updated to reflect revised compensation provisions and other employment terms. The agreements include a three percent (3%) cost-of-living adjustment (COLA) for the executive employees identified in the proposed agreements. Executives are also eligible for benefits provided under the proposed agreements and the Management Compensation Plan proposed for City Council approval, including participation in the cafeteria plan, a \$400 monthly automobile allowance, and a retention benefit equal to the then-applicable maximum normal annual contribution to a 457(b) deferred compensation plan, as outlined in the employment agreements.

Executive employees participate in the applicable CalPERS retirement plan based on hire date, including Tier 1 (2.7% at 55), Tier 2 (2.0% at 60), or Tier 3 (2.0% at 62).

The proposed annual salaries for the executive employees are as follows:

Assistant City Manager, Luke Watson	\$334,256.00
Assistant to the City Manager, Betsy Lowrey	\$226,720.00
Director of IT/Support Services, Michael Heslin	\$269,505.60
Director of Community Services, Erica Russo	\$269,505.60
Director of Legislative Affairs/City Clerk, Randi Johl	\$269,505.60
Director of Community Development, Matthew Peters	\$276,265.60
Director of Public Works, Ron Moreno	\$276,265.60
Director of Finance, Jennifer Hennessey	\$276,265.60

The agreements also include various legal, administrative, and non-substantive language revisions intended to align with current practices and legal requirements.

Memorandum of Understanding with Teamster's Local 986

The current Memorandum of Understanding (MOU) between the City of Temecula and the General Employees of the City of Temecula represented by the Teamsters Local 986 will expire on June 30, 2026. The City Council previously authorized the City's labor negotiation representatives to meet and confer with representatives of the Teamsters Local 986 regarding a successor MOU.

Representatives from the City and the bargaining unit subsequently met and conferred in good faith regarding wages, hours, and other terms and conditions of employment. Following negotiations, the parties reached a tentative agreement on a successor MOU for the term of July 1, 2026, through June 30, 2029.

The City Council discussed the details associated with the successor MOU negotiations and provided direction to staff in Closed Session on December 9, 2025 and February 24, 2026. The following is a summary of the key terms of the proposed successor MOU:

- 3% Cost of Living Adjustment (COLA) effective the beginning of the first pay period in Fiscal Year 2026-27. Future COLA increases will be based on the lesser of either the CPI-W for the prior two calendar years or the percentage change in recurring revenue of the City's primary operating funds, not to exceed 3%.
- Increase the Health Flex Contribution (HFC) from \$600 per month to \$1,000 per month effective July 1, 2026. Effective January 1, 2027, the HFC will increase to \$1,050 per month, and effective January 1, 2028, the HFC will increase to \$1,100 per month.
- Enhance disability benefits by increasing the Short-Term Disability (STD) weekly benefit cap from \$1,000 to \$3,000 and the Long-Term Disability (LTD) monthly benefit cap from \$6,000 to \$14,000, while reducing the eligibility waiting period to seven days.
- Transition Short-Term Disability (STD), Long-Term Disability (LTD), and basic life insurance premiums from employee-paid to City-paid.
- Expand bereavement leave to include aunts, uncles, nieces, nephews, and individuals who served in a significant parental role.
- Increase the annual safety footwear allowance from \$175 to \$200 and provide employees the option to purchase footwear through the City's vendor or a vendor of their choice and submit for reimbursement.
- Increase stand-by pay from \$230 to \$350 for each seven-day stand-by period, with the daily prorated rate increasing from \$32.86 to \$50 per day.
- Discontinue cafeteria plan allotment cash-out eligibility for employees hired on or after July 1, 2026.
- Incorporate language updates and clarifications throughout the MOU to address legal and CalPERS compliance requirements, improve consistency and readability, and better align provisions with current processes and administrative practices.

All other terms of the prior MOU will be carried forward into the proposed successor MOU in substantially the same form. The Union held a membership meeting to consider the general terms of the proposed MOU and ratified it by a majority vote. Staff recommends approval of the proposed successor MOU.

Amended and Restated Management Compensation Plan

The City's past practice is to extend similar terms and conditions of employment to Management, Confidential and Executive employees not covered by the MOU. Compensation and benefits for these non-represented employees are detailed in the attached, proposed amended and restated MCP. Staff recommends approval of the amended and restated MCP, which outlines similar terms and conditions of employment to those being recommended for represented staff covered by the MOU where applicable.

Amended and Restated City Council Compensation Plan

The City's past practice is to extend similar terms and conditions of employment to City Councilmembers not covered by the MOU or MCP. Compensation and benefits for City Councilmembers are detailed in the attached, amended and restated CCP. Staff recommends approval of the amended and restated CCP, which outlines similar terms and conditions of employment to those being recommended for represented staff covered by the MOU where applicable.

FISCAL IMPACT: The estimated cost of the proposed MOU, MCP, CCP, and Employment Agreements is \$7,349,373. This amount reflects approximately 3.7% of the City's primary operating budgets (including the General Fund, Measure S Fund, Gas Tax Fund, Affordable Housing Fund, Measure A Fund, Internal Service Funds and Temecula Community Services Fund) included in the Fiscal Year 2026-27 Annual Operating Budget presented to the City Council at the May 21, 2026 Budget Workshop and proposed for adoption at the June 9, 2026 City Council meeting.

ATTACHMENTS:

1. Resolution
2. Schedule of Authorized Positions
3. Salary Schedule
4. Employment Agreements with Executive Officials (8)
5. Memorandum of Understanding between the City of Temecula and the General Employees of the City of Temecula represented by the Teamsters Local 986 effective July 1, 2026, through June 30, 2029
6. Amended and Restated Management Compensation Plan (July 1, 2026)
7. Amended and Restated Council Compensation Plan (July 1, 2026)

RESOLUTION NO. 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF TEMECULA REVISING THE SCHEDULE OF
AUTHORIZED POSITIONS AND SALARY SCHEDULE**

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS
FOLLOWS:

Section 1. The Schedule of Authorized Positions and Salary Schedule, attached hereto, is hereby adopted pursuant to Section 45001 of the California Government Code. Such list is attached to this Resolution and incorporated herein by this reference.

Section 2. The Schedule of Authorized Positions shall become effective July 1, 2026 and the Salary Schedule shall become effective June 27, 2026, and may be, thereafter, amended.

Section 3. The City Manager shall implement the attached Schedule of Authorized Positions and Salary Schedule and has the authority to select and appoint employees and approve Executive Staff employment agreements in accordance with the City of Temecula's Municipal Code and personnel policies.

Section 4. In accordance with City of Temecula Municipal Code Section 2.6.030, the City Manager shall administer the City personnel system. This resolution specifically authorizes the City Manager to fix and alter the titles, compensation, and number of positions in the Schedule of Authorized Positions as needed, subject to the total personnel expenditure budget limitations approved by the City Council.

Section 5. All prior resolutions and parts of this resolution in conflict with this Resolution are hereby rescinded.

Section 6. The City Clerk shall certify to the adoption of this Resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula
this 9th day of June, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk



SCHEDULE OF AUTHORIZED POSITIONS

As of July 1, 2026

	FY2026-27 Number of Positions	Salary Schedule		Bargaining Unit***	Exempt/Non- Exempt
		Monthly Salary			
		Minimum	Maximum		
<u>CITY COUNCIL</u>					
Councilmember	5.0	1,900	1,900	N/A	E
City Council Subtotal:	5.0				
<u>CITY MANAGER</u>					
Assistant City Manager	1.0	19,711	27,855	Exec	E
Assistant to the City Manager	1.0	13,373	18,893	MCP	E
City Manager	1.0	N/A	30,918	Contract	E
Deputy City Manager	1.0	17,923	25,324	Exec	E
Executive Assistant I/II	1.0	6,375	9,464	MCP	E
Senior Office Specialist	1.0	5,105	6,535	Rep	NE
City Manager Subtotal:	6.0				
<u>OFFICE OF PUBLIC INFORMATION & ECONOMIC DEVELOPMENT</u>					
Administrative Assistant	1.0	5,496	7,037	Rep	NE
Economic Development Manager	1.0	10,974	15,508	MCP	E
Multimedia Coordinator	1.0	7,212	9,233	Rep	NE
Senior Management Analyst	2.0	8,365	11,820	MCP	E
Office of Public Information & Economic Development Subtotal:	5.0				
<u>CITY CLERK</u>					
Assistant City Clerk	1.0	9,700	13,707	MCP	E
Director of Legislative Affairs/City Clerk	1.0	15,895	22,459	Exec	E
Management Assistant	1.0	5,919	7,576	Rep	NE
Records Manager	1.0	7,393	10,449	MCP	E
Records Technician	1.0	4,293	5,496	Rep	NE
City Clerk Subtotal:	5.0				
<u>HUMAN RESOURCES</u>					
Assistant Director of HR/Risk Management	1.0	12,418	17,545	MCP	E
Director of HR/Risk Management	1.0	15,895	22,459	Exec	E
Human Resources Supervisor (Confidential)	1.0	7,212	10,190	MCP	NE
Management Analyst	1.0	7,212	10,190	MCP	E
Management Assistant (Confidential)	1.0	5,919	8,365	MCP	NE
Risk Manager	1.0	10,709	15,129	MCP	E
Senior Management Analyst (underfill as Management Analyst)	1.0	8,365	11,820	MCP	E
Human Resources Subtotal:	7.0				
<u>FINANCE</u>					
Accountant I/II	2.0	7,393	9,942	Rep	NE
Accounting Assistant (Cashier & AP)	3.0	5,231	6,698	Rep	NE
Assistant Director of Finance	1.0	13,373	18,893	MCP	E
Director of Finance	1.0	16,293	23,022	Exec	E
Finance Manager	1.0	9,464	13,373	MCP	E
Fiscal Services Manager	2.0	10,974	15,508	MCP	E
Management Analyst	1.0	7,212	10,190	MCP	E
Purchasing Manager	1.0	8,161	11,530	MCP	E
Senior Accountant (Confidential)	1.0	8,575	12,116	MCP	NE
Senior Accounting Technician	1.0	6,698	8,575	Rep	NE
Senior Accounting Technician - Payroll (Confidential)	2.0	6,698	9,464	MCP	NE
Finance Subtotal:	16.0				



SCHEDULE OF AUTHORIZED POSITIONS

As of July 1, 2026

	FY2026-27 Number of Positions	Salary Schedule		Bargaining Unit***	Exempt/Non- Exempt
		Monthly Salary			
		Minimum	Maximum		
<u>INFORMATION TECHNOLOGY</u>					
Assistant Director Information Technology/Support Svcs	1.0	13,045	18,434	MCP	E
Director of Information Technology/Support Svcs	1.0	15,895	22,459	Exec	E
Information Technology Manager	1.0	11,820	16,699	MCP	E
Information Technology Specialist I/II (Confidential)	2.0	6,375	9,464	MCP	NE
Information Technology Supervisor (Confidential)	4.0	8,161	11,530	MCP	NE
Information Technology Supervisor (Multimedia Services) (Confidential)	1.0	8,161	11,530	MCP	NE
Information Technology Technician I/II	0.5	5,496	8,161	MCP	NE
Management Analyst	1.0	7,212	10,190	MCP	E
Senior Administrative Assistant	1.0	6,068	7,769	Rep	NE
Senior Information Technology Specialist (Confidential)	2.0	7,393	10,449	MCP	NE
Support Services					
Information Technology Technician I/II	0.5	5,496	8,161	MCP	NE
Office Specialist I/II - AM	0.6	4,401	5,919	Rep	NE
Office Specialist I/II - PM	0.6	4,401	5,919	Rep	NE
Support Services Supervisor	1.0	5,105	6,535	Rep	NE
Information Technology Subtotal:	17.2				
<u>COMMUNITY DEVELOPMENT</u>					
Assistant Director of Community Development	1.0	13,373	18,893	MCP	E
Director of Community Development	1.0	16,293	23,022	Exec	E
Management Assistant	1.0	5,919	7,576	Rep	NE
Senior Administrative Assistant	1.0	6,068	7,769	Rep	NE
Planning					
Assistant Planner	1.0	6,698	8,575	Rep	NE
Associate Planner I (underfill as Planning Technician)	1.0	7,769	9,942	Rep	NE
Associate Planner I/II	1.0	7,769	10,974	Rep	NE
Community Development Technician II	2.0	6,535	8,365	Rep	NE
Community Development Technician II (underfill as Comm Dev Tech I)	1.0	6,535	8,365	Rep	NE
Planning Manager	1.0	11,530	16,293	MCP	E
Principal Management Analyst	1.0	9,233	13,045	MCP	E
Principal Planner (underfill as Associate Planner I)	1.0	10,449	14,759	MCP	E
Senior Community Development Technician	2.0	7,212	9,233	Rep	NE
Senior Management Analyst	0.1	8,365	11,820	MCP	E
Senior Office Specialist	1.0	5,105	6,535	Rep	NE
Senior Planner	2.0	9,464	13,373	MCP	E
Building and Safety/Code Enforcement					
Building Inspector I	1.0	6,864	8,790	Rep	NE
Building Inspector II	2.0	7,576	9,700	Rep	NE
Building Official	1.0	12,116	17,120	MCP	E
Code Enforcement Manager	1.0	8,575	12,116	MCP	E
Code Enforcement Officer I	2.0	5,775	7,393	Rep	NE
Code Enforcement Officer II	1.0	6,375	8,161	Rep	NE
Plan Checker	1.0	9,233	11,820	Rep	NE
Senior Administrative Assistant	2.0	6,068	7,769	Rep	NE
Senior Building Inspector	2.0	8,365	10,709	Rep	NE
Senior Code Enforcement Officer (underfill as Code Enforcement Officer II)	1.0	7,037	9,006	Rep	NE
Senior Management Analyst	0.9	8,365	11,820	MCP	E
Community Development Subtotal:	33.0				



SCHEDULE OF AUTHORIZED POSITIONS

As of July 1, 2026

	FY2026-27 Number of Positions	Salary Schedule		Bargaining Unit***	Exempt/Non- Exempt
		Monthly Salary			
		Minimum	Maximum		
<u>PUBLIC WORKS</u>					
Assistant Director of Public Works	1.0	14,401	20,348	MCP	E
Director of Public Works	1.0	16,293	23,022	Exec	E
Program Manager	1.0	9,233	13,045	MCP	E
Senior Administrative Assistant	1.0	6,068	7,769	Rep	NE
Senior Management Analyst	1.0	8,365	11,820	MCP	E
CIP Administration					
Assistant Engineer I/II	1.0	7,393	9,942	Rep	NE
Associate Engineer I	2.0	8,575	10,974	Rep	E
Associate Engineer II	2.0	9,464	12,116	Rep	E
Principal Civil Engineer	2.0	12,418	17,545	MCP	E
Senior Civil Engineer	1.0	11,251	15,895	MCP	E
Senior Public Works Inspector	2.0	8,161	10,449	Rep	NE
Senior Public Works Inspector (underfill as Public Works Inspector I)	1.0	8,161	10,449	Rep	NE
Supervising Public Works Inspector	1.0	9,006	11,530	Rep	NE
Land Development/NPDES					
Associate Civil Engineer	1.0	9,942	12,728	Rep	E
Associate Civil Engineer (underfill as Associate Engineer I)	1.0	9,942	12,728	Rep	E
Associate Engineer II	2.0	9,464	12,116	Rep	E
Management Assistant (underfill as Senior Office Specialist)	1.0	5,919	7,576	Rep	NE
Senior Management Analyst (underfill as Management Analyst)	1.0	8,365	11,820	MCP	E
Senior Office Specialist	1.0	5,105	6,535	Rep	NE
Senior Public Works Inspector	1.0	8,161	10,449	Rep	NE
Traffic					
Associate Civil Engineer	1.0	9,942	12,728	Rep	E
Principal Civil Engineer	1.0	12,418	17,545	MCP	E
Senior Signal Technician	2.0	8,161	10,449	Rep	NE
Signal Technician I/II	1.0	7,037	9,464	Rep	NE
Maintenance (Streets, Facilities, Parks)					
Custodian II - Facilities	2.0	3,987	5,105	Rep	NE
Field Supervisor - Trades	1.0	7,961	10,190	Rep	NE
Landscape Inspector II	1.0	6,698	8,575	Rep	NE
Lead Maintenance Worker - Electrician	1.0	7,212	9,233	Rep	NE
Lead Maintenance Worker - Facilities	1.0	7,212	9,233	Rep	NE
Lead Maintenance Worker - HVAC	1.0	7,212	9,233	Rep	NE
Lead Maintenance Worker - Parks	2.0	5,775	7,393	Rep	NE
Lead Maintenance Worker - Streets (underfill as Maintenance Worker II)	3.0	5,775	7,393	Rep	NE
Lead Maintenance Worker - Trades	1.0	7,212	9,233	Rep	NE
Maintenance Manager	1.0	12,116	17,120	MCP	E
Maintenance Superintendent	3.0	10,974	15,508	MCP	E
Maintenance Worker I - Parks	1.0	4,741	6,068	Rep	NE
Maintenance Worker I - Streets	5.0	4,741	6,068	Rep	NE
Maintenance Worker II - Facilities	2.0	6,221	7,961	Rep	NE
Maintenance Worker II - Parks	1.0	5,231	6,698	Rep	NE
Maintenance Worker II - Streets	2.0	5,231	6,698	Rep	NE
Parks & Trails Specialist II	3.0	6,375	8,161	Rep	NE
Senior Landscape Inspector	1.0	7,393	9,464	Rep	NE
Senior Management Analyst	1.0	8,365	11,820	MCP	E
Senior Office Specialist	1.0	5,105	6,535	Rep	NE
Public Works Subtotal:	64.0				



SCHEDULE OF AUTHORIZED POSITIONS

As of July 1, 2026

	FY2026-27 Number of Positions	Salary Schedule		Bargaining Unit***	Exempt/Non- Exempt
		Monthly Salary			
		Minimum	Maximum		
<u>FIRE</u>					
Community Development Technician II	2.0	6,535	8,365	Rep	NE
Fire Inspector II	1.0	8,790	11,251	Rep	NE
Office Specialist I/II	1.0	4,401	5,919	Rep	NE
Senior Management Analyst	1.0	8,365	11,820	MCP	E
Emergency Management					
Emergency Manager	1.0	8,790	12,418	MCP	E
Fire Subtotal:	6.0				
<u>COMMUNITY SERVICES</u>					
Assistant Director of Community Services	1.0	13,045	18,434	MCP	E
Community Services Coordinator I/II	6.0	5,919	7,961	Rep	NE
Community Services Manager	4.0	10,709	15,129	MCP	E
Community Services Specialist I/II	1.0	5,105	6,864	Rep	NE
Community Services Superintendent	3.0	11,820	16,699	MCP	E
Community Services Supervisor I/II	11.0	6,864	9,233	Rep	NE
Director of Community Services	1.0	15,895	22,459	Exec	E
Management Assistant	1.0	5,919	7,576	Rep	NE
Multimedia Coordinator	2.0	7,212	9,233	Rep	NE
Theater Technical Coordinator I/II	1.0	5,919	7,961	Rep	NE
Theater Technical Coordinator I/II (underfill as Theater Technical Specialist II)	1.0	5,919	7,961	Rep	NE
Community Services Subtotal:	32.0				

Total By Department	Positions
City Council	5.0
City Manager	6.0
Economic Development	5.0
City Clerk	5.0
Human Resources	7.0
Finance	16.0
Information Technology	17.2
Community Development	33.0
Public Works	64.0
Fire	6.0
Community Services	32.0
Total Authorized/Funded Positions:	196.2
Total of Authorized/Unfunded Positions:	6.0
Total Authorized Positions:	202.2

**** Bargaining Units:**

Rep = Represented

MCP = Management/Confidential

Exec = Executive

Authorized/Unfunded positions:					
<u>Community Development - Planning</u>					
Principal Planner	1.0	10,449	14,759	MCP	E
<u>Community Services</u>					
Community Services Manager	2.0	10,709	15,129	MCP	E
Community Services Superintendent	1.0	11,820	16,699	MCP	E
Community Services Supervisor I/II	2.0	6,864	9,233	Rep	NE
Limited Term Assignment Positions:					
<u>COMMUNITY SERVICES</u>					
Management Assistant	1.0	5,919	7,576	Rep	NE
<u>HUMAN RESOURCES</u>					
Administrative Assistant (Confidential)	1.0	5,496	7,769	MCP	NE
Human Resources Technician I/II	1.0	5,637	8,365	MCP	NE
Senior Management Analyst	1.0	8,365	11,820	MCP	E
<u>INFORMATION TECHNOLOGY</u>					
Office Specialist I/II - PM	1.0	4,401	5,919	Rep	NE

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
ADMINISTRATIVE																		
Executive Assistant II	4	950-004	Hourly	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60
			Monthly	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00
			Annually	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00
Executive Assistant I	4	951-004	Hourly	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96
			Monthly	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40
			Annually	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80
Senior Administrative Assistant	4	952-004	Hourly	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47
			Monthly	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80
			Annually	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60
Administrative Assistant	3	953-003	Hourly	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82
			Monthly	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80
			Annually	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60
Senior Office Specialist	2	954-002	Hourly	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61
			Monthly	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40
			Annually	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80
Office Specialist II	1	955-001	Hourly	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70
			Monthly	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67
			Annually	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00
Office Specialist I	1	956-001	Hourly	25.39	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89
			Monthly	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93
			Annually	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20
Office Aide	1	959-001	Hourly	19.84	20.33	20.84	21.37	21.90	22.44	23.00	23.58	24.16	24.77	25.39	26.04	26.68	27.35	28.03
			Monthly	3,438.93	3,523.87	3,612.27	3,704.13	3,796.00	3,889.60	3,986.67	4,087.20	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53
			Annually	41,267.20	42,286.40	43,347.20	44,449.60	45,552.00	46,675.20	47,840.00	49,046.40	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40
ANALYST																		
Principal Management Analyst	7	901-007	Hourly	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26
			Monthly	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07
			Annually	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80
Senior Management Analyst	6	902-006	Hourly	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19
			Monthly	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60
			Annually	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20
Management Analyst	5	903-005	Hourly	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79
			Monthly	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27
			Annually	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20
Management Assistant	4	904-004	Hourly	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26
			Monthly	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07
			Annually	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80
Management Aide III	3	905-003	Hourly	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71
			Monthly	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40
			Annually	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80
Management Aide II	2	906-002	Hourly	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60
			Monthly	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00
			Annually	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00
Management Aide I	1	907-001	Hourly	25.39	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89
			Monthly	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93
			Annually	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20
Intern	1	908-001	Hourly	18.88	19.35	19.84	20.33	20.84	21.37	21.90	22.44	23.00	23.58	24.16				
			Monthly	3,272.53	3,354.00	3,438.93	3,523.87	3,612.27	3,704.13	3,796.00	3,889.60	3,986.67	4,087.20	4,187.73				
			Annually	39,270.40	40,248.00	41,267.20	42,286.40	43,347.20	44,449.60	45,552.00	46,675.20	47,840.00	49,046.40	50,252.80				

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
COMMUNITY DEVELOPMENT																		
Director of Community Development	8	300-008	Hourly	94.00	96.34	98.77	101.22	103.75	106.35	109.00	111.73	114.52	117.39	120.32	123.33	126.41	129.57	132.82
			Monthly	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33	19,366.53	19,850.13	20,347.60	20,855.47	21,377.20	21,911.07	22,458.80	23,022.13
			Annually	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00	232,398.40	238,201.60	244,171.20	250,265.60	256,526.40	262,932.80	269,505.60	276,265.60
Asst Dir. of Community Development	7	330-007	Hourly	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77	101.22	103.75	106.35	109.00
			Monthly	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33
			Annually	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00
COMMUNITY DEVELOPMENT - BUILDING & SAFETY																		
Building Official	7	331-007	Hourly	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77
			Monthly	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13
			Annually	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60
Field Supervisor - Building	4	330-004	Hourly	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90					
			Monthly	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60				
			Annually	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20				
Plan Checker	4	308-004	Hourly	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19				
			Monthly	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60				
			Annually	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20				
Senior Building Inspector	3	332-003	Hourly	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78				
			Monthly	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53				
			Annually	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40				
Building Inspector II	2	333-002	Hourly	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96				
			Monthly	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73				
			Annually	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80				
Building Inspector I	1	334-001	Hourly	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71				
			Monthly	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73				
			Annually	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80				
COMMUNITY DEVELOPMENT - CODE ENFORCEMENT																		
Code Enforcement Manager	5	339-005	Hourly	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90
			Monthly	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00
			Annually	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00
Field Supervisor - Code Enforcement	4	343-004	Hourly	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36				
			Monthly	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40				
			Annually	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80				
Senior Code Enforcement Officer	3	340-003	Hourly	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96				
			Monthly	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40				
			Annually	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80				
Code Enforcement Officer II	2	341-002	Hourly	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08				
			Monthly	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53				
			Annually	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40				
Code Enforcement Officer I	1	342-001	Hourly	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65				
			Monthly	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67				
			Annually	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00				

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
COMMUNITY DEVELOPMENT - PLANNING																		
Planning Manager	7	301-007	Hourly	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00
			Monthly	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33
			Annually	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00
Principal Planner	6	302-006	Hourly	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15
			Monthly	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33
			Annually	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00
Senior Planner	5	303-005	Hourly	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15
			Monthly	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67
			Annually	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00
Associate Planner II	4	304-004	Hourly	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31				
			Monthly	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73				
			Annually	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80				
Associate Planner I	3	305-003	Hourly	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36				
			Monthly	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40				
			Annually	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80				
Assistant Planner	2	306-002	Hourly	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47				
			Monthly	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80				
			Annually	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60				
Planning Technician	1	307-001	Hourly	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82				
			Monthly	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80				
			Annually	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60				
COMMUNITY DEVELOPMENT - SERVICES																		
CommDev Processing Supervisor	4	320-004	Hourly	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79				
			Monthly	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27				
			Annually	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20				
Senior CommDev Technician	3	321-003	Hourly	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27				
			Monthly	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47				
			Annually	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60				
CommDev Technician II	2	322-002	Hourly	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26				
			Monthly	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07				
			Annually	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80				
CommDev Technician I	1	323-001	Hourly	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71				
			Monthly	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40				
			Annually	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80				

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
CITY CLERK																		
Director of Legislative Affairs/City Clerk	8	500-008	Hourly	91.70	94.00	96.34	98.77	101.22	103.75	106.35	109.00	111.73	114.52	117.39	120.32	123.33	126.41	129.57
			Monthly	15,894.67		16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33	19,366.53	19,850.13	20,347.60	20,855.47	21,377.20	21,911.07	22,458.80
			Annually	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00	232,398.40	238,201.60	244,171.20	250,265.60	256,526.40	262,932.80	269,505.60
Assistant City Clerk	7	501-007	Hourly	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08
			Monthly	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20
			Annually	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40
Deputy City Clerk	7	502-007	Hourly	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52
			Monthly	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13
			Annually	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60
Records Manager	6	510-006	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40
Records Supervisor	4	511-004	Hourly	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65				
			Monthly	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67				
			Annually	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00				
Senior Records Coordinator	3	512-003	Hourly	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64				
			Monthly	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60				
			Annually	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20				
Records Coordinator	2	513-002	Hourly	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01				
			Monthly	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40				
			Annually	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80				
Records Technician	1	514-001	Hourly	24.77	25.39	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71				
			Monthly	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40				
			Annually	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80				
CITY MANAGER																		
City Manager (per Employment Contract)	9	100-009	Hourly															178.37
			Monthly	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	30,917.87
			Annually															371,014.39
Assistant City Manager	8	101-008	Hourly	113.72	116.57	119.49	122.48	125.55	128.68	131.89	135.19	138.58	142.03	145.59	149.24	152.97	156.79	160.70
			Monthly	19,711.47	20,205.47	20,711.60	21,229.87	21,762.00	22,304.53	22,860.93	23,432.93	24,020.53	24,618.53	25,235.60	25,868.27	26,514.80	27,176.93	27,854.67
			Annually	236,537.60	242,465.60	248,539.20	254,758.40	261,144.00	267,654.40	274,331.20	281,195.20	288,246.40	295,422.40	302,827.20	310,419.20	318,177.60	326,123.20	334,256.00
Deputy City Manager	8	102-008	Hourly	103.40	105.98	108.62	111.35	114.12	116.98	119.91	122.90	125.97	129.13	132.36	135.66	139.06	142.53	146.10
			Monthly	17,922.67	18,369.87	18,827.47	19,300.67	19,780.80	20,276.53	20,784.40	21,302.67	21,834.80	22,382.53	22,942.40	23,514.40	24,103.73	24,705.20	25,324.00
			Annually	215,072.00	220,438.40	225,929.60	231,608.00	237,369.60	243,318.40	249,412.80	255,632.00	262,017.60	268,590.40	275,308.80	282,172.80	289,244.80	296,462.40	303,888.00
Assistant to the City Manager	8	103-008	Hourly	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77	101.22	103.75	106.35	109.00
			Monthly	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33
			Annually	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00
Economic Development Manager	6	120-006	Hourly	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47
			Monthly	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13
			Annually	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
COMMUNITY SERVICES																		
Director of Community Services	8	600-008	Hourly	91.70	94.00	96.34	98.77	101.22	103.75	106.35	109.00	111.73	114.52	117.39	120.32	123.33	126.41	129.57
			Monthly	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33	19,366.53	19,850.13	20,347.60	20,855.47	21,377.20	21,911.07	22,458.80
			Annually	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00	232,398.40	238,201.60	244,171.20	250,265.60	256,526.40	262,932.80	269,505.60
Asst Director of Community Services	7	601-007	Hourly	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77	101.22	103.75	106.35
			Monthly	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00
			Annually	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00
Community Services Superintendent	6	602-006	Hourly	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34
			Monthly	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93
			Annually	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20
Community Services Manager	5	603-005	Hourly	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28
			Monthly	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53
			Annually	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40
Community Services Supervisor II	4	610-004	Hourly	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27				
			Monthly	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47				
			Annually	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60				
Community Services Supervisor I	4	611-004	Hourly	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71				
			Monthly	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73				
			Annually	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80				
Community Services Coordinator II	3	612-003	Hourly	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93				
			Monthly	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20				
			Annually	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40				
Community Services Coordinator I	3	613-003	Hourly	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71				
			Monthly	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40				
			Annually	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80				
Community Services Specialist II	2	614-002	Hourly	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60				
			Monthly	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00				
			Annually	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00				
Community Services Specialist I	2	615-002	Hourly	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70				
			Monthly	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67				
			Annually	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00				
Community Services Assistant	1	616-001	Hourly	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89				
			Monthly	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93				
			Annually	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20				
Senior Recreation Leader	1	617-001	Hourly	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32				
			Monthly	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47				
			Annually	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60				
Recreation Leader	1	618-001	Hourly	24.16	24.77	25.39	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95				
			Monthly	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67				
			Annually	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00				
Recreation Assistant	1	619-001	Hourly	22.44	23.00	23.58	24.16	24.77	25.39	26.04	26.68	27.35	28.03	28.74				
			Monthly	3,889.60	3,986.67	4,087.20	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60				
			Annually	46,675.20	47,840.00	49,046.40	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20				

CITY OF TEMECULA
SALARY SCHEDULE
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				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
COMMUNITY SERVICES - AQUATICS																		
Lead Lifeguard	2	623-002	Hourly	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32				
			Monthly	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47				
			Annually	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60				
Senior Lifeguard	1	624-001	Hourly	24.16	24.77	25.39	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95				
			Monthly	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67				
			Annually	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00				
Lifeguard	1	625-001	Hourly	22.44	23.00	23.58	24.16	24.77	25.39	26.04	26.68	27.35	28.03	28.74				
			Monthly	3,889.60	3,986.67	4,087.20	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60				
			Annually	46,675.20	47,840.00	49,046.40	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20				
Water Safety Instructor	1	626-001	Hourly	22.44	23.00	23.58	24.16	24.77	25.39	26.04	26.68	27.35	28.03	28.74				
			Monthly	3,889.60	3,986.67	4,087.20	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60				
			Annually	46,675.20	47,840.00	49,046.40	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20				
COMMUNITY SERVICES - DAY CAMP																		
Day Camp Director	1	654-001	Hourly	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01				
			Monthly	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40				
			Annually	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80				
Assistant Day Camp Director	1	655-001	Hourly	24.77	25.39	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71				
			Monthly	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40				
			Annually	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80				
Day Camp Counselor	1	656-001	Hourly	22.44	23.00	23.58	24.16	24.77	25.39	26.04	26.68	27.35	28.03	28.74				
			Monthly	3,889.60	3,986.67	4,087.20	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60				
			Annually	46,675.20	47,840.00	49,046.40	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20				
COMMUNITY SERVICES - THEATER																		
Theater Technical Coordinator II	3	640-003	Hourly	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93				
			Monthly	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20				
			Annually	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40				
Theater Technical Coordinator I	3	641-003	Hourly	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71				
			Monthly	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40				
			Annually	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80				
Theater Technical Specialist II	2	642-002	Hourly	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60				
			Monthly	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00				
			Annually	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00				
Theater Technical Specialist I	2	643-002	Hourly	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70				
			Monthly	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67				
			Annually	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00				
Theater Technical Assistant	1	644-001	Hourly	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15				
			Monthly	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33				
			Annually	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00				
FINANCE																		
Director of Finance	8	200-008	Hourly	94.00	96.34	98.77	101.22	103.75	106.35	109.00	111.73	114.52	117.39	120.32	123.33	126.41	129.57	132.82
			Monthly	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33	19,366.53	19,850.13	20,347.60	20,855.47	21,377.20	21,911.07	22,458.80	23,022.13
			Annually	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00	232,398.40	238,201.60	244,171.20	250,265.60	256,526.40	262,932.80	269,505.60	276,265.60
Assistant Director of Finance	7	201-007	Hourly	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77	101.22	103.75	106.35	109.00
			Monthly	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33
			Annually	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00
Fiscal Services Manager	6	202-006	Hourly	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47
			Monthly	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13
			Annually	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60
Finance Manager	5	204-005	Hourly	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15
			Monthly	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67
			Annually	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00

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Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
FINANCE - ACCOUNTING																		
Senior Accountant	4	240-004	Hourly	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90
			Monthly	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00
			Annually	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00
Accountant II	3	241-003	Hourly	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31
			Monthly	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73
			Annually	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80
Accountant I	3	242-003	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40
FINANCE - ACCOUNTING SUPPORT																		
Accounting Support Supervisor	4	250-004	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40
Senior Accounting Technician	3	251-003	Hourly	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60
			Monthly	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00
			Annually	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00
Accounting Technician II	2	252-002	Hourly	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47
			Monthly	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80
			Annually	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60
Accounting Technician I	2	253-002	Hourly	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08
			Monthly	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53
			Annually	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40
Accounting Assistant	1	254-001	Hourly	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65
			Monthly	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67
			Annually	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00
Cashier	1	230-001	Hourly	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64				
			Monthly	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60				
			Annually	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20				
FINANCE - BUSINESS LICENSE																		
Business License Supervisor	4	260-004	Hourly	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96				
			Monthly	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40				
			Annually	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80				
Senior Business License Technician	3	261-003	Hourly	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08				
			Monthly	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53				
			Annually	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40				
Business License Technician	2	262-002	Hourly	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65				
			Monthly	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67				
			Annually	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00				
Business License Assistant	1	263-001	Hourly	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64				
			Monthly	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60				
			Annually	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20				

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
FINANCE - PAYROLL																		
Payroll Manager	5	220-005	Hourly	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64
			Monthly	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60
			Annually	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20
Payroll Administrator	4	222-004	Hourly	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91
			Monthly	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07
			Annually	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80
Payroll Supervisor	4	221-004	Hourly	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78
			Monthly	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53
			Annually	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40
Senior Payroll Coordinator	3	223-003	Hourly	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96
			Monthly	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73
			Annually	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80
Payroll Coordinator	2	224-002	Hourly	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71
			Monthly	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73
			Annually	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80
Payroll Technician	1	225-001	Hourly	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93
			Monthly	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20
			Annually	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40
FINANCE - PURCHASING																		
Purchasing Manager	5	203-005	Hourly	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52
			Monthly	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13
			Annually	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60
Purchasing Supervisor	4	204-004	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60				
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00				
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00				
Senior Buyer	3	205-003	Hourly	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47				
			Monthly	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80				
			Annually	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60				
Buyer II	2	206-002	Hourly	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82				
			Monthly	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80				
			Annually	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60				
Buyer I	2	207-002	Hourly	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65				
			Monthly	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67				
			Annually	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00				
Purchasing Assistant	1	208-001	Hourly	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64				
			Monthly	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60				
			Annually	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20				

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Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
FIRE - EMERGENCY MANAGEMENT																		
Emergency Manager	7	360-007	Hourly	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64
			Monthly	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60
			Annually	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20
FIRE - PREVENTION																		
Field Supervisor - Fire	4	353-004	Hourly	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08				
			Monthly	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20				
			Annually	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40				
Senior Fire Inspector	4	350-003	Hourly	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64				
			Monthly	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60				
			Annually	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20				
Fire Inspector II	2	351-002	Hourly	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91				
			Monthly	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07				
			Annually	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80				
Fire Inspector I	1	352-001	Hourly	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79				
			Monthly	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27				
			Annually	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20				
HUMAN RESOURCES																		
Director of HR/Risk Management	8	800-008	Hourly	91.70	94.00	96.34	98.77	101.22	103.75	106.35	109.00	111.73	114.52	117.39	120.32	123.33	126.41	129.57
			Monthly	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33	19,366.53	19,850.13	20,347.60	20,855.47	21,377.20	21,911.07	22,458.80
			Annually	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00	232,398.40	238,201.60	244,171.20	250,265.60	256,526.40	262,932.80	269,505.60
Asst Director of HR/Risk Management	7	801-007	Hourly	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77	101.22
			Monthly	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80
			Annually	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60
HR Manager	6	802-006	Hourly	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28
			Monthly	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53
			Annually	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40
Risk Manager	6	803-006	Hourly	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28
			Monthly	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53
			Annually	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40
HR Supervisor	4	804-004	Hourly	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79
			Monthly	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27
			Annually	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20
Senior HR Technician	3	805-003	Hourly	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27
			Monthly	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47
			Annually	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60
HR Technician II	2	806-002	Hourly	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26
			Monthly	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07
			Annually	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80
HR Technician I	2	807-002	Hourly	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93
			Monthly	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20
			Annually	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40
HR Assistant	1	808-001	Hourly	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61
			Monthly	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40
			Annually	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
INFORMATION TECHNOLOGY																		
Director of IT/Support Services	8	700-008	Hourly	91.70	94.00	96.34	98.77	101.22	103.75	106.35	109.00	111.73	114.52	117.39	120.32	123.33	126.41	129.57
			Monthly	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33	19,366.53	19,850.13	20,347.60	20,855.47	21,377.20	21,911.07	22,458.80
			Annually	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00	232,398.40	238,201.60	244,171.20	250,265.60	256,526.40	262,932.80	269,505.60
Asst Director of IT/Support Services	7	701-007	Hourly	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77	101.22	103.75	106.35
			Monthly	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00
			Annually	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00
IT Manager	6	702-006	Hourly	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34
			Monthly	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,894.67	16,293.33	16,698.93	16,998.93
			Annually	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20
IT Administrator	5	703-005	Hourly	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28
			Monthly	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53
			Annually	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40
IT Supervisor	4	704-004	Hourly	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52
			Monthly	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13
			Annually	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60
Senior IT Specialist	3	705-003	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40
IT Specialist II	2	706-002	Hourly	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60
			Monthly	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00
			Annually	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00
IT Specialist I	2	707-002	Hourly	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96
			Monthly	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40
			Annually	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80
IT Technician II	1	708-001	Hourly	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08
			Monthly	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53
			Annually	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40
IT Technician I	1	709-001	Hourly	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82
			Monthly	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80
			Annually	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60
INFORMATION TECHNOLOGY - SUPPORT SERVICES																		
Support Services Supervisor	4	720-004	Hourly	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70				
			Monthly	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67				
			Annually	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00				
Senior Support Services Technician	3	721-003	Hourly	26.68	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15				
			Monthly	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33				
			Annually	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00				
Support Services Technician	2	722-002	Hourly	24.16	24.77	25.39	26.04	26.68	27.35	28.03	28.74	29.45	30.18	30.95				
			Monthly	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67				
			Annually	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00				
Support Services Assistant	1	723-001	Hourly	21.90	22.44	23.00	23.58	24.16	24.77	25.39	26.04	26.68	27.35	28.03				
			Monthly	3,796.00	3,889.60	3,986.67	4,087.20	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53				
			Annually	45,552.00	46,675.20	47,840.00	49,046.40	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40				

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps										MCP Only				
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
MEDIA/MARKETING																		
Multimedia Coordinator	3	921-004	Hourly	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27				
			Monthly	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47				
			Annually	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60				
Multimedia Specialist II	2	922-003	Hourly	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26				
			Monthly	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07				
			Annually	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80				
Multimedia Specialist I	2	923-002	Hourly	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93				
			Monthly	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20				
			Annually	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40				
Multimedia Assistant	1	924-001	Hourly	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71				
			Monthly	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40				
			Annually	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80				
PUBLIC WORKS																		
Director of PW/City Engineer	8	400-008	Hourly	94.00	96.34	98.77	101.22	103.75	106.35	109.00	111.73	114.52	117.39	120.32	123.33	126.41	129.57	132.82
			Monthly	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33	19,366.53	19,850.13	20,347.60	20,855.47	21,377.20	21,911.07	22,458.80	23,022.13
			Annually	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00	232,398.40	238,201.60	244,171.20	250,265.60	256,526.40	262,932.80	269,505.60	276,265.60
Assistant Director of Public Works	7	400-007	Hourly	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77	101.22	103.75	106.35	109.00	111.73	114.52	117.39
			Monthly	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80	17,983.33	18,434.00	18,893.33	19,366.53	19,850.13	20,347.60
			Annually	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60	215,800.00	221,208.00	226,720.00	232,398.40	238,201.60	244,171.20
Program Manager	7	402-007	Hourly	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26
			Monthly	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07
			Annually	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80
PUBLIC WORKS - CUSTODIAL																		
Custodian II	2	460-002	Hourly	23.00	23.58	24.16	24.77	25.39	26.04	26.68	27.35	28.03	28.74	29.45				
			Monthly	3,986.67	4,087.20	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53	4,740.67	4,858.53	4,981.60	5,104.67				
			Annually	47,840.00	49,046.40	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40	56,888.00	58,302.40	59,779.20	61,256.00				
Custodian I	1	461-001	Hourly	20.84	21.37	21.90	22.44	23.00	23.58	24.16	24.77	25.39	26.04	26.68				
			Monthly	3,612.27	3,704.13	3,796.00	3,889.60	3,986.67	4,087.20	4,187.73	4,293.47	4,400.93	4,513.60	4,624.53				
			Annually	43,347.20	44,449.60	45,552.00	46,675.20	47,840.00	49,046.40	50,252.80	51,521.60	52,811.20	54,163.20	55,494.40				

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
PUBLIC WORKS - ENGINEERING																		
Principal Civil Engineer	6	402-006	Hourly	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77	101.22
			Monthly	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13	17,544.80
			Annually	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60	210,537.60
Senior Civil Engineer	5	403-005	Hourly	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70
			Monthly	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67
			Annually	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00
Associate Civil Engineer	4	404-004	Hourly	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43				
			Monthly	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87				
			Annually	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40				
Associate Engineer II	4	405-004	Hourly	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90				
			Monthly	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00				
			Annually	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00				
Associate Engineer I	3	406-003	Hourly	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31				
			Monthly	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73				
			Annually	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80				
Assistant Engineer II	2	407-002	Hourly	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36				
			Monthly	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40				
			Annually	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80				
Assistant Engineer I	2	408-002	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60				
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00				
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00				
Engineering Technician II	1	409-001	Hourly	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47				
			Monthly	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80				
			Annually	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60				
Engineering Technician I	1	410-001	Hourly	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08				
			Monthly	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53				
			Annually	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40				
PUBLIC WORKS - INSPECTIONS																		
Supervising PW Inspector	4	420-004	Hourly	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52				
			Monthly	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13				
			Annually	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60				
Senior PW Inspector	3	421-003	Hourly	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28				
			Monthly	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53				
			Annually	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40				
PW Inspector II	2	422-002	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60				
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00				
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00				
PW Inspector I	1	423-001	Hourly	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47				
			Monthly	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80				
			Annually	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60				
PUBLIC WORKS - MAINTENANCE																		
Maintenance Manager	7	430-007	Hourly	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47	91.70	94.00	96.34	98.77
			Monthly	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13	15,894.67	16,293.33	16,698.93	17,120.13
			Annually	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60	190,736.00	195,520.00	200,387.20	205,441.60
Maintenance Superintendent	6	431-006	Hourly	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05	83.08	85.15	87.28	89.47
			Monthly	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67	14,400.53	14,759.33	15,128.53	15,508.13
			Annually	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00	172,806.40	177,112.00	181,542.40	186,097.60

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
PUBLIC WORKS - LANDSCAPE																		
Maintenance Supervisor - Landscape	5	443-005	Hourly	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43
			Monthly	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	
			Annually	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40
Field Supervisor - Landscape	4	444-004	Hourly	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28				
			Monthly	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53				
			Annually	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40				
Senior Landscape Inspector	3	440-003	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60				
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00				
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00				
Landscape Inspector II	2	441-002	Hourly	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47				
			Monthly	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80				
			Annually	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60				
Landscape Inspector I	1	442-001	Hourly	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82				
			Monthly	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80				
			Annually	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60				
PUBLIC WORKS - PARKS & TRAILS																		
Parks & Trails Supervisor	4	490-004	Hourly	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36				
			Monthly	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40				
			Annually	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80				
Senior Parks & Trails Specialist	3	491-003	Hourly	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96				
			Monthly	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40				
			Annually	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80				
Parks & Trails Specialist II	2	492-002	Hourly	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08				
			Monthly	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53				
			Annually	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40				
Parks & Trails Specialist I	1	493-001	Hourly	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65				
			Monthly	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67				
			Annually	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00				
PUBLIC WORKS - STREETS/PARKS																		
Maintenance Supervisor - Streets/Parks	5	432-005	Hourly	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19
			Monthly	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60
			Annually	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20
Field Supervisor - Streets/Parks	4	433-004	Hourly	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08				
			Monthly	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53				
			Annually	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40				
Lead Maintenance Worker - Streets/Parks	3	434-003	Hourly	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65				
			Monthly	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67				
			Annually	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00				
Maintenance Worker II - Streets/Parks	2	435-002	Hourly	30.18	30.95	31.71	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64				
			Monthly	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60				
			Annually	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20				
Maintenance Worker I - Streets/Parks	1	436-001	Hourly	27.35	28.03	28.74	29.45	30.18	30.95	31.71	32.52	33.32	34.15	35.01				
			Monthly	4,740.67	4,858.53	4,981.60	5,104.67	5,231.20	5,364.67	5,496.40	5,636.80	5,775.47	5,919.33	6,068.40				
			Annually	56,888.00	58,302.40	59,779.20	61,256.00	62,774.40	64,376.00	65,956.80	67,641.60	69,305.60	71,032.00	72,820.80				

CITY OF TEMECULA
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				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
PUBLIC WORKS - FACILITIES																		
Maintenance Supervisor - Facilities	5	432-005	Hourly	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19
			Monthly	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60
			Annually	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20
Field Supervisor - Facilities	4	472-004	Hourly	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96				
			Monthly	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73				
			Annually	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80				
Lead Maintenance Worker - Facilities	3	473-003	Hourly	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71				
			Monthly	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73				
			Annually	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80				
Maintenance Worker II - Facilities	2	474-002	Hourly	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93				
			Monthly	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20				
			Annually	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40				
Maintenance Worker I - Facilities	1	475-001	Hourly	32.52	33.32	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61				
			Monthly	5,636.80	5,775.47	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40				
			Annually	67,641.60	69,305.60	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80				
PUBLIC WORKS - TRADES																		
Maintenance Supervisor - Trades	5	482-005	Hourly	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64
			Monthly	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60
			Annually	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20
Field Supervisor - Trades	4	483-004	Hourly	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79				
			Monthly	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27				
			Annually	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20				
Lead Maintenance Worker - Trades	3	484-003	Hourly	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27				
			Monthly	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47				
			Annually	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60				
Maintenance Worker II - Trades	2	485-002	Hourly	37.70	38.64	39.60	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26				
			Monthly	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07				
			Annually	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80				
Maintenance Worker I - Trades	1	486-001	Hourly	34.15	35.01	35.89	36.78	37.70	38.64	39.60	40.60	41.61	42.65	43.71				
			Monthly	5,919.33	6,068.40	6,220.93	6,375.20	6,534.67	6,697.60	6,864.00	7,037.33	7,212.40	7,392.67	7,576.40				
			Annually	71,032.00	72,820.80	74,651.20	76,502.40	78,416.00	80,371.20	82,368.00	84,448.00	86,548.80	88,712.00	90,916.80				

CITY OF TEMECULA
SALARY SCHEDULE
EFFECTIVE June 27, 2026
Adopted by City Council on June 9, 2026

				Salary Steps											MCP Only			
Class Family / Title	Level	Class Code	Time Base	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00
PUBLIC WORKS - TRAFFIC SIGNALS																		
Maintenance Supervisor - Signals	5	453-005	Hourly	57.36	58.79	60.28	61.78	63.31	64.91	66.52	68.19	69.90	71.64	73.43	75.26	77.15	79.08	81.05
			Monthly	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13	11,819.60	12,116.00	12,417.60	12,727.87	13,045.07	13,372.67	13,707.20	14,048.67
			Annually	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60	141,835.20	145,392.00	149,011.20	152,734.40	156,540.80	160,472.00	164,486.40	168,584.00
Field Supervisor - Signals	4	454-004	Hourly	51.96	53.27	54.60	55.96	57.36	58.79	60.28	61.78	63.31	64.91	66.52				
			Monthly	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53	10,708.53	10,973.73	11,251.07	11,530.13				
			Annually	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40	128,502.40	131,684.80	135,012.80	138,361.60				
Senior Signal Technician	3	450-003	Hourly	47.08	48.26	49.47	50.71	51.96	53.27	54.60	55.96	57.36	58.79	60.28				
			Monthly	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00	9,699.73	9,942.40	10,190.27	10,448.53				
			Annually	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00	116,396.80	119,308.80	122,283.20	125,382.40				
Signal Technician II	2	451-002	Hourly	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96	53.27	54.60				
			Monthly	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40	9,233.47	9,464.00				
			Annually	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80	110,801.60	113,568.00				
Signal Technician I	2	452-002	Hourly	40.60	41.61	42.65	43.71	44.82	45.93	47.08	48.26	49.47	50.71	51.96				
			Monthly	7,037.33	7,212.40	7,392.67	7,576.40	7,768.80	7,961.20	8,160.53	8,365.07	8,574.80	8,789.73	9,006.40				
			Annually	84,448.00	86,548.80	88,712.00	90,916.80	93,225.60	95,534.40	97,926.40	100,380.80	102,897.60	105,476.80	108,076.80				
ELECTED OFFICIAL - CITY COUNCIL																		
Council Member			Monthly	1,900.00														
(Compensation established by vote/ordinance)																		

AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF TEMECULA AND
LUCAS WATSON

This employment agreement ("Agreement") is entered into by the City of Temecula ("City") and Lucas Watson, Assistant City Manager ("Employee"), each a "Party" and collectively the "Parties." In addition to the terms and conditions of this Agreement, employee is a participant in the City's Management Compensation Plan and entitled to the benefits provided therewith.

Recitals

City desires to employ Employee as an at-will employee in the position of Assistant City Manager. Employee desires to be the Assistant City Manager and acknowledges that such employment is at-will and that either Party may lawfully terminate employment at any time with or without cause.

Employee agrees that they have no property interest in continued employment and shall not be provided with any right to a pre-disciplinary hearing or to appeal any determination by the City that employee be terminated.

The City desires, and Employee agrees that Employee shall serve at the will of the City as managed and determined by the City Manager, unless or until this Agreement is terminated.

NOW THEREFORE, the City agrees to hire Employee, subject to the terms and conditions identified below.

AGREEMENT

Section 1: TERM

This Agreement shall become effective retroactively to March 7, 2026, corresponding with Employee's appointment to the position of Assistant City Manager, and shall remain in full force and effect unless or until terminated by either Party. Any severance provided in Section 8 is a post-employment benefit and does not create any expectation of continued employment for any period of time.

Section 2: DUTIES

- A. City engages Employee as the Assistant City Manager to perform the functions and duties specified in the Classification Specification for the position (Attachment "A", incorporated herein by this reference), as the same may be modified by the City Manager, and to perform such other legally permissible and proper duties and functions as the City Manager shall assign.
- B. Employee agrees that to the best of their ability and experience that they will at all times conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City

of Temecula and the laws and regulations of the State of California and the United States.

- C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Manager, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement. Employee's job classification is exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) or California law, based on the executive/administrative nature of the position and salary.

Section 3: AT-WILL EMPLOYMENT

Employee is an at-will employee and serves at the will and pleasure of the City through the City Manager. The City and employee each retain the option of terminating the employment relationship between them at any time, for any reason, subject to the provisions in Section 8.

Section 4: EXCLUSIVE EMPLOYMENT

Employee agrees to focus their professional time, ability and attention to City business during the term of this Agreement. Consequently, Employee agrees not to engage in any other business pursuits, whatsoever, directly or indirectly, render any services of a business, commercial, or professional nature to any other person or organization, for compensation, without the prior written consent of the City Manager. This does not preclude Employee from volunteering their services to other entities or individuals as long as such volunteer services are not in conflict or significantly interfere with the services to be provided by Employee under this Agreement. Employee shall comply with all applicable state and local conflict-of-interest, incompatible activities, and ethics codes or policies.

Section 5: COMPENSATION

As compensation for the services to be rendered by Employee, City agrees to pay Employee a base salary of \$324,521.60 per year effective March 7, 2026, payable in twenty-six biweekly installments on the City's regular payroll schedule and subject to customary withholding. Effective July 1, 2026, Employee's base salary shall be adjusted to \$334,256.00 per year pursuant to the cost-of-living adjustment approved by the City Council. Salary adjustments (merit increases), if any, during the term of this Agreement shall be at the sole discretion of the City Manager based upon the evaluation of Employee's job performance and within the base salary range established or otherwise approved by the City Council. Any and all adjustments shall be in accordance with City personnel policies and procedures.

Section 6: PERFORMANCE EVALUATION

At least annually, the City Manager or their designee will review and evaluate the performance of Employee as the Assistant City Manager. The purpose of the review shall be to provide the Employee with feedback on the performance of their duties; progress in meeting, achieving, or exceeding the City Council or City Manager's defined goals, objectives, priorities, activities, and programs; and to identify areas requiring improvement and how such improvement may be

accomplished. Failure of the City to provide a performance evaluation for Employee shall not limit the City's ability to terminate this Agreement, as provided herein.

Section 7: **BENEFITS**

A. Retirement

As an employee of the City of Temecula, Employee will be enrolled in the California Public Employees Retirement System (CalPERS) retirement plan, in the applicable miscellaneous plan for this job classification, as determined by CalPERS and City resolutions in effect from time to time, as such plan may be amended by the City Council. The specific benefit formula and employee contribution rate shall be those applicable to Employee's CalPERS membership status (*i.e.*, "classic" or "PEPRA") under CalPERS rules.

B. Automobile Allowance

Employee shall receive a monthly automobile allowance of \$400 in lieu of mileage reimbursement, except as otherwise provided in the Auto Allowance Administrative Guideline. Auto allowance will only be provided when Employee is in an active, paid status and will be discontinued during any period of unpaid leave in a manner consistent with Section 19.1 of the Management Compensation Plan. Employee will not receive auto allowance while on end-of-service leave.

C. Retention Benefit

If the City's General Fund Reserves are fully funded at the then-established standards of the City Council, the City's Retention Benefit outlined in this section may be offered to Employee at the discretion of the City Manager.

After completing five years of executive service with the City, if Employee has achieved the highest possible overall performance rating on three out of their last five annual performance evaluations, they shall be eligible to receive a Retention Benefit in an amount equal to the then-applicable maximum normal annual contribution limit to an Internal Revenue Code Section 457(b) Deferred Compensation Plan. This amount shall be paid as income in twenty-six biweekly installments on the City's normal payroll schedule, subject to customary withholding. Employee may elect to place these funds in a City-sponsored Internal Revenue Code Section 457(b) Deferred Compensation Plan as allowable by law. If Employee's employment with the City should end prior to the full distribution of a Retention Benefit, Employee shall be paid for all earned Retention Benefit disbursements not yet received at the time Employee receives their final paycheck.

D. Other Executive Management benefits

Unless otherwise specified, Employee shall receive all benefits specified in the City's Management Compensation Plan for Management Staff, which may be amended, modified, or terminated at any time and without prior notice by City, subject to applicable law.

Section 8: TERMINATION AND SEVERANCE PAY

A. Termination Without Cause, Severance Agreement

City may terminate Employee at any time without cause by providing Employee written notice thereof together with the applicable Severance Payment, provided for below.

If Employee is terminated without cause, or the City requests Employee's resignation, Employee shall be provided a Severance Payment equal to six months of their normal monthly base salary less any and all applicable or legally required deductions. The Severance Payment shall also include the value of all benefits including retirement, cafeteria allotments/health and welfare coverage and any other City-provided benefit excluding leave accruals and automobile allowance payments. The Severance Payment shall be paid in a lump sum on the next available pay date as soon as administratively practicable following the effective date of separation.

B. Termination by Employee

Employee may terminate their employment for any reason, at any time, with or without cause. Employee is encouraged to provide the City with at least thirty days' prior written notice of resignation whenever practicable.

If Employee voluntarily resigns from their employment or retires without a request by the City, the City shall have no obligation to pay any Severance Payment provided in this Section.

C. Termination for Cause

City may immediately terminate Employee's employment with the City and this Agreement at any time by providing written notice of termination for cause to Employee. In the event the Employee is terminated for cause, the City shall have no obligation to pay any Severance Payment provided in this Section.

Termination "for cause" shall include, but is not limited to: (i) conviction of any crime involving an "abuse of office or position" as defined in Government Code Section 53243.4; (ii) conviction of a felony or misdemeanor with a nexus to the workplace; (iii) purposely violating City policies or procedures; (iv) insubordination; (v) willful destruction, theft, misappropriation, or misuse of City property or funds; (vi) intoxication on duty; (x) unexcused absence; (xi) dishonesty, fraud, or misconduct in office; (xii) engaging in unlawful discrimination, harassment, or retaliation; (xiii) gross negligent acts or omissions that materially and adversely impedes or disrupts the operations of the City and/or is detrimental to employees or public safety; (xiv) engaging in willful political activity during working hours while using City resources in violation of Government Code section 3201, *et seq.*; (xv) other failure of good behavior that causes material discredit to the City.

D. Waiver of Administrative Proceedings

Employee expressly waives any right to pre-termination or post-termination disciplinary review or appeal proceedings set forth under the City's Employment Policies or provided under state or federal law, except where such waiver is prohibited.

E. Effect of Termination

Regardless of the form of Employee's termination of employment with the City, Employee shall be paid for all accrued, unused Comprehensive Annual Leave and Executive Leave, as provided for in this Agreement and required by law.

Section 9: EXECUTIVE COMPENSATION LIMITATIONS

A. Abuse of Office Conviction

In the event that Employee is convicted of a crime involving an abuse of their office or position as set forth in Government Code section 53243.4, Employee shall fully reimburse any compensation paid to Employee pursuant to Government Code section 53243.2 Such reimbursed compensation shall include but is not limited to: (i) Paid Administrative Leave paid to Employee during any pending investigation; (ii) provided funds for any criminal defense during Employee's employment with the City; or (iii) any cash settlement, Severance Payment, or any portion thereof related to the termination of Employee's employment with the City.

B. Determination by CalPERS

The City makes no representation or guarantee as to whether any of the compensation or payments in this Agreement are subject to CalPERS service credit or pensionable income, and Employee acknowledges that such determinations by CalPERS are outside of the City's control. Employee assumes full risk as to any action or determination by CalPERS regarding the qualifications of service credit or pensionable income related to the compensation or payments made under this Agreement, and Employee agrees they shall have no recourse against City due to any decision or action by CalPERS.

Section 10: INDEMNIFICATION

Subject to, in accordance with, and to the extent provided by the California Tort Claims Act (Government Code Section 810 *et seq.*), City will indemnify, defend, and hold Employee harmless from and against any action, demand, suit, monetary judgment or other legal or administrative proceeding, and any liability, injury, loss or other damages, arising out of any negligent act or omission occurring during the Term of this Agreement or any extension thereto. The City shall have the discretion to compromise or settle any such claim, demand or action and pay the amount of any settlement or judgment rendered thereon. Notwithstanding the foregoing, City shall have no duty to indemnify, defend, or hold Employee harmless from any criminal proceeding, or with regard to any civil, criminal or administrative proceeding initiated by Employee.

Section 11: GENERAL PROVISIONS

A. Notice

Any notices required by this Agreement shall be in writing and either delivered in person or by first class, certified, return receipt requested US Mail with postage prepaid. Such notice shall be addressed as follows:

TO CITY: City Manager
City of Temecula
41000 Main Street
Temecula, CA 92590

TO EMPLOYEE: Lucas Watson
Most recent address on file in Human Resources.

B. Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the Parties, and construed as a whole, according to its fair meaning. This Agreement shall not be construed against any one party but shall be construed as if jointly prepared by Employee and City. Any uncertainty or ambiguity shall not be construed against any one Party.

All prior oral or written communications understanding or agreements between the Parties, not set forth herein, shall be superseded in total by this Agreement. No amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Manager and approved as to form by the City Attorney.

C. Assignment

This Agreement is not assignable by either the City or Employee.

D. Severability

In the event of any inconsistencies between the rules, policies and regulations of the City, this Agreement shall govern. In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the Parties, the remainder of this Agreement shall remain in full force and effect unless the parts found to be void are wholly inseparable from the remaining portions of this Agreement.

E. Effect of Waiver

The failure of either Party to insist on strict compliance with any of the terms, covenants, or conditions in this Agreement by the other Party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other time or times.

F. Dispute Resolution

Any dispute between the Parties shall be submitted to final and binding arbitration pursuant to the rules of the American Arbitration Association (AAA). The arbitration shall be conducted by a single arbitrator chosen pursuant to AAA rules and shall be conducted pursuant to the AAA rules and the California Arbitration Act. The arbitrator shall have the authority to allow discovery, including depositions, shall render a decision in writing that fully explains the decision, and may award the same categories of relief which may be awarded by a California Superior Court jury or judge.

Parties shall be empowered to present evidence, both oral and documentary, to cross examine

adverse witnesses, and to present argument, both written and oral. Each party shall bear their own attorney's fees and arbitration costs including witness fees, subpoena fees, and other charges incurred at the discretion of the Employee and the Employee's counsel.

The City shall bear the full costs of the arbitrator and all other expenses unique to the arbitration process. The arbitrator may award attorney's fees to the prevailing party if such an award could be made in a California Superior Court. This arbitration provision shall apply to all claims for which arbitration is legally applicable in contract, tort or statute including but not limited to the California Fair Employment and Housing Act, Title VII of the U.S. Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Americans With Disabilities Act, and all other statutes and regulations applicable to the employment relationship.

G. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California and the Parties agree that venue shall be in the County of Riverside.

H. Acknowledgement

Employee acknowledges that they have had the opportunity to consult legal counsel in regard to this Agreement, and that Employee has read and understands this Agreement and is fully aware of its legal effect. Employee represents that they have entered into this Agreement freely and voluntarily and based on Employee's own judgment and not on any representations or promises other than those contained in this Agreement.

I. Effective Date

This Agreement shall take effect on March 7, 2026.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Temecula has caused this Agreement to be signed and executed on its behalf by its City Manager and executed by the Employee.

City of Temecula, a general law City and California municipal corporation

Dated: _____

By: _____
Aaron Adams, City Manager

ATTEST:

Randi Johl, Director of Legislative Affairs/
City Clerk

Approved as to form:

Peter M. Thorson, City Attorney

In signing this Agreement, Employee understands and agrees that their employment status is that of an **at-will employee** and that their rights to employment with the City are governed by the terms and conditions of this Agreement rather than the ordinances, resolutions, and policies of the City of Temecula which might otherwise apply to employees of the City. Employee further acknowledges that they were given the opportunity to consult with an attorney prior to signing this Agreement.

Dated: _____

Employee Signature

Employee Name (printed)

ATTACHMENT A
Classification Specification



Assistant City Manager

Established Date: 07/01/2014

Class Code: 101008

Revision Date: 08/07/2024

DESCRIPTION:

DEFINITION

Under general direction of the City Manager, performs highly responsible managerial, administrative, and analytical work in support of City administration, and directs and manages the operations of Economic Development.

DISTINGUISHING CHARACTERISTICS

The Assistant City Manager is an Executive Management level classification. The employee assists the City Manager with the overall administration of the City. The employee is a member of the City's Executive Management team and acts with a high level of independence while performing difficult professional, managerial and administrative work on behalf of the City Manager. This employee requires strong analytical and administrative skills, as well as diplomacy in managing complex and sensitive assignments and projects. The Assistant City Manager is distinguished from the Deputy City Manager by the level of responsibility assumed and the complexity of duties assigned.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the City Manager or his/her designee.

Supervision is exercised.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Provides professional analysis and advice to the City Manager, City Council, and department representatives regarding legal requirements and administrative practices; conducts complex research and analysis for a variety of organizational projects and services; reviews, analyzes, and makes recommendations on state and federal legislation affecting municipal operations
- Coordinates activities of the City Manager's Office with other City departments and outside agencies; participates in developing and implementing policies, procedures, and objectives to ensure efficient, effective, and consistent delivery of services; identifies operational problems

and issues and works with departments to resolve them; serves as department head in the absence of the City Manager

- Selects, trains, coaches, motivates, manages and evaluates the work of lower-level staff; sets work priorities and establishes and revises policies and procedures; directs staff training and development; determines and executes disciplinary actions; recommends and oversees the use of consultants and outside professional services
- Represents the City before the City Council, community, outside agencies, and professional organizations; makes public presentations to groups such as the City Council, boards and commissions, citizen groups, developers, and other public agencies; serves as the primary liaison with federal, regional, and local agencies; collaborates with interested parties in meetings with developers, architects, engineers, contractors, and other public agencies
- Serves as a member of the City's executive management team, assisting the City Manager with the City's overall administrative and policy planning process
- Manages the preparation and administration of the budgets and assigned capital improvement projects; assists with the preparation of the budget for the City Manager's Office and related non-departmental accounts
- Keeps abreast of changes in federal, state, and local laws, rules and regulations; monitors projects to ensure City and Agency compliance with applicable statutes and regulations
- Manages and/or directs special projects, as assigned
- Represents and acts on behalf of the City Manager, as directed
- Prepares and writes a variety of reports and documentation, including personnel matters, after action event and incident reporting, and organizational updates
- Performs other duties of a similar nature

MINIMUM QUALIFICATIONS:

A combination of education, experience, and training that has provided the necessary knowledge, skills, and abilities is required for entry into the classification. The City of Temecula utilizes equivalencies to substitute two years of applicable experience and similar responsibility for one year of college in order for a candidate to meet Minimum Qualifications. A typical combination of education, experience, and training for this classification includes:

EDUCATION AND/OR EXPERIENCE

Bachelor's Degree from an accredited college/university in Public Administration, Business Administration, Urban Planning or a closely related field; and nine (9) years of management and/or administrative experience in general municipal government administration, and economic development. Master's Degree in Public Administration, Business Administration, or a related field is desirable.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Principles and practices of municipal government administration
- Principles, practices, and operations of urban planning, community development, and real estate management
- Applicable federal, state, and local laws, ordinances, regulations, and guidelines governing City administration
- Principles of municipal budget development and contract administration
- Principles and practices of public relations
- Principles of employee supervision, training, and performance evaluation
- Methods and techniques of research, statistical analysis and report preparation
- Occupational hazards and safety measures appropriate to work performed

Skill to:

- Operate various types of standard office equipment, including a personal computer and related software
- Operate a motor vehicle in a safe manner

Ability to:

- Analyze a variety of complex administrative and organizational problems and make sound policy and procedural recommendations
- Develop and implement goals, objectives, policies, and procedures
- Provide professional leadership and direction for the City and the department
- Effectively and accurately analyze complex data in order to determine consequences, identify alternatives, and draw logical conclusions
- Negotiate and manage contracts with consultants and developers and effectively represent the City in meetings with various individuals and organizations
- Identify and respond to community and City Council issues, concerns, and needs
- Communicate clearly and effectively, both orally and in writing, including making public presentations and preparing comprehensive written reports

- Evaluate situations, identify problems, and exercise sound independent judgment within established guidelines
- Interpret, explain, and apply policies, procedures, laws, codes, and regulations pertaining to City administration
- Establish and maintain courteous, cooperative, and effective working relationships with those encountered in the course of work
- Supervise, plan, train, direct, and evaluate the work of lower level staff
- Prepare accurate, comprehensive, and precise written reports and analyses
- Plan, organize, and prioritize multiple projects and tasks in order to meet strict deadlines
- Prepare budgets and allocate limited resources in a cost effective manner
- Use proper English, spelling, grammar and punctuation
- Serve as emergency services worker in the event of an emergency

LICENSES AND/OR CERTIFICATES

Possession of a valid California Class C driver's license and an acceptable driving record.

SPECIAL REQUIREMENTS

Satisfactory results from a background investigation and administrative screening. The administrative screening may include a pre-employment drug screening for positions which are designated as safety sensitive or security sensitive, including but not limited to being responsible for the care and custody of children and operating heavy equipment.

Required to work outside of regular work hours (e.g. evenings, holidays and weekends) to attend meetings and special events.

WORKING CONDITIONS & PHYSICAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and sit; talk or hear, both in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. The employee frequently stands or walks, and lifts and moves records and documents or objects weighing up to 50 pounds alone, and up to 100 pounds with assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.

The employee is regularly required to use written and oral communication skills; read and interpret data, information and documents; analyze and solve complex problems; use math and

mathematical reasoning; perform highly detailed work under changing, intensive deadlines, on multiple concurrent tasks; work with constant interruptions; and interact with officials and the public, including occasionally dissatisfied or quarrelsome individuals.

The employee typically works in office conditions; the noise level is frequently quiet or moderately quiet, at or below 50 decibels. The employee is required to attend evening meetings and to travel to different redevelopment sites and public and private facilities.

SUPPLEMENTAL INFORMATION:

Flexibly Staffed: No

FLSA Status: Exempt

Conflict of Interest: Form 700 Required

Department: City Manager

Bonding Required: Yes

AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF TEMECULA AND
ELIZABETH G. LOWREY

This employment agreement ("Agreement") is entered into by the City of Temecula ("City") and Elizabeth G. Lowrey, Assistant to the City Manager ("Employee"), each a "Party" and collectively the "Parties." In addition to the terms and conditions of this Agreement, employee is a participant in the City's Management Compensation Plan and entitled to the benefits provided therewith.

Recitals

City desires to employ Employee as an at-will employee in the position of Assistant to the City Manager. Employee desires to be the Assistant to the City Manager and acknowledges that such employment is at-will and that either Party may lawfully terminate employment at any time with or without cause.

Employee agrees that they have no property interest in continued employment and shall not be provided with any right to a pre-disciplinary hearing or to appeal any determination by the City that employee be terminated.

The City desires, and Employee agrees that Employee shall serve at the will of the City as managed and determined by the City Manager, unless or until this Agreement is terminated.

NOW THEREFORE, the City agrees to hire Employee, subject to the terms and conditions identified below.

AGREEMENT

Section 1: TERM

The effective date of this Agreement shall be July 1, 2026, and shall remain in full force and effect unless or until terminated by either Party. Any severance provided in Section 8 is a post-employment benefit and does not create any expectation of continued employment for any period of time.

Section 2: DUTIES

- A. City engages Employee as the Assistant to the City Manager to perform the functions and duties specified in the Classification Specification for the position (Attachment "A", incorporated herein by this reference), as the same may be modified by the City Manager, and to perform such other legally permissible and proper duties and functions as the City Manager shall assign.
- B. Employee agrees that to the best of their ability and experience that they will at all times conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City

of Temecula and the laws and regulations of the State of California and the United States.

- C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Manager, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement. Employee's job classification is exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) or California law, based on the executive/administrative nature of the position and salary.

Section 3: **AT-WILL EMPLOYMENT**

Employee is an at-will employee and serves at the will and pleasure of the City through the City Manager. The City and employee each retain the option of terminating the employment relationship between them at any time, for any reason, subject to the provisions in Section 8.

Section 4: **EXCLUSIVE EMPLOYMENT**

Employee agrees to focus their professional time, ability and attention to City business during the term of this Agreement. Consequently, Employee agrees not to engage in any other business pursuits, whatsoever, directly or indirectly, render any services of a business, commercial, or professional nature to any other person or organization, for compensation, without the prior written consent of the City Manager. This does not preclude Employee from volunteering their services to other entities or individuals as long as such volunteer services are not in conflict or significantly interfere with the services to be provided by Employee under this Agreement. Employee shall comply with all applicable state and local conflict-of-interest, incompatible activities, and ethics codes or policies.

Section 5: **COMPENSATION**

As compensation for the services to be rendered by Employee, City agrees to pay Employee a base starting salary of no less than \$226,720.00 per year, payable in twenty-six biweekly installments on the City's regular payroll schedule and subject to customary withholding. Salary adjustments (merit increases), if any, during the term of this Agreement shall be at the sole discretion of the City Manager based upon the evaluation of Employee's job performance and within the base salary range established or otherwise approved by the City Council. Any and all adjustments shall be in accordance with City personnel policies and procedures.

Section 6: **PERFORMANCE EVALUATION**

At least annually, the City Manager or their designee will review and evaluate the performance of Employee as the Assistant to the City Manager. The purpose of the review shall be to provide the Employee with feedback on the performance of their duties; progress in meeting, achieving, or exceeding the City Council or City Manager's defined goals, objectives, priorities, activities, and programs; and to identify areas requiring improvement and how such improvement may be accomplished. Failure of the City to provide a performance evaluation for Employee shall not limit the City's ability to terminate this Agreement, as provided herein.

Section 7: **BENEFITS**

A. Retirement

As an employee of the City of Temecula, Employee will be enrolled in the California Public Employees Retirement System (CalPERS) retirement plan, in the applicable miscellaneous plan for this job classification, as determined by CalPERS and City resolutions in effect from time to time, as such plan may be amended by the City Council. The specific benefit formula and employee contribution rate shall be those applicable to Employee's CalPERS membership status (*i.e.*, "classic" or "PEPRA") under CalPERS rules.

B. Automobile Allowance

Employee shall receive a monthly automobile allowance of \$400 in lieu of mileage reimbursement, except as otherwise provided in the Auto Allowance Administrative Guideline. Auto allowance will only be provided when Employee is in an active, paid status and will be discontinued during any period of unpaid leave in a manner consistent with Section 19.1 of the Management Compensation Plan. Employee will not receive auto allowance while on end-of-service leave.

C. Retention Benefit

If the City's General Fund Reserves are fully funded at the then-established standards of the City Council, the City's Retention Benefit outlined in this section may be offered to Employee at the discretion of the City Manager.

After completing five years of executive service with the City, if Employee has achieved the highest possible overall performance rating on three out of their last five annual performance evaluations, they shall be eligible to receive a Retention Benefit in an amount equal to the then-applicable maximum normal annual contribution limit to an Internal Revenue Code Section 457(b) Deferred Compensation Plan. This amount shall be paid as income in twenty-six biweekly installments on the City's normal payroll schedule, subject to customary withholding. Employee may elect to place these funds in a City-sponsored Internal Revenue Code Section 457(b) Deferred Compensation Plan as allowable by law. If Employee's employment with the City should end prior to the full distribution of a Retention Benefit, Employee shall be paid for all earned Retention Benefit disbursements not yet received at the time Employee receives their final paycheck.

D. Other Executive Management benefits

Unless otherwise specified, Employee shall receive all benefits specified in the City's Management Compensation Plan for Management Staff, which may be amended, modified, or terminated at any time and without prior notice by City, subject to applicable law.

Section 8: **TERMINATION AND SEVERANCE PAY**

A. Termination Without Cause, Severance Agreement

City may terminate Employee at any time without cause by providing Employee written notice

thereof together with the applicable Severance Payment, provided for below.

If Employee is terminated without cause, or the City requests Employee's resignation, Employee shall be provided a Severance Payment equal to six months of their normal monthly base salary less any and all applicable or legally required deductions. The Severance Payment shall also include the value of all benefits including retirement, cafeteria allotments/health and welfare coverage and any other City-provided benefit excluding leave accruals and automobile allowance payments. The Severance Payment shall be paid in a lump sum on the next available pay date as soon as administratively practicable following the effective date of separation.

B. Termination by Employee

Employee may terminate their employment for any reason, at any time, with or without cause. Employee is encouraged to provide the City with at least thirty days' prior written notice of resignation whenever practicable.

If Employee voluntarily resigns from their employment or retires without a request by the City, the City shall have no obligation to pay any Severance Payment provided in this Section.

C. Termination for Cause

City may immediately terminate Employee's employment with the City and this Agreement at any time by providing written notice of termination for cause to Employee. In the event the Employee is terminated for cause, the City shall have no obligation to pay any Severance Payment provided in this Section.

Termination "for cause" shall include, but is not limited to: (i) conviction of any crime involving an "abuse of office or position" as defined in Government Code Section 53243.4; (ii) conviction of a felony or misdemeanor with a nexus to the workplace; (iii) purposely violating City policies or procedures; (iv) insubordination; (v) willful destruction, theft, misappropriation, or misuse of City property or funds; (vi) intoxication on duty; (x) unexcused absence; (xi) dishonesty, fraud, or misconduct in office; (xii) engaging in unlawful discrimination, harassment, or retaliation; (xiii) gross negligent acts or omissions that materially and adversely impedes or disrupts the operations of the City and/or is detrimental to employees or public safety; (xiv) engaging in willful political activity during working hours while using City resources in violation of Government Code section 3201, *et seq.*; (xv) other failure of good behavior that causes material discredit to the City.

D. Waiver of Administrative Proceedings

Employee expressly waives any right to pre-termination or post-termination disciplinary review or appeal proceedings set forth under the City's Employment Policies or provided under state or federal law, except where such waiver is prohibited.

E. Effect of Termination

Regardless of the form of Employee's termination of employment with the City, Employee shall be paid for all accrued, unused Comprehensive Annual Leave and Executive Leave, as provided for in this Agreement and required by law.

Section 9: **EXECUTIVE COMPENSATION LIMITATIONS**

A. Abuse of Office Conviction

In the event that Employee is convicted of a crime involving an abuse of their office or position as set forth in Government Code section 53243.4, Employee shall fully reimburse any compensation paid to Employee pursuant to Government Code section 53243.2. Such reimbursed compensation shall include but is not limited to: (i) Paid Administrative Leave paid to Employee during any pending investigation; (ii) provided funds for any criminal defense during Employee's employment with the City; or (iii) any cash settlement, Severance Payment, or any portion thereof related to the termination of Employee's employment with the City.

B. Determination by CalPERS

The City makes no representation or guarantee as to whether any of the compensation or payments in this Agreement are subject to CalPERS service credit or pensionable income, and Employee acknowledges that such determinations by CalPERS are outside of the City's control. Employee assumes full risk as to any action or determination by CalPERS regarding the qualifications of service credit or pensionable income related to the compensation or payments made under this Agreement, and Employee agrees they shall have no recourse against City due to any decision or action by CalPERS.

Section 10: **INDEMNIFICATION**

Subject to, in accordance with, and to the extent provided by the California Tort Claims Act (Government Code Section 810 *et seq.*), City will indemnify, defend, and hold Employee harmless from and against any action, demand, suit, monetary judgment or other legal or administrative proceeding, and any liability, injury, loss or other damages, arising out of any negligent act or omission occurring during the Term of this Agreement or any extension thereto. The City shall have the discretion to compromise or settle any such claim, demand or action and pay the amount of any settlement or judgment rendered thereon. Notwithstanding the foregoing, City shall have no duty to indemnify, defend, or hold Employee harmless from any criminal proceeding, or with regard to any civil, criminal or administrative proceeding initiated by Employee.

Section 11: **GENERAL PROVISIONS**

A. Notice

Any notices required by this Agreement shall be in writing and either delivered in person or by first class, certified, return receipt requested US Mail with postage prepaid. Such notice shall be addressed as follows:

TO CITY: City Manager
City of Temecula
41000 Main Street
Temecula, CA 92590

TO EMPLOYEE: Elizabeth G. Lowrey
Most recent address on file in Human Resources.

B. Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the Parties, and construed as a whole, according to its fair meaning. This Agreement shall not be construed against any one party but shall be construed as if jointly prepared by Employee and City. Any uncertainty or ambiguity shall not be construed against any one Party.

All prior oral or written communications understanding or agreements between the Parties, not set forth herein, shall be superseded in total by this Agreement. No amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Manager and approved as to form by the City Attorney.

C. Assignment

This Agreement is not assignable by either the City or Employee.

D. Severability

In the event of any inconsistencies between the rules, policies and regulations of the City, this Agreement shall govern. In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the Parties, the remainder of this Agreement shall remain in full force and effect unless the parts found to be void are wholly inseparable from the remaining portions of this Agreement.

E. Effect of Waiver

The failure of either Party to insist on strict compliance with any of the terms, covenants, or conditions in this Agreement by the other Party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other time or times.

F. Dispute Resolution

Any dispute between the Parties shall be submitted to final and binding arbitration pursuant to the rules of the American Arbitration Association (AAA). The arbitration shall be conducted by a single arbitrator chosen pursuant to AAA rules and shall be conducted pursuant to the AAA rules and the California Arbitration Act. The arbitrator shall have the authority to allow discovery, including depositions, shall render a decision in writing that fully explains the decision, and may award the same categories of relief which may be awarded by a California Superior Court jury or judge.

Parties shall be empowered to present evidence, both oral and documentary, to cross examine adverse witnesses, and to present argument, both written and oral. Each party shall bear their own attorney's fees and arbitration costs including witness fees, subpoena fees, and other charges incurred at the discretion of the Employee and the Employee's counsel.

The City shall bear the full costs of the arbitrator and all other expenses unique to the arbitration process. The arbitrator may award attorney's fees to the prevailing party if such an award could be made in a California Superior Court. This arbitration provision shall apply to all claims for which

arbitration is legally applicable in contract, tort or statute including but not limited to the California Fair Employment and Housing Act, Title VII of the U.S. Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Americans With Disabilities Act, and all other statutes and regulations applicable to the employment relationship.

G. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California and the Parties agree that venue shall be in the County of Riverside.

H. Acknowledgement

Employee acknowledges that they have had the opportunity to consult legal counsel in regard to this Agreement, and that Employee has read and understands this Agreement and is fully aware of its legal effect. Employee represents that they have entered into this Agreement freely and voluntarily and based on Employee's own judgment and not on any representations or promises other than those contained in this Agreement.

I. Effective Date

This Agreement shall take effect on July 1, 2026.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Temecula has caused this Agreement to be signed and executed on its behalf by its City Manager and executed by the Employee.

City of Temecula, a general law City and California municipal corporation

Dated: _____

By: _____
Aaron Adams, City Manager

ATTEST:

Randi Johl, Director of Legislative Affairs/
City Clerk

Approved as to form:

Peter M. Thorson, City Attorney

In signing this Agreement, Employee understands and agrees that their employment status is that of an **at-will employee** and that their rights to employment with the City are governed by the terms and conditions of this Agreement rather than the ordinances, resolutions, and policies of the City of Temecula which might otherwise apply to employees of the City. Employee further acknowledges that they were given the opportunity to consult with an attorney prior to signing this Agreement.

Dated: _____

Employee Signature

Employee Name (printed)

ATTACHMENT A
Classification Specification



Assistant to the City Manager

Established Date: 07/01/2014

Class Code: 103008

Revision Date: 07/01/2026

DESCRIPTION:

DEFINITION

Under administrative direction, performs a broad range of the most complex and sensitive administrative support functions in support to the City Manager and Assistant City Managers.

DISTINGUISHING CHARACTERISTICS

The Assistant to the City Manager is a single-position, at-will classification at the Executive Management level. The employee manages critical and/or sensitive projects and priority initiatives established by the City Council, providing high-level research, analysis, and reports, monitoring legislative and other intergovernmental activities, overseeing citywide public outreach and public relations programs, and acting as liaison between the City Manager's office and the public. Serves as the City's primary Public Information Officer responsible for leading, managing and directing the work of the Office of Public Information. The employee oversees assigned administrative support staff and serves as the primary administrative support staff member performing a high level of complex and sensitive duties. The employee requires a thorough knowledge of departmental operations, policies, and procedures, and involves the frequent use of tact, discretion, initiative and independent judgment.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the City Manager or his/her designee.

Supervision is exercised.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Plans, organizes and coordinates the activities of assigned functions, programs and projects; develops strategies and programs for implementing the City's goals and objectives
- Works closely with the City Manager, Assistant City Manager, Deputy City Manager and Department Directors on matters pertaining to assigned functions, programs and projects; conducts major analytical and research assignments and develops recommendations related to a variety of administrative and operational issues with Citywide impact; Provides assistance to

the City Council including special projects as assigned and serves as the project manager for the annual State of the City

- Researches and prepares written and oral reports recommending improvement of services, implementation of new program, changes in organizational design and measures to improve efficiency of operations or community support
- Oversees the Office of Public Information which serves as the lead for citywide public outreach, branding and public relations programs related to assigned functions
- Oversees the development and implementation of goals, objectives, and priorities for each assigned service area within the Office of Public Information
- Oversees and performs professional public service communication duties involving the coordination and dissemination of information to the public and media; including citywide digital and print publications, social media content, eblasts, channel 3 content, newsletters, emergency crisis communications, related webpage content, press releases and presentations to the community
- Develops and creates public information and education materials, fact sheets, brochures, pamphlets, presentations to the community, FAQs, surveys and other materials
- Oversees the development of methods and techniques for accomplishing improved communication between the City and community
- Coordinates with departments to ensure information to the community is clear, accurate and comprehensive
- Oversees and works with staff to plan, organize and launch programs and materials of public interest
- Develops and assists in the development of strategies to accomplish City goals and objectives
- Prepares and/or reviews drafts of proposed agreements; negotiates terms and conditions; consults with legal counsel on the preparation of contracts and legal filings; monitors the progress of legal filings on behalf of the City
- Selects, supervises, motivates, plans, trains, directs, and evaluates the work of lower-level staff; prepares and presents employee performance reviews; develops and establishes work methods and standards; conducts or directs staff training and development; reviews and evaluates employee performance; works with employees to correct deficiencies; implements disciplinary procedures; recommends employee terminations
- Oversees the work of consultants, contractors, advising attorneys and community project team members; coordinates activities with those of outside agencies, community groups and other City employees
- Receives and responds to requests for public information; responds to citizen inquiries on a variety of topics related to assigned activities
- Directs and participates in the preparation of correspondence, reports, resolutions, ordinances, contracts, presentation materials, etc.; researches, prepares and presents oral and written reports

- Represents the City in multi-jurisdictional meetings and with community groups, advisory boards and other governmental agencies; serves as liaison to commissions, boards and inter-agency task forces/committees
- Creates and/or Makes Presentations to the general public or outside organizations
- Monitors legislative and other intergovernmental activities affecting the City and prepares and/or coordinates appropriate responses to legislation impacting operations of the City and/or community at large
- Prepares and writes a variety of reports and documentation, including detailed Risk Management incident reports
- Performs other duties of a similar nature

MINIMUM QUALIFICATIONS:

A combination of education, experience, and training that has provided the necessary knowledge, skills, and abilities is required for entry into the classification. The City of Temecula utilizes equivalencies to substitute two years of applicable experience and similar responsibility for one year of college in order for a candidate to meet Minimum Qualifications. A typical combination of education, experience, and training for this classification includes:

EDUCATION AND/OR EXPERIENCE

Bachelor's Degree from an accredited college/university in Public Administration, Business Administration or related field; and five (5) years of highly responsible municipal management experience, or any combination of education and experience that provides equivalent knowledge, skills and abilities. Master's Degree is desired.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Principles and practices of municipal government administration
- Principles of contract administration and grant applications
- Principles and practices of public relations
- Principles of employee supervision, training, and performance evaluation
- Methods and techniques of research, statistical analysis and report preparation
- Occupational hazards and safety measures appropriate to work performed

Skill to:

- Operate various types of standard office equipment, including a personal computer and related software
- Operate a motor vehicle in a safe manner

Ability to:

- Exercise the judgment, initiative, decisiveness, and creativity required in situations involving the direction, control, and planning of multiple programs, and in critical or unexpected situations involving considerable risk or loss to the organization
- Analyze a variety of complex administrative and organizational problems and make sound policy and procedural recommendations
- Develop and implement goals, objectives, policies, and procedures
- Provide professional leadership and direction for the City, and the department
- Effectively and accurately analyze complex data in order to determine consequences, identify alternatives, and draw logical conclusions
- Negotiate and manage contracts with consultants and developers, and effectively represent the City in meetings with various individuals and organizations
- Identify and respond to community and City Council issues, concerns, and needs
- Communicate clearly and effectively, both orally and in writing, including making public presentations, and preparing comprehensive written reports
- Use proper English, spelling, grammar and punctuation
- Evaluate situations, identify problems, and exercise sound independent judgment within established guidelines
- Interpret, explain, and apply policies, procedures, laws, codes, and regulations pertaining to City administration
- Establish and maintain courteous, cooperative, and effective working relationships with those encountered in the course of work
- Supervise, plan, train, direct, and evaluate the work of lower-level staff
- Prepare accurate, comprehensive, and precise written reports and analyses
- Plan, organize, and prioritize multiple projects and tasks in order to meet strict deadlines
- Serve as emergency services worker in the event of an emergency

LICENSES AND/OR CERTIFICATES**SPECIAL REQUIREMENTS**

Satisfactory results from a background investigation and administrative screening. The administrative screening may include a pre-employment drug screening for positions which are designated as safety sensitive or security sensitive, including but not limited to being responsible for the care and custody of children and operating heavy equipment.

May be required to occasionally work outside of regular work hours (e.g. evenings, holidays, and weekends).

WORKING CONDITIONS & PHYSICAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and sit; talk or hear, both in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. The employee frequently stands or walks and lifts and moves records and documents or objects weighing up to 50 pounds alone, and up to 100 pounds with assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.

The employee is regularly required to use written and oral communication skills; read and interpret data; use math and mathematical reasoning; analyze and solve problems; learn and apply new information; perform highly detailed work on multiple, concurrent tasks; meet intensive and changing deadlines and interact with City staff, customers, vendors, contractors, and the public.

The employee typically works in office conditions; the noise level is frequently quiet or moderately quiet, at or below 50 decibels.

SUPPLEMENTAL INFORMATION:

Flexibly Staffed: No
FLSA Status: Exempt
Conflict of Interest: Required
Department: City Manager
Bonding Required: No

AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF TEMECULA AND
MICHAEL HESLIN

This employment agreement ("Agreement") is entered into by the City of Temecula ("City") and Michael Heslin, Director of Information Technology/Support Services ("Employee"), each a "Party" and collectively the "Parties." In addition to the terms and conditions of this Agreement, employee is a participant in the City's Management Compensation Plan and entitled to the benefits provided therewith.

Recitals

City desires to employ Employee as an at-will employee in the position of Director of Information Technology/Support Services. Employee desires to be the Director of Information Technology/Support Services and acknowledges that such employment is at-will and that either Party may lawfully terminate employment at any time with or without cause.

Employee agrees that they have no property interest in continued employment and shall not be provided with any right to a pre-disciplinary hearing or to appeal any determination by the City that employee be terminated.

The City desires, and Employee agrees that Employee shall serve at the will of the City as managed and determined by the City Manager, unless or until this Agreement is terminated.

NOW THEREFORE, the City agrees to hire Employee, subject to the terms and conditions identified below.

AGREEMENT

Section 1: TERM

The effective date of this Agreement shall be July 1, 2026 and shall remain in full force and effect unless or until terminated by either Party. Any severance provided in Section 8 is a post-employment benefit and does not create any expectation of continued employment for any period of time.

Section 2: DUTIES

- A. City engages Employee as the Director of Information Technology/Support Services to perform the functions and duties specified in the Classification Specification for the position (Attachment "A", incorporated herein by this reference), as the same may be modified by the City Manager, and to perform such other legally permissible and proper duties and functions as the City Manager shall assign.
- B. Employee agrees that to the best of their ability and experience that they will at all times conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City

of Temecula and the laws and regulations of the State of California and the United States.

- C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Manager, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement. Employee's job classification is exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) or California law, based on the executive/administrative nature of the position and salary.

Section 3: **AT-WILL EMPLOYMENT**

Employee is an at-will employee and serves at the will and pleasure of the City through the City Manager. The City and employee each retain the option of terminating the employment relationship between them at any time, for any reason, subject to the provisions in Section 8.

Section 4: **EXCLUSIVE EMPLOYMENT**

Employee agrees to focus their professional time, ability and attention to City business during the term of this Agreement. Consequently, Employee agrees not to engage in any other business pursuits, whatsoever, directly or indirectly, render any services of a business, commercial, or professional nature to any other person or organization, for compensation, without the prior written consent of the City Manager. This does not preclude Employee from volunteering their services to other entities or individuals as long as such volunteer services are not in conflict or significantly interfere with the services to be provided by Employee under this Agreement. Employee shall comply with all applicable state and local conflict-of-interest, incompatible activities, and ethics codes or policies.

Section 5: **COMPENSATION**

As compensation for the services to be rendered by Employee, City agrees to pay Employee a base starting salary of no less than \$269,505.60 per year, payable in twenty-six biweekly installments on the City's regular payroll schedule and subject to customary withholding. Salary adjustments (merit increases), if any, during the term of this Agreement shall be at the sole discretion of the City Manager based upon the evaluation of Employee's job performance and within the base salary range established or otherwise approved by the City Council. Any and all adjustments shall be in accordance with City personnel policies and procedures.

Section 6: **PERFORMANCE EVALUATION**

At least annually, the City Manager or their designee will review and evaluate the performance of Employee as the Director of Information Technology/Support Services. The purpose of the review shall be to provide the Employee with feedback on the performance of their duties; progress in meeting, achieving, or exceeding the City Council or City Manager's defined goals, objectives, priorities, activities, and programs; and to identify areas requiring improvement and how such improvement may be accomplished. Failure of the City to provide a performance evaluation for Employee shall not limit the City's ability to terminate this Agreement, as provided herein.

Section 7: **BENEFITS**

A. Retirement

As an employee of the City of Temecula, Employee will be enrolled in the California Public Employees Retirement System (CalPERS) retirement plan, in the applicable miscellaneous plan for this job classification, as determined by CalPERS and City resolutions in effect from time to time, as such plan may be amended by the City Council. The specific benefit formula and employee contribution rate shall be those applicable to Employee's CalPERS membership status (*i.e.*, "classic" or "PEPRA") under CalPERS rules.

B. Automobile Allowance

Employee shall receive a monthly automobile allowance of \$400 in lieu of mileage reimbursement, except as otherwise provided in the Auto Allowance Administrative Guideline. Auto allowance will only be provided when Employee is in an active, paid status and will be discontinued during any period of unpaid leave in a manner consistent with Section 19.1 of the Management Compensation Plan. Employee will not receive auto allowance while on end-of-service leave.

C. Retention Benefit

If the City's General Fund Reserves are fully funded at the then-established standards of the City Council, the City's Retention Benefit outlined in this section may be offered to Employee at the discretion of the City Manager.

After completing five years of executive service with the City, if Employee has achieved the highest possible overall performance rating on three out of their last five annual performance evaluations, they shall be eligible to receive a Retention Benefit in an amount equal to the then-applicable maximum normal annual contribution limit to an Internal Revenue Code Section 457(b) Deferred Compensation Plan. This amount shall be paid as income in twenty-six biweekly installments on the City's normal payroll schedule, subject to customary withholding. Employee may elect to place these funds in a City-sponsored Internal Revenue Code Section 457(b) Deferred Compensation Plan as allowable by law. If Employee's employment with the City should end prior to the full distribution of a Retention Benefit, Employee shall be paid for all earned Retention Benefit disbursements not yet received at the time Employee receives their final paycheck.

D. Other Executive Management benefits

Unless otherwise specified, Employee shall receive all benefits specified in the City's Management Compensation Plan for Management Staff, which may be amended, modified, or terminated at any time and without prior notice by City, subject to applicable law.

Section 8: **TERMINATION AND SEVERANCE PAY**

A. Termination Without Cause, Severance Agreement

City may terminate Employee at any time without cause by providing Employee written notice

thereof together with the applicable Severance Payment, provided for below.

If Employee is terminated without cause, or the City requests Employee's resignation, Employee shall be provided a Severance Payment equal to six months of their normal monthly base salary less any and all applicable or legally required deductions. The Severance Payment shall also include the value of all benefits including retirement, cafeteria allotments/health and welfare coverage and any other City-provided benefit excluding leave accruals and automobile allowance payments. The Severance Payment shall be paid in a lump sum on the next available pay date as soon as administratively practicable following the effective date of separation.

B. Termination by Employee

Employee may terminate their employment for any reason, at any time, with or without cause. Employee is encouraged to provide the City with at least thirty days' prior written notice of resignation whenever practicable.

If Employee voluntarily resigns from their employment or retires without a request by the City, the City shall have no obligation to pay any Severance Payment provided in this Section.

C. Termination for Cause

City may immediately terminate Employee's employment with the City and this Agreement at any time by providing written notice of termination for cause to Employee. In the event the Employee is terminated for cause, the City shall have no obligation to pay any Severance Payment provided in this Section.

Termination "for cause" shall include, but is not limited to: (i) conviction of any crime involving an "abuse of office or position" as defined in Government Code Section 53243.4; (ii) conviction of a felony or misdemeanor with a nexus to the workplace; (iii) purposely violating City policies or procedures; (iv) insubordination; (v) willful destruction, theft, misappropriation, or misuse of City property or funds; (vi) intoxication on duty; (x) unexcused absence; (xi) dishonesty, fraud, or misconduct in office; (xii) engaging in unlawful discrimination, harassment, or retaliation; (xiii) gross negligent acts or omissions that materially and adversely impedes or disrupts the operations of the City and/or is detrimental to employees or public safety; (xiv) engaging in willful political activity during working hours while using City resources in violation of Government Code section 3201, *et seq.*; (xv) other failure of good behavior that causes material discredit to the City.

D. Waiver of Administrative Proceedings

Employee expressly waives any right to pre-termination or post-termination disciplinary review or appeal proceedings set forth under the City's Employment Policies or provided under state or federal law, except where such waiver is prohibited.

E. Effect of Termination

Regardless of the form of Employee's termination of employment with the City, Employee shall be paid for all accrued, unused Comprehensive Annual Leave and Executive Leave, as provided for in this Agreement and required by law.

Section 9: **EXECUTIVE COMPENSATION LIMITATIONS**

A. Abuse of Office Conviction

In the event that Employee is convicted of a crime involving an abuse of their office or position as set forth in Government Code section 53243.4, Employee shall fully reimburse any compensation paid to Employee pursuant to Government Code section 53243.2. Such reimbursed compensation shall include but is not limited to: (i) Paid Administrative Leave paid to Employee during any pending investigation; (ii) provided funds for any criminal defense during Employee's employment with the City; or (iii) any cash settlement, Severance Payment, or any portion thereof related to the termination of Employee's employment with the City.

B. Determination by CalPERS

The City makes no representation or guarantee as to whether any of the compensation or payments in this Agreement are subject to CalPERS service credit or pensionable income, and Employee acknowledges that such determinations by CalPERS are outside of the City's control. Employee assumes full risk as to any action or determination by CalPERS regarding the qualifications of service credit or pensionable income related to the compensation or payments made under this Agreement, and Employee agrees they shall have no recourse against City due to any decision or action by CalPERS.

Section 10: **INDEMNIFICATION**

Subject to, in accordance with, and to the extent provided by the California Tort Claims Act (Government Code Section 810 *et seq.*), City will indemnify, defend, and hold Employee harmless from and against any action, demand, suit, monetary judgment or other legal or administrative proceeding, and any liability, injury, loss or other damages, arising out of any negligent act or omission occurring during the Term of this Agreement or any extension thereto. The City shall have the discretion to compromise or settle any such claim, demand or action and pay the amount of any settlement or judgment rendered thereon. Notwithstanding the foregoing, City shall have no duty to indemnify, defend, or hold Employee harmless from any criminal proceeding, or with regard to any civil, criminal or administrative proceeding initiated by Employee.

Section 11: **GENERAL PROVISIONS**

A. Notice

Any notices required by this Agreement shall be in writing and either delivered in person or by first class, certified, return receipt requested US Mail with postage prepaid. Such notice shall be addressed as follows:

TO CITY: City Manager
City of Temecula
41000 Main Street
Temecula, CA 92590

TO EMPLOYEE: Michael Heslin
Most recent address on file in Human Resources.

B. Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the Parties, and construed as a whole, according to its fair meaning. This Agreement shall not be construed against any one party but shall be construed as if jointly prepared by Employee and City. Any uncertainty or ambiguity shall not be construed against any one Party.

All prior oral or written communications understanding or agreements between the Parties, not set forth herein, shall be superseded in total by this Agreement. No amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Manager and approved as to form by the City Attorney.

C. Assignment

This Agreement is not assignable by either the City or Employee.

D. Severability

In the event of any inconsistencies between the rules, policies and regulations of the City, this Agreement shall govern. In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the Parties, the remainder of this Agreement shall remain in full force and effect unless the parts found to be void are wholly inseparable from the remaining portions of this Agreement.

E. Effect of Waiver

The failure of either Party to insist on strict compliance with any of the terms, covenants, or conditions in this Agreement by the other Party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other time or times.

F. Dispute Resolution

Any dispute between the Parties shall be submitted to final and binding arbitration pursuant to the rules of the American Arbitration Association (AAA). The arbitration shall be conducted by a single arbitrator chosen pursuant to AAA rules and shall be conducted pursuant to the AAA rules and the California Arbitration Act. The arbitrator shall have the authority to allow discovery, including depositions, shall render a decision in writing that fully explains the decision, and may award the same categories of relief which may be awarded by a California Superior Court jury or judge.

Parties shall be empowered to present evidence, both oral and documentary, to cross examine adverse witnesses, and to present argument, both written and oral. Each party shall bear their own attorney's fees and arbitration costs including witness fees, subpoena fees, and other charges incurred at the discretion of the Employee and the Employee's counsel.

The City shall bear the full costs of the arbitrator and all other expenses unique to the arbitration process. The arbitrator may award attorney's fees to the prevailing party if such an award could be made in a California Superior Court. This arbitration provision shall apply to all claims for which

arbitration is legally applicable in contract, tort or statute including but not limited to the California Fair Employment and Housing Act, Title VII of the U.S. Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Americans With Disabilities Act, and all other statutes and regulations applicable to the employment relationship.

G. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California and the Parties agree that venue shall be in the County of Riverside.

H. Acknowledgement

Employee acknowledges that they have had the opportunity to consult legal counsel in regard to this Agreement, and that Employee has read and understands this Agreement and is fully aware of its legal effect. Employee represents that they have entered into this Agreement freely and voluntarily and based on Employee's own judgment and not on any representations or promises other than those contained in this Agreement.

I. Effective Date

This Agreement shall take effect on July 1, 2026.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Temecula has caused this Agreement to be signed and executed on its behalf by its City Manager and executed by the Employee.

City of Temecula, a general law City and California municipal corporation

Dated: _____

By: _____
Aaron Adams, City Manager

ATTEST:

Randi Johl, Director of Legislative Affairs/
City Clerk

Approved as to form:

Peter M. Thorson, City Attorney

In signing this Agreement, Employee understands and agrees that their employment status is that of an **at-will employee** and that their rights to employment with the City are governed by the terms and conditions of this Agreement rather than the ordinances, resolutions, and policies of the City of Temecula which might otherwise apply to employees of the City. Employee further acknowledges that they were given the opportunity to consult with an attorney prior to signing this Agreement.

Dated: _____

Employee Signature

Employee Name (printed)

ATTACHMENT A
Classification Specification



Director of Information Technology/ Support Services

Established Date: 07/01/2014

Class Code: 700008

Revision Date: 08/27/2021

DESCRIPTION:

DEFINITION

Under general direction, creates and guides the implementation of the overall information technology strategy for the City and performs work of considerable difficulty leading, planning, directing and managing the activities of Information Technology (IT) and Support Services. The employee is accountable for setting the direction for Citywide Technology strategy, and directing and managing Information Technology and Support Services. The employee performs a variety of high-level administrative and professional duties and directs and supervises staff and activities in the City's Information Technology (IT) and Support Services. The employee is expected to exercise independent judgment and initiative in establishing efficient and effective departmental operations consistent with City Council policies and administrative guidelines established by the City Manager. The employee must also participate actively in addressing issues of concern to the City that at times may not have a direct impact on the employee's area of specialization.

DISTINGUISHING CHARACTERISTICS

The Director of Information Technology/Support Services is a single-position, at-will classification at the Executive Management level. The employee is accountable for setting the direction for Citywide Technology strategy, and directing and managing Information Technology and Support Services. The Director of Information Technology/Support Services is distinguished from lower level staff by assuming the highest level of assignments and responsibilities within his/her department.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the City Manager or his/her designee.

Supervision is exercised.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Directs, manages and oversees the operations of the City's Information Technology and Support Services Department; collaborates with City Council, appointed boards and commissions and the City's executive management team; develops, implements and monitors long-term strategies, goals and objectives in support of the City's vision, mission and core values

- Implements policies and procedures related to Information Technology, provides highly responsible professional and technical staff assistance to the City Manager, and operating departments; serves as a liaison to the public; serves as a member of the City's executive management team
- Establishes, interprets and enforces operating policies that are consistent with the City's objectives and organizational policies; evaluates the results of overall operations and service levels and provides regular reports
- Manages, directs and coordinates all services and activities of Information Technology and Support Services; manages and directs department divisions and programs, including Core Infrastructure and Technical Support, Enterprise Application Services, Geographic Information Systems (GIS), Media Services and Support Services
- Develops and administers the annual operating budget in collaboration with the City Manager's Office; identifies related needs and is responsible for the effective use of resources within authorized budget allocations
- Defines the responsibilities, authority and accountability of all direct subordinate managers and provides them with regular performance evaluations and general guidance
- Directs the preparation of requests for proposals, reviews proposals, and selects and hires consultants for selected projects
- Develops long-term strategic planning to identify fiscal resources necessary to implement the City's priorities
- Advises, and otherwise provides assistance to the City Manager, the City Council, other City personnel, outside agencies, and the public regarding department related issues
- Represents the City, or delegates such authority, in relations with the community, advisory committees, local, county, state, and federal agencies, other departments, and professional organizations
- Directs and oversees IT programs and improvement measures and reports the outcomes to senior level management and employees, outside agencies, committees, task forces, commissions, boards, community groups and the public
- Develops service-related issue plans for forecasting long-range department operational and capital improvement needs, and presents reports to the City Council, City Manager and Department Heads
- Performs complex managerial work in information technology; provides information technology guidance, support and services to the City Manager and Department Heads on proposed policy and procedural changes affecting department operations
- Manages key security issues relating to City information systems including disaster recovery planning.
- Plans, organizes and implements system analysis and design; system development and implementation, programming, user support and training, installation of security systems, network operations, infrastructure, help desk operation and software and equipment acquisitions

- Oversees the City's community emergency notification system
- Guides and manages the development of strategic technological vision that aligns with the strategic business requirements of the City
- Selects, supervises, motivates, plans, trains, directs, and evaluates staff; prepares and presents employee performance reviews; provides/coordinates staff training; works with employees to correct deficiencies; implements disciplinary procedures; recommends employee terminations; approves time sheets and expense reports
- Advises, coaches and mentors management and supervisory staff on leadership, training, safety and disciplinary matters; develops training programs and provides effective and positive motivational leadership to department staff
- Works collaboratively with other City departments to ensure consistent and comprehensive information technology services for the City
- Identifies and analyzes the City's information service needs; establishes and directs the City's strategic long term goals, policies and procedures
- Manages and participates in the IT Master Plan; provides strategic advice on evaluation, selection, implementation and maintenance of information systems
- Develops City policies and procedures and ensures compliance with local, state and federal laws and regulations; informs and advises on all information technology and support services issues including reviewing and interpreting laws and regulations affecting the City
- Directs and oversees IT programs and improvement measures and reports the outcomes to senior level management and employees, outside agencies, committees, task forces, commissions, boards, community groups and the public
- Provides commitment to continuous process improvements and exceptional customer service in support of the City's vision, mission and core values
- Develops cooperative professional relationships with representatives of outside agencies, media reporters and editors, federal, state and other public sector organizations, community leaders, private consultants and citizens
- Formulates the strategy for Citywide information technology training requirements and coordinates the training program
- Serves as City Technology Representative on a variety of boards, commissions and committees; prepares and presents staff reports and other necessary correspondence
- Manages the installation, maintenance, operation and support of the City's Geographic Information System
- Manages the evaluation, research, implementation, training, support, and maintenance of enterprise applications
- Oversees the installation, configuration, maintenance, repair, optimization and performance monitoring of the City IT infrastructure including servers, SAN, storage, switches, firewalls, security systems, archive devices, redundant power systems, and related networking devices and connections.

- Directs and administers the City's telecommunication system, including telephone system, cellular phones, mobile devices; oversees, monitors, reviews and approves telecommunication and utility invoices
- Directs and manages the City Media Services function including the planning, design and production of public meetings, content for City website, public via social networking sites, eGovernment Services, and visual presentations.
- Manages the operations within Support Services, including mailroom, copy services, Tech Support, and front reception
- Prepares and writes a variety of reports and documentation, including detailed Risk Management incident reports
- Performs other duties of a similar nature

MINIMUM QUALIFICATIONS:

A combination of education, experience, and training that has provided the necessary knowledge, skills, and abilities is required for entry into the classification. The City of Temecula utilizes equivalencies to substitute two years of applicable experience and similar responsibility for one year of college in order for a candidate to meet Minimum Qualifications. A typical combination of education, experience, and training for this classification includes:

EDUCATION AND/OR EXPERIENCE

Bachelor's Degree from an accredited college/university with a major in Management Information Systems, Information Technology, Computer Science or a closely related field; and seven (7) years of progressively responsible professional information technology experience, including four (4) years in a management capacity. Master's Degree in a related field is desired.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Principles, practices and theories of information technology, information systems and information management
- Operational characteristics, services and activities of a support services program including telecommunication systems, wireless/radio communications and graphic arts
- Rules, regulations, policies and procedures of an information technology department
- Operations, services and activities of comprehensive information technology programs
- Strategic planning principles, practices and procedures
- Organizational structure, and overall operation, mission and goals of the City
- Project management techniques and procedures

- Capabilities of emerging technology and systems; computer systems, hardware and software and their capabilities and limitations; trends and developments in the field of information technology, including telecommunications and videos
- Principles and procedures of a Citywide telecommunication system; theories related to wireless/radio communications, telecommunications and network communications
- Business applications for computer hardware and software
- Principles and practices of management and supervision including effective leadership styles and methods; supervisory practices and procedures including training, performance evaluation, and discipline
- Methods of determining program needs; principles and practices of administration and program development
- Principles and practices of municipal budget preparation and administration
- Pertinent federal, state, and local laws governing information technology operations
- Recent developments, current literature and sources of information related to information technology services, planning and administration
- Public relations practices and techniques
- Research methods and report writing; statistical analysis; record keeping practices and procedures
- Occupational hazards and safety measures appropriate to work performed

Skill to:

- Operate various types of standard office equipment, including a personal computer and related software, hardware, and testing devices
- Operate a motor vehicle in a safe manner

Ability to:

- Provide leadership and strategic direction, and oversee the activities and functions of Information Technology and Support Services
- Work independently and manage and prioritize work
- Conduct research and analyze complex issues, develop, recommend, and implement solutions; effectively apply knowledge and principles
- Represent the City before both public and private sector agencies
- Identify and respond appropriately to issues, concerns and needs
- Develop, implement and administer goals, objectives and procedures for providing effective and efficient services which meet the needs of the City

- Direct the development of policies and regulations; manage a broad range of diverse projects simultaneously
- Prepare clear and concise administrative and financial reports and other correspondence
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals; make recommendations to management
- Identify and evaluate new technology and gauge the appropriateness for the City; adapt to changing technologies and learn functionality of new equipment and systems
- Deploy and manage a web enabled environment and e-commerce technology; coordinate a Citywide telecommunications system and network
- Communicate respectfully and effectively with a diverse internal and external customer base; maintain confidentiality of information; remain calm, and exercise sound judgment when dealing with sensitive, complex, tense and/or confrontational situations
- Manage, organize, review and evaluate the work of employees; effectively train and provide professional development opportunities for staff; motivate employees to achieve goals and objectives
- Communicate clearly and concisely verbally and in writing; prepare and maintain accurate written reports, correspondence, and other written materials
- Use proper English, spelling, grammar and punctuation
- Establish and maintain courteous, cooperative, and effective working relationships with those encountered in the course of work
- Supervise, plan, train, direct, and evaluate the work of lower level staff
- Serve as emergency services worker in the event of an emergency

LICENSES AND/OR CERTIFICATES

Possession of a valid California Class C driver's license and an acceptable driving record.

SPECIAL REQUIREMENTS

Satisfactory results from a background investigation and administrative screening. The administrative screening may include a pre-employment drug screening for positions which are designated as safety sensitive or security sensitive, including but not limited to being responsible for the care and custody of children and operating heavy equipment.

May be required to occasionally work outside of regular work hours (e.g. evenings, holidays and weekends) to attend meetings and special events.

WORKING CONDITIONS & PHYSICAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable

accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and sit; talk or hear, both in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. The employee frequently stands or walks, and lifts and moves records and documents or objects weighing up to 50 pounds alone, and up to 100 pounds with assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.

The employee is regularly required to use written and oral communication skills; read and interpret financial and statistical data, information and documents; analyze and solve problems; observe and interpret people and situations; learn and apply new information or skills; perform highly detailed work on multiple, concurrent tasks; work under intensive deadlines; and interact with staff and others encountered in the course of work.

The employee typically works in office conditions; the noise level is frequently quiet or moderately quiet, at or below 50 decibels. The employee may be required to travel to work sites or other locations for meetings.

SUPPLEMENTAL INFORMATION:

Flexibly Staffed: No

FLSA Status: Exempt

Conflict of Interest: Form 700 Required

Department: Information Technology/Support Services

Bonding Required: No

AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF TEMECULA AND
ERICA RUSSO

This employment agreement ("Agreement") is entered into by the City of Temecula ("City") and Erica Russo, Director of Community Services ("Employee"), each a "Party" and collectively the "Parties." In addition to the terms and conditions of this Agreement, employee is a participant in the City's Management Compensation Plan and entitled to the benefits provided therewith.

Recitals

City desires to employ Employee as an at-will employee in the position of Director of Community Services. Employee desires to be the Director of Community Services and acknowledges that such employment is at-will and that either Party may lawfully terminate employment at any time with or without cause.

Employee agrees that they have no property interest in continued employment and shall not be provided with any right to a pre-disciplinary hearing or to appeal any determination by the City that employee be terminated.

The City desires, and Employee agrees that Employee shall serve at the will of the City as managed and determined by the City Manager, unless or until this Agreement is terminated.

NOW THEREFORE, the City agrees to hire Employee, subject to the terms and conditions identified below.

AGREEMENT

Section 1: TERM

The effective date of this Agreement shall be July 1, 2026 and shall remain in full force and effect unless or until terminated by either Party. Any severance provided in Section 8 is a post-employment benefit and does not create any expectation of continued employment for any period of time.

Section 2: DUTIES

- A. City engages Employee as the Director of Community Services to perform the functions and duties specified in the Classification Specification for the position (Attachment "A", incorporated herein by this reference), as the same may be modified by the City Manager, and to perform such other legally permissible and proper duties and functions as the City Manager shall assign.
- B. Employee agrees that to the best of their ability and experience that they will at all times conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City of Temecula and the laws and regulations of the State of California and the United States.

- C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Manager, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement. Employee's job classification is exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) or California law, based on the executive/administrative nature of the position and salary.

Section 3: **AT-WILL EMPLOYMENT**

Employee is an at-will employee and serves at the will and pleasure of the City through the City Manager. The City and employee each retain the option of terminating the employment relationship between them at any time, for any reason, subject to the provisions in Section 8.

Section 4: **EXCLUSIVE EMPLOYMENT**

Employee agrees to focus their professional time, ability and attention to City business during the term of this Agreement. Consequently, Employee agrees not to engage in any other business pursuits, whatsoever, directly or indirectly, render any services of a business, commercial, or professional nature to any other person or organization, for compensation, without the prior written consent of the City Manager. This does not preclude Employee from volunteering their services to other entities or individuals as long as such volunteer services are not in conflict or significantly interfere with the services to be provided by Employee under this Agreement. Employee shall comply with all applicable state and local conflict-of-interest, incompatible activities, and ethics codes or policies.

Section 5: **COMPENSATION**

As compensation for the services to be rendered by Employee, City agrees to pay Employee a base starting salary of no less than \$269,505.60 per year, payable in twenty-six biweekly installments on the City's regular payroll schedule and subject to customary withholding. Salary adjustments (merit increases), if any, during the term of this Agreement shall be at the sole discretion of the City Manager based upon the evaluation of Employee's job performance and within the base salary range established or otherwise approved by the City Council. Any and all adjustments shall be in accordance with City personnel policies and procedures.

Section 6: **PERFORMANCE EVALUATION**

At least annually, the City Manager or their designee will review and evaluate the performance of Employee as the Director of Community Services. The purpose of the review shall be to provide the Employee with feedback on the performance of their duties; progress in meeting, achieving, or exceeding the City Council or City Manager's defined goals, objectives, priorities, activities, and programs; and to identify areas requiring improvement and how such improvement may be accomplished. Failure of the City to provide a performance evaluation for Employee shall not limit the City's ability to terminate this Agreement, as provided herein.

Section 7: **BENEFITS**

A. Retirement

As an employee of the City of Temecula, Employee will be enrolled in the California Public Employees Retirement System (CalPERS) retirement plan, in the applicable miscellaneous plan for this job classification, as determined by CalPERS and City resolutions in effect from time to time, as such plan may be amended by the City Council. The specific benefit formula and employee contribution rate shall be those applicable to Employee's CalPERS membership status (*i.e.*, "classic" or "PEPRA") under CalPERS rules.

B. Automobile Allowance

Employee shall receive a monthly automobile allowance of \$400 in lieu of mileage reimbursement, except as otherwise provided in the Auto Allowance Administrative Guideline. Auto allowance will only be provided when Employee is in an active, paid status and will be discontinued during any period of unpaid leave in a manner consistent with Section 19.1 of the Management Compensation Plan. Employee will not receive auto allowance while on end-of-service leave.

C. Retention Benefit

If the City's General Fund Reserves are fully funded at the then-established standards of the City Council, the City's Retention Benefit outlined in this section may be offered to Employee at the discretion of the City Manager.

After completing five years of executive service with the City, if Employee has achieved the highest possible overall performance rating on three out of their last five annual performance evaluations, they shall be eligible to receive a Retention Benefit in an amount equal to the then-applicable maximum normal annual contribution limit to an Internal Revenue Code Section 457(b) Deferred Compensation Plan. This amount shall be paid as income in twenty-six biweekly installments on the City's normal payroll schedule, subject to customary withholding. Employee may elect to place these funds in a City-sponsored Internal Revenue Code Section 457(b) Deferred Compensation Plan as allowable by law. If Employee's employment with the City should end prior to the full distribution of a Retention Benefit, Employee shall be paid for all earned Retention Benefit disbursements not yet received at the time Employee receives their final paycheck.

D. Other Executive Management benefits

Unless otherwise specified, Employee shall receive all benefits specified in the City's Management Compensation Plan for Management Staff, which may be amended, modified, or terminated at any time and without prior notice by City, subject to applicable law.

Section 8: **TERMINATION AND SEVERANCE PAY**

A. Termination Without Cause, Severance Agreement

City may terminate Employee at any time without cause by providing Employee written notice

thereof together with the applicable Severance Payment, provided for below.

If Employee is terminated without cause, or the City requests Employee's resignation, Employee shall be provided a Severance Payment equal to six months of their normal monthly base salary less any and all applicable or legally required deductions. The Severance Payment shall also include the value of all benefits including retirement, cafeteria allotments/health and welfare coverage and any other City-provided benefit excluding leave accruals and automobile allowance payments. The Severance Payment shall be paid in a lump sum on the next available pay date as soon as administratively practicable following the effective date of separation.

B. Termination by Employee

Employee may terminate their employment for any reason, at any time, with or without cause. Employee is encouraged to provide the City with at least thirty days' prior written notice of resignation whenever practicable.

If Employee voluntarily resigns from their employment or retires without a request by the City, the City shall have no obligation to pay any Severance Payment provided in this Section.

C. Termination for Cause

City may immediately terminate Employee's employment with the City and this Agreement at any time by providing written notice of termination for cause to Employee. In the event the Employee is terminated for cause, the City shall have no obligation to pay any Severance Payment provided in this Section.

Termination "for cause" shall include, but is not limited to: (i) conviction of any crime involving an "abuse of office or position" as defined in Government Code Section 53243.4; (ii) conviction of a felony or misdemeanor with a nexus to the workplace; (iii) purposely violating City policies or procedures; (iv) insubordination; (v) willful destruction, theft, misappropriation, or misuse of City property or funds; (vi) intoxication on duty; (x) unexcused absence; (xi) dishonesty, fraud, or misconduct in office; (xii) engaging in unlawful discrimination, harassment, or retaliation; (xiii) gross negligent acts or omissions that materially and adversely impedes or disrupts the operations of the City and/or is detrimental to employees or public safety; (xiv) engaging in willful political activity during working hours while using City resources in violation of Government Code section 3201, *et seq.*; (xv) other failure of good behavior that causes material discredit to the City.

D. Waiver of Administrative Proceedings

Employee expressly waives any right to pre-termination or post-termination disciplinary review or appeal proceedings set forth under the City's Employment Policies or provided under state or federal law, except where such waiver is prohibited.

E. Effect of Termination

Regardless of the form of Employee's termination of employment with the City, Employee shall be paid for all accrued, unused Comprehensive Annual Leave and Executive Leave, as provided for in this Agreement and required by law.

Section 9: **EXECUTIVE COMPENSATION LIMITATIONS**

A. Abuse of Office Conviction

In the event that Employee is convicted of a crime involving an abuse of their office or position as set forth in Government Code section 53243.4, Employee shall fully reimburse any compensation paid to Employee pursuant to Government Code section 53243.2. Such reimbursed compensation shall include but is not limited to: (i) Paid Administrative Leave paid to Employee during any pending investigation; (ii) provided funds for any criminal defense during Employee's employment with the City; or (iii) any cash settlement, Severance Payment, or any portion thereof related to the termination of Employee's employment with the City.

B. Determination by CalPERS

The City makes no representation or guarantee as to whether any of the compensation or payments in this Agreement are subject to CalPERS service credit or pensionable income, and Employee acknowledges that such determinations by CalPERS are outside of the City's control. Employee assumes full risk as to any action or determination by CalPERS regarding the qualifications of service credit or pensionable income related to the compensation or payments made under this Agreement, and Employee agrees they shall have no recourse against City due to any decision or action by CalPERS.

Section 10: **INDEMNIFICATION**

Subject to, in accordance with, and to the extent provided by the California Tort Claims Act (Government Code Section 810 *et seq.*), City will indemnify, defend, and hold Employee harmless from and against any action, demand, suit, monetary judgment or other legal or administrative proceeding, and any liability, injury, loss or other damages, arising out of any negligent act or omission occurring during the Term of this Agreement or any extension thereto. The City shall have the discretion to compromise or settle any such claim, demand or action and pay the amount of any settlement or judgment rendered thereon. Notwithstanding the foregoing, City shall have no duty to indemnify, defend, or hold Employee harmless from any criminal proceeding, or with regard to any civil, criminal or administrative proceeding initiated by Employee.

Section 11: **GENERAL PROVISIONS**

A. Notice

Any notices required by this Agreement shall be in writing and either delivered in person or by first class, certified, return receipt requested US Mail with postage prepaid. Such notice shall be addressed as follows:

TO CITY: City Manager
City of Temecula
41000 Main Street
Temecula, CA 92590

TO EMPLOYEE: Erica Russo
Most recent address on file in Human Resources.

B. Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the Parties, and construed as a whole, according to its fair meaning. This Agreement shall not be construed against any one party but shall be construed as if jointly prepared by Employee and City. Any uncertainty or ambiguity shall not be construed against any one Party.

All prior oral or written communications understanding or agreements between the Parties, not set forth herein, shall be superseded in total by this Agreement. No amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Manager and approved as to form by the City Attorney.

C. Assignment

This Agreement is not assignable by either the City or Employee.

D. Severability

In the event of any inconsistencies between the rules, policies and regulations of the City, this Agreement shall govern. In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the Parties, the remainder of this Agreement shall remain in full force and effect unless the parts found to be void are wholly inseparable from the remaining portions of this Agreement.

E. Effect of Waiver

The failure of either Party to insist on strict compliance with any of the terms, covenants, or conditions in this Agreement by the other Party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other time or times.

F. Dispute Resolution

Any dispute between the Parties shall be submitted to final and binding arbitration pursuant to the rules of the American Arbitration Association (AAA). The arbitration shall be conducted by a single arbitrator chosen pursuant to AAA rules and shall be conducted pursuant to the AAA rules and the California Arbitration Act. The arbitrator shall have the authority to allow discovery, including depositions, shall render a decision in writing that fully explains the decision, and may award the same categories of relief which may be awarded by a California Superior Court jury or judge.

Parties shall be empowered to present evidence, both oral and documentary, to cross examine adverse witnesses, and to present argument, both written and oral. Each party shall bear their own attorney's fees and arbitration costs including witness fees, subpoena fees, and other charges incurred at the discretion of the Employee and the Employee's counsel.

The City shall bear the full costs of the arbitrator and all other expenses unique to the arbitration process. The arbitrator may award attorney's fees to the prevailing party if such an award could be made in a California Superior Court. This arbitration provision shall apply to all claims for which

arbitration is legally applicable in contract, tort or statute including but not limited to the California Fair Employment and Housing Act, Title VII of the U.S. Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Americans With Disabilities Act, and all other statutes and regulations applicable to the employment relationship.

G. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California and the Parties agree that venue shall be in the County of Riverside.

H. Acknowledgement

Employee acknowledges that they have had the opportunity to consult legal counsel in regard to this Agreement, and that Employee has read and understands this Agreement and is fully aware of its legal effect. Employee represents that they have entered into this Agreement freely and voluntarily and based on Employee's own judgment and not on any representations or promises other than those contained in this Agreement.

I. Effective Date

This Agreement shall take effect on July 1, 2026.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Temecula has caused this Agreement to be signed and executed on its behalf by its City Manager and executed by the Employee.

City of Temecula, a general law City and California municipal corporation

Dated: _____

By: _____
Aaron Adams, City Manager

ATTEST:

Randi Johl, Director of Legislative Affairs/
City Clerk

Approved as to form:

Peter M. Thorson, City Attorney

In signing this Agreement, Employee understands and agrees that their employment status is that of an **at-will employee** and that their rights to employment with the City are governed by the terms and conditions of this Agreement rather than the ordinances, resolutions, and policies of the City of Temecula which might otherwise apply to employees of the City. Employee further acknowledges that they were given the opportunity to consult with an attorney prior to signing this Agreement.

Dated: _____

Employee Signature

Employee Name (printed)

ATTACHMENT A
Classification Specification



Director of Community Services

Established Date: 07/01/2014

Class Code: 600008

Revision Date: 07/24/2024

DESCRIPTION:

DEFINITION

Under general direction, plans, directs, and coordinates the activities of the Community Services Department including park development, acquisition and rehabilitation, recreation programs, cultural arts classes, special events, youth and senior services, volunteer services and facilities maintenance; implements policies and establishes procedures related to department functions; develops and administers the department budget; establishes and maintains liaison to the public; establishes and maintains liaison with various community and cultural groups; serves as a member of the City's executive management team; performs related duties as assigned.

DISTINGUISHING CHARACTERISTICS

The Director of Community Services is a single-position, at-will classification at the Executive Management level. The employee requires an advanced generalist's knowledge of park development and administration, and the development and implementation of community services programs and special events. The employee performs a variety of high-level administrative and professional duties and directs and supervises staff and activities in the City's Community Services Department. The employee is expected to exercise independent judgment, wisdom, common sense, and initiative in establishing efficient and effective departmental operations consistent with City Council policies and administrative guidelines established by the City Manager. The employee must also actively participate in addressing issues of concern to the City that, at times may not have a direct impact on the employee's area of specialization. The Director of Community Services is distinguished from lower level staff by assuming the highest level of assignments and responsibilities within his/her department.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the City Manager or his/her designee.

Supervision is exercised.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Develops and implements policies and regulations relating to recreational activity, facility and vehicle maintenance, park development, special events and community services

- Plans, directs, and coordinates the Community Services Department activities and services; develops procedures to conduct activities; ensures that activities are conducted in accordance with related laws, ordinances, rules and regulations; develops comprehensive plans to satisfy future needs for department services
- Provides staff assistance to the City Council, Community Services Commission and related committees and commissions
- Develops and implements policies relating to the use of land for development of parks and related facilities; assists in the acquisition of land for future park(s) and facilities; inspects future park sites and work in progress
- Coordinates and directs the preparation of grant applications as appropriate to secure funding for park development projects; ensures that funds are allocated and expended as stipulated by the grant
- Directs the preparation of requests for proposals, reviews proposals and selects and hires consultants for selected projects
- Advertises and reviews construction bids for selected projects; supervises and inspects completed work; acts as contract administrator on projects involving parks and park facilities
- Administers contractual agreements with school districts, other governmental agencies, and private organizations; manages park maintenance through departmental staff or contract services; maintains liaison with contracting agencies and service providers; ensures adherence with contract provisions
- Prepares and administers the budget for the Community Services department; participates in discussions regarding most effective utilization of available City funds and setting of priorities
- Develops long-term strategic planning to identify fiscal resources necessary to implement the City's priorities
- Administers Capital Improvement Projects
- Advises, and otherwise provides assistance to the City Manager, the City Council, other City personnel, outside agencies, and the public regarding department related issues
- Selects, supervises, motivates, plans, trains, directs, and evaluates the work of lower level staff; prepares and presents employee performance reviews; develops and establishes work methods and standards; conducts or directs staff training and development; reviews and evaluates employee performance; works with employees to correct deficiencies; implements disciplinary procedures; recommends employee terminations
- Represents the City, or delegates such authority, in relations with the community, advisory committees, local, county, state, and federal agencies, other departments, and professional organizations
- Promotes and coordinates volunteerism
- Prepares and writes a variety of reports and documentation, including detailed Risk Management incident reports
- Performs other duties of a similar nature

MINIMUM QUALIFICATIONS:

A combination of education, experience, and training that has provided the necessary knowledge, skills, and abilities is required for entry into the classification. The City of Temecula utilizes equivalencies to substitute two years of applicable experience and similar responsibility for one year of college in order for a candidate to meet Minimum Qualifications. A typical combination of education, experience, and training for this classification includes:

EDUCATION AND/OR EXPERIENCE

Bachelor's Degree from an accredited college/university with substantial course work in Recreation, Sociology, Public Administration or a related field; and at least seven (7) years of increasingly responsible professional experience in public recreation and community services with included experience in administration of a variety of community services programs. At least three (3) years in a management/supervisory capacity. Master's Degree in a related field is desirable.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Extensive knowledge of the principles and practices of public leisure programs and community services, including recreation and senior services
- Inter-governmental and private leisure programs, facilities, and resources
- Pertinent laws, ordinances, rules and regulations related to assessment districts
- Tax assessment and assessment district administration
- Principles and practices of landscape maintenance programs
- Community organization and methods for assessing and stimulating meaningful public interest and participation; program evaluation methods; role of citizen committees, organization of city government, and the effective methods of professional leadership within this framework
- Principles and practices of budget preparation and administration
- Grant application procedures and administration
- Principles and practices of personnel administration, supervision and training
- Occupational hazards and safety measures appropriate to work performed

Skill to:

- Operate various types of standard office equipment, including a personal computer and related software
- Operate a motor vehicle in a safe manner

Ability to:

- Analyze and make sound recommendations on complex community services and park administration issues; evaluate alternatives and make appropriate, creative recommendations
- Exercise sound, independent judgment and initiative within established guidelines
- Interpret City rules, policies and procedures and applicable local state and federal legislation
- Communicate respectfully and effectively with a diverse internal and external customer base; maintain confidentiality of information; remain calm, and exercise sound judgment when dealing with sensitive, complex, tense and/or confrontational situations
- Establish and maintain courteous, cooperative, and effective working relationships with those encountered in the course of work
- Manage a major function within the City
- Communicate effectively both orally and in writing
- Use proper English, spelling, grammar and punctuation
- Plan, organize, and carry out studies and analyses; prepare clear, complete, and technically accurate reports, correspondence, analytical studies and other written materials using standard office and computer equipment; analyze data, develop recommendations based on findings, and reach sound and defensible conclusions; collect data
- Work effectively with various governmental agencies, private firms, and the general public
- Analyze situations and take effective action
- Speak before groups, organizations, regulatory bodies and professional meetings
- Respond constructively to conflict and develop effective resolutions
- Supervise, plan, train, direct, and evaluate the work of lower level staff
- Serve as emergency services worker in the event of an emergency

LICENSES AND/OR CERTIFICATES

Possession of a valid California Class C driver's license and an acceptable driving record.

SPECIAL REQUIREMENTS

Satisfactory results from a background investigation and administrative screening. The administrative screening may include a pre-employment drug screening for positions which are designated as safety sensitive or security sensitive, including but not limited to being responsible for the care and custody of children and operating heavy equipment.

May be required to occasionally work outside of regular work hours (e.g. evenings, holidays and weekends) to attend meetings and special events.

WORKING CONDITIONS & PHYSICAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and sit; talk or hear, both in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. The employee frequently stands or walks, and lifts and moves records and documents or objects weighing up to 50 pounds alone, and up to 100 pounds with assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.

The employee is regularly required to use written and oral communication skills; read and interpret data; use math and mathematical reasoning; analyze and solve problems; learn and apply new information; perform highly detailed work on multiple, concurrent tasks; meet intensive and changing deadlines and interact with City staff, customers, vendors, contractors, and the public.

The employee typically works in office conditions; the noise level is frequently quiet or moderately quiet, at or below 50 decibels.

SUPPLEMENTAL INFORMATION:

Flexibly Staffed: No

FLSA Status: Exempt

Conflict of Interest: Form 700 Required

Department: Community Services

Bonding Required: No

AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF TEMECULA AND
RANDIP JOHL OLSON

This employment agreement ("Agreement") is entered into by the City of Temecula ("City") and Randip Johl Olson, Director of Legislative Affairs/City Clerk ("Employee"), each a "Party" and collectively the "Parties." In addition to the terms and conditions of this Agreement, employee is a participant in the City's Management Compensation Plan and entitled to the benefits provided therewith.

Recitals

City desires to employ Employee as an at-will employee in the position of Director of Legislative Affairs/City Clerk. Employee desires to be the Director of Legislative Affairs/City Clerk and acknowledges that such employment is at-will and that either Party may lawfully terminate employment at any time with or without cause.

Employee agrees that they have no property interest in continued employment and shall not be provided with any right to a pre-disciplinary hearing or to appeal any determination by the City that employee be terminated.

The City desires, and Employee agrees that Employee shall serve at the will of the City as managed and determined by the City Manager, unless or until this Agreement is terminated.

NOW THEREFORE, the City agrees to hire Employee, subject to the terms and conditions identified below.

AGREEMENT

Section 1: TERM

The effective date of this Agreement shall be July 1, 2026 and shall remain in full force and effect unless or until terminated by either Party. Any severance provided in Section 8 is a post-employment benefit and does not create any expectation of continued employment for any period of time.

Section 2: DUTIES

- A. City engages Employee as the Director of Legislative Affairs/City Clerk to perform the functions and duties specified in the Classification Specification for the position (Attachment "A", incorporated herein by this reference), as the same may be modified by the City Manager, and to perform such other legally permissible and proper duties and functions as the City Manager shall assign.
- B. Employee agrees that to the best of their ability and experience that they will at all times conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City

of Temecula and the laws and regulations of the State of California and the United States.

- C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Manager, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement. Employee's job classification is exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) or California law, based on the executive/administrative nature of the position and salary.

Section 3: AT-WILL EMPLOYMENT

Employee is an at-will employee and serves at the will and pleasure of the City through the City Manager. The City and employee each retain the option of terminating the employment relationship between them at any time, for any reason, subject to the provisions in Section 8.

Section 4: EXCLUSIVE EMPLOYMENT

Employee agrees to focus their professional time, ability and attention to City business during the term of this Agreement. Consequently, Employee agrees not to engage in any other business pursuits, whatsoever, directly or indirectly, render any services of a business, commercial, or professional nature to any other person or organization, for compensation, without the prior written consent of the City Manager. This does not preclude Employee from volunteering their services to other entities or individuals as long as such volunteer services are not in conflict or significantly interfere with the services to be provided by Employee under this Agreement. Employee shall comply with all applicable state and local conflict-of-interest, incompatible activities, and ethics codes or policies.

Section 5: COMPENSATION

As compensation for the services to be rendered by Employee, City agrees to pay Employee a base starting salary of no less than \$269,505.60 per year, payable in twenty-six biweekly installments on the City's regular payroll schedule and subject to customary withholding. Salary adjustments (merit increases), if any, during the term of this Agreement shall be at the sole discretion of the City Manager based upon the evaluation of Employee's job performance and within the base salary range established or otherwise approved by the City Council. Any and all adjustments shall be in accordance with City personnel policies and procedures.

Section 6: PERFORMANCE EVALUATION

At least annually, the City Manager or their designee will review and evaluate the performance of Employee as the Director of Legislative Affairs/City Clerk. The purpose of the review shall be to provide the Employee with feedback on the performance of their duties; progress in meeting, achieving, or exceeding the City Council or City Manager's defined goals, objectives, priorities, activities, and programs; and to identify areas requiring improvement and how such improvement may be accomplished. Failure of the City to provide a performance evaluation for Employee shall not limit the City's ability to terminate this Agreement, as provided herein.

Section 7: **BENEFITS**

A. Retirement

As an employee of the City of Temecula, Employee will be enrolled in the California Public Employees Retirement System (CalPERS) retirement plan, in the applicable miscellaneous plan for this job classification, as determined by CalPERS and City resolutions in effect from time to time, as such plan may be amended by the City Council. The specific benefit formula and employee contribution rate shall be those applicable to Employee's CalPERS membership status (*i.e.*, "classic" or "PEPRA") under CalPERS rules.

B. Automobile Allowance

Employee shall receive a monthly automobile allowance of \$400 in lieu of mileage reimbursement, except as otherwise provided in the Auto Allowance Administrative Guideline. Auto allowance will only be provided when Employee is in an active, paid status and will be discontinued during any period of unpaid leave in a manner consistent with Section 19.1 of the Management Compensation Plan. Employee will not receive auto allowance while on end-of-service leave.

C. Retention Benefit

If the City's General Fund Reserves are fully funded at the then-established standards of the City Council, the City's Retention Benefit outlined in this section may be offered to Employee at the discretion of the City Manager.

After completing five years of executive service with the City, if Employee has achieved the highest possible overall performance rating on three out of their last five annual performance evaluations, they shall be eligible to receive a Retention Benefit in an amount equal to the then-applicable maximum normal annual contribution limit to an Internal Revenue Code Section 457(b) Deferred Compensation Plan. This amount shall be paid as income in twenty-six biweekly installments on the City's normal payroll schedule, subject to customary withholding. Employee may elect to place these funds in a City-sponsored Internal Revenue Code Section 457(b) Deferred Compensation Plan as allowable by law. If Employee's employment with the City should end prior to the full distribution of a Retention Benefit, Employee shall be paid for all earned Retention Benefit disbursements not yet received at the time Employee receives their final paycheck.

D. Other Executive Management benefits

Unless otherwise specified, Employee shall receive all benefits specified in the City's Management Compensation Plan for Management Staff, which may be amended, modified, or terminated at any time and without prior notice by City, subject to applicable law.

Section 8: **TERMINATION AND SEVERANCE PAY**

A. Termination Without Cause, Severance Agreement

City may terminate Employee at any time without cause by providing Employee written notice

thereof together with the applicable Severance Payment, provided for below.

If Employee is terminated without cause, or the City requests Employee's resignation, Employee shall be provided a Severance Payment equal to six months of their normal monthly base salary less any and all applicable or legally required deductions. The Severance Payment shall also include the value of all benefits including retirement, cafeteria allotments/health and welfare coverage and any other City-provided benefit excluding leave accruals and automobile allowance payments. The Severance Payment shall be paid in a lump sum on the next available pay date as soon as administratively practicable following the effective date of separation.

B. Termination by Employee

Employee may terminate their employment for any reason, at any time, with or without cause. Employee is encouraged to provide the City with at least thirty days' prior written notice of resignation whenever practicable.

If Employee voluntarily resigns from their employment or retires without a request by the City, the City shall have no obligation to pay any Severance Payment provided in this Section.

C. Termination for Cause

City may immediately terminate Employee's employment with the City and this Agreement at any time by providing written notice of termination for cause to Employee. In the event the Employee is terminated for cause, the City shall have no obligation to pay any Severance Payment provided in this Section.

Termination "for cause" shall include, but is not limited to: (i) conviction of any crime involving an "abuse of office or position" as defined in Government Code Section 53243.4; (ii) conviction of a felony or misdemeanor with a nexus to the workplace; (iii) purposely violating City policies or procedures; (iv) insubordination; (v) willful destruction, theft, misappropriation, or misuse of City property or funds; (vi) intoxication on duty; (x) unexcused absence; (xi) dishonesty, fraud, or misconduct in office; (xii) engaging in unlawful discrimination, harassment, or retaliation; (xiii) gross negligent acts or omissions that materially and adversely impedes or disrupts the operations of the City and/or is detrimental to employees or public safety; (xiv) engaging in willful political activity during working hours while using City resources in violation of Government Code section 3201, *et seq.*; (xv) other failure of good behavior that causes material discredit to the City.

D. Waiver of Administrative Proceedings

Employee expressly waives any right to pre-termination or post-termination disciplinary review or appeal proceedings set forth under the City's Employment Policies or provided under state or federal law, except where such waiver is prohibited.

E. Effect of Termination

Regardless of the form of Employee's termination of employment with the City, Employee shall be paid for all accrued, unused Comprehensive Annual Leave and Executive Leave, as provided for in this Agreement and required by law.

Section 9: **EXECUTIVE COMPENSATION LIMITATIONS**

A. Abuse of Office Conviction

In the event that Employee is convicted of a crime involving an abuse of their office or position as set forth in Government Code section 53243.4, Employee shall fully reimburse any compensation paid to Employee pursuant to Government Code section 53243.2. Such reimbursed compensation shall include but is not limited to: (i) Paid Administrative Leave paid to Employee during any pending investigation; (ii) provided funds for any criminal defense during Employee's employment with the City; or (iii) any cash settlement, Severance Payment, or any portion thereof related to the termination of Employee's employment with the City.

B. Determination by CalPERS

The City makes no representation or guarantee as to whether any of the compensation or payments in this Agreement are subject to CalPERS service credit or pensionable income, and Employee acknowledges that such determinations by CalPERS are outside of the City's control. Employee assumes full risk as to any action or determination by CalPERS regarding the qualifications of service credit or pensionable income related to the compensation or payments made under this Agreement, and Employee agrees they shall have no recourse against City due to any decision or action by CalPERS.

Section 10: **INDEMNIFICATION**

Subject to, in accordance with, and to the extent provided by the California Tort Claims Act (Government Code Section 810 *et seq.*), City will indemnify, defend, and hold Employee harmless from and against any action, demand, suit, monetary judgment or other legal or administrative proceeding, and any liability, injury, loss or other damages, arising out of any negligent act or omission occurring during the Term of this Agreement or any extension thereto. The City shall have the discretion to compromise or settle any such claim, demand or action and pay the amount of any settlement or judgment rendered thereon. Notwithstanding the foregoing, City shall have no duty to indemnify, defend, or hold Employee harmless from any criminal proceeding, or with regard to any civil, criminal or administrative proceeding initiated by Employee.

Section 11: **GENERAL PROVISIONS**

A. Notice

Any notices required by this Agreement shall be in writing and either delivered in person or by first class, certified, return receipt requested US Mail with postage prepaid. Such notice shall be addressed as follows:

TO CITY: City Manager
City of Temecula
41000 Main Street
Temecula, CA 92590

TO EMPLOYEE: Randip Johl Olson
Most recent address on file in Human Resources.

B. Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the Parties, and construed as a whole, according to its fair meaning. This Agreement shall not be construed against any one party but shall be construed as if jointly prepared by Employee and City. Any uncertainty or ambiguity shall not be construed against any one Party.

All prior oral or written communications understanding or agreements between the Parties, not set forth herein, shall be superseded in total by this Agreement. No amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Manager and approved as to form by the City Attorney.

C. Assignment

This Agreement is not assignable by either the City or Employee.

D. Severability

In the event of any inconsistencies between the rules, policies and regulations of the City, this Agreement shall govern. In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the Parties, the remainder of this Agreement shall remain in full force and effect unless the parts found to be void are wholly inseparable from the remaining portions of this Agreement.

E. Effect of Waiver

The failure of either Party to insist on strict compliance with any of the terms, covenants, or conditions in this Agreement by the other Party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other time or times.

F. Dispute Resolution

Any dispute between the Parties shall be submitted to final and binding arbitration pursuant to the rules of the American Arbitration Association (AAA). The arbitration shall be conducted by a single arbitrator chosen pursuant to AAA rules and shall be conducted pursuant to the AAA rules and the California Arbitration Act. The arbitrator shall have the authority to allow discovery, including depositions, shall render a decision in writing that fully explains the decision, and may award the same categories of relief which may be awarded by a California Superior Court jury or judge.

Parties shall be empowered to present evidence, both oral and documentary, to cross examine adverse witnesses, and to present argument, both written and oral. Each party shall bear their own attorney's fees and arbitration costs including witness fees, subpoena fees, and other charges incurred at the discretion of the Employee and the Employee's counsel.

The City shall bear the full costs of the arbitrator and all other expenses unique to the arbitration process. The arbitrator may award attorney's fees to the prevailing party if such an award could be made in a California Superior Court. This arbitration provision shall apply to all claims for which

arbitration is legally applicable in contract, tort or statute including but not limited to the California Fair Employment and Housing Act, Title VII of the U.S. Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Americans With Disabilities Act, and all other statutes and regulations applicable to the employment relationship.

G. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California and the Parties agree that venue shall be in the County of Riverside.

H. Acknowledgement

Employee acknowledges that they have had the opportunity to consult legal counsel in regard to this Agreement, and that Employee has read and understands this Agreement and is fully aware of its legal effect. Employee represents that they have entered into this Agreement freely and voluntarily and based on Employee's own judgment and not on any representations or promises other than those contained in this Agreement.

I. Effective Date

This Agreement shall take effect on July 1, 2026.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Temecula has caused this Agreement to be signed and executed on its behalf by its City Manager and executed by the Employee.

City of Temecula, a general law City and California municipal corporation

Dated: _____

By: _____
Aaron Adams, City Manager

ATTEST:

Erika Ramirez, Deputy City Clerk

Approved as to form:

Peter M. Thorson, City Attorney

In signing this Agreement, Employee understands and agrees that their employment status is that of an **at-will employee** and that their rights to employment with the City are governed by the terms and conditions of this Agreement rather than the ordinances, resolutions, and policies of the City of Temecula which might otherwise apply to employees of the City. Employee further acknowledges that they were given the opportunity to consult with an attorney prior to signing this Agreement.

Dated: _____

Employee Signature

Employee Name (printed)

ATTACHMENT A
Classification Specification



Director of Legislative Affairs/City Clerk

Established Date: 07/01/2014

Class Code: 500008

Revision Date: 08/27/2021

DESCRIPTION:

DEFINITION

Under general direction, this position is responsible for providing direction to plan, administer, and coordinate the operations and responsibilities of the City Clerk's Department, including Legislative Affairs, and the Records Management Division.

DISTINGUISHING CHARACTERISTICS

The Director of Legislative Affairs/City Clerk is a single-position, at-will classification at the Executive Management level. The employee requires considerable independent judgment and provides technical advice to the City Manager and City Council. The employee is a member of the City's executive team and is expected to actively participate in managing a wide variety of City issues.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the City Manager or his/her designee.

Supervision is exercised.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Oversees, prepares, and makes recommendations on updates to the City's Legislative Platform
- Monitors legislation through the legislative process, and provides updates on their progress to City Council Members and City management and staff; provides reports regarding the status and impact of pending legislation
- Compiles, analyzes, and communicates information on legislative issues affecting the City's internal and external stakeholders
- Provides recommendations and options for engaging on specific legislation and supporting/opposing interest groups
- Coordinates with legislative advocacy firms to influence the formation, edits, or repeal of legislation impacting the City

- Oversees, plans, coordinates and develops preparation of City Council agendas in cooperation with City Management staff
- Oversees and coordinates the publication of ordinances, resolutions and notices of hearings
- Oversees coordination, execution and administration of all City contracts; attests signatures of City Council and City Officials
- Oversees and coordinates bid opening process with initiating department, and monitors process through bid opening and award of contract
- Oversees the preparation and coordination of the publication, posting and distribution of legal notices for public meetings and hearings; ensures that legal requirements are met for publication and posting of agendas and minutes
- Oversees the processing, indexing, filing and retrieving of all official City documents; responds to inquiries from City Council Members, City management and staff, and the general public regarding Council actions, official records, and interpretation of related policies, procedures and laws; researches, compiles and analyzes data for special projects and reports, as needed
- Certifies copies of official records
- Makes presentations in various public forums; attends Mayor meetings and Executive Staff meetings
- Oversees, prepares and administers department budget
- Maintains official records of City business in accordance with federal, state and local requirements
- Schedules and coordinates appeals hearings; selects appropriate hearing officers; maintains script and background information for hearing officers; schedules recording rooms; writes and distributes all official communication for hearings
- Oversees all State Fair Political Practices Commission requirements
- Schedules and provides training for 700 Form filers, as required by law
- Manages support to Commissions; oversees all advertising, posting and lists necessary to maintain City Commissions posting requirements, including Maddy Act posting, as required by law
- Oversees and directs in the preparation of accurate and official action minutes of City Council meetings
- Plans, processes and administers municipal elections and election related matters
- Ensures all public documents and City Council actions are in the correct format, include required attachments and obtains appropriate signatures prior to recording or sending elsewhere for further action
- Directs the processing, indexing, filing and retrieving of all official City documents; oversees the response to inquiries from City Council Members, City management and staff, and the general public regarding Council actions, official records, and interpretation of related policies,

procedures and laws; researches, compiles and analyzes data for special projects and reports, as needed

- Provides assistance to the public and City staff by helping to identify records and information relevant to public records requests; ensures timely response to all requests and justifies any nondisclosure and/or ensures deletion of any portions that are exempt from the mandate of the Public Records Act
- Maintains the City Municipal Code Book; serves as the official custodian of the City Seal; administers oaths
- Prepares and presents verbal and written reports, as needed; formulates and presents proposals and recommendations
- Attends City Council meetings and other public meetings, as appropriate
- Performs Notary Public duties
- Supervises, motivates, plans, trains, directs, and evaluates the work of lower level staff
- Develops and directs the implementation of department goals, objectives, policies, procedures and work standards; coordinates departmental activities with other City departments and outside agencies
- Provides assistance to the Mayor, City Manager and City Council, as needed
- Prepares and writes a variety of reports and documentation, including detailed Risk Management incident reports
- Performs other duties of a similar nature

MINIMUM QUALIFICATIONS:

A combination of education, experience, and training that has provided the necessary knowledge, skills, and abilities is required for entry into the classification. The City of Temecula utilizes equivalencies to substitute two years of applicable experience and similar responsibility for one year of college in order for a candidate to meet Minimum Qualifications. A typical combination of education, experience, and training for this classification includes:

EDUCATION AND/OR EXPERIENCE

Bachelor's Degree from an accredited college/university in Public or Business Administration; and five (5) years of increasingly responsible analytical experience creating, maintaining and certifying records and information for a government or public entity. Three (3) years of supervisory experience is desired. Master's Degree in Public or Business Administration is desirable.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Objectives, programs, policies and procedures of a municipal clerk's office
- Pertinent federal, state, and local laws, code, and regulations related to division operations

- Pertinent legislative processes and procedures
- Political insight and understanding
- Principles and procedures of record keeping and reporting
- Procedures for administering municipal elections; familiarity with specialized electronic records management software
- Terminology of ordinances and resolutions
- Principles and procedures for municipal budgeting
- Occupational hazards and safety measures appropriate to work performed

Skill to:

- Communicate effectively with a variety of personalities in a tactful, pleasant, and professional manner
- Operate various types of standard office equipment, including a personal computer and related software
- Operate a motor vehicle in a safe manner

Ability to:

- Interpret, explain, and apply division policies and procedures and pertinent federal, state, and local laws, codes, and regulations
- Plan, organize and conduct municipal elections
- Organize and prioritize projects and tasks in order to meet strict deadlines
- Prepare and maintain accurate and precise written documents such as reports, records, forms and correspondence; establish and maintain complex records and filing systems
- Maintain professionalism, courtesy and composure at all times, including stressful situations, and handle disputes and complaints in a calm manner
- Evaluate situations, identify problems, and exercise sound independent judgment within established guidelines
- Perform assignments with a high degree of independence
- Establish and maintain courteous, cooperative, and effective working relationships with those encountered in the course of work
- Understand and follow oral and written instructions
- Communicate clearly and concisely, orally and in writing

- Communicate respectfully and effectively with a diverse internal and external customer base; maintain confidentiality of information; remain calm, and exercise sound judgment when dealing with sensitive, complex, tense and/or confrontational situations
- Use proper English, spelling, grammar and punctuation
- Supervise, plan, train, direct, and evaluate the work of lower level staff
- Serve as emergency services worker in the event of an emergency

LICENSES AND/OR CERTIFICATES

Possession of a valid California Class C driver's license and an acceptable driving record.

Certification as a Notary Public by the State of California is required within six (6) months of appointment.

Certification by the International Institute of Municipal Clerks as a Certified Municipal Clerk is desirable.

SPECIAL REQUIREMENTS

Satisfactory results from a background investigation and administrative screening. The administrative screening may include a pre-employment drug screening for positions which are designated as safety sensitive or security sensitive, including but not limited to being responsible for the care and custody of children and operating heavy equipment.

May be required to occasionally work outside of regular work hours (e.g. evenings, holidays and weekends) to attend meetings and special events.

WORKING CONDITIONS & PHYSICAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and sit; talk or hear, both in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. The employee frequently stands or walks, and lifts and moves records and documents or objects weighing up to 50 pounds alone, and up to 100 pounds with assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.

The employee is regularly required to use written and oral communication skills; read and interpret data; use math and mathematical reasoning; analyze and solve problems; learn and apply new information; perform highly detailed work on multiple, concurrent tasks; meet intensive and changing deadlines and interact with City staff, officials, customers, vendors, contractors, and the general public.

The employee typically works in office conditions; the noise level is frequently quiet or moderately quiet, at or below 50 decibels.

SUPPLEMENTAL INFORMATION:

Flexibly Staffed: No

FLSA Status: Exempt

Conflict of Interest: Form 700 Required

Department: City Clerk

Bonding Required: Yes

AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF TEMECULA AND
MATTHEW D. PETERS

This employment agreement ("Agreement") is entered into by the City of Temecula ("City") and Matthew D. Peters, Director of Community Development ("Employee"), each a "Party" and collectively the "Parties." In addition to the terms and conditions of this Agreement, employee is a participant in the City's Management Compensation Plan and entitled to the benefits provided therewith.

Recitals

City desires to employ Employee as an at-will employee in the position of Director of Community Development. Employee desires to be the Director of Community Development and acknowledges that such employment is at-will and that either Party may lawfully terminate employment at any time with or without cause.

Employee agrees that they have no property interest in continued employment and shall not be provided with any right to a pre-disciplinary hearing or to appeal any determination by the City that employee be terminated.

The City desires, and Employee agrees that Employee shall serve at the will of the City as managed and determined by the City Manager, unless or until this Agreement is terminated.

NOW THEREFORE, the City agrees to hire Employee, subject to the terms and conditions identified below.

AGREEMENT

Section 1: TERM

The effective date of this Agreement shall be July 1, 2026 and shall remain in full force and effect unless or until terminated by either Party. Any severance provided in Section 8 is a post-employment benefit and does not create any expectation of continued employment for any period of time.

Section 2: DUTIES

- A. City engages Employee as the Director of Community Development to perform the functions and duties specified in the Classification Specification for the position (Attachment "A", incorporated herein by this reference), as the same may be modified by the City Manager, and to perform such other legally permissible and proper duties and functions as the City Manager shall assign.
- B. Employee agrees that to the best of their ability and experience that they will at all times conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City

of Temecula and the laws and regulations of the State of California and the United States.

- C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Manager, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement. Employee's job classification is exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) or California law, based on the executive/administrative nature of the position and salary.

Section 3: AT-WILL EMPLOYMENT

Employee is an at-will employee and serves at the will and pleasure of the City through the City Manager. The City and employee each retain the option of terminating the employment relationship between them at any time, for any reason, subject to the provisions in Section 8.

Section 4: EXCLUSIVE EMPLOYMENT

Employee agrees to focus their professional time, ability and attention to City business during the term of this Agreement. Consequently, Employee agrees not to engage in any other business pursuits, whatsoever, directly or indirectly, render any services of a business, commercial, or professional nature to any other person or organization, for compensation, without the prior written consent of the City Manager. This does not preclude Employee from volunteering their services to other entities or individuals as long as such volunteer services are not in conflict or significantly interfere with the services to be provided by Employee under this Agreement. Employee shall comply with all applicable state and local conflict-of-interest, incompatible activities, and ethics codes or policies.

Section 5: COMPENSATION

As compensation for the services to be rendered by Employee, City agrees to pay Employee a base starting salary of no less than \$276,265.60 per year, payable in twenty-six biweekly installments on the City's regular payroll schedule and subject to customary withholding. Salary adjustments (merit increases), if any, during the term of this Agreement shall be at the sole discretion of the City Manager based upon the evaluation of Employee's job performance and within the base salary range established or otherwise approved by the City Council. Any and all adjustments shall be in accordance with City personnel policies and procedures.

Section 6: PERFORMANCE EVALUATION

At least annually, the City Manager or their designee will review and evaluate the performance of Employee as the Director of Community Development. The purpose of the review shall be to provide the Employee with feedback on the performance of their duties; progress in meeting, achieving, or exceeding the City Council or City Manager's defined goals, objectives, priorities, activities, and programs; and to identify areas requiring improvement and how such improvement may be accomplished. Failure of the City to provide a performance evaluation for Employee shall not limit the City's ability to terminate this Agreement, as provided herein.

Section 7: **BENEFITS**

A. Retirement

As an employee of the City of Temecula, Employee will be enrolled in the California Public Employees Retirement System (CalPERS) retirement plan, in the applicable miscellaneous plan for this job classification, as determined by CalPERS and City resolutions in effect from time to time, as such plan may be amended by the City Council. The specific benefit formula and employee contribution rate shall be those applicable to Employee's CalPERS membership status (*i.e.*, "classic" or "PEPRA") under CalPERS rules.

B. Automobile Allowance

Employee shall receive a monthly automobile allowance of \$400 in lieu of mileage reimbursement, except as otherwise provided in the Auto Allowance Administrative Guideline. Auto allowance will only be provided when Employee is in an active, paid status and will be discontinued during any period of unpaid leave in a manner consistent with Section 19.1 of the Management Compensation Plan. Employee will not receive auto allowance while on end-of-service leave.

C. Retention Benefit

If the City's General Fund Reserves are fully funded at the then-established standards of the City Council, the City's Retention Benefit outlined in this section may be offered to Employee at the discretion of the City Manager.

After completing five years of executive service with the City, if Employee has achieved the highest possible overall performance rating on three out of their last five annual performance evaluations, they shall be eligible to receive a Retention Benefit in an amount equal to the then-applicable maximum normal annual contribution limit to an Internal Revenue Code Section 457(b) Deferred Compensation Plan. This amount shall be paid as income in twenty-six biweekly installments on the City's normal payroll schedule, subject to customary withholding. Employee may elect to place these funds in a City-sponsored Internal Revenue Code Section 457(b) Deferred Compensation Plan as allowable by law. If Employee's employment with the City should end prior to the full distribution of a Retention Benefit, Employee shall be paid for all earned Retention Benefit disbursements not yet received at the time Employee receives their final paycheck.

D. Other Executive Management benefits

Unless otherwise specified, Employee shall receive all benefits specified in the City's Management Compensation Plan for Management Staff, which may be amended, modified, or terminated at any time and without prior notice by City, subject to applicable law.

Section 8: **TERMINATION AND SEVERANCE PAY**

A. Termination Without Cause, Severance Agreement

City may terminate Employee at any time without cause by providing Employee written notice

thereof together with the applicable Severance Payment, provided for below.

If Employee is terminated without cause, or the City requests Employee's resignation, Employee shall be provided a Severance Payment equal to six months of their normal monthly base salary less any and all applicable or legally required deductions. The Severance Payment shall also include the value of all benefits including retirement, cafeteria allotments/health and welfare coverage and any other City-provided benefit excluding leave accruals and automobile allowance payments. The Severance Payment shall be paid in a lump sum on the next available pay date as soon as administratively practicable following the effective date of separation.

B. Termination by Employee

Employee may terminate their employment for any reason, at any time, with or without cause. Employee is encouraged to provide the City with at least thirty days' prior written notice of resignation whenever practicable.

If Employee voluntarily resigns from their employment or retires without a request by the City, the City shall have no obligation to pay any Severance Payment provided in this Section.

C. Termination for Cause

City may immediately terminate Employee's employment with the City and this Agreement at any time by providing written notice of termination for cause to Employee. In the event the Employee is terminated for cause, the City shall have no obligation to pay any Severance Payment provided in this Section.

Termination "for cause" shall include, but is not limited to: (i) conviction of any crime involving an "abuse of office or position" as defined in Government Code Section 53243.4; (ii) conviction of a felony or misdemeanor with a nexus to the workplace; (iii) purposely violating City policies or procedures; (iv) insubordination; (v) willful destruction, theft, misappropriation, or misuse of City property or funds; (vi) intoxication on duty; (x) unexcused absence; (xi) dishonesty, fraud, or misconduct in office; (xii) engaging in unlawful discrimination, harassment, or retaliation; (xiii) gross negligent acts or omissions that materially and adversely impedes or disrupts the operations of the City and/or is detrimental to employees or public safety; (xiv) engaging in willful political activity during working hours while using City resources in violation of Government Code section 3201, *et seq.*; (xv) other failure of good behavior that causes material discredit to the City.

D. Waiver of Administrative Proceedings

Employee expressly waives any right to pre-termination or post-termination disciplinary review or appeal proceedings set forth under the City's Employment Policies or provided under state or federal law, except where such waiver is prohibited.

E. Effect of Termination

Regardless of the form of Employee's termination of employment with the City, Employee shall be paid for all accrued, unused Comprehensive Annual Leave and Executive Leave, as provided for in this Agreement and required by law.

Section 9: **EXECUTIVE COMPENSATION LIMITATIONS**

A. Abuse of Office Conviction

In the event that Employee is convicted of a crime involving an abuse of their office or position as set forth in Government Code section 53243.4, Employee shall fully reimburse any compensation paid to Employee pursuant to Government Code section 53243.2. Such reimbursed compensation shall include but is not limited to: (i) Paid Administrative Leave paid to Employee during any pending investigation; (ii) provided funds for any criminal defense during Employee's employment with the City; or (iii) any cash settlement, Severance Payment, or any portion thereof related to the termination of Employee's employment with the City.

B. Determination by CalPERS

The City makes no representation or guarantee as to whether any of the compensation or payments in this Agreement are subject to CalPERS service credit or pensionable income, and Employee acknowledges that such determinations by CalPERS are outside of the City's control. Employee assumes full risk as to any action or determination by CalPERS regarding the qualifications of service credit or pensionable income related to the compensation or payments made under this Agreement, and Employee agrees they shall have no recourse against City due to any decision or action by CalPERS.

Section 10: **INDEMNIFICATION**

Subject to, in accordance with, and to the extent provided by the California Tort Claims Act (Government Code Section 810 *et seq.*), City will indemnify, defend, and hold Employee harmless from and against any action, demand, suit, monetary judgment or other legal or administrative proceeding, and any liability, injury, loss or other damages, arising out of any negligent act or omission occurring during the Term of this Agreement or any extension thereto. The City shall have the discretion to compromise or settle any such claim, demand or action and pay the amount of any settlement or judgment rendered thereon. Notwithstanding the foregoing, City shall have no duty to indemnify, defend, or hold Employee harmless from any criminal proceeding, or with regard to any civil, criminal or administrative proceeding initiated by Employee.

Section 11: **GENERAL PROVISIONS**

A. Notice

Any notices required by this Agreement shall be in writing and either delivered in person or by first class, certified, return receipt requested US Mail with postage prepaid. Such notice shall be addressed as follows:

TO CITY: City Manager
City of Temecula
41000 Main Street
Temecula, CA 92590

TO EMPLOYEE: Matthew D. Peters
Most recent address on file in Human Resources.

B. Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the Parties, and construed as a whole, according to its fair meaning. This Agreement shall not be construed against any one party but shall be construed as if jointly prepared by Employee and City. Any uncertainty or ambiguity shall not be construed against any one Party.

All prior oral or written communications understanding or agreements between the Parties, not set forth herein, shall be superseded in total by this Agreement. No amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Manager and approved as to form by the City Attorney.

C. Assignment

This Agreement is not assignable by either the City or Employee.

D. Severability

In the event of any inconsistencies between the rules, policies and regulations of the City, this Agreement shall govern. In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the Parties, the remainder of this Agreement shall remain in full force and effect unless the parts found to be void are wholly inseparable from the remaining portions of this Agreement.

E. Effect of Waiver

The failure of either Party to insist on strict compliance with any of the terms, covenants, or conditions in this Agreement by the other Party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other time or times.

F. Dispute Resolution

Any dispute between the Parties shall be submitted to final and binding arbitration pursuant to the rules of the American Arbitration Association (AAA). The arbitration shall be conducted by a single arbitrator chosen pursuant to AAA rules and shall be conducted pursuant to the AAA rules and the California Arbitration Act. The arbitrator shall have the authority to allow discovery, including depositions, shall render a decision in writing that fully explains the decision, and may award the same categories of relief which may be awarded by a California Superior Court jury or judge.

Parties shall be empowered to present evidence, both oral and documentary, to cross examine adverse witnesses, and to present argument, both written and oral. Each party shall bear their own attorney's fees and arbitration costs including witness fees, subpoena fees, and other charges incurred at the discretion of the Employee and the Employee's counsel.

The City shall bear the full costs of the arbitrator and all other expenses unique to the arbitration process. The arbitrator may award attorney's fees to the prevailing party if such an award could be made in a California Superior Court. This arbitration provision shall apply to all claims for which

arbitration is legally applicable in contract, tort or statute including but not limited to the California Fair Employment and Housing Act, Title VII of the U.S. Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Americans With Disabilities Act, and all other statutes and regulations applicable to the employment relationship.

G. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California and the Parties agree that venue shall be in the County of Riverside.

H. Acknowledgement

Employee acknowledges that they have had the opportunity to consult legal counsel in regard to this Agreement, and that Employee has read and understands this Agreement and is fully aware of its legal effect. Employee represents that they have entered into this Agreement freely and voluntarily and based on Employee's own judgment and not on any representations or promises other than those contained in this Agreement.

I. Effective Date

This Agreement shall take effect on July 1, 2026.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Temecula has caused this Agreement to be signed and executed on its behalf by its City Manager and executed by the Employee.

City of Temecula, a general law City and California municipal corporation

Dated: _____

By: _____
Aaron Adams, City Manager

ATTEST:

Randi Johl, Director of Legislative Affairs/
City Clerk

Approved as to form:

Peter M. Thorson, City Attorney

In signing this Agreement, Employee understands and agrees that their employment status is that of an **at-will employee** and that their rights to employment with the City are governed by the terms and conditions of this Agreement rather than the ordinances, resolutions, and policies of the City of Temecula which might otherwise apply to employees of the City. Employee further acknowledges that they were given the opportunity to consult with an attorney prior to signing this Agreement.

Dated: _____

Employee Signature

Employee Name (printed)

ATTACHMENT A
Classification Specification



Director of Community Development

Established Date: 07/01/2014

Class Code: 300008

Revision Date: 08/27/2021

DESCRIPTION:

DEFINITION

Under general direction, plans, directs, and coordinates the activities of the Community Development department; implements policies and establishes procedures related to planning, housing, code enforcement, business licensing and building inspection functions; develops and administers the department budget; establishes and maintains liaison to the public; performs related duties, as assigned.

DISTINGUISHING CHARACTERISTICS

The Director of Community Development is a single-position, at-will classification at the Executive Management level, and is responsible for the development and administration of programs designed to address primary areas of City service. The employee is expected to exercise independent judgment, wisdom, common sense, and initiative in establishing efficient and effective departmental operations consistent with City Council policies and administrative guidelines established by the City Manager. The employee must also function as a member of the City's management team and participate actively in addressing issues of concern to the City that at times may not have a direct impact on their area of specialization. The Director of Community Development is distinguished from lower level staff by assuming the highest level of assignments and responsibilities within his/her department.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the City Manager or his/her designee.

Supervision is exercised.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Develops and implements policies and regulations relating to the use of land, including planning, zoning, housing, and building and safety; ensures that policies are administered equitably
- Plans, directs, and coordinates department activities and services; develops procedures to conduct activities; ensures that activities are conducted in accordance with related laws,

ordinances, rules, and regulations; develops comprehensive plans to satisfy future needs for department services

- Directs and participates in the development, maintenance, and implementation of the City's General Plan; implements and administers the Uniform Building and associated codes
- Prepares and administers the budget for the Community Development Department
- Advises, and otherwise provides assistance to the City Manager, the City Council, the Planning Commission, other citizen committees, other City personnel, and the public regarding department related issues
- Conducts or directs the conduct of studies, and the preparation and presentation of reports, regarding the use of land, development and maintenance of affordable housing, building inspection, and code enforcement in the City of Temecula and related department activities
- Administers contract services pertaining to planning, housing, code enforcement building and safety services, and other consultant services; maintains liaison with service providers and ensures adherence to contract provisions
- Selects, supervises, motivates, plans, trains, directs, and evaluates the work of lower level staff; prepares and presents employee performance reviews; provides/coordinates staff training; works with employees to correct deficiencies; implements disciplinary procedures; recommends employee terminations; approves time sheets and expense reports
- Represents the City, or delegates such authority, in relations with the community, advisory committees, local, county, state, and federal agencies, other planning and community development departments, and professional organizations
- Serves as Secretary to the Planning Commission
- Develops and directs the implementation of department goals, objectives, policies, procedures and work standards
- Prepares and writes a variety of reports and documentation, including detailed Risk Management incident reports
- Performs other duties of a similar nature

MINIMUM QUALIFICATIONS:

A combination of education, experience, and training that has provided the necessary knowledge, skills, and abilities is required for entry into the classification. The City of Temecula utilizes equivalencies to substitute two years of applicable experience and similar responsibility for one year of college in order for a candidate to meet Minimum Qualifications. A typical combination of education, experience, and training for this classification includes:

EDUCATION AND/OR EXPERIENCE

Bachelor's Degree from an accredited college/university in Urban or Regional Planning, Urban Design, Public or Business Administration, or a closely related field; and a minimum of seven (7) years of progressively responsible professional planning experience encompassing both advanced

and current planning in a municipal agency, with a minimum of three (3) years of management experience in a municipal planning department. Master's Degree in a related field is desired.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Extensive knowledge of modern principles and practices of urban planning and community development
- Principles and practices of municipal planning, zoning, environmental issues, permit procedures, site planning and architectural design
- Principles and practices of statistics, graphic presentations, engineering drawings, landscape review, historic preservation, Community Development Block Grant, code amendment process, demographics, business license regulations, legislative review and Air Quality District regulations
- Applicable federal and state planning and zoning laws, including CEQA and the Subdivision Map Act
- Methods and techniques used in the development and maintenance of master plans
- Principles, objectives and procedures of modern municipal planning
- Considerable knowledge of building, electrical, mechanical, and related codes and regulations, including the Uniform Building Code
- Methods, materials, techniques, and practices employed in building inspection design and construction
- Principles of employee supervision, training, and performance evaluation
- Methods and techniques of research, statistical analysis and report preparation
- Occupational hazards and safety measures appropriate to work performed

Skill to:

- Operate various types of standard office equipment, including a personal computer and related software
- Operate a motor vehicle in a safe manner

Ability to:

- Analyze a variety of complex administrative and organizational problems and make sound policy and procedural recommendations
- Effectively and accurately analyze complex data in order to determine consequences, identify alternatives, and draw logical conclusions

- Evaluate situations, identify problems, and exercise sound independent judgment within established guidelines
- Interpret, explain, and apply policies, procedures, laws, codes, and regulations pertaining to Community Development
- Negotiate and manage contracts with consultants and developers and effectively represent the City in meetings with various individuals and organizations
- Communicate clearly and effectively, both orally and in writing, including making public presentations and preparing comprehensive written reports
- Use proper English, spelling, grammar and punctuation
- Establish and maintain courteous, cooperative, and effective working relationships with those encountered in the course of work
- Supervise, plan, train, direct, and evaluate the work of lower level staff
- Develop new policies impacting division operations/procedures
- Prepare accurate, comprehensive, and precise written reports and analyses
- Plan, organize, and prioritize multiple projects and tasks in order to meet strict deadlines
- Prepare budgets and allocate limited resources in a cost effective manner
- Serve as emergency services worker in the event of an emergency

LICENSES AND/OR CERTIFICATES

Possession of a valid California Class C driver's license and an acceptable driving record.

Membership in the American Institute of Certified Planners (A.I.C.P.) is desirable.

SPECIAL REQUIREMENTS

Satisfactory results from a background investigation and administrative screening. The administrative screening may include a pre-employment drug screening for positions which are designated as safety sensitive or security sensitive, including but not limited to being responsible for the care and custody of children and operating heavy equipment.

Required to work outside of regular work hours (e.g. evenings, holidays and weekends) to attend meetings and special events.

WORKING CONDITIONS & PHYSICAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and sit; talk or hear, both in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. The employee frequently stands or walks, and lifts and moves records and documents or objects weighing up to 50 pounds alone, and up to 100 pounds with assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.

The employee may need to assist staff in performing inspections of work in the field that may require walking on uneven ground, working around machinery, fumes, dirt and gas, and in varying temperatures. The employee must maintain composure and good judgment while under stress.

The employee typically works in office conditions; the noise level is frequently quiet, at or below 50 decibels. The employee is required to attend evening meetings and to travel to different redevelopment sites and public and private facilities.

SUPPLEMENTAL INFORMATION:

Flexibly Staffed: No

FLSA Status: Exempt

Conflict of Interest: Form 700 Required

Department: Community Development

Bonding Required: No

AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF TEMECULA AND
RONNIE MORENO

This employment agreement ("Agreement") is entered into by the City of Temecula ("City") and Ronnie Moreno, Director of Public Works/City Engineer ("Employee"), each a "Party" and collectively the "Parties." In addition to the terms and conditions of this Agreement, employee is a participant in the City's Management Compensation Plan and entitled to the benefits provided therewith.

Recitals

City desires to employ Employee as an at-will employee in the position of Director of Public Works/City Engineer. Employee desires to be the Director of Public Works/City Engineer and acknowledges that such employment is at-will and that either Party may lawfully terminate employment at any time with or without cause.

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- B. Employee agrees that to the best of their ability and experience that they will at all times conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City

of Temecula and the laws and regulations of the State of California and the United States.

- C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Manager, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement. Employee's job classification is exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) or California law, based on the executive/administrative nature of the position and salary.

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After completing five years of executive service with the City, if Employee has achieved the highest possible overall performance rating on three out of their last five annual performance evaluations, they shall be eligible to receive a Retention Benefit in an amount equal to the then-applicable maximum normal annual contribution limit to an Internal Revenue Code Section 457(b) Deferred Compensation Plan. This amount shall be paid as income in twenty-six biweekly installments on the City's normal payroll schedule, subject to customary withholding. Employee may elect to place these funds in a City-sponsored Internal Revenue Code Section 457(b) Deferred Compensation Plan as allowable by law. If Employee's employment with the City should end prior to the full distribution of a Retention Benefit, Employee shall be paid for all earned Retention Benefit disbursements not yet received at the time Employee receives their final paycheck.

D. Other Executive Management benefits

Unless otherwise specified, Employee shall receive all benefits specified in the City's Management Compensation Plan for Management Staff, which may be amended, modified, or terminated at any time and without prior notice by City, subject to applicable law.

Section 8: **TERMINATION AND SEVERANCE PAY**

A. Termination Without Cause, Severance Agreement

City may terminate Employee at any time without cause by providing Employee written notice

thereof together with the applicable Severance Payment, provided for below.

If Employee is terminated without cause, or the City requests Employee's resignation, Employee shall be provided a Severance Payment equal to six months of their normal monthly base salary less any and all applicable or legally required deductions. The Severance Payment shall also include the value of all benefits including retirement, cafeteria allotments/health and welfare coverage and any other City-provided benefit excluding leave accruals and automobile allowance payments. The Severance Payment shall be paid in a lump sum on the next available pay date as soon as administratively practicable following the effective date of separation.

B. Termination by Employee

Employee may terminate their employment for any reason, at any time, with or without cause. Employee is encouraged to provide the City with at least thirty days' prior written notice of resignation whenever practicable.

If Employee voluntarily resigns from their employment or retires without a request by the City, the City shall have no obligation to pay any Severance Payment provided in this Section.

C. Termination for Cause

City may immediately terminate Employee's employment with the City and this Agreement at any time by providing written notice of termination for cause to Employee. In the event the Employee is terminated for cause, the City shall have no obligation to pay any Severance Payment provided in this Section.

Termination "for cause" shall include, but is not limited to: (i) conviction of any crime involving an "abuse of office or position" as defined in Government Code Section 53243.4; (ii) conviction of a felony or misdemeanor with a nexus to the workplace; (iii) purposely violating City policies or procedures; (iv) insubordination; (v) willful destruction, theft, misappropriation, or misuse of City property or funds; (vi) intoxication on duty; (x) unexcused absence; (xi) dishonesty, fraud, or misconduct in office; (xii) engaging in unlawful discrimination, harassment, or retaliation; (xiii) gross negligent acts or omissions that materially and adversely impedes or disrupts the operations of the City and/or is detrimental to employees or public safety; (xiv) engaging in willful political activity during working hours while using City resources in violation of Government Code section 3201, *et seq.*; (xv) other failure of good behavior that causes material discredit to the City.

D. Waiver of Administrative Proceedings

Employee expressly waives any right to pre-termination or post-termination disciplinary review or appeal proceedings set forth under the City's Employment Policies or provided under state or federal law, except where such waiver is prohibited.

E. Effect of Termination

Regardless of the form of Employee's termination of employment with the City, Employee shall be paid for all accrued, unused Comprehensive Annual Leave and Executive Leave, as provided for in this Agreement and required by law.

Section 9: **EXECUTIVE COMPENSATION LIMITATIONS**

A. Abuse of Office Conviction

In the event that Employee is convicted of a crime involving an abuse of their office or position as set forth in Government Code section 53243.4, Employee shall fully reimburse any compensation paid to Employee pursuant to Government Code section 53243.2. Such reimbursed compensation shall include but is not limited to: (i) Paid Administrative Leave paid to Employee during any pending investigation; (ii) provided funds for any criminal defense during Employee's employment with the City; or (iii) any cash settlement, Severance Payment, or any portion thereof related to the termination of Employee's employment with the City.

B. Determination by CalPERS

The City makes no representation or guarantee as to whether any of the compensation or payments in this Agreement are subject to CalPERS service credit or pensionable income, and Employee acknowledges that such determinations by CalPERS are outside of the City's control. Employee assumes full risk as to any action or determination by CalPERS regarding the qualifications of service credit or pensionable income related to the compensation or payments made under this Agreement, and Employee agrees they shall have no recourse against City due to any decision or action by CalPERS.

Section 10: **INDEMNIFICATION**

Subject to, in accordance with, and to the extent provided by the California Tort Claims Act (Government Code Section 810 *et seq.*), City will indemnify, defend, and hold Employee harmless from and against any action, demand, suit, monetary judgment or other legal or administrative proceeding, and any liability, injury, loss or other damages, arising out of any negligent act or omission occurring during the Term of this Agreement or any extension thereto. The City shall have the discretion to compromise or settle any such claim, demand or action and pay the amount of any settlement or judgment rendered thereon. Notwithstanding the foregoing, City shall have no duty to indemnify, defend, or hold Employee harmless from any criminal proceeding, or with regard to any civil, criminal or administrative proceeding initiated by Employee.

Section 11: **GENERAL PROVISIONS**

A. Notice

Any notices required by this Agreement shall be in writing and either delivered in person or by first class, certified, return receipt requested US Mail with postage prepaid. Such notice shall be addressed as follows:

TO CITY: City Manager
City of Temecula
41000 Main Street
Temecula, CA 92590

TO EMPLOYEE: Ronnie Moreno
Most recent address on file in Human Resources.

B. Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the Parties, and construed as a whole, according to its fair meaning. This Agreement shall not be construed against any one party but shall be construed as if jointly prepared by Employee and City. Any uncertainty or ambiguity shall not be construed against any one Party.

All prior oral or written communications understanding or agreements between the Parties, not set forth herein, shall be superseded in total by this Agreement. No amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Manager and approved as to form by the City Attorney.

C. Assignment

This Agreement is not assignable by either the City or Employee.

D. Severability

In the event of any inconsistencies between the rules, policies and regulations of the City, this Agreement shall govern. In the event that any provision of this Agreement is finally held or determined to be illegal or void by a court having jurisdiction over the Parties, the remainder of this Agreement shall remain in full force and effect unless the parts found to be void are wholly inseparable from the remaining portions of this Agreement.

E. Effect of Waiver

The failure of either Party to insist on strict compliance with any of the terms, covenants, or conditions in this Agreement by the other Party shall not be deemed a waiver of that term, covenant or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other time or times.

F. Dispute Resolution

Any dispute between the Parties shall be submitted to final and binding arbitration pursuant to the rules of the American Arbitration Association (AAA). The arbitration shall be conducted by a single arbitrator chosen pursuant to AAA rules and shall be conducted pursuant to the AAA rules and the California Arbitration Act. The arbitrator shall have the authority to allow discovery, including depositions, shall render a decision in writing that fully explains the decision, and may award the same categories of relief which may be awarded by a California Superior Court jury or judge.

Parties shall be empowered to present evidence, both oral and documentary, to cross examine adverse witnesses, and to present argument, both written and oral. Each party shall bear their own attorney's fees and arbitration costs including witness fees, subpoena fees, and other charges incurred at the discretion of the Employee and the Employee's counsel.

The City shall bear the full costs of the arbitrator and all other expenses unique to the arbitration process. The arbitrator may award attorney's fees to the prevailing party if such an award could be made in a California Superior Court. This arbitration provision shall apply to all claims for which

arbitration is legally applicable in contract, tort or statute including but not limited to the California Fair Employment and Housing Act, Title VII of the U.S. Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Americans With Disabilities Act, and all other statutes and regulations applicable to the employment relationship.

G. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California and the Parties agree that venue shall be in the County of Riverside.

H. Acknowledgement

Employee acknowledges that they have had the opportunity to consult legal counsel in regard to this Agreement, and that Employee has read and understands this Agreement and is fully aware of its legal effect. Employee represents that they have entered into this Agreement freely and voluntarily and based on Employee's own judgment and not on any representations or promises other than those contained in this Agreement.

I. Effective Date

This Agreement shall take effect on July 1, 2026.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Temecula has caused this Agreement to be signed and executed on its behalf by its City Manager and executed by the Employee.

City of Temecula, a general law City and California municipal corporation

Dated: _____

By: _____
Aaron Adams, City Manager

ATTEST:

Randi Johl, Director of Legislative Affairs/
City Clerk

Approved as to form:

Peter M. Thorson, City Attorney

In signing this Agreement, Employee understands and agrees that their employment status is that of an **at-will employee** and that their rights to employment with the City are governed by the terms and conditions of this Agreement rather than the ordinances, resolutions, and policies of the City of Temecula which might otherwise apply to employees of the City. Employee further acknowledges that they were given the opportunity to consult with an attorney prior to signing this Agreement.

Dated: _____

Employee Signature

Employee Name (printed)

ATTACHMENT A
Classification Specification



Director of Public Works/City Engineer

Established Date: 07/01/2014

Class Code: 400008

Revision Date: 03/23/2023

DESCRIPTION:

DEFINITION

Under general direction, plans, directs, and coordinates the activities of the Public Works Department including: land development, capital improvement projects, traffic engineering, street and right-of-way maintenance and operation. The employee provides highly complex staff assistance to the City Manager and City Council; implements policies and establishes procedures related to municipal engineering services and public works programs; serves as City Engineer; develops and administers the department budget; establishes and maintains liaison to the public; performs related duties as assigned.

DISTINGUISHING CHARACTERISTICS

This Director of Public Works/City Engineer is a single-position, at-will classification at the Executive Management level, and is responsible for the development and administration of programs designed to address primary areas of City service. The employee is expected to exercise independent judgment, wisdom, common sense, and initiative in establishing efficient and effective departmental operations consistent with City Council policies and administrative guidelines established by the City Manager. The employee must also function as a member of the City's executive team and participate actively in addressing issues of concern to the City that at times may not have a direct impact on their area of specialization. The Director of Public Works/City Engineer is distinguished from lower level staff by assuming the highest level of assignments and responsibilities within his/her department.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the City Manager or his/her designee.

Supervision is exercised.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Develops, plans, implements and administers department goals and objectives as well as policies and procedures necessary to provide assigned engineering and public works services; approves new or modified programs, systems, policies and procedures
- Directs and manages the City engineering function including the planning, design and construction of public works facilities, traffic engineering operations, permit issuance and inspections, as well as development review and approval, ensuring that such activities and programs are carried out according to sound engineering practices and principles; serves as the City Engineer; reviews and approves engineering plans and subdivision maps
- Directs and manages the construction and maintenance of City streets and right of way, facilities and fleet maintenance activities; ensures proper usage of materials, equipment and work methods; maintains facilities and equipment according to City standards
- Directs facility and parks maintenance and operations; directs traffic engineering operations and maintenance of traffic control systems
- Meets with members of the public including local developers, members of the business community and citizen groups to explain City policies, procedures, goals and objectives; negotiates agreements and resolves difficult public works related problems and questions
- Serves as technical advisor to the City Council and the Planning Commission; serves on a variety of committees; advises other members of City management in matters related to public works activities and programs, subdivisions and development construction
- Directs the development and administration of the Public Works Department budget; directs the forecast of funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures; makes mid-year adjustments
- Directs, manages and participates in the development of the department work plan and the City's Capital Improvement Program; directs the development of plans and specifications for public works maintenance and construction activities; administers contracts; approves progress payments and accepts improvements; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods and procedures
- Coordinates department activities with those of other departments and outside agencies and organizations; provides staff assistance to the City Manager and City Council; prepares and presents staff reports and other necessary correspondence; researches public work problems and prepares a variety of comprehensive reports
- As City Engineer, directs and participates in the design of systems and facilities; oversees construction activities; compiles estimates, contract provisions, and specifications; approves completed plans

- Selects, supervises, motivates, plans, trains, directs, and evaluates staff; prepares and presents employee performance reviews; provides/coordinates staff training; works with employees to correct deficiencies; implements disciplinary procedures; recommends employee terminations; approves time sheets and expense reports
- Represents Public Works or delegates such authority in relations with the community, advisory committees, local, state, and federal agencies, other public works agencies, and professional organizations; schedules public hearings and leads discussions regarding proposed public works projects
- Prepares and writes a variety of reports and documentation, including detailed Risk Management incident reports
- Performs other duties of a similar nature

MINIMUM QUALIFICATIONS:

A combination of education, experience, and training that has provided the necessary knowledge, skills, and abilities is required for entry into the classification. The City of Temecula utilizes equivalencies to substitute two years of applicable experience and similar responsibility for one year of college in order for a candidate to meet Minimum Qualifications. A typical combination of education, experience, and training for this classification includes:

EDUCATION AND/OR EXPERIENCE:

Bachelor's Degree from an accredited college/university in Civil Engineering or a closely related field and a minimum seven (7) years of progressively responsible related civil engineering experience, including or supplemented by four (4) years of experience in a management or supervisory capacity. Master's Degree in a related field is desired.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Extensive knowledge of municipal public works planning, engineering, maintenance, and construction; fleet, streets, grounds, and utilities maintenance programs
- Considerable knowledge of municipal organization, administration, budgeting, and cost accounting
- Modern principles and practices of management, personnel administration, staffing, supervision
- Civil engineering principles related to planning, traffic, streets, public buildings, and capital facilities planning
- Technical, legal, and financial requirements involved in the conduct of municipal public works studies, planning, and construction; techniques and methods of preparing designs, plans, specifications, estimates, and reports for proposed municipal facilities
- Principles and practices of customer service
- Principles and practices of employee supervision, training, and performance evaluation

- Occupational hazards and safety measures appropriate to work performed

Skill to:

- Operate various types of standard office equipment, including a personal computer, tablet and related software
- Analyze unusual situations and resolve them through application of management principles and practices
- Plan, direct, and coordinate the work of the Public Works Department
- Operate a motor vehicle in a safe manner

Ability to:

- Establish and maintain courteous, cooperative, and effective working relationships with those encountered in the course of work
- Communicate clearly and concisely, both orally and in writing
- Use proper English, spelling, grammar and punctuation
- Research and prepare complex reports on a variety of subjects
- Supervise, plan, train, direct, and evaluate the work of lower level staff
- Make decisions regarding operational and personnel functions; understand, explain and apply policies and procedures
- Identify methods to maximize service effectiveness and efficiency; deal constructively with conflict and develop effective resolutions
- Assist in planning and enforcing a balanced budget; develop new policies impacting division operations/procedures
- Interpret financial statements and cost accounting reports; administer contracts and ensure compliance with contract provisions
- Serve as emergency services worker in the event of an emergency

LICENSES AND/OR CERTIFICATES:

Possession of a valid California Class C driver's license and an acceptable driving record.

Certificate of Registration as a Professional Civil Engineer issued by the State of California.

Authorization to sign subdivision maps is desirable.

SPECIAL REQUIREMENTS:

Satisfactory results from a background investigation and administrative screening. The administrative screening may include a pre-employment drug screening for positions which are

designated as safety sensitive or security sensitive, including but not limited to being responsible for the care and custody of children and operating heavy equipment.

Participation in the emergency standby/call out program is required.

May be required to occasionally work outside of the regular work hours (e.g. evenings, holidays and weekends) to attend meetings and special events.

WORKING CONDITIONS & PHYSICAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and sit; talk or hear, both in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. The employee frequently stands or walks, and lifts and moves records and documents or objects weighing up to 50 pounds alone, and up to 100 pounds with assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.

The employee may need to assist staff in performing inspections of work in the field that may require walking on uneven ground, working around machinery, fumes, dirt and gas, and in varying temperatures. The employee must maintain composure and good judgment while under stress.

The employee typically works in office conditions; the noise level is frequently quiet or moderately quiet, at or below 70 decibels. Travel requirements 15-20%.

SUPPLEMENTAL INFORMATION:

Flexibly Staffed: No

FLSA Status: Exempt

Conflict of Interest: Form 700 Required

Department: Public Works

Bonding Required: No

AT-WILL EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF TEMECULA AND
JENNIFER HENNESSY

This employment agreement ("Agreement") is entered into by the City of Temecula ("City") and Jennifer Hennessy, Director of Finance ("Employee"), each a "Party" and collectively the "Parties." In addition to the terms and conditions of this Agreement, employee is a participant in the City's Management Compensation Plan and entitled to the benefits provided therewith.

Recitals

City desires to employ Employee as an at-will employee in the position of Director of Finance. Employee desires to be the Director of Finance and acknowledges that such employment is at-will and that either Party may lawfully terminate employment at any time with or without cause.

Employee agrees that they have no property interest in continued employment and shall not be provided with any right to a pre-disciplinary hearing or to appeal any determination by the City that employee be terminated.

The City desires, and Employee agrees that Employee shall serve at the will of the City as managed and determined by the City Manager, unless or until this Agreement is terminated.

NOW THEREFORE, the City agrees to hire Employee, subject to the terms and conditions identified below.

AGREEMENT

Section 1: TERM

The effective date of this Agreement shall be July 1, 2026 and shall remain in full force and effect unless or until terminated by either Party. Any severance provided in Section 8 is a post-employment benefit and does not create any expectation of continued employment for any period of time.

Section 2: DUTIES

- A. City engages Employee as the Director of Finance to perform the functions and duties specified in the Classification Specification for the position (Attachment "A", incorporated herein by this reference), as the same may be modified by the City Manager, and to perform such other legally permissible and proper duties and functions as the City Manager shall assign.
- B. Employee agrees that to the best of their ability and experience that they will at all times conscientiously perform the duties and obligations required, either express or implied, by the terms of this Agreement, the ordinances, resolutions and adopted policies of the City of Temecula and the laws and regulations of the State of California and the United States.

- C. As a public employee, Employee is required to work a full and complete work week pursuant to the established work schedule as determined by the City Manager, and devote whatever time is necessary to fulfill the employment responsibilities and duties as identified in this Agreement. Employee's job classification is exempt from overtime requirements under the federal Fair Labor Standards Act (FLSA) or California law, based on the executive/administrative nature of the position and salary.

Section 3: **AT-WILL EMPLOYMENT**

Employee is an at-will employee and serves at the will and pleasure of the City through the City Manager. The City and employee each retain the option of terminating the employment relationship between them at any time, for any reason, subject to the provisions in Section 8.

Section 4: **EXCLUSIVE EMPLOYMENT**

Employee agrees to focus their professional time, ability and attention to City business during the term of this Agreement. Consequently, Employee agrees not to engage in any other business pursuits, whatsoever, directly or indirectly, render any services of a business, commercial, or professional nature to any other person or organization, for compensation, without the prior written consent of the City Manager. This does not preclude Employee from volunteering their services to other entities or individuals as long as such volunteer services are not in conflict or significantly interfere with the services to be provided by Employee under this Agreement. Employee shall comply with all applicable state and local conflict-of-interest, incompatible activities, and ethics codes or policies.

Section 5: **COMPENSATION**

As compensation for the services to be rendered by Employee, City agrees to pay Employee a base starting salary of no less than \$276,265.60 per year, payable in twenty-six biweekly installments on the City's regular payroll schedule and subject to customary withholding. Salary adjustments (merit increases), if any, during the term of this Agreement shall be at the sole discretion of the City Manager based upon the evaluation of Employee's job performance and within the base salary range established or otherwise approved by the City Council. Any and all adjustments shall be in accordance with City personnel policies and procedures.

Section 6: **PERFORMANCE EVALUATION**

At least annually, the City Manager or their designee will review and evaluate the performance of Employee as the Director of Finance. The purpose of the review shall be to provide the Employee with feedback on the performance of their duties; progress in meeting, achieving, or exceeding the City Council or City Manager's defined goals, objectives, priorities, activities, and programs; and to identify areas requiring improvement and how such improvement may be accomplished. Failure of the City to provide a performance evaluation for Employee shall not limit the City's ability to terminate this Agreement, as provided herein.

Section 7: **BENEFITS**

A. Retirement

As an employee of the City of Temecula, Employee will be enrolled in the California Public Employees Retirement System (CalPERS) retirement plan, in the applicable miscellaneous plan for this job classification, as determined by CalPERS and City resolutions in effect from time to time, as such plan may be amended by the City Council. The specific benefit formula and employee contribution rate shall be those applicable to Employee's CalPERS membership status (*i.e.*, "classic" or "PEPRA") under CalPERS rules.

B. Automobile Allowance

Employee shall receive a monthly automobile allowance of \$400 in lieu of mileage reimbursement, except as otherwise provided in the Auto Allowance Administrative Guideline. Auto allowance will only be provided when Employee is in an active, paid status and will be discontinued during any period of unpaid leave in a manner consistent with Section 19.1 of the Management Compensation Plan. Employee will not receive auto allowance while on end-of-service leave.

C. Retention Benefit

If the City's General Fund Reserves are fully funded at the then-established standards of the City Council, the City's Retention Benefit outlined in this section may be offered to Employee at the discretion of the City Manager.

After completing five years of executive service with the City, if Employee has achieved the highest possible overall performance rating on three out of their last five annual performance evaluations, they shall be eligible to receive a Retention Benefit in an amount equal to the then-applicable maximum normal annual contribution limit to an Internal Revenue Code Section 457(b) Deferred Compensation Plan. This amount shall be paid as income in twenty-six biweekly installments on the City's normal payroll schedule, subject to customary withholding. Employee may elect to place these funds in a City-sponsored Internal Revenue Code Section 457(b) Deferred Compensation Plan as allowable by law. If Employee's employment with the City should end prior to the full distribution of a Retention Benefit, Employee shall be paid for all earned Retention Benefit disbursements not yet received at the time Employee receives their final paycheck.

D. Other Executive Management benefits

Unless otherwise specified, Employee shall receive all benefits specified in the City's Management Compensation Plan for Management Staff, which may be amended, modified, or terminated at any time and without prior notice by City, subject to applicable law.

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A. Termination Without Cause, Severance Agreement

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Employee may terminate their employment for any reason, at any time, with or without cause. Employee is encouraged to provide the City with at least thirty days' prior written notice of resignation whenever practicable.

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TO CITY: City Manager
City of Temecula
41000 Main Street
Temecula, CA 92590

TO EMPLOYEE: Jennifer Hennessy
Most recent address on file in Human Resources.

B. Entire Agreement

The text of this Agreement shall constitute the entire and exclusive agreement between the Parties, and construed as a whole, according to its fair meaning. This Agreement shall not be construed against any one party but shall be construed as if jointly prepared by Employee and City. Any uncertainty or ambiguity shall not be construed against any one Party.

All prior oral or written communications understanding or agreements between the Parties, not set forth herein, shall be superseded in total by this Agreement. No amendment or modification to this Agreement may be made except by a written agreement signed by the Employee and the City Manager and approved as to form by the City Attorney.

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arbitration is legally applicable in contract, tort or statute including but not limited to the California Fair Employment and Housing Act, Title VII of the U.S. Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Americans With Disabilities Act, and all other statutes and regulations applicable to the employment relationship.

G. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of California and the Parties agree that venue shall be in the County of Riverside.

H. Acknowledgement

Employee acknowledges that they have had the opportunity to consult legal counsel in regard to this Agreement, and that Employee has read and understands this Agreement and is fully aware of its legal effect. Employee represents that they have entered into this Agreement freely and voluntarily and based on Employee's own judgment and not on any representations or promises other than those contained in this Agreement.

I. Effective Date

This Agreement shall take effect on July 1, 2026.

[Signatures Begin on Next Page].

IN WITNESS WHEREOF, the City of Temecula has caused this Agreement to be signed and executed on its behalf by its City Manager and executed by the Employee.

City of Temecula, a general law City and California municipal corporation

Dated: _____

By: _____
Aaron Adams, City Manager

ATTEST:

Randi Johl, Director of Legislative Affairs/
City Clerk

Approved as to form:

Peter M. Thorson, City Attorney

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Dated: _____

Employee Signature

Employee Name (printed)

ATTACHMENT A
Classification Specification



Director of Finance

Established Date: 07/01/2014

Class Code: 200008

Revision Date: 08/27/2021

DESCRIPTION:

DEFINITION

Under general direction, plans, directs and coordinates the activities of the Finance Department; implements policies and establishes procedures related to finance, purchasing, utility billing, and revenue collection functions; develops and administers the department and Citywide budget; provides advisory support on Labor Negotiations; provides highly responsible professional and technical staff assistance, to the City Manager/City Council, and operating departments; establishes and maintains liaison to the public; performs related duties as required; serves as a member of the City's executive management team in the consideration of general City policies, programs and concerns; performs related duties, as assigned.

DISTINGUISHING CHARACTERISTICS

The Director of Finance is a single-position, at-will classification at the Executive Management level requiring an advanced generalist's knowledge of municipal finance and budgeting for the development and administration of programs designed to address primary areas of City service. The employee performs a variety of high-level administrative and professional duties and directs and supervises staff and activities in the City's Finance Department. The employee is expected to exercise independent judgment, wisdom, common sense, and initiative in establishing efficient and effective departmental operations consistent with City Council policies and administrative guidelines established by the City Manager. The employee must also participate actively in addressing issues of concern to the City that at times may not have a direct impact on the employee's area of specialization. The Director of Finance is distinguished from lower level staff by assuming the highest level of assignments and responsibilities within his/her department.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the City Manager or his/her designee.

Supervision is exercised.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

- Directs the fiscal management of the City, including budget preparation and monitoring, revenue forecasting, collection and disbursement of funds, accounting, financial reporting and auditing, and investment of funds, debt issuance and administration

- Plans, directs, and coordinates the administration of the City's finance, purchasing, and utility billing activities and services; recommends policies and implements procedures to conduct activities; ensures that activities are conducted in accordance with related laws, ordinances, rules and regulations; develops comprehensive plans to satisfy future needs for departmental services
- Assists the City Manager in budget preparation and administration for the City and the Redevelopment Agency; estimates anticipated revenues; assists in reviewing proposed budget allocations; conducts fiscal analysis and submits data and reports for use in evaluating operating departments proposals
- Conducts studies or oversees the conduct of complex studies relating to the development of rates and charges for utilities, development impact fees, and user charges; prepares and supervises the preparation of reports to the State Controller, County Auditor Controller and other Federal, State or County agencies
- Administers contracts for department services; reviews Citywide contractual agreements and ensures that City contractual services are provided in accordance with contract provisions
- Advises, and otherwise provides assistance to the City Council, City Manager, other City staff and the public regarding financial matters
- Represents the City, or delegates such authority, in relations with the community, advisory committees, other local, state and federal agencies and professional organizations
- Selects, supervises, motivates, plans, trains, directs, and evaluates the work of lower level staff; prepares and presents employee performance reviews; provides/coordinates staff training; works with employees to correct deficiencies; implements disciplinary procedures; recommends employee terminations; approves time sheets and expense reports
- Prepares and writes a variety of reports and documentation, including detailed Risk Management incident reports
- Performs other duties of a similar nature

MINIMUM QUALIFICATIONS:

A combination of education, experience, and training that has provided the necessary knowledge, skills, and abilities is required for entry into the classification. The City of Temecula utilizes equivalencies to substitute two years of applicable experience and similar responsibility for one year of college in order for a candidate to meet Minimum Qualifications. A typical combination of education, experience, and training for this classification includes:

EDUCATION AND/OR EXPERIENCE

Bachelor's Degree from an accredited college/university, preferably with substantial course work in Accounting, Business or Public Administration or a closely related field, and seven (7) years of increasingly responsible professional experience in governmental finance including at least four (4) years in a management/supervisory capacity. Master's Degree in a related field is desired.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- Extensive knowledge of the principles and practices of public administration including, budgetary practices
- Accounting principles, practices, and methods
- Ordinances, resolutions, and laws affecting municipal financial operations
- Methods and techniques of public administration research, analysis and report preparation
- Legislation related to public agency finance including, grant accounting, bond issuances and cash forecasting and investment
- Principles and practices of financial planning
- Research methods and techniques and methods of report presentation
- Principles and practices of personnel administration, supervision and training
- Occupational hazards and safety measures appropriate to work performed

Skill to:

- Operate various types of standard office equipment, including a personal computer and related software
- Analyze unusual situations and resolve them through application of management principles and practices
- Operate a motor vehicle in a safe manner

Ability to:

- Research and prepare complex reports on a variety of subjects
- Supervise, plan, train, direct, and evaluate the work of lower level staff
- Represent the City in a variety of meetings
- Make decisions regarding operational and personnel functions; operate programs within allocated amounts; develop new policies impacting division operations/procedures
- Establish and maintain courteous, cooperative, and effective working relationships with those encountered in the course of work
- Communicate clearly and concisely, both orally and in writing
- Use proper English, spelling, grammar and punctuation
- Understand, explain and apply policies and procedures
- Identify methods to maximize service effectiveness and efficiency
- Deal constructively with conflict and develop effective resolutions

- Plan and enforce a balanced budget; interpret financial statements and cost accounting reports; administer contracts and ensure compliance with contract provisions
- Serve as emergency services worker in the event of an emergency

LICENSES AND/OR CERTIFICATES

Possession of a valid California Class C driver's license and an acceptable driving record.

Certification as a Certified Public Accountant is desirable.

SPECIAL REQUIREMENTS

Satisfactory results from a background investigation and administrative screening. The administrative screening may include a pre-employment drug screening for positions which are designated as safety sensitive or security sensitive, including but not limited to being responsible for the care and custody of children and operating heavy equipment.

May be required to occasionally work outside of regular work hours (e.g. evenings, holidays and weekends) to attend meetings and special events.

WORKING CONDITIONS & PHYSICAL DEMANDS:

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and sit; talk or hear, both in person and by telephone; use hands to finger, handle, feel or operate standard office equipment; and reach with hands and arms. The employee frequently stands or walks, and lifts and moves records and documents or objects weighing up to 50 pounds alone, and up to 100 pounds with assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.

The employee is regularly required to use written and oral communication skills; read and interpret financial and statistical data, information and documents; analyze and solve problems; observe and interpret people and situations; learn and apply new information or skills; perform highly detailed work on multiple, concurrent tasks; work under intensive deadlines; and interact with staff and others encountered in the course of work.

The employee works under typical office conditions; the noise level is frequently quiet or moderately quiet, at or below 50 decibels. The employee may be required to travel to work sites or other locations for meetings.

SUPPLEMENTAL INFORMATION:

Flexibly Staffed: No

FLSA Status: Exempt

Conflict of Interest: Form 700 Required

Department: Finance

Bonding Required: Yes



MEMORANDUM OF UNDERSTANDING (M.O.U)

Between the City of Temecula and
Teamsters Local 986

Effective July 1, 2026

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Foreword

The Memorandum of Understanding is made and entered into between the City of Temecula (hereinafter referred to as the "City"), and the designated the California Teamsters Public, Professional, and Medical Employees Union Local 986 (hereinafter referred to as the "Union") of General Employee Unit of the City of Temecula.

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 Memorandum; to provide an orderly and equitable means of resolving any misunderstandings or differences which may arise under this Memorandum; and to set forth the agreement of the parties as a result of good faith negotiations regarding wages, hours, and other terms and conditions of employment of the employees covered under this Memorandum. This Memorandum of Understanding is entered into pursuant to the Meyers-Milias-Brown Act (Government Code 3500 et seq.) and has been jointly prepared by the parties. Further, all side letters dated outside of the term of this MOU shall be either incorporated into this MOU, or deemed invalid and unenforceable

Article 1 Recognition

The City recognizes California Teamsters Public, Professional, and Medical Employees Union Local 986 (hereinafter referred to as the "Union") as the exclusively recognized labor organization representing authorized, regular employees assigned to job classifications as set forth in Appendix "A" of agreement. All bargaining unit employees shall be referred to as "regular employees."

Article 2 Implementation

This Memorandum constitutes a recommendation to be submitted to the City Council subsequent to ratification by Union members. It is agreed that this Memorandum shall not be binding upon the parties either in whole or in part unless and until:

The City Council formally acts, by majority vote, to approve and adopt said Memorandum.

Article 3 Term

The term of this Memorandum shall commence at 12:00 a.m., July 1, 2026, except as expressly provided otherwise in this agreement, when the terms and conditions for its effectiveness, as set forth in Article 2 Implementation, are fully met. This Memorandum shall expire and otherwise be fully terminated at 11:59 p.m., June 30, 2029. Current terms and conditions of work shall remain in full force and effect until such time a successor can be reached or imposed (per Government Code 3500 et. seq.).

Article 4 Authorized Agents

For the purpose of administering the terms and provisions of this Memorandum:

4.1 City's Authorized Agent

City's principal authorized agent shall be the City Manager or a duly authorized representative, 41000 Main Street, Temecula, CA 92590, (951) 694-6444, except where a particular City representative is specifically designated in connection with the performance of a specific function or obligation set forth herein.

4.2 General Employees Authorized Agent

General employees authorized representative or the California Teamsters Public, Professional, and Medical Employees Union Local 986 shall be the duly authorized staff representative (Address: 9900 Flower Street, Bellflower, CA 90706 (562) 595-4518). The Union shall provide a list of authorized representatives (i.e. Union Stewards) to the City upon execution of this Memorandum, and anytime there is a change to that list.

Article 5 City Rights

The rights of the City include, but are not limited to, the exclusive right to determine the mission of its constituent departments, commissions, committees, and boards; set standards of service; to manage the City, schedule working hours; establish, modify or change work schedules or standards; determine the procedures and standards of selection for action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of operations; determine the methods, means and personnel by which operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

Article 6 Employee Rights

Employees of the City shall have the right to form, join and participate in the activities of employee organizations of their own choosing 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 and shall have the right to represent themselves individually in their employment relations with the City. No employee shall be interfered with, intimidated, restrained, coerced or discriminated against by the City or by any employee organization because of their exercise of these rights.

Article 7 Union Rights

7.1 Agency Shop

This section was stricken as a result of Janus v. AFSCME, Council 31 - 138 S. Ct. 2448 (2018).

7.2 New Hire Notification

All new regular employees assigned to non-confidential job classifications listed in Appendix A shall be informed by the Human Resources Department, at the time of employment, that a Memorandum of Understanding is in effect for their classification. Human Resources will provide the regular employee with a copy of this Memorandum of Understanding and will collect contact

information on a form, mutually developed between the City and the Union, to comply with reporting requirements outlined in AB119.

The Human Resources Department will schedule a new hire orientation, which will include a meeting with a Union steward. Pursuant to AB119, the Union will be given a 10-day notice prior to the scheduled orientation. The Union Steward will inform the employee of their option to join the Union, provide the employee with the Union membership enrollment form, and instruct the employee on where to return the membership enrollment form.

Within seven (7) working days, the City shall notify the Union of each new regular employee in the bargaining unit, providing the Union the employee's name, classification, date of hire, and pay rate.

7.3 Union Dues Process

This section was stricken as a result of Janus v. AFSCME, Council 31 - 138 S. Ct. 2448 (2018), and is covered in section 7.2.

7.4 Religious Exemption

This section was stricken as a result of Janus v. AFSCME, Council 31 - 138 S. Ct. 2448 (2018).

7.5 Failure to Elect

This section was stricken as a result of Janus v. AFSCME, Council 31 - 138 S. Ct. 2448 (2018).

7.6 Union Dues Collection

Upon receipt of a signed Union membership enrollment form from the Union, the Human Resources Department shall initiate deduction of union dues from the employee. Employees on leave without pay, or employees who earn a salary less than the union deduction shall not have a union dues or agency fee deduction for that pay period. For the purposes of this section, leave without pay shall mean that an employee is not receiving any pay in the form of Comprehensive Annual Leave (CAL) time, Compensatory Time, Holiday Pay, or any other type of paid leave benefit such as Workers' Compensation, short-term, or long-term disability payments. The City will notify the Chief Union Steward, on a quarterly basis, of any status changes in the bargaining unit.

7.7 Dues Check Offs

The City shall deduct Union dues from the first paycheck of each month and remit to the Union for the duration of this Agreement no later than approximately the 20th of the month. All such monies that employees individually authorize in writing shall comply with appropriate laws and regulations.

7.8 Records

The City shall provide the Union a list of all bargaining unit members and dues paying status with each union dues check remitted to the Union.

7.9 Rescission of Agreement

This section was stricken as a result of Janus v. AFSCME, Council 31 - 138 S. Ct. 2448 (2018).

7.10 Indemnification

The Union shall indemnify, defend and hold the City harmless from and against all claims, demands and liabilities and other actions relating to the City's implementation and compliance with this agreement.

7.11 Bargaining Unit Communications

The Union shall be provided suitable and adequate space on designated City bulletin boards at reasonable work locations for posting information concerning official Union business and activities. All postings shall contain the date of the posting and the identification of the document as a Union sponsored publication. All postings shall be done by an authorized Union representative after the following procedure is followed.

Procedure

- A. All posted materials must be approved by the Human Resources Department.
- B. Posted materials must be dated by Human Resources Department and may be removed by the Human Resources Department and/or the Union after ten (10) calendar days.
- C. Unauthorized materials may not be posted on City bulletin boards.

City Email

The Union may utilize the City's e-mail system for bargaining unit communication, with prior Human Resources approval.

7.12 Union Roster

The Union shall provide the City, and shall maintain, a current list of the names and all authorized representatives of the General Employee Unit.

7.13 Employee Representatives

Four (4) Union Stewards, along with three (3) alternate Union Stewards, will be allowed reasonable release time from regularly scheduled duties to attend meet and confer sessions as designated by City Management. Because of the potential impact on the operation of an individual department, the four (4) Union Stewards, along with three (3) alternate Union Stewards, shall not have more than two (2) absent at one time from the same department.

Employee representatives shall receive reasonable release time to investigate and present grievances; and attend Union sponsored training with prior approval from the Human Resources Department (training not to exceed more than 2 times per year).

The City Manager agrees to meet with Union representatives on an as-needed basis, on a mutually agreeable date and time, at a mutually agreeable location. Either party wanting to meet shall make such request in writing. These meetings shall not be used to bypass any meet and confer process already in progress.

Article 8 Personnel Files

The official personnel file of each employee shall be maintained with the Human Resources Department. A bargaining unit member and/or a Union representative authorized by the member, in writing, may review or obtain copies of material from the employee's file with the exception of material that includes ratings, reports or records which are obtained prior to the employment of the employee involved.

8.1 Derogatory Material

Derogatory written materials (generally written reprimands and disciplinary suspension, excluding performance evaluation) shall be removed from an employee's official file in the Human Resources Department, providing there have been no further occurrences of documented violations, at the employee's request. Written reprimands are eligible to be removed, after two (2) years and disciplinary suspension after three (3) years if above criteria have been met. In order for the derogatory written materials to be removed, the Human Resources Department must receive a formal written request from the employee to remove such materials.

8.2 Derogatory Material on File

Regular employees shall be provided a copy of any derogatory material that is to be placed in their official file kept within the Human Resources Department.

8.3 Customer/Citizen Letters of Commendation

All customer or citizen letters of a positive nature and/or any City commendations, letters of achievements and recognition will be placed in the employee's personnel file.

Article 9 Seniority

For the purpose of this Memorandum, "seniority" shall mean a bargaining unit member's total continuous length of employment with the City in a regular, authorized position, based on the employee's most recent hire date.

Continuous length of employment shall include actual time worked, authorized leave of absence with or without pay, military leave, family leave and injury leave without pay not to exceed one (1) year. Except for military leave, a single injury leave above one (1) year will not be counted for purposes of calculating seniority.

Article 10 Compensation Adjustments

Effective at the beginning of the first pay period in Fiscal Years 2026-27, 2027-28 and 2028-29, employees shall be entitled to a cost of living adjustment (COLA) in base salary. The COLA shall be the lesser of either the percentage change in the Annual Consumer Price Index for Urban and

Clerical Workers (CPI-W) for all items in Riverside-San Bernardino-Ontario, CA for the prior calendar year as compared to the Annual CPI-W of two calendar years prior, or the percentage Change in Recurring Revenue of the City's primary operating funds (General Fund 001, Measure S Fund 002, Gas Tax 100 and the Temecula Community Services District Fund 190) of the prior fiscal year as compared to two fiscal years prior. In no event shall the COLA exceed 3% in any year. Recurring revenue is defined as ongoing taxes (i.e. Sales Tax, Measure S Tax, Property Tax, etc.), franchise fees, charges for services, fines and forfeitures, use of money and property, program revenue, and intergovernmental revenues, and excludes any one-time revenue. Attached as Appendix "D", is the list of recurring revenue account codes to be used in this calculation and an example of the Change in Recurring Revenue calculation. The list of account codes may be modified by the Finance Department if necessary to meet the needs of the City, however the impacts of those modifications will be subject to the meet and confer process with the Union. In the event the CPI-W or the Change in Recurring Revenue is below 0% for a given year, the COLA for that year will be 0%.

For Fiscal Year 2026-27, the COLA calculated pursuant to the formula described above is 1%. Employees shall receive an additional 2% cost of living adjustment, applied in addition to the calculated COLA, for a total increase of 3% for Fiscal Year 2026-27 only.

10.1 Longevity Compensation

The following longevity bonuses are calculated based on an employee's total years of service with the City. These longevity payments are single bonuses and are not ongoing payments. All payments made pursuant to this section are scheduled to be made in the pay period of the relevant anniversary date; however, if such payment date is missed, the longevity payment will be made as soon as practicable following notice of the mistake or oversight.

Upon completion of ten (10) years of City Service, represented employees will receive a one (1) time lump sum Longevity Bonus of \$350.

Upon completion of 15 years of City Service, represented employees will receive a one (1) time lump sum Longevity Bonus of \$500.

Upon completion of 20 years of City Service, represented employees will receive a one (1) time lump sum Longevity Bonus of \$750.

Upon completion of 25 years of City Service, represented employees will receive a one (1) time lump sum Longevity Bonus of \$1,000.

10.2 Special Merit Pay

In an effort to recognize and reward sustained superior performance, the City will provide a Special Merit Pay Program to eligible regular employees.

All regular employees will be eligible for \$500 in Special Merit Pay, on their service anniversary date, after completing five (5) years of service if they have a rating of "above expectations or outstanding" on three (3) out of their last five (5) annual evaluations. The overall rating category will be used to determine eligibility. The overall rating needs to be above expectations or outstanding to qualify .

Should there be a change to the rating categories as a result of revisions to the City's Performance Evaluation format, the City agrees to meet and confer to discuss needed adjustments to Article 10.2.

If a regular employee is eligible for Special Merit Pay but does not have three (3) qualifying evaluations among their last five (5) received, and their most recent annual evaluation is more than 90 days overdue, then they must have ratings of "above expectations or outstanding" on at least two (2) of their last four (4) annual evaluations received. The Special Merit Pay will be paid to an eligible employee as soon as practicable following the 90-day period.

10.3 Bilingual Pay

Effective July 1, 2022, regular employees who have demonstrated the ability, by passing a City administered test, to translate a second language (including American Sign Language), and are routinely and consistently assigned to positions requiring communication skills other than English, will receive \$50 per pay period for bilingual compensation. Bilingual Pay shall be limited to one language per employee. Bilingual Pay assignments will be made based on City needs.

This bilingual compensation is provided as an incentive to recruit and retain bilingual employees in order to ensure that the City provides quality customer service to residents.

Employees shall not be paid Bilingual Pay while on end-of-service leave as defined in Section 27.4.

10.4 Notary Pay

The City will provide \$50 per pay period to employees who obtain and maintain a notary public certificate from the State of California.

Employees shall not be paid Notary Pay while on end-of-service leave as defined in Section 27.4.

10.5 CalPERS Reportability

The City makes no representation as to whether any of the compensation or payments in this Agreement are subject to CalPERS service credit or pensionable income. Employees/Union expressly acknowledge that any determination by CalPERS to not fully credit the compensation and/or service time provided under this Agreement is not a proper basis on which to void the Agreement. Employees/Union further acknowledge that they will not pursue any claim or action against the City related to any determination made by CalPERS in connection with this Agreement.

Article 11 Holiday Pay

11.1 Assigned Schedule for Holiday Pay

Based upon the eligible employee's assigned schedule, they will receive holiday pay for eight (8), or nine (9), or ten (10) hours, depending on the employee's work schedule for the applicable City observed holiday.

11.2 Pro-Rated Holiday Pay

Authorized part-time employees receive holiday pay depending on the employee's work schedule for the applicable City observed holiday.

11.3 Scheduled to Work a Holiday

Work on a holiday: if a regular non-exempt employee is required to work on an observed holiday, then that employee will be paid for the actual hours of work at the rate of one and one half times that employee's regular rate of pay. In addition, the employee will be paid holiday pay in accordance with the above plus shift differential (Article 18). Those employees on stand-by status, who work on an observed holiday, should be compensated as outlined in Article 17 (Stand-by Pay).

11.4 Work Plan for Holiday Pay on Employee's Scheduled Day Off

If a holiday occurs on an employee's scheduled day off, the employee will receive holiday pay in the amount of eight (8), nine (9), or ten (10) hour increments, as applicable, preceding the observed holiday. Alternatively, the City Manager may determine another date in which the holiday will be observed.

Article 12 City Holidays

Regular employees receive a total of 13 City holidays each calendar year. The City recognizes the following 12 fixed holidays:

New Year's Day
Martin Luther King, Jr. Birthday
President's Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Friday following Thanksgiving Day
Christmas Eve
Christmas Day
New Year's Eve

Observance: holidays which fall on a Saturday will normally be observed on the preceding Friday, holidays which fall on a Sunday will normally be observed on the following Monday. The City Manager will determine the actual dates on which holidays will be observed each year.

Either an eight (8), nine (9), or ten (10) hour floating holiday is provided at the beginning of each fiscal year depending on the employee's assigned work plan at the time floating holidays are issued. The floating holiday hours will be pro-rated at the time of hire. When using a floating holiday, employee must use the hours in one block. The floating holiday cannot be used to make up time for being short time during a regular workday. The floating holiday needs to be treated as a regular City observed holiday. The floating holiday may not be carried over year to year and cannot be cashed out at the end of a fiscal year or upon separation of employment.

Eligibility: regular employees who are on paid status (i.e.: receiving regular wages or using a paid time off such as CAL or comp time) for their entire regular work shifts immediately prior to and immediately following the holiday will be paid for the holiday. Partial wage replacement such as Workers' Compensation or short-term and long-term disability payments shall be considered paid status for the purpose of eligibility.

Article 13 Overtime

With the exception of Article 13.6, Article 13 applies to non-exempt, regular employees.

The City shall comply with the Fair Labor Standards Act. All employees required to perform in excess of 40 hours in a workweek, as defined in Sections 13.1 and 13.2, shall receive compensation at the rate of time and one-half of the employee's regular rate of pay for hours worked in excess of 40 hours. All employees required to perform work in excess of 12 hours in a workday shall receive compensation at the rate of double the time of the employee's regular rate of pay for those hours in excess of 12 hours.

In determining a regular employee's eligibility for overtime, paid and unpaid time off, as listed below, shall be excluded from the total hours worked. Also excluded are duty free lunches, travel time to and from work, and time spent conducting bona fide volunteer activities. Paid time off includes, but is not limited to, the following:

- A. Unscheduled Comprehensive Annual Leave
- B. Unscheduled Compensatory Time
- C. Administrative Leave
- D. Jury Duty
- E. Bereavement Leave
- F. Military Leave
- G. Bonding Leave

There shall be no pyramiding of overtime, except for shift differential pay, as outlined in Article 18. Time worked shall be computed by rounding to the nearest 15 minute increment. As defined, if less than 7 minutes are worked then time worked will be rounded down and if the employee works between 7 and 15 minutes, then time worked will be rounded up. Employees may elect to receive compensation or bank the overtime hours in accordance with Article 15 (Compensatory Time). In addition, the following provisions apply:

13.1 5/40 and 4/10 Workweek

Workweek defined: for the purpose of computing overtime, the workweek for regular employees who work the 5/40 or 4/10 schedule is a seven (7) day period beginning at 12:01 a.m. on each Saturday and ending at midnight on each Friday.

13.2 9/80 Workweek

Workweek defined: for the purpose of computing overtime, the workweek for regular employees who work the 9/80 schedule is a seven (7) day period beginning exactly four hours after the start time of the regular employee's work schedule on the day of the week the employee is scheduled to work eight (8) hours.

13.3 Time Worked

Time worked: for purposes of this policy, hours worked include only those hours in which the regular employee performs services authorized by the City.

13.4 Called Back to Work

A regular employee who is called back to work following the end of their regularly scheduled work shift and proceeds to work more than five (5) consecutive overtime hours shall then be entitled to an eight (8) hour rest period without compensation, upon completion of the assignment and upon leaving the duty station.

If the eight (8) hour rest period extends into the employee's next regularly scheduled work shift, the employee shall suffer no loss of pay or accrued leave as a result thereof. As is practical, employees who have earned a rest period shall be relieved at the start of their regular work shift in order to take such rest period.

13.5 Assignments

Overtime assignments will be offered through an equitable process. Assignments for scheduled events will first be offered to volunteer(s). Assignments for unscheduled events will be issued based upon qualifications, experience, and resources needed.

13.6 Administrative Leave

Bargaining unit employees designated as exempt under the Fair Labor Standards Act (FLSA) shall be afforded 40 hours of Administrative Leave annually as an offset for not being able to earn overtime, Compensatory Time, Call-Out pay, Stand-By pay, or Shift Differential pay.

Administrative leave will be provided at the beginning of each fiscal year and must be taken during the fiscal year that it is acquired. If this leave is not taken during the year it is acquired, it will be cashed out with the CAL cash out pay period in June. Administrative leave accrued under a temporary upgrade assignment, will be cashed out at the employee's temporary upgrade rate of pay.

Article 14 Overtime Authorization

This Article applies to non-exempt regular employees.

No regular employee shall work overtime unless the working of overtime hours has been specifically authorized in advance, if possible, by the employee's supervisor.

Violations of this article can result in disciplinary actions pursuant to Article 42 (Discipline) and the City's Disciplinary Policy.

Article 15 Compensatory Time

This Article applies to non-exempt regular employees.

In lieu of receiving overtime pay pursuant to Article 13 (Overtime) and Article 14 (Overtime Authorization) a regular employee may elect, to receive compensatory time off on a time and one-half basis for each hour worked. In addition, the following shall apply regulating the usage of compensatory time off:

15.1 Accrual

No regular employee shall accrue more than 80 hours of compensatory time.

15.2 Time Used for Leave

Compensatory Time may be used for leave subject to scheduling in accordance with Article 28 (Comprehensive Annual Leave) of this MOU.

15.3 Cash Out

All compensatory time that is available to a regular employee will be cashed out, at the employee's regular rate of pay, and given to the employee in a pay period between November 15 and December 10. The compensatory time cash out will be paid out on a separate check.

Article 16 Call-Out Policy

This Article applies to non-exempt regular employees.

Call-out duty applies to all regular employees and occurs when any City employee is required to perform services not in conjunction with a regularly scheduled work shift. For the purpose of this policy, there are two types of call-out. The first is when an employee is required to physically leave their residence and report to duty. This is termed, a response call-out. The second type of call-out is termed a non-response call-out and occurs when an employee is contacted remotely and can resolve the problem without having to physically leave their residence and report to work.

Regular employees who are designated as on stand-by status when called out will be compensated from the time they leave their residence to the time that they return to their residence. Employees who are not designated on stand-by status and are called out will receive compensation for the time they leave their residence to the time that they leave the duty station.

Regular employees who have a response call-out will be credited with all hours worked; with a minimum of three (3) hours, including travel time, at one and one-half times the employee's regular rate of pay. In addition, call-out Pay will be paid to employees and cannot be included in any Comp Time bank.

Regular employees who have a non-response call-out will be compensated at one (1) hour of time and one-half the employee's base hourly rate of pay, if the non-response call-out occurs between 6:31 a.m. and 12 midnight. If the non-response call-out occurs between 12:01 a.m. and 6:30 a.m., the employee will be compensated at two (2) hours of one and one-half times the

employee's base hourly rate of pay. If applicable, employees are subject to the provisions of Article 13 (Overtime) regarding rest periods during call-out situations.

Article 17 Stand-By Pay

This Article applies to non-exempt regular employees.

In any situation where a regular employee has been in a designated "stand-by" status and is to remain on-call, the employee shall be compensated at the rate of \$350 for each seven (7) day stand-by period or pro-rated on a daily basis (\$50/day). Employees who are designated as on stand-by status when called out will be compensated from the time they leave their residence to the time that they return to their residence. Employees may also be designated on stand-by status for individual days and stand-by status can be applied to any regular employee. Compensation for daily stand-by pay will be computed at 1/7 of the weekly amount described above.

Assignments for stand-by duty will be scheduled on a rotational basis. This 7-day stand-by period includes designated weekdays off that are part of an alternative Work Plan, as well as weekends and holidays. If applicable, regular employees are subject to the provisions of Article 13 (Overtime) regarding rest periods during stand-by situations.

Regular employees on stand-by status shall be required, at all times, to carry a functioning, City provided cell phone and be able to respond by phone within 15 minutes of being contacted. Upon responding, the employee must give an estimated response time to the caller. In addition, employees are expected to maintain a level of fitness for duty that is required for your normal work schedule.

Regular employees designated as stand-by on a City holiday will receive an additional \$50 for that day.

A: Substitution of stand-by duty: Supervisor must approve all substitutions. There are two (2) types of substitutions related to stand by duty, as follows:

1. Straight Substitution: Employee may request co-worker substitution, subject to approval of supervisor with minimum of 48 hours' notice. Substitutions shall not be assigned between employees. In this instance, the supervisor will, to the extent possible, solicit and assign volunteers through a lottery system.
2. Emergency Substitution: In an emergency situation (employee or City related), or with less than 48 hours prior notice, your supervisor shall assign a qualified substitute, (including additional employees) to provide stand-by coverage. In both instances above the substituting employee will receive the appropriate daily rate of 1/7 of weekly amount described above for each stand-by duty day.

17.1 Rotation of Storm-Watch Crews

As regular employees of the public sector, all City employees are designated as Disaster Service Workers by the California Government Code. In association with this designation, the Public Works Maintenance Superintendent, or designee, may implement a Storm-Watch Schedule to protect public interests in the event that existing or impending weather conditions and/or reports indicate the potential for flooding or other severe storm related problems exist.

Article 18 Shift Differential Pay

This Article applies to non-exempt regular employees.

Regular employees are eligible to receive a 5% shift differential (above their base hourly rate of pay) for all hours worked on Sundays, observed holidays, and the hours worked between 10 p.m. and 6 a.m.

Any overtime worked on Sundays, observed holidays, and the hours between 10 p.m. and 6 a.m. will be based on the shift differential overtime rate. During the term of this agreement, shift differential will be provided to traffic signal staff for all work conducted on Saturdays. The City reserves the right to change how responses are handled relative to traffic signal service needs on weekends.

Regular employees are eligible to receive a 5% split shift differential (above their base hourly rate of pay) for all hours worked in a 8-, 9- or 10-hour day where their regularly scheduled shift is split into segments with two hours or more between segments.

Subject to Article 10.5 above, the value of shift differential will be reported to CalPERS as special compensation when the employee is routinely and consistently scheduled to work other than a standard daytime shift.

Article 19 City Uniforms

City uniforms provide easy identification for customers and the public, a professional appearance, and a convenience for City employees.

Each field employee in Fire, Community Development, Public Works, and Community Services is responsible for wearing a City furnished uniform at all times while performing City-related work.

19.1 Uniforms

The City shall provide designated field employees with uniforms. The uniforms consist of shirts and pants. Departments will annually provide a minimum of five (5) City staff shirts (style determined by individual departments) to field employees in Fire, Community Development, Public Works, and Community Services. Department Directors may authorize additional City provided shirts based upon operational needs. In lieu of uniform pants and at the employee's request, jeans will be provided to field employees through the City's uniform company.

19.2 Care of Uniforms

The City shall provide laundry service for the uniforms.

Each field employee shall take proper care of uniforms and maintain high standards of personal grooming and neatness. Hair, jewelry and accessories must not impede the safe and efficient execution of assigned duties.

19.3 Wearing of Uniforms

A uniform, or any part of it, shall be worn only during working hours and while traveling to and from work. City uniforms may only be worn outside of work hours with department authorization.

19.4 Uniform Replacement

The City will determine the need for, and timing of, employee's uniform replacement.

19.5 Uniform Costs

The purchase and maintenance of the uniforms discussed in Article 19.1-19.4 will be \$240 per year. Subject to Article 10.5 above, the value of the uniform provided will reported to CalPERS as special compensation for employees in Classic retirement tiers as "Uniform Allowance"; however, it will not be reported for PEPRA employees.

19.6 Safety Equipment

The City provides each field employee with appropriate safety equipment, as determined by each supervisor.

19.7 Safety Footwear Allowance

The City shall provide a safety footwear allowance of \$200 per fiscal year for classifications determined by the Human Resources & Risk Management Department. The safety footwear classification and rating requirement shall be assigned by Risk Management in compliance with Section 3385 of the California Code of Regulations and must comply with the American Society for Testing and Materials ("ASTM") or the American National Standards Institute ("ANSI") standards required for the work to be performed by the employee. Only ASTM/ANSI compliant safety footwear shall be worn by eligible employees. The safety footwear allowance will be available for use beginning on July 1st of each fiscal year. Eligible employees shall choose safety footwear from a specified vendor determined by the Human Resources & Risk Management Department. Alternatively, eligible employees may purchase ASTM/ANSI compliant footwear from a vendor of their choice and submit a completed request for reimbursement with receipt(s) to Risk Management, provided the footwear meets the classification and rating requirements. Eligible employees who fail to purchase their safety footwear within the fiscal year will not be eligible to roll any of the \$200 amount forward to the following fiscal year. Employees are prohibited from returning the safety footwear for reimbursement from the vendor after they have submitted and/or received reimbursement from the City. The City and the Union both reserve the right to make changes to add or delete classifications from this list upon mutual agreement.

Assistant Engineer I/II
Associate Civil Engineer
Associate Engineer I/II
Building Inspector I/II
Building Official
Code Enforcement Officer I/II
Custodian I/II
Field Supervisor (Building, Code, Fire)
Field Supervisor (Streets, Parks, Facilities, Traffic Signals, Landscape Inspection)
Fire Inspector I/II
Landscape Inspector I/II
Lead Maintenance Worker
Maintenance Worker I/II

Parks & Trails Specialist I/II
Parks & Trails Supervisor
Plan Checker
Public Works Inspector I/II
Senior Building Inspector
Senior Code Enforcement Officer
Senior Fire Inspector
Senior Landscape Inspector
Senior Parks & Trails Specialist
Senior Public Works Inspector
Senior Signal Technician
Signal Technician I/II
Supervising Public Works Inspector

Employees are not eligible for the safety footwear/allowance while on end-of-service leave as defined in Section 27.4.

19.8 Additional Safety Footwear Allowance

If field staff require specialized footwear or have unusual wear and tear because of work functions, additional footwear allowance may be provided at the discretion of the Department Director. Special requests must be supported by a formal written request and appropriate documentation, submitted to the supervisor and Risk Management for approval.

19.9 Clothing Allowance

Regular employees in the classification of Building Inspectors, Landscape Inspectors, Public Works Inspectors, Code Enforcement Officers, and Fire Inspectors, are eligible for an annual clothing allowance of \$150. This allowance is intended to cover the cost of replacing clothes due to field hazards and normal wear and tear. In addition, all field employees are required to wear collared shirts, presentable work pants and applicable safety shoes. The clothing allowance will be given in the first full pay period of July. Subject to Article 10.5 above, the clothing allowance provided will be reported to CalPERS as special compensation for employee in Classic retirement tiers as "Uniform Allowance"; however, it will not be reported for PEPRA employees.

Employees are not eligible for the clothing allowance while on end-of-service leave as defined in Section 27.4.

Article 20 Temporary Upgrade Assignment

As a result of vacancies, leaves of absence, or other reasons, it may be necessary to temporarily reassign all or a portion of the duties of an authorized position to another employee. When such assignments require the employee to assume additional duties, which are outside the scope of the employee's regular classification, it is appropriate to adjust the employee's salary to reflect the interim changes. This policy allows the City to temporarily upgrade the affected employee. It is the responsibility of the Department Director to notify Human Resources, in writing, to implement the temporary upgrade for any affected employee. Human Resources will, in turn, notify the union when a temporary upgrade is initiated and/or terminated.

With the approval of the City Manager, an employee may be temporarily appointed to a higher level classification to perform additional duties, on an interim basis, provided that all the following criteria are satisfied:

- A. The higher level position is approved by the City Manager for new or continued staffing;
- B. The duties of the higher level position are outside of the scope of the employee's current classification, as determined by the City Manager or designee;

- C. The assignment is expected to continue for at least 15 business days, but not longer than one (1) calendar year; and,
- D. The employee possesses the minimum qualifications or the requisite knowledge, skills and abilities to perform the work of the higher classification.

20.1 Salary

If an employee is placed in a temporary upgrade assignment as a result of a vacancy or leave of absence, the salary of the employee shall be increased between 5% and 10% for the period of the temporary assignment, or to the first step in the range of the temporary classification, whichever is greater. If an employee is performing duties of a non-represented management classification as part of the temporary upgrade, the employee's salary shall be increased by approximately 10%, or to the first step in the range of the temporary classification, whichever is greater, and shall be subject to the FLSA designation (i.e., exempt vs. non-exempt) of the management position. Employees who are non-exempt, but assume an exempt Temporary Upgrade Assignment shall accrue Administrative/Executive Leave on a pro-rated basis.

For temporary upgrade assignments that are not related to a vacancy or leave of absence, the employee shall be compensated on an hour-for-hour basis for each instance where the higher classification work is assigned. Temporary upgrade work must be reported on the timesheet that corresponds with the pay period it was worked. The employee shall be compensated at a rate equivalent to a 5-10% increase, or to the first step in the range of the higher classifications, whichever is greater. The employee's FLSA designation (i.e., exempt vs. non-exempt) will not change nor will the employee be eligible for Administrative/Executive Leave unless the employee is performing the higher level duties 100% of the time.

If a position is created (i.e., a classification does not already exist) for a temporary upgrade assignment, the range shall be set at the lowest range found in the Classification Level in the Classification Structure following an internal assessment justifying said placement.

The difference between an employee's usual pay and temporary upgrade pay will only be reported to CalPERS as income to the extent permissible by law. Human Resources will provide copies of, and/or citations to, the applicable law(s) upon request of the employee.

20.2 Length of Temporary Upgrade Assignment

The City Manager, or a designee, shall establish the effective dates of a temporary upgrade assignment. In addition, the employee assigned to perform the duties of a higher classification shall not serve for more than one (1) calendar year in a higher classification unless due to extenuating circumstances and approved by the City Manager.

Nothing in this article shall be interpreted to supersede, waive or alter the City's obligations under Government Code section 20480, including the requirement to limit out-of-class appointments to no more than 960 hours per fiscal year during an active recruitment.

Employees serving in a temporary upgrade assignment will retain their performance evaluation date and merit increase eligibility of their regular position. When eligible, a merit increase may be granted to the temporary upgrade rate if the employee is not at the top step of the upgraded assignment salary range. Consistent with the temporary upgrade assignment, any merit increase associated with a performance evaluation will also expire upon completion of the temporary upgrade assignment and the employee will return to the pay rate of their regular position, inclusive of any merit increases applicable to that position.

Under no circumstances shall compensation for a temporary upgrade assignment be issued more than ninety (90) days retroactively, unless approved by the City Manager.

20.3 Temporary Upgrade Work Exclusions

In an effort to assist employees in obtaining experience or training for future promotional opportunities, employees may from time-to-time volunteer to perform the duties of a higher job classification. Such voluntary performance on the part of the employee shall not be eligible for compensation as a temporary upgrade assignment.

It is understood that, from time to time, a Department Director may assign a temporary project or task to an employee which requires a higher level of responsibility, knowledge, skills, and/or abilities than is outlined in their current Classification Specification. It is recognized that the infrequent assigning of such project or tasks is meant to be non-habitual and does not constitute out of classification work subject to reclassification process as outlined in Article 46 (Reclassifications).

Article 21 Probationary Periods

All original appointments, shall be subject to a probationary period of not less than one (1) year of employment in the position. During the original probationary period, an employee may be rejected at any time with or without cause and without the right to a hearing or appeal. An employee on their original probation shall receive an evaluation at three (3) months, six (6) months and nine (9) months. Employees will successfully pass probation if no extension is implemented and if no evaluation is provided by the last day of the probationary period. Passing probation is also not contingent on an employee receiving a probationary evaluation on time.

21.1 Promotional Probation

Promotional appointments shall be subject to a probationary period of not less than six (6) months of employment in the position. During the promotional probationary period, an employee may be rejected at any time with or without cause and without the right of a hearing or appeal. Any employee rejected during a promotional probation shall be reinstated to the last position in which they held regular, non-probationary status unless they were discharged for cause from the City.

Promotional appointments for employees who have not completed their original probationary period in a prior classification, shall be subject to a probationary period of twelve (12) months. During the probationary period, an employee may be rejected from employment or promotion at any time with or without cause, and without the right of a hearing or appeal.

21.2 Probationary Period Extensions

The City can extend an employee's probationary period for a maximum of six (6) months, separate from and not including any extension related to a leave of absence. If a probationary employee takes a leave of absence for more than thirty (30) consecutive calendar days, the probationary period shall be automatically extended by the length of that consecutive leave.

Article 22 Eligibility for Merit Increases

Each probationary or regular employee will be considered for, but is not guaranteed, a merit adjustment annually at their regular or adjusted performance evaluation date. Merit adjustments may be denied, deferred for future consideration, or granted at .5, 1, or 1.5 step intervals, at the Department Director's discretion and subject to City Manager's approval.

Supervisors and managers shall conduct performance evaluation meetings within 30 days of the employee's performance evaluation due date. In accordance with Article 50 Performance Evaluations, if an annual evaluation becomes 90 days overdue, a .5 step increase will automatically be given (if applicable) by Human Resources.

Regular and promotional probationary employees are eligible for merit adjustments at or near the completion of their one (1) year of continuous service in their current position and annually thereafter, provided that the employee is not a Y-Rated employee, has not changed positions, or is not at the maximum rate for their salary range. However, if an employee takes a leave of absence for more than 30 consecutive calendar days, their merit eligibility date shall automatically be extended by the length of that consecutive leave.

Approved merit adjustments will be retroactive to the official evaluation due date and effective at the beginning of the applicable pay period.

Employees are not eligible for merit increases while on end-of-service leave as defined in Section 27.4.

Article 23 Tuition Reimbursement

Employees requesting tuition reimbursement must obtain supervisor pre-approval before enrolling in courses. If approved, the supervisor shall submit the pre-approval form to Human Resources for review and consideration.

As a condition of being reimbursed, the employee will agree to continue employment with the City for one (1) year beyond the date of the receipt of the reimbursement. If the employee leaves the City, the amount of the reimbursement will be due to the City.

Reimbursement is limited to no more than \$1,500 to an employee for training or educational expenses in any one (1) fiscal year and will be issued on a first come basis subject to the availability of budgeted funds. Additional funds may be approved by the City Manager.

23.1 Course Eligibility and Reimbursement Requirements

Any educational or training course that is a requirement for continuation of employment or is an identified part of a job evaluation shall be paid for by the City and is not eligible for tuition reimbursement.

Any other educational or training course that is job or career related shall, if prior approval is received, be reimbursed after successful completion. All college or other graded classes shall require a minimum grade of a "C" in order to receive such reimbursement. For courses that are not graded, the employee must receive a "Pass" or equivalent to be eligible for reimbursement. Books or other materials shall only be paid for if some defined benefit can be shown to the City (i.e. books become part of the City reference library). There is no mileage reimbursement for travel to and from educational classes.

23.2 Training Time

In general, training time during working hours shall be considered part of employment. Non-mandatory training after hours shall be considered voluntary, and no additional pay, overtime or compensatory time shall be given by the City, unless advanced special written approval is granted. Study time shall be considered completely voluntary.

Article 24 Employee Computer Purchase Program

This program allows regular employees to borrow, at no interest, up to \$2,000 to purchase a personal computer, iPad and/or similar "computer tablet" devices, and related accessories with a loan repayment plan of up to 24 months. An employee must show proof of payment (i.e. not simply proof of order), and may only have one loan outstanding under this program at any time.

To qualify for the program, employees must be a regular employee, and have successfully passed their initial probationary period. Employees who are on paid or unpaid administrative leave in connection with a disciplinary investigation or action are temporarily ineligible to request new loans under the computer purchase program.

Loans are made to employees as reimbursement of costs (see Employee Computer Purchase Program Administrative Guideline for further details). Repayment will be made through equal biweekly payroll deductions over a maximum period of up to 24 months. At the time of submittal, employees have the option to request a 12-month loan. Repayment in full will be accepted at any time, without penalty to the employee. Loan repayment shall commence in the first available payroll cycle following loan approval.

In the event of termination of employment for any reason, the entire unpaid balance shall immediately be due and payable, in accordance with the executed Employee Computer Purchase Program agreement. Any remaining unpaid balance shall first be deducted from the final paycheck to the extent allowed by law. In the event the final paycheck is not sufficient to pay off the principal sum, then any resultant balance must be paid, in full, with other resources of the borrower.

Article 25 Safety Programs

25.1 Safe Driving Program

Employees who are assigned to a City vehicle are eligible to participate in the Safe Driving Program. Employees assigned to pool vehicles do not qualify. In order to be eligible,

employees must not have been in any "preventable" vehicle accidents during any given full fiscal year.

An accident is any event involving a City vehicle resulting in or causing personal injury or damage to any person, object, or property. The City Safety Committee will determine whether the accident was "preventable" or "non-preventable" if the employee and the City do not agree on the determination of whether an accident was "preventable" or "non-preventable."

Preventable - the employee failed to do everything possible to prevent the accident, including anticipating the hazard and applying the appropriate defensive driving procedures.

Non-Preventable - the employee did everything possible to prevent the accident, including anticipating the hazard and applying the appropriate defensive driving procedures.

For the period of July 1 through June 30 of each fiscal year, qualifying employees who experience no "preventable" accidents will be credited with five (5) additional floating holiday hours referred to as safe driving hours. These five (5) additional safe driving hours will be deposited in the first pay period of the subsequent fiscal year. The safe driving hours may not be carried over year to year and cannot be cashed out at the end of a fiscal year or upon separation of employment.

25.2 Injury and Illness Prevention Plan (IIPP)

It is the intention of the City of Temecula to maintain a safe and healthy work environment for all employees. This Injury and Illness Prevention Plan (IIPP) was designed to promote a safe work environment. To meet this goal, it shall be the policy of the City of Temecula to give precedence to safety above expediency of any operation and to comply with established state laws and City ordinances and standards. Continued efforts in safety education, field operational review, working condition safety and accident prevention analysis, in conjunction with active participation by supervisors and employees, will ensure a successful Injury and Illness Prevention Plan (IIPP).

Article 26 Driver's License Renewal

It is the employee's responsibility to carry a valid driver's license when driving a City vehicle or on City business as required by their classification. For employees in positions that require a California Commercial driver's license (Class A & B or Class C with a passenger endorsement), renewal requirements, DMV fees, physicals and training are to be paid by the City.

Release time: for the purposes of obtaining and/or renewing Commercial Driver's Licenses, pursuant to the scope of responsibilities within their classification specification and upon supervisory approval, employees are provided release time to process paperwork at the DMV. Paid release time shall not be granted if the employee's license has already expired.

When an employee is notified by the Department of Motor Vehicles that their Commercial Driver's License is about to expire, the employee needs to follow the DMV instruction for Commercial Driver's License renewals. Once the renewal process is completed, proof of the renewal (Medical Examiner Certificate) must be submitted to Human Resources for verification purposes.

Article 27 Comprehensive Annual Leave Policy

The intent of this policy is to ensure that all employees have an adequate amount of authorized time off each year for rest and relaxation, personal business or personal/family illness, or any other purposes for which leave must be provided by law. Regular employees earn Comprehensive Annual Leave from the date of hire.

27.1 CAL Accrual

Regular employees who are paid for less than 80 hours in a pay period will earn Comprehensive Annual Leave credits on a pro-rated basis for that pay period.

The CAL accrual rate for FLSA **non-exempt** employees is as follows:

Annual Increment (start of year)	Annual Leave (hours)	Biweekly Accrual Rate (hours/pay period)	Maximum Accumulation (hours)
At Hire	161	6.192	322
Years 2-3	177	6.808	354
Years 4-5	217	8.346	434
Years 6-7	233	8.962	466
Years 8-9	249	9.577	498
Years 10+	273	10.500	546
Years 15+	273	10.500	626

The CAL accrual rate for FLSA **exempt** employees is as follows:

Annual Increment (start of year)	Annual Leave (hours)	Biweekly Accrual Rate (hours/pay period)	Maximum Accumulation (hours)
At Hire	177	6.808	354
Years 2-3	193	7.423	386
Years 4-5	233	8.962	466
Years 6-7	249	9.577	498
Years 8-9	265	10.192	530
Years 10+	289	11.115	578
Years 15+	289	11.115	658

Annual leave accrual: annual leave will be earned on a prorated basis each pay period.

Maximum balance: The maximum accrued unused Comprehensive Annual Leave accumulation, which an employee may have at any one time, is two (2) times the employee's annual accrual. Employees with 15 or more years of service may accrue up to a maximum of two (2) times the employee's annual accrual, plus 80 hours.

However, the City Manager may grant an employee, on a case by case basis, the ability to accrue annual leave above two (2) times the annual accrual limit for good cause shown.

27.2 Requesting Time Off

A leave request form is to be submitted by the employee and approved by the employee's supervisor prior to the leave commencing. In the event of an unforeseen absence, the employee shall contact their immediate supervisor or representative as directed by the Department Director within 30 minutes of the start of their normal scheduled shift. If a regular employee requests specific days off at least six weeks in advance, and if that request is otherwise proper under this Article, that time shall be considered locked and cannot be displaced by a non-regular employee seeking to take the same time off.

27.3 Scheduling

The scheduling of Comprehensive Annual Leave shall be determined by the employee's supervisor based upon: first, the needs of the City; second, the employee's request; and then seniority. Departments will determine a schedule as to when they will route their departmental vacation calendar. Employees with greater seniority within the department will be given the first opportunity to select their vacation. If after the needs of the City and the employee's request have been taken into consideration, and two (2) employees have requested the same period of time off, which will cause a staffing conflict within the same job area or function, seniority will be used as the determining factor as to who will receive the requested time off. However, if the same staffing conflict arises the following year, and seniority was used as the basis for resolving that conflict in the previous year, the employee granted that time off in question the previous year will not be granted the same period of time off in the subsequent year only.

A leave request form needs to be submitted by the regular employee and approved by the employee's supervisor prior to the leave commencing. Scheduled CAL Leave needs to be approved 48 hours in advance by the employee's supervisor. If a CAL Leave request is submitted less than 48 hours in advance, the supervisor is under no obligation to approve the CAL Leave request. Supervisors shall return the time off request form to the employee, with their signature approval, within a reasonable time which is outlined in the policy below. The supervisor is encouraged to make their decision within 24 hours of the request; however, in the event that additional time is needed, this decision should be generally made within five (5) business days. If the request is submitted less than 48 hours prior to the specified time off, the supervisor will be under no compulsion to approve the request based on the MOU language. The above noted turnaround time for this approval is also important when considering an employee's request for multiple time-off requests over the course of a year.

The MOU and current City policy do not require an employee to have a designated number of CAL hours available in order to take scheduled time off. However, the employee must have enough hours in their CAL Leave bank to cover their leave request, before the scheduled leave commences. If there are insufficient CAL hours in the employee's bank when the scheduled time off is about to commence, the supervisor may use their authority to cancel the abovementioned scheduled time off.

If the requested leave is relating to a personal issue, the employee has the option of stating "personal" for the reason and the supervisor need not ask for a more detailed explanation. The supervisor can offer the City's Employee Assistance Program (EAP) if deemed appropriate.

The City strongly encourages that all employees keep a “safe” number of available CAL hours in case of unforeseen needs or to satisfy the time needed to get through a disability elimination period, illness or personal leave.

Prior authorized leave of absences such as workers’ compensation, disability, or extended illness should not be factored in when approving/disapproving time-off requests.

In addition, the City encourages communication between employees and designated supervisors. It is acceptable for the employee and supervisor to agree on a conditional approval of vacation time and that the terms of this conditional approval are documented on the Leave Form.

In lieu of Article 40 (Grievance Procedure), any disputes that arise out of the scheduling of CAL time, will be handled by Human Resources Department. The determination of Human Resources will be final and no formal grievance may be filed in CAL scheduling.

Holidays during Comprehensive Annual Leave: City holidays which occur during an employee's Comprehensive Annual Leave are not deducted from Comprehensive Annual Leave balance.

27.4 Separation of Employment

Upon separation from employment from the City, an employee shall be entitled to cash out any remaining Comprehensive Annual Leave balance at the employee’s base hourly rate of pay. An employee may run out their remaining Comprehensive Annual Leave balance and any other available accrued leaves in lieu of a cash out (i.e. end-of-service leave) if the employee provides a minimum notice of 45 calendar days before the end-of-service leave commences. In cases with extraordinary circumstances, end-of-service leave requested with less than 45 calendar days’ notice are subject to approval at the sole discretion of the City Manager.

In all instances, written notice of separation from employment shall: 1) include the final date of employment; 2) be final and irrevocable; and, 3) may be accepted by the employee’s supervisor, manager, director, or the Human Resources Department. An employee on end-of-service leave who engages in work without prior approval from their Department Director will be separated from employment immediately.

27.5 CAL Donations

An employee may request the use of CAL donations in extraordinary situations or if in the event of a medical hardship to the employee or an immediate family member of the employee. Refer to Article 28 (Bereavement Leave) for definition of family member. A “medical hardship” is defined as a serious medical condition that would require the prolonged absence of the employee from duty and would result in a substantial loss of income to the employee because the employee would have and would be required to exhaust all of their available paid leave. Upon approval from the City Manager, or designee, the employee may use up to a maximum of 160 hours of donated CAL per fiscal year. The City reserves the right to request a physician’s verification of the medical condition. In addition, the application of this section is independent of any federal or state mandated protected leave (e.g., FMLA, CFRA, PDL, etc.). Employees may donate a maximum of 18 hours each time CAL donations are requested, however full-time employees must have 80 hours remaining and part time employees must have a proration

of 80 hours based on their full-time equivalent allocation on the Schedule of Authorized Positions remaining in their CAL bank after the donation. The City will pool all hours that are donated and employees, who are eligible and approved to use donated CAL hours will receive donations from the pool.

27.6 Comprehensive Annual Leave Time Cash Out

In June, employees may cash out Comprehensive Annual Leave (CAL) time under the following criteria:

- A. May cash out up to a maximum of 120 hours to be taken as taxable wages at the employee's base hourly rate of pay excluding any other specialty pays (e.g., temporary upgrade) or deposited into a pre- or post-tax 457 account.
- B. Must maintain a balance of 80 hours after cash out is taken.
- C. Must have taken at least 40 hours of CAL time during the fiscal year.

The CAL time cash out will be provided by the end of the fiscal year. The CAL time cash out pay period will be determined by the City's Finance Department, in accordance with the ending of the fiscal year. The City Manager in their sole discretion may allow an employee to cash out CAL time before the end of the fiscal year if the employee is faced with a financial emergency or to avoid losing CAL accrual when the employee is approaching their CAL accrual maximum and the employee's Department Director confirms that taking time off is not an option; however, the employee is still only allowed one cash out per fiscal year as outlined in this section.

Article 28 Bereavement Leave

The City recognizes the importance of providing employees time off to mourn and take care of any details relating to the death of a member of their immediate family. Employees may also use CAL time in conjunction with bereavement leave.

Regular employees may receive a maximum of five (5) paid business days for bereavement of an individual who is a member of the employee's immediate family.

- A. For the purposes of this policy, immediate family (including natural, adopted, foster, step or in-laws) shall be defined as spouse, registered domestic partner, child, parent, sibling, grandchild, grandparents, aunts, uncles, nieces and nephews. Bereavement leave may also be taken for individuals who served in a significant parental role (e.g. in loco parentis) regardless of biological or legal status.
- B. A leave request form must be completed by the employee and approved by their supervisor. Depending upon circumstances, employees can submit bereavement leave and Comprehensive Annual Leave requests after the employee returns to work. In addition, the supervisor may require verification that bereavement leave was warranted.

Article 29 Leave of Absence under FMLA, CFRA and PDL

29.1 Statement of Policy

It is the intent of the City to comply fully with the Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act of 1995 (CFRA). Nothing in this MOU is intended to restrict employees' rights under these laws. Unless otherwise provided in this article, "Leave" under this article shall mean leave of absence, including employees' rights and obligations, pursuant to the FMLA and CFRA. Further, employees shall be reasonably accommodated for any disability protected by law (e.g., Americans with Disability Act or "ADA") if the employee requests such accommodation.

29.2 Employee Notice of Leave

Although the City recognizes that emergencies arise which may require regular employees to request immediate leave, employees are required to give as much notice as possible of their need for leave. If leave is foreseeable, at least 30 days' notice is required. In addition, if an employee knows that they will need leave in the future, but does not know the exact date(s) (e.g. for the birth of a child or to take care of a newborn), the employee shall inform their supervisor as soon as possible that such leave will be needed. Such notice may be orally given. If the City determines that an employee's notice is inadequate or the employee knew about the requested leave in advance of the request, the City may delay the granting of the leave until it can, in its discretion adequately cover the position with a substitute.

For any foreseeable leave due to a qualifying exigency under the Armed Forces Reserves or National Guard, an employee must provide notice of the need for leave as soon as practicable, regardless of how far in advance such leave is foreseeable.

29.3 Employee Benefits While on Leave

While on leave, employees will continue to be covered by the City of Temecula group health insurance to the same extent that coverage is provided while the employee is on the job. Employees shall be responsible for the continuation of City of Temecula provided health care insurance premiums if on a leave for more than the 12 weeks specified by the law. Employee contribution rates are subject to any change in rates that occurs while the employee is on leave.

If an employee fails to return to work after their leave entitlement has been exhausted or expires, the City shall have the right to recover its share of health plan premiums for the entire leave period, unless the employee does not return because of the continuation, recurrence, or onset of a serious health condition of the employee or their family member which would entitle the employee to leave, or because of circumstances beyond the employee's control. The City shall have the right to recover premiums through deduction from any sums due to the City (e.g. unpaid wages, vacation pay, etc.).

Employees shall retain the status of employee while on leave.

29.4 Substitution of Paid Accrued Leaves

While on leave under this policy, as set forth herein, an employee may elect to concurrently use paid accrued leaves. Similarly, the City may require an employee to concurrently use paid accrued leaves after requesting leave for medical or family care.

A. Employee's Right to Use Paid Accrued Leaves Concurrently with Leave for Medical or Family Care.

Where an employee has earned or accrued paid CAL time, administrative leave, or compensatory time, that paid leave may be used concurrently for all or part of any (otherwise) unpaid leave under this policy. Use of CAL time does not extend the leave beyond the 12 weeks specified by law.

B. City's Right to Require an Employee to Use Paid Leave When Using Leave for Medical or Family Care

Employees may exhaust their accrued leaves concurrently with FMLA/CFRA leave to the same extent that employees have the right to use their accrued leaves concurrently with FMLA/CFRA leave.

Employees are required to use accrued Compensatory Time as a first means of paid leave concurrently with any leave for medical or family care.

29.5 Medical Certification

Employees who request leave for their own serious health condition or to care for an eligible family member who has a serious health condition must provide written certification from the health care provider of the individual requiring care.

Employees who request leave to care for an injured service member who is an eligible family member of the employee must provide written certification from a health care provider regarding the injured service member's serious injury or illness.

When an employee requests leave because of a qualifying exigency under the Armed Forces Reserves or National Guard, an employer may require the employee to provide a copy of the covered military member's active duty orders or other documentation issued by the military which indicates that the covered military member is on covered active duty or call to active duty status in a foreign country, and the dates of the covered military member's active duty service.

A. Time to Provide a Certification

When an employee's leave is foreseeable, and at least 30 days' notice has been provided, the employee must provide medical certification before the leave begins. When this is not possible, the employee must provide the requested certification to the City within the time frame requested by the City (which must allow at least 15 calendar days after the employer's request), unless it is not practicable under the particular circumstances to do so despite the employee's diligent, good faith efforts.

B. Consequences for Failure to Provide an Adequate or Timely Certification

If an employee provides an incomplete medical certification the employee will be given a reasonable opportunity to cure any such deficiency. However, if an employee fails to provide a medical certification within the time frame established by this policy, the City may delay the taking of leave until the required certification is provided.

C. Second and Third Medical Opinions

If the City has reason to doubt the validity of a certification, the City may require a medical opinion of a second health care provider chosen and paid for by the City. If the second opinion is different from the first, the City may require the opinion of a third health care provider jointly approved by the City and the employee, but paid for by the City. The opinion of the third provider will be binding. An employee may request a copy of the health care provider's opinions when there is a recertification.

D. Intermittent Leave or Leave on a Reduced Leave Schedule

If an employee requests intermittent leave (a few days or hours at a time) or on a reduced leave schedule to care for an immediate family member with a serious health condition, the employee must provide medical certification that such leave is medically necessary. "Medically necessary" means there must be a medical need for the leave and that the requested leave can best be accomplished through an intermittent or reduced leave schedule.

29.6 Reinstatement upon Return from Leave

A. Right to Reinstatement

Upon expiration of leave (no more than 12 weeks or 26 weeks for military situations), an employee is entitled to be reinstated to the classification of employment held when the leave commenced, or to an equivalent classification with equivalent employment benefits, pay, and other terms and conditions of employment. Employees have no greater rights to reinstatement, benefits and other conditions of employment than if the employee had been continuously employed during the leave period.

If a definite date of reinstatement has been agreed upon at the beginning of the leave, the employee will be reinstated on the date agreed upon. If the reinstatement date differs from the original agreement of the employee and City the employee will be reinstated within two business days, where feasible, after the employee notifies the employer of their readiness to return.

B. Employee's Obligation to Report Periodically on Condition

Employees may be required to periodically provide an update report and intent date to return to work. This will avoid any delays to reinstatement when the employee is ready to return.

C. Return to Work Certification

As a condition of reinstatement of an employee whose leave was due to the employee's own serious health condition, which made the employee unable to perform job duties, the employee must obtain and present a certification from their health care provider stating that the employee is able to resume work. The return to work certification must be provided to Human Resources prior to the employee resuming any duties. Failure to provide such certification will result in denial of reinstatement.

If the health care provider imposes work restrictions on the employee, the return to work certification must list any work restrictions and the time frame for those restrictions. At the conclusion of the work restriction schedule, the employee must obtain and present a certification from the health care provider that the employee is able to resume work. Failure to provide such certification to Human Resources will result in denial of reinstatement.

29.7 Pregnancy Leave

It is the intent of the City to comply fully with the California Pregnancy Disability Leave Law. A pregnant employee shall be entitled to a leave of absence without pay for up to four (4) months so long as the employee's attending physician certifies that the employee is physically unable to work due to pregnancy, childbirth or related medical condition. During said leave of absence, the employee has the option of using CAL time to supplement any short-term disability benefits. In addition, employees who are out on Pregnancy Leave will also be designated as protected under FMLA concurrently as applicable under these laws.

Upon expiration of the approved leave, and prior to the employee being reinstated, Human Resources may require a statement from the attending physician that the employee is physically capable of resuming the regular duties of the employee's position. Failure to return to work after the authorized four (4) month leave period causes the employee to have no reinstatement rights. An employee who plans to take such a leave should give reasonable notice of the date the leave shall commence and the estimated duration of the leave.

29.8 Bonding Leave

The City shall provide paid leave to employees for the purpose of bonding with a child in connection with the birth, adoption, or foster care placement of that child, equivalent to leave benefits afforded under the State's Paid Family Leave program. Employees may receive up to eight weeks of paid bonding leave paid at the rate of 2/3 of the employee's current base salary. No other benefits shall be enhanced or reduced as a result of using this leave. Employees may use other accrued paid leave (e.g., CAL time) to supplement their pay up to 100% of their current base salary in conjunction with this leave. The eight weeks of leave need not be used consecutively; however, it is limited to the first year after the birth, adoption, or foster care placement of the child. Supporting documentation will be required. Bonding Leave may be used in combination with disability leave connected with giving birth to a child, but not until disability benefits have been exhausted. Bonding leave provided under this section will run concurrently with any applicable leave entitlements under the FMLA/CFRA.

Article 30 Jury Duty

The City encourages employees to serve as jurors when called upon to do so. When an employee serves on jury duty or is called to testify on a case involving official City business, the employee receives full pay from the City (Government Code Section 1230). However, if an employee is testifying on a civil/criminal case that does not involve official City business, then the employee is required to utilize any accrued Comprehensive Annual Leave (CAL) time that the employee has

available. Employees are not required to submit, to the City, any compensation received from the court for serving as a juror.

If an employee is called to report to jury duty, the employee shall obtain a "Jury Attendance Certification" form from the court upon dismissal by the judge. The "Jury Duty Certification" form must be attached to the employee's timesheet for verification of jury duty attendance by payroll. Because the time on the "Jury Attendance Certification" form provided by the court and the actual time the employee is released from the jury pool and/or leaves the courthouse may differ, the employee must handwrite the actual time of release on the form. The time should be noted upon instruction from their supervisor or designee to either return to work or be released from work. Jury Duty attendance shall be recorded on the timesheet under the code for jury duty regardless of whether the employee is instructed to return to work or not.

When an employee receives an initial summons to report for jury duty, the employee must provide a copy of the summons to their supervisor immediately upon receipt, regardless of whether they are called to serve. It is the responsibility of each supervisor to record the employee's absence for jury duty in a manner similar to that used to record the employee absences (i.e. department calendar, weekly staff agenda).

If an employee needs to appear in court regarding a personal situation or is summoned to report to the court for a civil or criminal case that does not involve official City business, then the employee is required to utilize available Comprehensive Annual Leave (CAL) time. A leave request form must be submitted and approved by the supervisor prior to the leave commencing. Approved personal leave (CAL) time shall be recorded on the timesheet under the code for CAL time.

30.1 Defining "Practical" Return to Full Duty

When released early, which is defined as more than two hours remaining in the business day, from any day of jury duty, the employee shall contact their supervisor, or designee, to determine if it is practical to return to full duty. In determining whether an employee shall return to work following the completion of jury duty for that day, reasonable consideration shall be given to such factors as: courthouse delays, parking conditions, travel time, and a rest period. If two (2) hours or less are remaining in the City's standard business day (8 a.m. to 5 p.m.), the employee does not need to contact their supervisor or return to work.

Employees are not required to report to work at the City each day prior to reporting to the court for jury duty unless the report time after 12 noon is ordered.

30.2 Supervisor Determination

If upon discussion with the supervisor or designee it is determined that it is NOT practical for an employee to return to full duty that day, the supervisor's written release stating "not practical to return to full duty", along with the supervisor's initials and date, must be noted on the employees "Jury Attendance Certification" form and attached to their timesheet.

Article 31 Military Leave

The City recognizes the importance of allowing employees time off to serve in the U.S. Armed Forces. This policy allows for employees to take time necessary for the defense of our country.

Military leave shall be granted in accordance with the provisions of state and federal law. An employee requesting leave for this purpose shall provide their Department Director and Human Resources, whenever possible, with a copy of the military orders specifying the dates, site and purpose of the activity or mission. Within the limits of such orders, the Department Director may determine when the leave is to be taken and may modify the employee's work schedule to accommodate the request for leave. Upon completion of military service, the employee will be reinstated with full seniority to their former position or to a comparable position, if application for reemployment is made within 90 calendar days of release from the service or related hospitalization, or as otherwise required by law.

An employee who is a member of the National Guard or of a reserve component of the U.S. Armed Forces shall, upon furnishing a copy of the official orders or instructions, be granted a military training leave. Training leaves will not, except in an emergency, or in the event of extenuating circumstances, exceed two (2) weeks per year, plus reasonable travel time. Upon presentation of a military pay voucher or endorsed orders, employees will receive full pay for up to 30 calendar days within one (1) fiscal year. If the leave is greater than 30 days, then the employee may utilize accrued Comprehensive Annual Leave time.

If the employee is placed on active duty, the City is required, by law, to return the employee to the same classification, upon the employee's return to City service.

Consistent with the City of Temecula City Council Resolution 90-067, the military leave policy has been extended, for those employee's called to active duty as follows:

- A. With appropriate documentation, the City will pay the difference between the City employee's salary and the employee's military pay, and;
- B. The difference in salary will be paid for the entire duration of active duty.

Article 32 Leaves of Absence without Pay

Leave of Absence without Pay is to be used for the purpose of unforeseen circumstances or other situations where leave is requested by the employee. In all cases, unpaid leave must be approved by the City Manager or designee. Employees should refer to Human Resources for specific details.

32.1 Benefits While on Leave without Pay

Employees may be required to exhaust their Comprehensive Annual Leave prior to commencing Leave of Absence without Pay status.

The City will continue payment of the Health Flex Contribution and Cafeteria Contribution for two (2) monthly premium payment periods, except as otherwise required by law. Any premium amount in excess of the City's contributions will continue to be the employee's responsibility.

Employees shall be responsible for the continuation of City provided health care insurance premiums if on Leave of Absence without Pay for more than two (2) monthly premium payment periods.

32.2 Procedure for Requesting Leave of Absence without Pay

The Department Director, subject to the approval of the City Manager, may grant requests for Leave of Absence without Pay. Employees generally provide a minimum of two (2) weeks' notice, in writing, to request a Leave of Absence without Pay.

Employees must give reasonable notice, to their Department Director, before returning to work.

The maximum leave which may be taken is six (6) months at the sole discretion of the City Manager, except as otherwise required by law. In extreme cases, and at City Manager's approval, the maximum leave may be extended beyond six (6) months.

Employees shall retain the status of employee while on an approved Leave of Absence without Pay. However, a Leave without Pay which exceeds 30 consecutive calendar days shall result in an adjustment to the employee's annual performance evaluation and merit eligibility dates.

32.3 Procedure for Unforeseen Circumstances

Requests for Leave of Absence without Pay may be granted, at the discretion of the City Manager, for prolonged illness or personal reasons, including disabilities not related to worker's compensation. The above procedures will apply to a requested Leave of Absence without Pay with the exception of providing a two (2) week minimum notice. Employees who request a Leave of Absence Without Pay for illness or personal reasons must provide a written notice of such leave as far in advance as possible. In addition, the City may require a doctor's certification or other official documents in order to verify legitimacy of the employee's request.

Article 33 Health and Wellness Benefits

The City shall provide each regular employee with a Health Flex Contribution of \$1,000 per month effective July 1, 2026. Effective January 1, 2027, the Health Flex Contribution shall increase to \$1,050 per month, Effective January 1, 2028, the Health Flex Contribution shall increase to \$1,100 per month. This allotment is intended to bring the City into compliance with the U.S. Patient Protection and Affordable Care Act ("ACA"). The Health Flex Contribution may only be used toward City-sponsored health, dental, and vision insurance premiums, or deposited into a health flexible spending account as permitted by IRS laws. Any unused portion of the Health Flex Contribution shall be forfeited by the employee (i.e. this is a "use it or lose it" benefit), and the forfeited funds will be used toward enhancing wellness and morale for all City employees. Any forfeited funds in excess of \$150,000 in a fiscal year shall revert to the City's general fund.

The City shall also provide each regular employee with a Cafeteria Contribution of \$1,200 per month for full-time employees and pro-rated based on full-time equivalency for part-time employees. Consistent with past practice, this payment includes the CalPERS statutory minimum payment for each calendar year of this Agreement for both active employees and annuitants

(retirees). The Cafeteria Contribution must be applied to all mandatory benefits as determined by the City. The first day of the month following the date of hire, an employee shall be covered under mandatory benefits as set forth in the contract between the City and the carrier(s). The employee can then apply the remainder of the Cafeteria Contribution to optional benefits provided by the City, including: health insurance premiums, dental insurance premiums, vision insurance premiums, and flexible spending accounts. Any unused portion of the \$1,200 allotment will be paid as taxable income only to employees who were hired prior to July 1, 2026, and who, as of July 1, 2026, are serving in an authorized or limited term position. Employees hired on or after July 1, 2026, shall not be eligible to receive any unused portion of the Cafeteria Contribution as taxable income.

The Union agrees to meet and confer with the City over any state or federally mandated changes in benefits that occur during the term of this agreement. In addition, City agrees to include two (2) union stewards as part of the formal Benefit Committee that meets to discuss changes in any health and welfare benefit proposal for the next plan year. The benefit committee will meet prior to the start of the open enrollment period to educate employees on benefits provided during the upcoming plan year.

33.1 Health Coverage

The City agrees to continue offering the CalPERS Health Plan. The City has established an Eligible Opt Out Arrangement to comply with IRS rules as a condition to an employee receiving the Cafeteria Contribution as taxable income (i.e. cash) in lieu of enrolling in City-sponsored health insurance. The conditions that must be satisfied for the Eligible Opt Out Arrangement are as follows:

- A. The employee must have minimum essential health coverage through another source (other than coverage in the individual market, whether or not obtained through Covered California).
- B. All individuals in the employee's expected tax family must have (or will have) the required minimum essential health coverage. An employee's expected tax family includes all individuals for whom the employee reasonably expects to claim a personal exemption deduction for the taxable year(s) that cover the employee's plan year to which the opt-out arrangement applies.
- C. The employee must provide reasonable documentation of minimum essential health coverage pursuant to the ACA, which must cover both the employee and all individuals in the employee's expected tax family, if any, for the applicable period. Reasonable evidence may include an attestation by the employee.
- D. Each year, during open enrollment or as otherwise required by the City, the employee must provide the City with an attestation or other reasonable documentation, subject to the City's approval confirming such alternate coverage.
- E. The employee must provide the attestation or reasonable documentation no earlier than a reasonable time before coverage starts (e.g., open enrollment). The attestation or reasonable documentation may also be provided within a reasonable time after the plan year starts.
- F. According to the ACA, the City cannot make payment if the City knows or has reason to know that the employee or a member of the employee's expected tax family does not have the alternative minimum essential health coverage.

The City agrees to meet with the Benefit Committee to discuss any changes in the CalPERS Health Plan prior to open enrollment.

33.2 Dental Coverage

The City agrees to continue to offer dental coverage to represented employees. The City agrees to meet with the Benefit Committee prior to selection of the dental plan for the respective Plan Year.

33.3 Vision Coverage

The City agrees to continue to offer vision coverage to represented employees. The City agrees to meet with the Benefits Committee prior to selection of the vision care plan for the respective Plan Year.

33.4 Disability Insurance

The City will provide and pay the monthly premium for short-term and long-term disability insurance for all represented employees. Enrollment in both short-term disability (STD) and long-term disability (LTD) is mandatory. The short-term disability insurance elimination (waiting) period will be up to seven (7) calendar days for all disability types. Employees should refer to Human Resources regarding specific details on short term and long term disability coverages. The City agrees to meet with the Benefit Committee prior to selection of short-term and long-term disability insurance.

33.5 Flexible Spending Account

The City will continue to offer, as long as lawfully permitted, a Flexible Spending Account during the term of this agreement in accordance with applicable IRS statutes in order to provide employees the greatest possible tax benefit.

Included in the Flexible Spending Account are reimbursement accounts for medical, dental and vision plan deductibles and co-payments; and other health care expenses not covered by existing medical and dental vision coverage. An additional element of the program includes reimbursement of child/dependent care expenses.

33.6 Retiree Medical, Dental and Vision Premium Reimbursement

The City will provide medical, dental and vision benefits, for eligible employees and their spouse, upon retirement from the City of Temecula, as follows:

- A. Employee must meet all of the following criteria in order to qualify for the Retiree Medical, Dental and Vision Premium Reimbursement benefit:
 - 1. Must have been hired on or before June 30, 2005, in a regular, authorized position;
 - 2. Must have, upon retirement, completed a minimum of 12 years of cumulative service to the City of Temecula in a regular, authorized position status;
 - 3. Must have retired from the City of Temecula on or after July 1, 2003, in accordance with CalPERS standards; and,
 - 4. Must have been continuously employed in a regular, authorized position from July 1, 2005, until their retirement from the City of Temecula, with the exception of

bargaining unit members referenced in Appendix C. Employees referenced in Appendix C shall remain continuously employed in a regular, authorized position from March 19, 2019, until their retirement from the City of Temecula to be eligible for the benefit.

Part-time, regular, benefited employees shall also be eligible provided that total service in Temecula, as defined by CalPERS, meets the required minimum for this benefit and if they meet the other criteria set forth in this article.

If a retired Temecula employee reinstates to a regular benefited position with any CalPERS Agency, including the City of Temecula, this benefit will be discontinued and will not be reinstated. The only exception to this rule shall be in the event of a Reduction in Workforce and the employee had been re-employed by the City of Temecula pursuant to Article 43 of this MOU.

This benefit will discontinue upon the death of the retired City employee.

- B. Retirement from the City of Temecula shall be defined as a CalPERS service or industrial disability retirement, and employee must be eligible for such retirement at the time of or within 120 days of separation from City service. The date of eligibility shall be the employee's official CalPERS retirement date.
- C. Employees who have retired prior to the effective date of this MOU will be eligible for this benefit in accordance with the terms of the agreement at time of retirement.
- D. Eligible City of Temecula employees (as defined above), who retire during the term of this MOU will be eligible for a reimbursement for monthly premiums (not including co-payments, prescriptions, and other non-premium expenses) purchased and paid for by them, up to the current monthly cafeteria contribution, for continued medical, dental and vision coverage as provided for in sections 33.1, 33.2 and 33.3 of this agreement. This payment will begin within 30 days of the employees' CalPERS retirement and upon written notice from the employee and verification of current premium payment amounts, and will continue through the term of this agreement.
- E. The amount of the actual reimbursement will be based on proof of continued medical, dental or vision insurance and verification of the premium payment for employee and spouse coverage. The maximum reimbursement is inclusive of any required employer contributions. Be advised – the CalPERS medical premium on a retiree's check is the premium amount AFTER the City of Temecula's mandatory employer contribution has been deducted. Therefore, the net amount reimbursed will be the monthly premium less the mandatory employer contribution rate as established by CalPERS annually.

If a retiree moves from the CalPERS service area, and coverage under the City provided medical, dental, and/or vision plans is not available, the retiree may request that an alternate medical, dental, and/or vision plan be approved by the City, if allowed by law.

The medical, dental, and/or vision insurance benefits will continue for eligible retirees and their spouse, even after qualifying for Medicare coverage. Medicare supplemental coverage and related premiums will be set in accordance with CalPERS benefit standards. When a retiree transitions to a CalPERS Supplement/Managed Medicare

or Combination medical plan, the City will automatically reimburse the standard Part B premium, not to exceed the maximum monthly allotment. Proof of coverage and premium payment will be required for retirees not enrolled in CalPERS medical, or for Medicare premiums exceeding the standard Part B premium.

The existing dental and vision benefit plans only allow continuation of coverage for retirees for 18 months after retirement. Following this time period, it is the retiree's responsibility to enroll in dental and vision coverage of their choice. In order to receive reimbursement (not to exceed the monthly allotment), the retiree needs to submit proof of coverage annually to the City's Human Resources Department.

- F. For all coverages, excluding CalPERS medical, eligible retirees, or their authorized legal representative, must submit to the City's Human Resources Department, proof of coverage and the premium payment for the upcoming year. The timeframe for submissions will be determined by Human Resources and a schedule of the reimbursement dates including deadlines for submitting changes will be established and distributed annually. If proof of coverage is not received within the identified timeframe, reimbursements will not be made until the proof of coverage is received for that year.

It is the responsibility of the retired employee to notify the Human Resources Department of any changes in premium amounts or change in status. Retroactive payments will not be made if the employee fails to submit this information on a timely basis.

Article 34 Life Insurance

The first day of the month following date of hire, and upon proper application and acceptance by the insurance carrier, an authorized employee shall be covered under a group life insurance plan for the amount of \$50,000. The City will pay the monthly premium for basic life insurance.

Voluntary Life Insurance will be available to regular employees (outside the City's Section 125 Cafeteria Plan) at no cost to the City.

Article 35 Retirement

The City has established a multi-tiered retirement benefit.

35.1 Tier 3

Pursuant to the Public Employment Pension Reform Act of 2013, (also known as "PEPRA", Assembly Bill 340), those who first become employed by the City on or after January 1, 2013, and who are "new members" as that term is defined in PEPRA, shall be subject to a third tier Public Employees Retirement System (PERS) formula of 2% @ age 62, and a benefit based on the highest 36 months of employment. New members shall pay their entire PERS member contribution by payroll deduction at a rate set by PERS or at 50% of normal cost as that term is defined in PEPRA. As of July 1, 2025, that percentage is 8%. New members shall also be subject to all other applicable provisions of PEPRA. This retirement formula shall be known as Tier 3.

35.2 Tier 2

The City's second tier PERS retirement formula of 2% @ age 60 applies to employees hired on or after September 24, 2011, and up to and concluding December 31, 2012, as allowable by law. Tier two also applies to those hired at any time after September 24, 2011, who had prior membership in PERS or in another retirement system that has reciprocity with PERS. Highlights include the following:

- A three-year final compensation
- Annual 2% Cost Of Living Adjustment (COLA)
- Post-Retirement Survivor Allowance
- Fourth Level of 1959 Survivor's Benefit
- Military Service Credit as Public Service

35.3 Tier 1

The City's first tier PERS retirement formula of 2.7% @ age 55 applies to employees hired prior to September 24, 2011, as allowable by law. Highlights include the following:

- One-year final compensation
- Annual 2% Cost Of Living Adjustment (COLA)
- Post-Retirement Survivor Allowance
- Fourth Level of 1959 Survivor's Benefit
- Military Service Credit as Public Service.

For retirement tiers 1 and 2, employees shall pay 3% of their PERS member contribution. The City agrees to continue to pay the balance of the Member Contribution (EPMC), required by the Public Employee's Retirement System to maintain the current level of benefits for employees covered by this Memorandum during the term of this agreement.

Regular employees are not covered under Social Security (1.45% Medicare only).

35.4 Survivor Benefits

The City of Temecula's PERS 1959 Survivor Benefit coverage (Government Code section 21574) is a higher level of cash benefit paid to survivors of an employee who dies prior to retirement. The City provides Level 4 of PERS' Survivor Benefit.

Article 36 Deferred Compensation

The City shall provide for a Deferred Compensation Plan which may be utilized by any employee on an optional basis. The City reserves the right to accept or reject any particular plan and to impose specific conditions upon the use of any plan. Such plan shall be implemented without cost to the City.

Article 37 Late Starts

This Article applies to non-exempt regular employees.

A regular employee who is tardy to work or upon returning from break or lunch shall be docked pay at the discretion of the Department Director or designee(s). Such docking shall be rounded to the nearest 15-minute increment. However, if the employee is tardy for a period of less than 7

minutes, then no docking of pay shall occur. If the employee is tardy between 7 and 15 minutes, then a full 15 minutes shall be docked. An employee and their department manager, upon mutual agreement, may make up late time by either coming in early, staying late, or shortening their lunch hour (lunch hours can only be shortened if employee is on a 1 hour a day lunch schedule) to make the time up. It is understood the time to be made up must be made up within the same 7-day work period the late time occurred, that no overtime will result from making up late time, and that there shall be no disruption to City services or operations. In addition, no provisions of this article are subject to the grievance procedure. Finally, an employee may be disciplined for continued late starts.

Article 38 Rest Periods

All represented employees may take, for each full eight (8), nine (9), or ten (10) hour shift worked at the direction of the respective department, a 15 minute break each four or 4 ½ -hour period. Rest and lunch periods must be arranged with your supervisor and are intended to be uninterrupted time. Employees working in the field shall take, at the direction of the department, rest periods nearby the work site. Rest periods/meals are for the good of the employee, but periods cannot be used to make up for other lost time or to arrive at work late or leave work early. Exceptions to this rule must be with supervisory approval. Rest periods are not cumulative. In the event the employee is called off their lunch break because of an emergency or if the department schedules a hands-on mandatory lunch meeting, the employee is entitled to be compensated for this time.

Article 39 Hours of Work

The City has an absolute right to assign work schedules for City employees. If the City proposes to change the work schedule of a classification or an employee in a classification, represented by the Union, the City will provide the employee and Union with a written notice which will include the valid business need for the schedule modification. Such written notice will be provided at least ten (10) business days in advance of any change.

The City will continue to offer alternative work plans where business needs (e.g., customer service and employee productivity) are prioritized and uncompromised. Examples of alternative work plans include:

- 9/80 Work Plan: an employee works nine (9) days in a two-workweek period, but not more than 40 hours in either workweek.
- 4/10 Work Plan: an employee works four (4) 10-hour days in a workweek for a total of 40 hours.

39.1 Participation

Participation in the alternative work plans is on a City wide basis. Employees have the option of participating in an alternative work plan if the Department Director has agreed and the affected classification is eligible based upon the scheduling and service needs of the department. Upon Department Director approval, employees may change work plans on a temporary or on-going basis.

Article 40 Grievance Procedure

The purpose of this article is to promote improved employer-employee relationships by establishing procedures for appealing management actions. To afford employees, individually or through representation, a systematic means of obtaining further consideration of problems after every reasonable effort has failed to resolve them through discussion. This process is intended to provide settlement of grievances as near as practicable to the point of origin.

40.1 Grievance

A grievance is any alleged violation as to the interpretation or application of personnel policies and practices or the application of any negotiated agreement or any law, rule or regulation governing personnel matters for which there is not another administrative appeal process.

40.2 Representation

A regular employee is entitled to representation in the preparation and presentation of a grievance at any step in the grievance procedure. The grievant is entitled to be released from work for a reasonable period of time in order to present the grievance.

40.3 Grievance Discussion

A regular employee or employee representative will be unimpeded and free from restraint, discrimination, interference, or reprisal in seeking appropriate adjustment of a grievance provided, however, that an employee's representative may not participate in an informal discussion with the supervisor as required prior to the filing of a formal written grievance.

40.4 Non-Reviewable Grievance

A grievance is not reviewable under this procedure if it is a matter which would require the modification of a policy established by the City Council or by law, or is reviewable under some other administrative procedure and/or rules of the City, such as:

- A. Employee requested applications for changes in title, job classification or salary.
- B. Appeals from formal disciplinary action.
- C. Appeals from work performance evaluations. However, there may be an allowable grievance if a bargaining unit member conducts a formal evaluation of another bargaining unit member.

40.5 Filing of Grievance

In order for an employee to file a grievance, the employee must raise the issue with the immediate supervisor or Department Director, in writing, within 15 business days after the employee knew or, by reasonable diligence, should have known of the circumstances giving rise to the grievance and should be subject to all processing set forth herein.

40.6 Grievance Time Limits

The time limits set forth in the grievance procedure may be extended by mutual consent of both parties.

Step 1

An employee, before reducing the grievance to writing, will take the matter up with their immediate supervisor in an informal conference. The employee and the supervisor are each entitled to the presence of a silent observer. The silent observer for the grievant must be the union steward. An observer that interrupts or participates in the discussion may be excluded from the discussion by either the employee or the supervisor. The supervisor will have five (5) business days to render a decision in writing. Failure of the supervisor to render a decision in writing within five (5) business days, entitles the employee to move the grievance to the next step.

Step 2

If the grievance is not settled in Step 1, the employee and their representative, if any, may within five (5) business days' appeal, in writing, to the employee's Department Director. The Department Director shall schedule a meeting, to hear the grievance, which will take place within ten (10) business days from the date the grievance is referred to Step 2. The Department Director shall issue a decision within ten (10) business days. The employee may within five (5) business days move the grievance to Step 3. Failure by the employee to raise the issue to the next level will result in the grievance procedure ending.

Final Step

If the grievance is not settled in Step 2, the employee and their representative, if any, may within five (5) business days' appeal, in writing, to the City Manager. The City Manager or, if designated, the Assistant City Manager shall schedule a meeting to take place within 15 business days. The City Manager or Assistant City Manager shall have 15 business days to render a decision which will be final and binding.

Article 41 Discipline

General Statement of Policy:

It is the City's belief that rules of conduct are most effective when they are written and communicated to employees and supervisors, consistently enforced, and the difference between major and minor forms of misconduct recognized.

The City's goal is to administer discipline on an equitable and corrective basis. Effective discipline reinforces training by identifying rules and their reasons, correcting misconduct or improving job performance, serving as a deterrent through enforcement, and penalizing in relation to the severity of the offense and the employee's past record. In general, the City will not use supporting documents older than three (3) years when considering a disciplinary action.

At the request of the employee, Union representation will be provided during investigative conferences that may result in formal discipline. Formal discipline is defined as a minimum of a written reprimand. If the supervisor anticipates that discipline, resulting in a written reprimand or

greater discipline will result, the supervisor shall notify the employee that they have a right to request Union representation prior to further discussion of the issue.

Definition of Disciplinary Action:

"Disciplinary Action" means action taken by the Department Director or designee for disciplinary reasons, pursuant to the City of Temecula Discipline Policy. Such disciplinary actions include: 1) a formal warning, 2) a written reprimand, 3) disciplinary suspension, 4) reduction in pay, 5) demotion, 6) dismissal, or 7) any other action taken for disciplinary purposes.

Informal Discussion:

Though not a disciplinary action, when a minor job performance problem develops, an informal discussion shall usually occur to assist the employee in clarifying and remedying the problem. An informal discussion is designed to clarify standards, policies and procedures or rules and regulations so that problems are resolved early and thus, the need to utilize disciplinary action may be avoided.

Formal Warning:

The formal warning shall be given in response to minor misconduct. The warning should be prompt, calm, and constructive, and every effort shall be made for the formal warning to be given in private. The supervisor/Department Director shall include in the formal warning a review of appropriate department standards and policies, employee performance expected in the future and consequences for failure to correct performance or behavior. A formal warning will be documented in memorandum format by the supervisor/Department Director and a copy of the formal warning memorandum to the employee. This memorandum does not go into the employee's central personnel file. In addition, the employee may request that a Union representative be present during this process.

Written Reprimand:

The written reprimand shall be given by the Department Director or designated authority when a formal warning has not succeeded in stopping the misconduct or when the misconduct is considered too serious to warrant a formal warning. Misconduct includes failure to meet City performance standards. The Department Director should first counsel the employee about the misconduct, as if giving a formal warning. At the end of the discussion, if no extenuating circumstances are discovered, the Department Director shall inform the employee that a letter of reprimand shall follow and shall be placed in their central personnel file located in the Human Resources Department. The written reprimand shall include a full, accurate and factual statement of the reason for the reprimand, if applicable, appropriate department standards and policies, employee performance expected in the future, and consequences for failure to correct performance or behavior. The employee and/or their representative has the right to request a meeting with Human Resources to discuss the content of the written reprimand prior to it being placed in the employee's central personnel file. Finally, the employee has the right to attach a written response to the written reprimand to be placed in the employee's central personnel file.

Disciplinary Suspension:

Disciplinary suspensions without pay are actions which generally deprive an employee of pay for any period up to 30 business days and are usually given when serious misconduct or repetition of past problems for which the employee has been reprimanded require a strong management

response. The nature of the offense, its severity and the circumstances dictate the length of suspension. Recurrence of the same or similar offenses can result in a second or third disciplinary suspension of progressively increased duration or in a dismissal. A disciplinary suspension is given an employee when formal warnings or written reprimands have not been effective, or when the misconduct warrants more than a written reprimand.

The City distinguishes between minor disciplinary suspension as one (1) to five (5) business days and major disciplinary suspensions as six (6) to 30 business days. Minor suspensions can be used as steps in progressive discipline. Major suspensions are used as steps in progressive discipline. Major suspensions are used as a more severe step in progressive discipline or where the act of misconduct does not warrant dismissal.

Department Directors shall institute disciplinary suspensions only after Human Resources and City Manager approval.

Reduction in Pay:

The reduction of an employee's base pay through the loss of a grade or step is the action given when a disciplinary suspension has not been effective, or when the misconduct is too serious for disciplinary suspension alone.

Department Directors shall institute a reduction in an employee's base pay only after Human Resources and City Manager approval.

Demotion:

The Department Director may demote an employee for disciplinary reasons or because the employee's ability to perform the required duties falls below standards for that position, provided that the employee has been given a reasonable time to improve. Upon request of the employee, and with the consent of the appointing authority, demotion may be made to a vacant position. No employee shall be demoted to a position unless they possess the minimum qualifications for such a position.

Department Directors shall institute a demotion only after Human Resources and City Manager approval.

Dismissal:

Dismissal or involuntary separation of an employee from City employment shall be imposed only when all other disciplinary measures have failed and the employee is deemed beyond rehabilitation or when an act of misconduct is deemed very serious. An employee may be dismissed by the Department Director for just cause as outlined in these rules.

Resignation:

An alternative to Disciplinary Action: At times, an employee may offer to resign instead of facing disciplinary action. By doing so, the employee loses the right to appeal. A resignation must be completely voluntary.

If the action taken is a written reprimand, disciplinary probation, a disciplinary suspension, a reduction in pay, a demotion, or a dismissal, documentation shall be in accordance with this policy.

A copy of all such disciplinary documents shall be placed in the employee's central personnel file located in the Human Resources Department.

The employee shall sign and receive a copy of such disciplinary documents. If the employee refuses to sign the statement, that fact should be noted in writing by the supervisor.

Actions that are not Appealable:

Denial of merit or pay increases, performance evaluations, probationary rejection, informal discussions, oral counselings, and formal warnings.

Disciplinary Action Subject to Skelly Procedure:

Prior to a disciplinary suspension, a reduction in pay, a demotion, or a dismissal of an employee for disciplinary purposes, the procedure set forth in this section shall be complied with.

Administrative Suspensions with Pay:

Pending investigation of an accusation against an employee, the City Manager may approve the temporary suspension of an employee with pay, pending the undertaking or completion of an investigation or opportunity to respond as may be required to determine if any disciplinary action shall be taken.

Skelly Procedure:

A. Written Notice: The Department Director or designated authority shall give the employee a written notice of the proposed disciplinary action at least ten (10) business days prior to the effective date. The written notice shall be personally delivered to the employee or sent by certified mail to the employee's last known address. The notice should include the following information:

1. A description of the proposed action to be taken and its proposed effective date or dates;
2. The specific grounds and particular facts upon which the action is proposed to be taken;
3. The employee's right to receive a copy of the written materials alleged to support the proposed action; and
4. A statement advising the employee of the right to respond, orally or in writing, and the time period in which to do so.

B. Employee Review and Response:

The employee shall be given an opportunity to review the documents or materials upon which the proposed disciplinary action is based. Within ten (10) business days after receipt of the written notice, the employee shall have the right to respond to the Department Director, orally or in writing, concerning the proposed action. Failure to respond within the time specified may result in the employee's waiver of their pre-disciplinary procedural rights. By mutual agreement, the specified time period may be extended.

C. Department Director Decision:

The Department Director or designee shall, within ten (10) business days, provide a written decision to the employee after reviewing the employee's response, if any. The decision shall be personally delivered to the employee or sent by certified mail to the employee's last known address. The decision shall acknowledge the employee's response and shall be dated and signed by the Department Director. If disciplinary action is to be taken, the written response shall include a statement informing the employee of the right to appeal and the time period within which the appeal must be made.

If mutually agreed upon, the effective date of any proposed disciplinary action may be postponed to allow the Department Director enough time to adequately review the employee's response before making a decision.

D. Appeal of Department Director's Decision:

An employee may appeal a Department Director's decision within ten (10) business days of receiving the decision. An appeal shall be accompanied by a copy of the written notice of disciplinary action served on the employee, the Department Director's written decision, a brief statement of the facts and reasons for the appeal and a brief statement of the relief requested.

If, within the ten (10) day appeal period, the employee involved does not file an appeal, unless good cause for the failure is shown, the action of the Department Director or designee shall be conclusive. If an employee withdraws the appeal, the employee waives the right to further review. Appeals filed within the ten (10) day requirement shall be handled in accordance with the following provisions:

E. Minor Disciplinary Suspension, Reduction in Pay and Demotion:

An employee may appeal a disciplinary suspension of five (5) days or less, or a reduction in pay of 5% or less annualized by submitting a written response to Human Resources within ten (10) business days after the employee has received the Department Director's decision. Such an appeal and decision of the matter is based only upon the written record.

Human Resources shall render a written decision within ten (10) business days after receipt of the appeal. The City Manager may modify the disciplinary action, but in no event shall have the authority to increase the disciplinary action. The City Manager's written decision is the final and conclusive administrative review.

F. Major Disciplinary Suspension, Reduction in Pay, Demotion and Dismissal:

Disciplinary suspensions of greater than five (5) days, reductions in pay greater than 5% annualized any demotions from class to class, or a dismissal may be appealed to the City Manager. The City Manager may designate the Assistant City Manager or another person mutually agreed to by the City Manager and the Union, to serve as Hearing Officer who shall determine the hearing procedure. The hearing need not be conducted according to technical rules relating to evidence and witnesses. However, the Hearing Officer shall ensure that the matter before them can be fairly determined on reliable evidence.

The Hearing Officer, shall render a written record of their findings, conclusion and decision as soon after the conclusion of the hearing as possible and in no event later than 20

business days after conducting the hearing, unless the parties otherwise agree. The Hearing Officer may modify the disciplinary action, but in no event shall have the authority to increase the disciplinary action. The Hearing Officer's decision on the appeal is final and conclusive administrative review. However, if an employee reports directly to the City Manager, then a hearing officer may be called in, to act as the final level of administrative review.

G. Amended Notice of Disciplinary Action:

At any time an appeal is submitted for decision, the Department Director or designated authority may, with the consent of the City Manager, amend the disciplinary action or provide a supplemental notice of disciplinary action.

A decision not to impose any disciplinary action should be accompanied by a directive from the Department Director to delete all references to the pending action from the employee's personnel file(s). Failure by the Department Director to make further investigations or to provide an additional written answer shall not affect the ability of the City to impose disciplinary action.

If the amended or supplemental notice of disciplinary action presents new causes or allegations, the employee shall be afforded a reasonable opportunity to prepare a response, but the employee shall not be required to file a further appeal. Any objections to the amended or supplemental causes or allegations may be made verbally or in writing during the appeal interview.

Article 42 Alcohol and Drug Policy

It is the policy of the City of Temecula to have a work environment free from the effects of drugs and alcohol. To accomplish this objective, represented employees agree to abide by the City of Temecula Alcohol and Drug Policy.

Article 43 Reduction in Workforce

The City may separate any employee or class of positions without prejudice, because of financial or economic condition of the City, reduction of work, or abandonment of activities. The City shall give such employees not less than two (2) weeks advance notice of separation and the reason therefore. However, no regular employee shall be separated from a department while emergency, project, probationary, part-time, or temporary employees are employed and serving in the same positions in the department. The order of layoff shall be as follows:

Order of Layoff:

The order of layoff of employees shall be made in accordance with a system which favors retention of the more meritorious employees, based upon evaluation of the following factors in the listed order of importance:

- A. The three (3) most recent performance evaluation records once finalized and filed in Human Resources Department. The overall evaluation rating will be utilized for purposes of determining performance. Those employees with the lowest overall ratings will be further evaluated in Section B and C, detailed below. Should there be a change to the rating categories as a result of revisions to the City's Performance

Evaluation format, the City agrees to meet and confer to discuss needed adjustments to Article 43.

- B. Documented disciplinary actions above the written reprimand level during the preceding 12 months
- C. Seniority (as defined in Article 9) in relation to the following categories:
 - 1. in the City
 - 2. in the classification
 - 3. in the department.

In exceptional circumstances, the City may determine that it is not cost effective to replace specific employees, within a classification, who have received specialized training to perform duties or carry out responsibilities related to a specific department.

Re-employment List:

The name of every regular employee who is laid off, for longer than one (1) pay period due to a reduction-in-force, shall be placed on the Re-employment List, in order of layoff. Vacancies to be filled within a department shall be offered, first in reverse order of layoff (last employee reduced is first rehired), to individuals named on the Re-employment List who, at the time of the reduction-in-force, held a position in the same job classification.

The City may also offer voluntary layoff packages to employees. These packages, at the discretion of the City Manager, may provide 90 days of compensation for employees who volunteer to participate in a voluntary reduction of workforce process.

Individual names may be removed from the Re-employment List for any of the following reasons:

- A. The expiration of 12 months from the date of placement on the list.
- B. Re-employment with the City in a regular position.
- C. Request in writing to be removed from the list.

Status on Re-employment:

A regular employee who has been laid off or terminates in lieu of reassignment and is re-employed in a regular position within 12 months from the date of layoff or termination shall be entitled to:

- A. Restoration of seniority accrued prior to layoff.
- B. Credit for all service prior to layoff for the purpose of determining the rate of accrual of Comprehensive Annual Leave.
- C. Placement in the salary range as if the employee had been on a leave of absence without pay if they are reinstated to the same job classification.

Article 44 Job Actions

The Union agrees not to strike or otherwise engage in withholding services or concerted action during the term of this agreement. Also, the City agrees not to lock out the employees.

Article 45 Reasonable Accommodation of Employees with Disabilities

Because the Americans with Disabilities Act (ADA) and the Fair Employment and Housing Act (FEHA) requires reasonable accommodations for individuals protected under the Act, and because these reasonable accommodations must be determined on an individual case-by-case basis, the parties agree that the provisions of this agreement may be disregarded in order for the City to avoid discrimination relative to hiring, promotions, granting permanency, transfer, layoff, reassignment, termination, rehire, rates of pay, job and duty classification, seniority, leave, fringe benefits, training opportunities, hours of work, or other terms and privileges of employment.

The Union recognizes that the City has the legal obligation to meet with the individual employee to be reasonably accommodated before any adjustment is made in working conditions.

Any reasonable accommodation provided to an individual protected by the ADA shall not establish a past practice, nor shall it be cited or used as evidence of a past practice in the Grievance procedure.

Prior to disregarding any provision of this agreement in order to undertake required reasonable accommodations for an individual protected by the Act, the City will provide the business representative of the Union with notice of its intent to disregard the provision, and if requested will allow the business representative of the Union the opportunity to discuss options to disregarding the agreement.

Article 46 Reclassifications

46.1 Reclassification Request Process

During the term of this Agreement, an authorized employee who demonstrates that they are working out of classification may request a reclassification review. Such requests require prior approval from the employee's Supervisor and Department Director, and only those approved may be submitted to the Human Resources Department.

Approved requests must be submitted to Human Resources by September 1st, in order for the process to be completed in time for the annual operating budget, as determined by the City Manager. Upon submission, the employee will be required to complete a Position Description Questionnaire (PDQ).

Upon review of the PDQ, Human Resources will determine whether the employee's duties have fundamentally and permanently changed. Such changes may result from, but are not limited to, department reorganizations, changes in staffing levels, implementation of new or expanded programs or services, reallocation of work, changes in reporting relationships, or other factors impacting the nature, level, or scope of assigned responsibilities. Human Resources will also identify the appropriate methodology for conducting the reclassification study.

The results of the study will be provided to the employee by May 1st of the following calendar year. The results are final and not subject to appeal.

Employees who have not completed their original probationary period or those in limited-term assignments, are not eligible to participate.

46.2 Reclassification Implementation

Employees shall be placed into their new position's salary range at the salary step in the range closest to their current salary without going under, or to the first step in the range of the reclassification, whichever is greater.

Employees whose current salary range is higher than their recommended classification's salary range shall retain their current salary range as a "y-rated" salary range. Y-rated salary ranges are not subject to cost of living increases; however, if the unmodified salary range for an employee's classification exceeds that of their y-rated classification's salary range due to a cost of living increase, the employee shall be placed in their classification's unmodified salary range at the salary step in the range closest to their current salary without going under. Those employees assigned to y-rated salary ranges shall be listed in Appendix B.

Employees shall not serve a probationary period as a result of being reclassified, and shall retain their performance evaluation date and merit increase eligibility prior to being reclassified.

Article 47 Performing Arts/Theater Staff

This Article applies to non-exempt regular employees.

Regular employees who work at the City of Temecula Old Town Temecula Community Theater are provided benefits in accordance with the MOU.

- A. Employees are provided Shift Differential in accordance with Article 18 of the MOU.
- B. Employees who do not receive a meal break after the 5th hour shall be compensated at 1.5 times their base hourly rate of pay until a meal break is provided, in accordance with Article 40.
- C. With regards to overtime, all employees shall be compensated in compliance with Article 13 (Overtime) of the MOU.
- D. Employees shall receive an 8-hour rest period between work periods, as outlined in Article 13.4 (Overtime).

Article 48 Posting of Vacancies

The City will fill all bargaining unit vacancies consistent with this MOU. The City agrees to conduct a competitive process for any bargaining unit vacancy, including internal recruitment opportunities.

48.1 Internal/Promotional Recruitments

- Internal/promotional bargaining unit vacancies will be posted for a minimum of three (3) calendar days.
- Internal/promotional recruitment opportunities may be open to all City employees (i.e. Regular and Project employees) at the discretion of the City.

- Applicants who have submitted a timely employment application shall be placed on an Eligibility List, once Human Resources verifies that the minimum qualifications of the position have been met.
 - a. If there is only one (1) candidate on the Eligibility List, that employee may be appointed without an interview.
 - b. If more than one (1) candidate is on the Eligibility List, the department must invite all candidates on the Eligibility List to be interviewed. If only one (1) candidate accepts the invitation to be interviewed, that employee may be appointed without an interview.
- If the internal recruitment is not successful, the vacancy may be posted externally.

48.2 Internal/External Recruitments

- All bargaining unit vacancies will be posted for a minimum of three (3) calendar days prior to recruiting externally Entry-level positions in a Classification Series as defined by the City's Classification Plan Definitions may be posted externally from the beginning of the recruitment.
- The first round of interviews shall score applicants and establish an Eligibility List.
- Only applicants on the Eligibility List may be appointed.

Article 49 Severability

If any provision of this agreement shall be declared void or unenforceable by a court of competent jurisdiction, the remaining provisions of this agreement shall remain in full force and effect, except that either party to the agreement may request the other party to meet and confer in regard to amending the agreement to replace the provisions declared void or unenforceable. However, there will be no obligation on either party to agree on a replacement provision.

Article 50 Performance Evaluations

Five (5) rating levels with measurable criteria and detailed definitions have been established to ensure consistency in the evaluation process throughout all City departments. Should there be a change to the rating categories as a result of revisions to the City's Performance Evaluation format, the City agrees to meet and confer to discuss needed adjustments to Article 50.

All managers and supervisors will be enrolled in a City-sponsored supervisor academy at the first opportunity following becoming a manager or supervisor of a bargaining unit member. Bargaining Unit members working in a supervisory position may conduct performance evaluations for other bargaining unit members; however, those in lead roles shall only provide input to managers and/or supervisors conducting performance evaluations.

When there is a change with whom a bargaining unit member reports to, their evaluation for that rating period will be completed in the following manner:

- a. The evaluation will be completed by the new supervisor with input from the supervisor that had the employee under their supervision the most during that 12-month period.
- b. The new supervisor will establish a new set of goals/objectives.
- c. A change in supervisor does not change the employee's evaluation date unless the new supervisor is due to a position change (except reclassification). A change

in position (except reclassification) results in adjusting the promotional and/or annual evaluation dates based on the effective date of the position change.

If an employee takes a leave of absence for more than 30 consecutive calendar days, their annual performance evaluation due date shall automatically be extended by the length of that consecutive leave.

Overdue Evaluations

An overdue evaluation report will be given to the Union Chief Steward and Department Directors, by Human Resources, on a mutually agreed upon schedule. Human Resources and the Union will work cooperatively to ensure the timely receipt of annual evaluations. If an annual evaluation becomes 90 days overdue, a .5 step increase will automatically be given (if applicable) by Human Resources. If an extenuating circumstance exists, the manager will discuss this with the affected employee and will come to a mutually agreed upon extension. If any evaluation becomes 120 days overdue, it may be subject to the Union filing a grievance.

Article 51 Personnel Rules and Policies

The City shall submit any proposed changes to Personnel Rules to the Union prior to implementation.

Article 52 Notice to Meet and Confer on Policy Changes

The City shall meet and confer on any policy change that comes within the scope of representation under the Meyers-Milias-Brown Act (MMBA).

Article 53 Reporting Project Employee Hours

The City shall provide a quarterly report to Union Leadership, outlining Project Employee Titles, Department, and year-to-date Hours Worked.

Posting of Agreement

A copy of this agreement will be initially distributed to all represented employees and given to all new employees hired into the unit after the date of adoption.

The undersigned, representing the City and the Representatives do hereby adopt the terms and conditions set forth herein, and recommend the City Council and members of the Unit approve it.

For the City:

For the Union:

Luke Watson
Deputy City Manager

Neil Sholander
Attorney/Business Representative,
Teamsters Local 986

Jennifer Hennessy
Director of Finance

Leslie Waggoner
Union Steward

Rebecca Obmann
Assistant Director of Human Resources/Risk
Management

Margo Board
Union Steward

Paula Majors
Fiscal Services Manager

Jeff Beardshear
Union Steward

Nicole Collins
Senior Human Resources Analyst

Jessica Walker
Union Steward

Jessica Robinson
Human Resources Analyst

David Kiser
Union Steward

Appendix A - Represented Classifications for Regular Employees

Accountant I *	Management Assistant
Accountant II *	Multimedia Assistant
Accounting Assistant	Multimedia Coordinator
Accounting Support Supervisor	Multimedia Specialist I
Accounting Technician I *	Multimedia Specialist II
Accounting Technician II *	Office Aide**
Administrative Assistant	Office Specialist I *
Assistant Engineer I *	Office Specialist II *
Assistant Engineer II *	Parks & Trails Specialist I
Assistant Planner	Parks & Trails Specialist II
Associate Civil Engineer	Parks & Trails Supervisor
Associate Engineer I	Plan Checker
Associate Engineer II	Planning Technician
Associate Planner I	Public Works Inspector I
Associate Planner II	Public Works Inspector II
Building Inspector I	Purchasing Assistant
Building Inspector II	Purchasing Supervisor
Business License Assistant	Records Coordinator
Business License Supervisor	Records Supervisor
Business License Technician	Records Technician
Buyer I *	Recreation Assistant**
Buyer II *	Recreation Leader**
Cashier	Sr. Accountant
Code Enforcement Officer I	Sr. Accounting Technician
Code Enforcement Officer II	Sr. Administrative Assistant
Community Development Processing Supervisor	Sr. Building Inspector
Community Development Services Technician I	Sr. Business License Technician
Community Development Services Technician II	Sr. Buyer
Community Services Assistant	Sr. Code Enforcement Officer
Community Services Coordinator I *	Sr. Community Development Services Tech
Community Services Coordinator II *	Sr. Fire Inspector
Community Services Specialist I *	Sr. Landscape Inspector
Community Services Specialist II *	Sr. Office Specialist
Community Services Supervisor I *	Sr. Parks & Trails Specialist
Community Services Supervisor II *	Sr. Public Works Inspector
Custodian I	Sr. Records Coordinator
Custodian II	Sr. Recreation Leader**
Engineering Technician I *	Sr. Signal Technician
Engineering Technician II *	Sr. Support Services Technician
Field Supervisor (Building, Code, Fire)	Signal Technician I *
Field Supervisor (Streets, Parks, Facilities, Traffic Signals, Trades, Landscape Inspection)	Signal Technician II *
Fire Inspector I	Supervising Public Works Inspector
Fire Inspector II	Support Services Assistant
Landscape Inspector I	Support Services Supervisor
Landscape Inspector II	Support Services Technician

Lead Maintenance Worker
Maintenance Worker I
Maintenance Worker II
Management Aide I
Management Aide II
Management Aide III

Theater Technical Assistant
Theater Technical Coordinator I *
Theater Technical Coordinator II *
Theater Technical Specialist I *
Theater Technical Specialist II *

*Flexibly staffed position

**Classification added due to AB 1484 (see Appendix E)

Any additions, removals, or changes to Appendix A of the MOU is subject to meet and confer with Teamsters Local 986, and subject to provisions set forth in City Employer-Employee Resolution 93-38 adopted by City 5/11/1993.

Appendix B – Y-Rated Employees

Appendix C – Article 33.6 Employees

Employee Name	Employee Number
Norma Pamela Espinoza	00347
Jill Flores	00307

Appendix D – Article 10 Compensation Adjustments

Recurring Revenue Account Codes

Fund	Department	Costing Center	Object Code
GENERAL FUND	BUILDING & SAFETY	001.162.000	4255 - ADMINISTRATIVE CITATIONS
GENERAL FUND	BUILDING & SAFETY	001.162.000	4264 - WEED ABATEMENT
GENERAL FUND	PUBLIC WORKS	001.164.000	4255 - ADMINISTRATIVE CITATIONS
GENERAL FUND	PARKS MAINTENANCE	001.167.000	4004 - SPECIAL TAX (MEASURE C)
GENERAL FUND	PARKS MAINTENANCE	001.167.000	4094 - LEASE INCOME
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4055 - PARKING CITATIONS
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4059 - FINGER PRINTING FEE
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4067 - VEHICLE IMPOUND FEES
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4069 - TAXI FEES
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4070 - CASH OVER & SHORT
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4555 - MASSAGE CITATIONS
GENERAL FUND	FIRE	001.171.000	4756 - FIRE ANNUAL INSPECTION
GENERAL FUND	FIRE	001.171.000	4757 - FIRE OPERATING PERMIT FEES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4008 - RESIDUAL RPTTF DISTRIBUTION
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4010 - PROPERTY TAX - SECURED
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4012 - PROPERTY TAX - UNSECURED
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4013 - SUPPLEMENTAL TAX - AB 2345
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4016 - PROPERTY TRANSFER TAX
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4018 - FRANCHISE FEES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4020 - TRANSIENT OCCUPANCY TAX
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4024 - SALES & USE TAX - STATE
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4028 - HOMEOWNER PROPERTY TAX RELIEF
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4043 - PROPERTY TAX IN LIEU OF VLF
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4046 - MOTOR VEHICLE IN LIEU-STATE
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4047 - VEHICLE CODE FINES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4056 - BUSINESS LICENSE
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4057 - PASSPORT PROCESSING
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4065 - INVESTMENT INTEREST
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4070 - CASH OVER & SHORT
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4075 - RENTAL INCOME
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4078 - REIMBURSEMENT-PECHANGA IGA
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4094 - LEASE INCOME
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4168 - INTEREST INCOME - LEASES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4181 - REIMBURSEMENT SERVICES CFD
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4182 - FIA - SERVICES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4545 - GASB 31 - FMV ON INVESTMENTS
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4941 - AB1379 COLLECTION STATE \$4 FEE
MEASURE S FUND	NON-DEPARTMENTAL	002.199.000	4019 - MEASURE S SALES TAX REVENUES
MEASURE S FUND	NON-DEPARTMENTAL	002.199.000	4065 - INVESTMENT INTEREST
MEASURE S FUND	NON-DEPARTMENTAL	002.199.000	4545 - GASB 31 - FMV ON INVESTMENTS

GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4065 - INVESTMENT INTEREST
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4545 - GASB 31 - FMV ON INVESTMENTS
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4700 - GAS TAX 2106
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4701 - GAS TAX 2105
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4702 - GAS TAX 2107
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4704 - GAS TAX 2107.5
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4706 - GAS TAX 2103
TCSFUND	OPERATIONS	190.180.000	4004 - SPECIAL TAX (MEASURE C)
TCSFUND	OPERATIONS	190.180.000	4065 - INVESTMENT INTEREST
TCSFUND	OPERATIONS	190.180.000	4070 - CASH OVER & SHORT
TCSFUND	HUMAN SERVICES	190.181.000	4977 - INCLUSIVE CLASSES/ACTIVITIES
TCSFUND	HUMAN SERVICES	190.181.000	4978 - SENIOR/INCLUSIVE DAY CAMP
TCSFUND	HUMAN SERVICES	190.181.000	4980 - CLASSES/ACTIVITIES
TCSFUND	HUMAN SERVICES	190.181.000	4983 - TRANSPORTATION
TCSFUND	HUMAN SERVICES	190.181.000	4986 - EXCURSIONS
TCSFUND	HUMAN SERVICES	190.181.000	4990 - INDOOR RENTALS
TCSFUND	HUMAN SERVICES	190.181.000	4992 - SPECIAL EVENTS
TCSFUND	HUMAN SERVICES	190.181.000	4995 - HIGH HOPES
TCSFUND	COMMUNITY RECREATION CENTER	190.182.000	4966 - OPEN GYM RESIDENT/NONRESIDENT
TCSFUND	COMMUNITY RECREATION CENTER	190.182.000	4984 - DAY CAMP
TCSFUND	COMMUNITY RECREATION CENTER	190.182.000	4990 - INDOOR RENTALS
TCSFUND	COMMUNITY RECREATION CENTER	190.182.000	4992 - SPECIAL EVENTS
TCSFUND	COMMUNITY RECREATION CENTER	190.182.000	4998 - SKATE PARK
TCSFUND	SPECIAL EVENTS	190.183.000	4161 - SPECIAL EVENT PERMITS
TCSFUND	SPECIAL EVENTS	190.183.000	4992 - SPECIAL EVENTS
TCSFUND	TEMECULA COMMUNITY CENTER	190.184.000	4921 - INDOOR RENTALS - CONFERENCE CENTER
TCSFUND	TEMECULA COMMUNITY CENTER	190.184.000	4989 - PICNIC SHELTER RENTALS
TCSFUND	TEMECULA COMMUNITY CENTER	190.184.000	4990 - INDOOR RENTALS
TCSFUND	MUSEUM AND CULTURAL ARTS	190.185.000	4508 - GIFT SHOP
TCSFUND	MUSEUM AND CULTURAL ARTS	190.185.000	4951 - TOURS
TCSFUND	MUSEUM AND CULTURAL ARTS	190.185.000	4953 - FIELD TRIPS
TCSFUND	MUSEUM AND CULTURAL ARTS	190.185.000	4980 - CLASSES/ACTIVITIES
TCSFUND	MUSEUM AND CULTURAL ARTS	190.185.000	4990 - INDOOR RENTALS
TCSFUND	MUSEUM AND CULTURAL ARTS	190.185.000	4991 - ADMISSIONS
TCSFUND	MUSEUM AND CULTURAL ARTS	190.185.000	4992 - SPECIAL EVENTS
TCSFUND	AQUATICS	190.186.000	4970 - SWIM LESSONS
TCSFUND	AQUATICS	190.186.000	4971 - LAP SWIM
TCSFUND	AQUATICS	190.186.000	4972 - PUBLIC SWIM
TCSFUND	AQUATICS	190.186.000	4973 - FAMILY NIGHT SWIM
TCSFUND	AQUATICS	190.186.000	4974 - POOL RENTALS
TCSFUND	AQUATICS	190.186.000	4976 - NON RESIDENT SWIM
TCSFUND	AQUATICS	190.186.000	4980 - CLASSES/ACTIVITIES
TCSFUND	SPORTS	190.187.000	4959 - ADULT BASKETBALL LEAGUE
TCSFUND	SPORTS	190.187.000	4960 - ADULT SOFTBALL
TCSFUND	SPORTS	190.187.000	4961 - ADULT KICKBALL
TCSFUND	SPORTS	190.187.000	4962 - HOCKEY
TCSFUND	SPORTS	190.187.000	4963 - TOURNAMENTS

TCSD FUND	SPORTS	190.187.000	4965 - YOUTH LEAGUES - NON RESIDENT
TCSD FUND	SPORTS	190.187.000	4988 - FIELD RENTALS/LIGHTS
TCSD FUND	COMMUNITY THEATER	190.189.000	4070 - CASH OVER & SHORT
TCSD FUND	COMMUNITY THEATER	190.189.000	4901 - FRONT OF HOUSE FEES
TCSD FUND	COMMUNITY THEATER	190.189.000	4906 - THEATER-STAGEHAND LABOR REIMB.
TCSD FUND	COMMUNITY THEATER	190.189.000	4907 - THEATER-TICKET SERVICES REIMB.
TCSD FUND	COMMUNITY THEATER	190.189.000	4910 - THEATER-TEMECULA PRESENTS
TCSD FUND	COMMUNITY THEATER	190.189.000	4990 - INDOOR RENTALS
TCSD FUND	COMMUNITY THEATER	190.189.000	4991 - ADMISSIONS
TCSD FUND	COMMUNITY THEATER	190.189.000	4997 - CONCESSIONS
TCSD FUND	COMMUNITY THEATER	190.189.000	4999 - THEATER-EQUIPMENT RENTALS
TCSD FUND	CONFERENCE CENTER	190.193.000	4990 - INDOOR RENTALS
TCSD FUND	CONTRACT CLASSES	190.197.000	4982 - CONTRACTED CLASSES
TCSD FUND	NON-DEPARTMENTAL	190.199.000	4545 - GASB 31 - FMV ON INVESTMENTS
TCSD FUND	WORKFORCE DEVELOPMENT	190.202.000	4248 - TCSD WORKFORCE PROGRAMS

Appendix E – Temporary Employees

1. PURPOSE AND INTENT

This addendum to the Memorandum of Understanding (MOU) between The City of Temecula (City) and Teamsters Local 986 (Teamsters) for the period beginning July 1, 2022 is intended to comply with AB 1484. The addendum was originally effective July 1, 2024 through June 30, 2026, and shall remain in effect and automatically continue to apply to any successor MOU between the City and Teamsters unless and until replaced, amended, or rescinded by mutual agreement of the parties or as otherwise required by law. City and Teamsters acknowledge that AB 1484 amends Section 3507.7 of the California Government Code and applies to the City of Temecula. All terms of the MOU (as amended where applicable) between the City and Teamsters outside of this addendum are still in effect and only apply to Regular (also referred to as “Authorized”) employees.

The City will adopt the effective California Government Code definition of Temporary Employee for the purposes of consistency and ease of compliance and administration. Currently, that definition is as follows:

Temporary Employee: a temporary employee, casual employee, seasonal employee, periodic employee, extra-help employee, relief employee, limited-term employee, per diem employee, and any other public employee who has not been hired for a permanent position. “Temporary employee” shall not include an employee employed by a temporary services employer (also known as “Temp Agencies”) as defined in Section 201.3 of the Labor Code.

There are Temporary Employees working in the classifications identified in Appendix A of the MOU who perform the same or similar type of work as Regular (“Authorized”) employees already represented by Teamsters. Consequently, pursuant to the legislative changes to Cal. Gov. Code 3507.7, employees in those classifications are automatically included in the bargaining unit currently represented by Teamsters 986. The City may appoint a Temporary Employee to any classification listed in Appendix A of the MOU, which is a continuation of an established practice. The parties agree to meet and confer on the classifications in Appendix A of the MOU if and when other temporary employees not identified in the table are assigned the same or similar type of work as Authorized employees currently represented by Teamsters.

Teamsters shall NOT represent temporary employees who DO NOT perform the same or similar type of work as Regular (AKA “Authorized”) employees already represented by Teamsters; specifically, those classifications are those that are deemed “Management” or “Confidential” under the provisions set forth in City Employer-Employee Resolution 93-38 adopted by City 5/11/1993, and the classifications that are listed below:

*Assistant Day Camp Director
Day Camp Director
Day Camp Counselor
Intern
Lead Lifeguard
Lifeguard
Senior Lifeguard
Water Safety Instructor*

2. CITY RIGHTS

Although it is the City's intent to hire all employees through a fair and competitive process, the City retains the right to appoint any temporary employees with or without a formal recruitment and competitive process. "Appoint" for the purposes of this proposal shall include all forms of appointments, including but not limited to hiring, administrative reclassifications, promotions, transfers, temporary upgrades, etc.

3. EMPLOYEE RIGHTS

- A. Any wage adjustment made to a Regular (AKA "Authorized") classification shall also apply to temporary employees in the same classification.
- B. Temporary employees shall be subject to the same qualifications for membership in the California Public Employees' Retirement System (CalPERS) established by law or by contract between the City and CalPERS; specifically, this includes temporary employees who are non-CalPERS members to work 1,000 hours for a CalPERS agency in a fiscal year (i.e., July 1st through June 30th) prior to being enrolled as a new CalPERS member with the City of Temecula, and that temporary employees who are non-CalPERS members participate in an alternative retirement plan as mandated by the U.S. Omnibus Budget Reconciliation Act (OBRA).
- C. The City shall provide temporary employees and/or Teamsters with all rights and/or benefits explicitly afforded to them by law, including but not limited to California Government Code Section 3507.7, the Fair Employment and Housing Act (FEHA), the Fair Labor and Standards Act (FLSA), the California Occupational Safety and Health Act (Cal/OSHA), the Family and Medical Leave Act of 1993 (FMLA), the California Family Rights Act of 1995 (CFRA), the Americans with Disability Act (ADA), and the U.S. Patient Protection and Affordable Care Act (ACA).
- D. Temporary employees shall not have automatic hiring preference over external candidates for Regular (AKA "Authorized") positions.
- E. Temporary employees shall not be eligible to participate in the reclassification study process detailed in Article 46 of the MOU.
- F. Temporary employees shall retain at-will status and may be terminated with or without cause or notice.
- G. Temporary employees are subject to the City's personnel rules, policies and guidelines, and do not have any rights to an appeal process for any level of discipline. Consequently, temporary employees shall not have a probationary period.
- H. Temporary employees who become Regular (AKA "Authorized") employees shall not have their service as a temporary employee count toward any benefit afforded by the MOU or the City unless otherwise required by law.
- I. Temporary employees shall not strike or otherwise engage in withholding services or concerted action during the term of this agreement consistent with Regular (AKA "Authorized") employees.

4. EMPLOYEE REPRESENTATIVES

One (1) Union Steward will be allowed reasonable release time from regularly scheduled duties to attend meet and confer sessions as designated by City Management to represent Temporary Employees. Because of the potential impact on the operation of an individual department, the Union shall not have more than two (2) Union Stewards absent at one time from the same department.

Employee representatives shall receive reasonable release time to investigate and present grievances; and attend Union sponsored training with prior approval from the Human Resources Department (training not to exceed more than 2 times per year).

5. BILINGUAL PAY

Employees who have demonstrated the ability, by passing a City administered test, to translate a second language (including American Sign Language), and are routinely and consistently assigned to positions requiring communication skills other than English, will receive \$50 per pay period for bilingual compensation. Bilingual Pay shall be limited to one language per employee. Bilingual Pay assignments will be made based on City needs.

This bilingual compensation is provided as an incentive to recruit and retain bilingual employees in order to ensure that the City provides quality customer service to residents.

6. HOLIDAY PAY

Temporary employees will receive holiday pay at their base hourly rate for each City observed holiday, regardless of whether they work on the holiday or not. Full-time temporary employees will receive eight (8) hours of holiday pay per City-observed holiday. Part-time temporary employees shall receive four (4) hours of holiday pay per City-observed holiday. If an employee is required to work on a holiday, they will receive overtime pay at one and one half times their regular rate of pay for all hours worked in addition to the holiday pay. Employees are not eligible to accrue paid time off in lieu of receiving this compensation.

7. PAID SICK LEAVE

Employees eligible for Paid Sick Leave under the Healthy Workplaces, Healthy Families Act of 2014 (AB-1522) shall be credited with five (5) days of Paid Sick Leave at the beginning of each fiscal year or as required by law.

8. EMPLOYEE COMPUTER PURCHASE PROGRAM

This program allows employees to borrow, at no interest, up to \$1,000 to purchase a personal computer, iPad and/or similar "computer tablet" devices, and related accessories with a loan repayment plan of up to 12 months. An employee must show proof of payment (i.e. not simply proof of order), and may only have one loan outstanding under this program at any time.

To qualify for the program, employees must have been employed by the City for ninety (90) calendar days.

Loans are made to employees as reimbursement of costs (see Employee Computer Purchase Program Administrative Guideline for further details). Repayment will be made through equal biweekly payroll deductions over a maximum period of up to 12 months. Repayment in full will be accepted at any time without penalty to the employee. Loan repayment shall commence in the first available payroll cycle following loan approval.

In the event of termination of employment for any reason, the entire unpaid balance shall immediately be due and payable, without notice. Any remaining unpaid balance shall first be deducted from the final paycheck to the extent allowed by law. In the event the final paycheck is not sufficient to pay off the principal sum, then any resultant balance must be paid, in full, with other resources of the borrower.

9. SAFETY FOOTWEAR ALLOWANCE

Temporary Employees working in the classifications identified in Article 19.7 Safety Footwear Allowance, will be eligible for the safety footwear allowance.



City of Temecula
Management Compensation Plan
Effective July 1, 2026

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Section 1: Introduction

This Management Compensation Plan (MCP) will govern the compensation and schedule of benefits for Confidential, Management, and Executive Management employees of the City of Temecula (City).

Definitions

1. **Executive Management:** Employees who are either Department Directors or defined as Executive Management by the Temecula Municipal Code or by City Policy. Executive Management employees are generally exempt from Fair Labor Standards Act (FLSA) overtime requirements. This exemption is based upon the fact that all executive management employees have passed the salary and duty tests required for this exemption.
2. **Management:** All employees defined as Management employees by the Temecula Municipal Code or City policy. Management employees are generally exempt from FLSA overtime requirements. This exemption is based upon the fact that all management employees have passed the salary and duty tests required for this exemption.
3. **Confidential:** Confidential Employees are defined as an employee whose duties normally require access to confidential information; an employee who acts in a confidential capacity who contributes significantly to the development of management policies and procedures. Confidential employees will be reviewed on a classification-by-classification basis to determine if they are or are not eligible for exempt status.

Section 2: Personnel Files

The official personnel file of each employee shall be maintained with the Human Resources Department. An employee may authorize a supervisor/manager in writing to review or obtain copies of the employee's file with the exception of material that includes ratings, reports or records which are obtained prior to the employment of the employee involved.

2.1 Derogatory Material

Derogatory written materials (generally written reprimands and disciplinary suspension, excluding performance evaluation) shall be removed from an employee's official file in the Human Resources Department, providing there have been no further occurrences of documented violations, at the employee's request. Written reprimands are eligible to be removed, after two (2) years and disciplinary suspension after three (3) years if above criteria have been met. In order for the derogatory written materials to be removed, Human Resources must receive a formal written request from the employee to remove such materials.

2.2 Derogatory Material on File

Employees shall be provided a copy of any derogatory material that is to be placed in their official file.

2.3 Customer/Citizen Letters of Commendation

All customer or citizen letters of a positive nature and/or any City commendations, letters of achievements and recognition will be placed in the employee's personnel file.

Section 3: Hours of Work

The City has an absolute right to assign work schedules for City employees. If the City proposes to change the work schedule of a classification or an employee in a classification, covered by this plan, the City will provide the employee with a written notice which will include the valid business need for the schedule modification. Such written notice will be provided at least ten (10) business days in advance of any change.

The City will continue to offer alternative Work Plans where business needs (e.g., customer service and employee productivity) are prioritized and uncompromised. Examples of alternative Work Plans include:

- 9/80 Work Plan: an employee works nine days in a two-workweek period, but scheduled to work 40 hours in either workweek.
- 4/10 Work Plan: an employee works 4 10-hour days in a workweek for a total of 40 scheduled work hours.

Unlike non-exempt employees, exempt employees receive a salary for their services and are not responsible for reporting their work hours on an hour for hour basis. Management employees will receive full day compensation when hours worked, on that day, is only partial, with the understanding that Management (exempt) employees work more than an average of 40-hours per week.

3.1 Participation

Employees have the option of participating in an alternative Work Plans if the Department Director has agreed, and the affected classification is eligible based upon the scheduling and service needs of the department. Upon Department Director approval, employees may change between Work Plans on a temporary or on-going basis.

3.2 Work Week

5/40 and 4/10 work week defined: for the purpose of computing overtime, the workweek for employees who work the 5/40 or 4/10 schedule is a seven (7) day period beginning at 12:01 a.m. on each Saturday and ending at midnight on each Friday.

9/80 work week defined: for the purpose of computing overtime, the work week for regular employees who work the 9/80 schedule is a seven (7) day period beginning

exactly four hours after the start time of the regular employee's work schedule on the day of the week the employee is scheduled to work eight (8) hours.

3.4 Alternating Day Off Designation

Friday will be the only alternating day off during the week unless modified by the Department Director. Executive Staff member modifications must be approved by the City Manager.

3.5 Flexible Working Hours

An employee may flex their work hours within the assigned work schedule (9/80 vs. traditional) with Department Director approval. Flexible work hours are defined as start and stop times within a day which may vary, including lunch duration, as long as it stays within their assigned work schedule and is in accordance with relevant labor laws.

Section 4: Compensation Adjustments

Effective at the beginning of the first pay period in Fiscal Years 2026-27, 2027-28,, and 2028-29, employees shall be entitled to a cost of living adjustment (COLA) in base salary. The COLA shall be the lesser of either the percentage change in the Annual Consumer Price Index for Urban and Clerical Workers (CPI-W) for all items in Riverside-San Bernardino-Ontario, CA for the prior calendar year as compared to the Annual CPI-W of two calendar years prior, or the percentage Change in Recurring Revenue of the City's primary operating funds (General Fund 001, Measure S Fund 002, Gas Tax 100 and the Temecula Community Services District Fund 190) of the prior fiscal year as compared to two fiscal years prior. In no event shall the COLA exceed 3% in any year. Recurring revenue is defined as ongoing taxes (i.e. Sales Tax, Measure S Tax, Property Tax, etc.), franchise fees, charges for services, fines and forfeitures, use of money and property, program revenue, and intergovernmental revenues, and excludes any one-time revenue. Attached as Appendix "A" is the list of recurring revenue account codes to be used in this calculation and an example of the Change in Recurring Revenue calculation. This list of account codes may be modified by the Finance Department if necessary to meet the needs of the City. In the event the CPI-W or the Change in Recurring Revenue is below 0% for a given year, the COLA for that year will be 0%.

For Fiscal Year 2026-27, the COLA calculated pursuant to the formula described above is 1%. Employees shall receive an additional 2% cost of living adjustment, applied in addition to the calculated COLA, for a total increase of 3% for Fiscal Year 2026-27 only.

4.1 Longevity Compensation

The following longevity bonuses are calculated based on an employee's total years of service with the City. These longevity payments are single bonuses and are not ongoing payments. All payments made pursuant to this section are scheduled to be made in the pay period of the relevant anniversary date; however, if such payment date is missed, the longevity payment will be made as soon as practicable following notice of the mistake or oversight.

Upon completion of 10 years of City Service, employees covered by this plan will receive a one time lump sum Longevity Bonus of \$350.

Upon completion of 15 years of City Service, employees covered by this plan will receive a one time lump sum Longevity Bonus of \$500.

Upon completion of 20 years of City Service, employees covered by this plan will receive a one time lump sum Longevity Bonus of \$750.

Upon completion of 25 years of City Service, employees covered by this plan will receive a one time lump sum Longevity Bonus of \$1,000.

4.2 Special Merit Pay

In an effort to recognize and reward sustained superior performance, the City will provide a Special Merit Pay Program to eligible employees.

Employees will be eligible for \$500 in Special Merit Pay, on their service anniversary date, after completing five (5) years of service if they have an overall rating of “Above Expectations” or “Outstanding” on three out of their last five annual evaluations. The overall rating category will be used to determine eligibility. Should there be a change to the rating categories as a result of revisions to the City’s Performance Evaluation format, the City agrees to discuss needed adjustments to this provision.

If an employee is eligible for Special Merit Pay but does not have three (3) qualifying evaluations among their last five (5) received, and their most recent annual evaluation is more than 90 days overdue, then they must have ratings of “Above Expectations” or “Outstanding” on at least two (2) of their last four (4) annual evaluations received. The Special Merit Pay will be paid to an eligible employee as soon as practicable following the 90-day period.

Executive Staff members receiving the Executive Retention Benefit are not eligible for Special Merit Pay as outlined in this section.

4.3 Bilingual Pay

Effective July 1, 2022, employees, who have demonstrated the ability, by passing an annual City administered test, to translate a second language (including American Sign Language), and are routinely and consistently assigned to positions requiring communication skills other than English, will receive \$50 per pay period for bilingual compensation. Bilingual Pay shall be limited to one language per employee. Bilingual Pay assignments will be made based on City needs.

This bilingual compensation is provided as an incentive to recruit and retain bilingual employees in order to ensure that the City provides quality customer service to residents.

Employees shall not be paid Bilingual Pay while on end-of-service leave as defined in Section 16.4.

4.4 Notary Pay

The City will provide \$50 per pay period to employees who obtain and maintain a notary public certificate from the State of California.

Employees shall not be paid Notary Pay while on end-of-service leave as defined in Section 16.4.

4.5 Call-Out Pay

This Section applies only to FLSA non-exempt regular employees in the IT Classification Series.

Call-out duty occurs when the City employee is required to perform services either remotely or on-site which are not in conjunction with a regularly scheduled work shift.

Regular employees who are designated as on stand-by status when called out will be compensated from the time they leave their residence or begin remote work to the time that they return to their residence or end remote work. Employees who are not designated on stand-by status and are called out will receive compensation for the time they leave their residence or begin remote work to the time that they leave the duty station or end remote work. Only the employee who performs the work related to the call-out will be eligible for compensation in accordance with this section.

Regular employees who have a call-out will be credited with all hours worked; with a minimum of three (3) hours, including travel time, at one and one-half times the regular rate of pay. In addition, call-out Pay will be paid to employees and cannot be included in any Comp Time bank.

4.6 Stand-By Pay

This Article applies only to FLSA non-exempt regular employees in the IT Classification Series.

In any situation where an employee has been in a designated "stand-by" status and is to remain on-call, the employee shall be compensated at the rate of \$350 for each seven (7) day stand-by period or pro-rated on a daily basis (\$50/day). Employees who are designated as on stand-by status when called out will be compensated from the time they leave their residence or begin remote work to the time that they return to their residence or end remote work. Employees may also be designated on stand-by status for individual days. Compensation for daily stand-by pay will be computed at 1/7 of the weekly amount described above.

Assignments for stand-by duty will be scheduled on a rotational basis. This 7-day stand-by period includes designated weekdays off that are part of an alternative Work Plan, as well as weekends and holidays.

Employees on stand-by status shall be required, at all times, to carry a functioning cell phone and be able to respond by phone within 15 minutes of being contacted. The City

shall provide a cell phone upon request; however, employees may opt to use their own mobile device(s) as allowed in the City's technology use policies. Upon responding, the employee must give an estimated response time to the caller. In addition, employees are expected to maintain a level of fitness for duty that is required for your normal work schedule.

Employees designated as stand-by on a City holiday will receive an additional \$50 for that day.

A: Substitution of stand-by duty: Supervisor must approve all substitutions. There are two (2) types of substitutions related to stand by duty, as follows:

1. Straight Substitution: Employee may request co-worker substitution, subject to approval of supervisor with minimum of 48 hours' notice. Substitutions shall not be assigned between employees. The substituting employee will receive the prorated daily rate of 1/7 of weekly amount described above for each standby duty day.
2. Emergency Substitution: In an emergency situation (employee or City related), or with less than 48 hours prior notice, your supervisor shall assign a qualified substitute (including additional employees) to provide standby coverage. The substituting employee will receive the prorated daily rate of 1/7 of weekly amount described above for each standby duty day.

4.7 CalPERS Reportability

The City makes no representation as to whether any of the compensation or payments in this MCP are subject to CalPERS service credit or pensionable income. Any determination by CalPERS to not fully credit the compensation and/or service time provided under this MCP is outside of the City's control.

Section 5: Holiday Pay

5.1 Assigned Schedule for Holiday Pay

Based upon the eligible employee's assigned schedule, they will receive holiday pay for the applicable City observed holiday.

5.2 Pro-Rated Holiday Pay

Authorized part-time employees receive holiday pay based on the employee's assigned work schedule for the applicable City observed holiday.

5.3 Scheduled to Work a Holiday

If a Confidential non-exempt employee is required to work on an observed holiday, then that employee will be paid for the actual hours of work at the rate of one and one half times that employee's regular rate of pay, plus a shift differential in accordance with

Section 10. In addition, the employee will be paid holiday pay in accordance with Section 5.1 or 5.2.

5.4 Work Plan for Holiday Pay on Employee's Scheduled Day Off

If a holiday occurs on an employee's scheduled day off, the employee will receive holiday pay in the amount of eight (8), nine (9), or ten (10) hour increments, as applicable, preceding the observed holiday. Alternatively, the City Manager may determine another date in which the holiday will be observed.

5.5 Floating Holiday

Based upon the eligible employee's assigned schedule, an 8, 9 or 10 hour floating holiday will be provided at the beginning of each fiscal year. The floating holiday hours will be pro-rated at the time of hire. When using a floating holiday, employee must use the hours in one block. The floating holiday cannot be used to make up time for being short time during a regular workday. The floating holiday needs to be treated as a regular City observed holiday. The floating holiday may not be carried over year to year and cannot be cashed out at the end of a fiscal year.

Section 6: City Holidays

Benefitted employees receive a total of 13 City holidays each calendar year. The City recognizes the following 12 fixed holidays:

New Year's Day
Martin Luther King, Jr. Birthday
President's Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Friday following Thanksgiving Day
Christmas Eve
Christmas Day
New Year's Eve

Observance: holidays which fall on a Saturday will normally be observed on the preceding Friday, holidays which fall on a Sunday will normally be observed on the following Monday. The City Manager will determine the actual dates on which holidays will be observed each year.

Eligibility: regular employees who are on paid status for their entire regular work shifts immediately prior to and immediately following the holiday will be paid for the holiday. Workers' Compensation, short-term, and long-term disability payments shall be considered paid status for the purpose of eligibility.

Section 7: Overtime

All non-exempt employees required to perform in excess of 40 hours in a work week, as defined in Sections 3.2 and 3.3, shall receive compensation at the rate of time and one-half of the employee's regular rate of pay for hours worked in excess of 40 hours. All employees required to perform in excess of 12 hours in a workday shall receive compensation at the rate of double time of the employee's regular rate of pay for those hours in excess of 12 hours. For the purposes of determining double time, a work day is defined as the 24-hour period beginning at 12:00AM and ending at 11:59:59PM.

In determining an employee's eligibility for overtime, paid and unpaid time off, as listed below, shall be excluded from the total hours worked. Also excluded are duty free lunches, travel time to and from work, and time spent conducting bona fide volunteer activities. Paid time off includes, but is not limited to, the following:

- A. Unscheduled Comprehensive Annual Leave
- B. Unscheduled Compensatory Time
- C. Administrative Leave
- D. Jury Duty
- E. Bereavement Leave
- F. Military Leave
- G. Bonding Leave

There shall be no pyramiding of overtime, except for shift differential pay. Time worked shall be computed by rounding to the nearest 15 minute increment. As defined, if less than 7 minutes are worked then time worked will be rounded down and if the employee works between 7 and 15 minutes, then time worked will be rounded up. Employees may elect to receive compensation or bank the overtime as Compensatory Time.

7.1 Time Worked

Time worked: for purposes of this section, hours worked include only those hours in which the employee performs services authorized by the City.

Section 8: Overtime Authorization

No non-exempt employee shall work overtime unless the working of overtime hours has been specifically authorized in advance, by the employee's supervisor.

Violations of this section can result in disciplinary actions pursuant to the City's Discipline Policy.

Section 9: Compensatory Time

In lieu of receiving overtime pay pursuant to Section 7 (Overtime) and Section 8 (Overtime Authorization) a non-exempt employee may elect to receive compensatory time off on a time and one-half basis for each hour worked. Compensatory Time Off is considered permissive leave and subject to department approval consistent with Section 16 (Paid Leave). In addition, the following shall apply regulating the usage of compensatory time off:

9.1 Accrual

No employee shall accrue more than 80 hours of Compensatory Time.

9.2 Time Used for Leave

Compensatory Time may be used for leave subject to scheduling in accordance with Section 16 (Paid Leave) of this MCP.

9.3 Cash Out

All Compensatory Time that is available to a non-exempt employee will be cashed out, at the employee's regular rate of pay, and given to the employee in a pay period between November 15 and December 10. The Compensatory Time cash out will be paid out on a separate check.

Section 10: Shift Differential Pay

Non-exempt employees are eligible to receive a 5% shift differential (above their base hourly rate of pay) for all hours worked on Sundays, observed holidays, as well as the hours worked between 10 p.m. and 6 a.m. Any overtime worked on Sundays, observed holidays and the hours between 10 p.m. and 6 a.m. will be based on the shift differential overtime rate.

Employees are eligible to receive a 5% split shift differential (above their base hourly rate of pay) for all hours worked in a day where their regular shift is split into segments with two hours or more between segments.

Subject to Section 4.7 above, the value of shift differential will be reported to CalPERS as special compensation when the employee is routinely and consistently scheduled to work other than a standard daytime shift.

Section 11: Temporary Upgrade Assignment

As a result of vacancies, leaves of absence, or other reasons, it may be necessary to temporarily reassign all or a portion of the duties of an authorized position to another employee. When such assignments require the employee to assume additional duties, which are outside the scope of the employee's regular classification, it is appropriate to adjust the employee's salary to reflect the interim changes. This policy allows the City to temporarily upgrade the affected employee. It is the responsibility of the Department Director to notify Human Resources, in writing, to implement the temporary upgrade for any affected employee.

With the approval of the City Manager, an employee may be temporarily appointed to a higher level classification to perform additional duties, on an interim basis, provided that all the following criteria are satisfied:

- A. The higher level position is approved by the City Manager for new or continued staffing;
- B. The duties of the higher level position are outside of the scope of the employee's current classification, as determined by the City Manager or designee;

- C. The assignment is expected to continue for at least 15 business days, but not longer than one (1) calendar year; and,
- D. The employee possesses the minimum qualifications or the requisite knowledge, skills and abilities to perform the work of the higher classification.

11.1 Salary

If an employee is placed in a temporary upgrade assignment as a result of a vacancy or leave of absence, the salary of the employee shall be increased between 5% and 10% for the period of the temporary assignment, or to the first step in the range of the temporary classification, whichever is greater. An employee who is temporarily upgraded shall be subject to the FLSA designation (i.e., exempt vs. non-exempt) of the temporary upgrade position. Employees who are non-exempt, but assume an exempt temporary upgrade assignment shall accrue Administrative/Executive Leave on a pro-rated basis as consistent with the accrual assigned to the assumed Classification in the Management Compensation Plan. Employees assigned to an executive-level temporary upgrade assignment shall be eligible for executive benefits associated with the upgraded classification for the duration of the assignment.

For temporary upgrade assignments that are not related to a vacancy or leave of absence, the employee shall be compensated on an hour-for-hour basis for each instance where the higher classification work is assigned. Temporary upgrade work must be reported on the timesheet that corresponds with the pay period it was worked. The employee shall be compensated at a rate equivalent to a 5-10% increase, or to the first step in the range of the higher classification, whichever is greater. The employee's FLSA designation (i.e., exempt vs. non-exempt) will not change nor will the employee be eligible for Administrative/Executive Leave unless the employee is performing the higher level duties 100% of the time.

If a position is created (i.e., a classification does not already exist) for a temporary upgrade assignment, the range shall be set at the lowest range found in the Classification Level in the Classification Structure following an internal assessment justifying said placement.

The difference between an employee's usual pay and temporary upgrade pay will only be reported to CalPERS as income to the extent permissible by law. Human Resources will provide copies of, and /or citations to, the applicable law(s) upon request of the employee.

11.2 Length of Temporary Upgrade Assignment

The City Manager, or designee, shall establish the effective dates of a temporary upgrade assignment. In addition, the employee assigned to perform the duties of a higher classification shall not serve for more than one calendar year in a higher classification unless due to extenuating circumstances and approved by the City Manager.

Nothing in this article shall be interpreted to supersede, waive or alter the City's obligations under Government Code section 20480, including the requirement to limit

out-of-class appointments to no more than 960 hours per fiscal year during an active recruitment.

Employees serving in a temporary upgrade assignment will retain their performance evaluation date and merit increase eligibility date of their regular position. When eligible, a merit increase may be granted to the temporary upgrade rate if the employee is not at the top step of the upgraded assignment salary range. Consistent with the temporary upgrade assignment, any merit increase associated with a performance evaluation will also expire upon completion of the temporary upgrade assignment and the employee will return to the pay rate of their regular position, inclusive of any merit increases applicable to that position.

Under no circumstances shall compensation for a temporary upgrade assignment to issued more than ninety (90) days retroactively, unless approved by the City Manager.

11.3 Temporary Upgrade Work Exclusions

In an effort to assist employees in obtaining experience or training for future promotional opportunities, employees may from time-to-time volunteer to perform the duties of a higher job classification. Such voluntary performance on the part of the employee shall not be eligible for compensation as a temporary upgrade assignment.

It is understood that, from time to time, a Department Director may assign a temporary project or task to an employee which requires a higher level of responsibility, knowledge, skills, and/or abilities than is outlined in their current Classification Specification. It is recognized that the infrequent assigning of such project or tasks is meant to be non-habitual and does not constitute out of classification work subject to reclassification process as outlined in Section 29 (Reclassifications).

Section 12: Probationary Periods

All original appointments, shall be subject to a probationary period of not less than one year of employment in the position. During the original probationary period, an employee may be rejected at any time with or without cause and without the right to a hearing or appeal. An employee on their original probation shall receive an evaluation at three months, six months and nine months. Employees will successfully pass probation if no extension is implemented and if no evaluation is provided by the last day of the probationary period. Passing probation is also not contingent on an employee receiving a probationary evaluation on time.

12.1 Promotional Probation

Promotional appointments shall be subject to a probationary period of not less than six months of employment in the position. During the promotional probationary period, an employee may be rejected at any time with or without cause and without the right of a hearing or appeal. Any employee rejected during a promotional probation shall be reinstated to the last position in which they held regular, non-probationary status unless they were discharged for cause from the City.

Promotional appointments for employees who have not completed their original probationary period in a prior classification, shall be subject to a probationary period of

twelve months. During the probationary period, an employee may be rejected from employment or promotion at any time with or without cause, and without the right of a hearing or appeal.

12.2 Probationary Period Extensions

The City can extend an employee's probationary period for a maximum of six (6) months, separate from and not including any extension related to a leave of absence. If a probationary employee takes a leave of absence for more than thirty (30) consecutive calendar days, the probationary period shall be automatically extended by the length of that consecutive leave.

Section 13: Eligibility for Merit Increases/Performance Evaluations

Each probationary or regular employee will be considered for, but is not guaranteed, a merit adjustment annually at their regular or adjusted performance evaluation date. Merit adjustments may be denied, deferred for future consideration, or granted at .5, 1, or 1.5 step intervals, at the Department Director's discretion and subject to City Manager's approval.

Supervisors and managers shall conduct performance evaluation meetings within 30 days of the employee's performance evaluation due date. In accordance with Section 13.2, if an annual evaluation becomes 90 days overdue, a .5 step increase will automatically be given (if applicable) by Human Resources.

Regular and promotional probationary employees are eligible for merit adjustments at or near the completion of their one year of continuous service in their current position and annually thereafter, provided that the employee is not a Y-Rated employee, has not changed positions, or is not at the maximum rate for their salary range. However, if an employee takes a leave of absence for more than 30 consecutive calendar days, their merit eligibility date shall automatically be extended by the length of that consecutive leave.

Approved merit adjustments will be retroactive to the official evaluation due date and effective at the beginning of the applicable pay period.

Employees are not eligible for merit increases while on end-of-service leave as defined in Section 16.4.

13.1 Performance Evaluations

Newly hired employees will be evaluated at the completion of three, six, nine, and 12 months, and annually thereafter. Five rating levels with measurable criteria and detailed definitions have been established to ensure consistency in the evaluation process throughout all City departments. When a change in supervisory assignment occurs during an evaluation period, the evaluation will be completed by the current supervisor with input from prior supervisor(s), as appropriate, and such changes shall not alter established evaluation due dates unless otherwise required due to a qualifying position change.

If an employee takes a leave of absence for more than 30 consecutive calendar days, their annual performance evaluation due date shall automatically be extended by the length of that consecutive leave.

13.2 Overdue Evaluations

Human Resources and supervisory staff will work cooperatively to ensure the timely presentation of annual evaluations. If an annual evaluation becomes 90 days overdue, an automatic .5 step increase will be given (if applicable).

Section 14: Tuition Reimbursement

Employees requesting tuition reimbursement must obtain supervisor pre-approval before enrolling in courses. If approved, the supervisor will submit the pre-approval form to Human Resources for review and consideration. As a condition of being reimbursed, the employee agrees to continue employment with the City for one year past the date of the receipt of the reimbursement. If the employee leaves the City, the amount of the reimbursement will be due to the City.

Reimbursement is limited to no more than \$1,500 to an employee for training or educational expenses in any one fiscal year and will be issued on a first come basis subject to the availability of budgeted funds. Additional funds may be approved by the City Manager.

14.1 Course Eligibility and Reimbursement Requirements

Any educational or training course that is a requirement for continuation of employment or is an identified part of a job evaluation shall be paid for by the City and is not eligible for tuition reimbursement. Any other educational or training course that is job or career related shall, if prior approval is received, be reimbursed after successful completion. All college or other graded classes shall require a minimum grade of a "C" in order to receive such reimbursement. For courses that are not graded, the employee must receive a "Pass" or equivalent to be eligible for reimbursement. Books or other materials shall only be paid for if some defined benefit can be shown to the City (i.e. books become part of the City reference library). There is no mileage reimbursement for travel to and from educational classes.

14.2 Training Time

In general, training time during working hours shall be considered part of the job. Non-mandatory training after hours shall be considered voluntary, and no additional pay, overtime or compensatory time shall be given by the City, unless advanced special written approval is granted. Study time shall be considered completely voluntary.

Section 15: Employee Computer Purchase Program

This program allows regular employees to borrow, at no interest, up to \$2,000 to purchase a personal computer, iPad and/or similar "computer tablet" devices, and related accessories with a loan repayment plan of up to 24 months. An employee must show proof of payment (i.e. not simply proof of order) and may only have one loan outstanding under this program at any time.

To qualify for the program, employees must be an authorized employee, and have successfully passed their initial probationary period. Employees who are on paid or unpaid administrative leave in connection with a disciplinary investigation or action are temporarily ineligible to request new loans under the computer purchase program.

This program will be administered pursuant to the City's Employee Computer Purchase Program Administrative Guideline.

In the event of termination of employment for any reason, the entire unpaid balance shall immediately be due and payable, in accordance with the executed Employee Computer Purchase Program agreement. Any remaining unpaid balance shall first be deducted from the final paycheck to the extent allowed by law. In the event the final paycheck is not sufficient to pay off the principal sum, then any resultant balance must be paid, in full, with other resources of the borrower.

Section 16: Paid Leave

The City recognizes that there are various reasons for an employee to be away from the workplace. The following subsections describe the types of leave that may be utilized.

16.1 Comprehensive Annual Leave

Comprehensive Annual Leave (CAL) is to ensure that all employees have an adequate amount of time off each year for rest and relaxation, personal business, personal/family illness, or any other purpose for which leave must be provided by law. Regular employees earn Comprehensive Annual Leave (CAL) from the date of hire.

Employees who are paid for less than 80 hours in a pay period will earn Comprehensive Annual Leave on a pro-rated basis for that pay period.

Employees covered by this plan will earn CAL from the date of hire by the following accrual rates:

Annual Increment (start of year)	Annual Leave (hours)	Biweekly Accrual Rate (hours/pay period)	Maximum Accumulation (hours)
At Hire	177	6.808	354
Years 2-3	193	7.423	386
Years 4-5	233	8.962	466
Years 6-7	249	9.577	498
Years 8-9	265	10.192	530
Years 10+	289	11.115	578
Years 15+	289	11.115	658

Annual leave will be earned on a prorated basis each pay period.

The maximum balance of unused CAL an employee may have at any one time is two times the employee's annual accrual. Employees with 15 or more years of service may accrue up to a maximum of two times the employee's annual accrual, plus 80 hours. The

City Manager may grant an employee, on a case by case basis, the ability to accrue annual leave above the annual accrual limit for good cause shown.

Employees requesting Comprehensive Annual Leave (CAL) shall submit a leave request to their supervisor prior to the leave commencing. Scheduled CAL needs to be approved 48 hours in advance by the employee's supervisor. If a CAL request is submitted less than 48 hours in advance, the supervisor is under no obligation to approve the request. Supervisors are encouraged to respond to leave requests within 24 hours of receiving the request; however, if additional time is needed, this decision should be generally made within five (5) business days. In the event of an unforeseen absence, the employee shall notify their immediate supervisor or designee within 30 minutes of the start of their normal scheduled shift.

The scheduling of Comprehensive Annual Leave (CAL) shall be determined by the employee's supervisor based upon the needs of the City, employee requests, and seniority. Departments will establish timelines for the submission and routing of departmental vacation calendars. Employees with greater seniority within the department will be given the first opportunity to select their vacation periods, subject to operational needs. If two or more employees request the same period of leave causing a staffing conflict within the same job area or function, seniority will determine who will receive the requested time off. However, if the same staffing conflict arises the following year, the employee granted the time off in the prior year will not be granted the same period in the subsequent year.

Employees are not required to maintain a minimum CAL balance in order to request or schedule leave. However, employees must have sufficient accrued CAL hours available at the commencement of the approved leave. If sufficient CAL hours are unavailable at the time the leave is scheduled to begin, the supervisor may cancel the approved leave. The City strongly encourages employees to keep a "safe" number of CAL hours available in case of unforeseen needs or to satisfy the time needed to get through a disability elimination period, illness or personal leave.

If the requested leave is relating to a personal issue, the employee has the option of stating "personal" for the reason and the supervisor need not ask for a more detailed explanation. The supervisor can offer the City's Employee Assistance Program (EAP) if deemed appropriate.

Prior authorized leave of absences such as workers' compensation, disability, or extended illness should not be factored in when approving/disapproving time-off requests.

Holidays occurring during an employee's CAL leave are not deducted from the employee's CAL balance.

16.2 CAL Donations

An employee may request the use of CAL donations in extraordinary situations or if in the event of a medical hardship to the employee or an immediate family member of the employee. Refer to Section 16.5, Bereavement Leave, for definition of family member. A "medical hardship" is defined as a serious medical condition that would require the prolonged absence of the employee from duty and would result in a substantial loss of income to the employee because the employee would have and would be required to

exhaust all of their available paid leave. Upon approval from the City Manager, or designee, the employee may use up to a maximum of 160 hours of donated CAL per fiscal year. The City reserves the right to request a physician's verification of the medical condition. In addition, the application of this section is independent of any federal or state mandated protected leave (e.g., FMLA, CFRA, PDL, etc.). Employees may donate a maximum of 18 hours each time CAL donations are requested, however full-time employees must have 80 hours remaining and part time employees must have a proration of 80 hours based on their full-time equivalent allocation on the Schedule of Authorized Positions remaining in their CAL bank after the donation. The City will pool all hours that are donated and employees, who are eligible and approved to use donated CAL hours will receive donations from the pool.

16.3 Executive and Administrative Leave

All Executive Management employees covered by this MCP will be provided with a total of 80 hours of Executive Leave per fiscal year. All other Management employees covered by this MCP will be provided with a total of 60 hours of Administrative Leave per fiscal year. Confidential employees are not entitled to Executive or Administrative Leave as that group is eligible to receive overtime pay.

Executive and Administrative leave will be provided at the beginning of each fiscal year and must be taken during the fiscal year that it is acquired. If this leave is not taken during the year it is acquired, it will be cashed out with the CAL cash out pay period in June.

The City Manager may approve up to an additional 40 hours of Executive Leave per year where the employee has provided exceptional service. Upon the recommendation of an employee's Department Director, the City Manager may approve up to an additional 40 hours of Administrative Leave per year where the employee has provided exceptional service.

16.4 CAL/Executive/Administrative Leave Time Cash Out

Employees covered by this MCP may cash out up to 120 hours of CAL per fiscal year to be taken as taxable wages at the employee's base hourly rate of pay excluding any other specialty pays (e.g., temporary upgrade) or deposited into a pre- or post-tax 457 account, provided a balance of 80 CAL hours is available after the cash out.

CAL may be cashed out twice a year, once near the beginning of December and once in June. The CAL cash out pay periods will be determined by the City's Finance Department. The City Manager in their sole discretion may allow an employee to cash out CAL time outside of the pay periods determined by the City's Finance Department if the employee is faced with a financial emergency; however, the employee is still only allowed two cash outs per fiscal year as outlined in this section.

Executive Leave and Administrative Leave may be cashed out twice a year to be taken as taxable wages or deposited into a pre- or post-tax 457 account, once near the beginning of December and once in June. The Executive/Administrative Leave cash out pay periods will be determined by the City's Finance Department. The City Manager in

their sole discretion may allow an employee to cash out Executive Leave or Administrative Leave outside of the pay periods determined by the City's Finance Department if the employee is faced with a financial emergency; however, the employee is still only allowed two cash outs per fiscal year as outlined in this section. Any Executive or Administrative Leave not used during the fiscal year in which it was acquired will be cashed out and included with any CAL cash out in June of each year. Executive or Administrative Leave accrued under a temporary upgrade assignment will be cashed out at the employee's temporary upgrade rate of pay.

Upon separation from employment from the City, an employee shall be entitled to cash out their remaining Comprehensive Annual Leave balance at the employee's base hourly rate of pay. An employee may run out their remaining Comprehensive Annual Leave balance and any other available accrued leaves in lieu of a cash out (i.e. end-of-service leave) if the employee provides a minimum notice of 45 calendar days before the end-of-service leave commences. In cases with extraordinary circumstances, end-of-service leave requested with less than 45 calendar days' notice is subject to approval by the City Manager at their sole discretion. In all instances, written notice of separation from employment shall: 1) include the final date of employment; 2) be final and irrevocable; and, 3) may be accepted by the employee's supervisor, manager, director, or anyone in the Human Resources Department.

16.5 Bereavement Leave

The City recognizes the importance of providing employees time off to mourn and take care of any details relating to the death of a member of their immediate family. Employees may receive a maximum of five paid business days for bereavement of an individual who is a member of the employee's immediate family. Employees may also use CAL time in conjunction with bereavement leave.

For the purposes of this section, immediate family (including natural, adopted, foster, step or in-laws) shall be defined as spouse, domestic partner, child, parent, sibling, grandchild, grandparents, aunts, uncles, nieces and nephews. Bereavement leave may also be taken for individuals who served in a significant parental role (e.g. loco parentis) regardless of biological or legal status.

A leave request must be completed by the employee and approved by their supervisor. Depending upon the circumstances, employees can submit bereavement leave and CAL requests after the employee returns to work. In addition, the supervisor may require verification that bereavement leave was warranted.

16.6 Jury Duty and Court Related Absences

The City encourages employees to serve as jurors when called upon to do so. When an employee serves on jury duty or is called to testify on a case involving official City business, the employee receives full pay from the City. Employees are not required to submit any compensation received from the court for serving as a juror to the City.

When an employee receives an initial summons to report for jury duty, the employee must provide a copy of the summons to their supervisor immediately upon receipt, regardless of whether they are called to serve. It is the responsibility of each supervisor

to record the employee's absence for jury duty in a manner similar to that used to record the employee absences (i.e. department calendar, weekly staff agenda).

If an employee is called to report to jury duty, the employee shall obtain a "Jury Attendance Certification" form from the court upon dismissal by the judge. The "Jury Duty Certification" form must be attached to the employee's timesheet for verification of jury duty attendance by payroll. Because the time on the "Jury Attendance Certification" form provided by the court and the actual time the employee is released from the jury pool and/or leaves the courthouse may differ, the employee must handwrite the actual time of release on the form. The time should be noted upon instruction from their supervisor or designee to either return to work or be released from work. Jury Duty attendance shall be recorded on the timesheet under the code for jury duty regardless of whether the employee is instructed to return to work or not.

Employees are not required to report to work at the City each day prior to reporting to the court for jury duty unless the report time after 12 noon is ordered.

If an employee is released from jury duty with two or more hours remaining in the business day, the employee shall contact their supervisor or designee to determine if it is practical to return to full duty. In determining whether an employee shall return to work following the completion of jury duty for that day, reasonable consideration shall be given to factors such as courthouse delays, parking conditions, travel time, and a rest period. If two hours or less are remaining in the City's standard business day (8 a.m. to 5 p.m.), the employee does not need to contact their supervisor or return to work.

If upon discussion with the supervisor or designee it is determined that it is NOT practical for an employee to return to full duty that day, the supervisor's written release stating "not practical to return to full duty", along with the supervisor's initials and date, must be noted on the employee's "Jury Attendance Certification" form.

If an employee needs to appear in court regarding a personal situation or is summoned to report to court for a civil or criminal case that does not involve official City business then the employee is required to utilize available CAL or other types of leave.

Section 17: Leave of Absence under FMLA, CFRA and PDL

17.1 Statement of Policy

It is the intent of the City to comply fully with the Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act of 1995 (CFRA). Nothing in this MCP is intended to restrict employees' rights under these laws. Unless otherwise provided in this section, "Leave" under this article shall mean leave of absence, including employees' rights and obligations, pursuant to the FMLA and CFRA. Further, employees shall be reasonably accommodated for any disability protected by law (e.g., Americans with Disability Act or "ADA") if the employee requests such accommodation.

17.2 Employee Notice of Leave

Although the City recognizes that emergencies arise which may require regular employees to request immediate leave, employees are required to give as much notice

as possible of their need for leave. If leave is foreseeable, at least 30 days' notice is required. In addition, if an employee knows that they will need leave in the future, but does not know the exact date(s) (e.g., for the birth of a child or to take care of a newborn), the employee shall inform their supervisor as soon as possible that such leave will be needed. Such notice may be orally given. If the City determines that an employee's notice is inadequate or the employee knew about the requested leave in advance of the request, the City may delay the granting of the leave until it can, in its discretion adequately cover the position with a substitute.

For any foreseeable leave due to a qualifying exigency under the Armed Forces Reserves or National Guard, an employee must provide notice of the need for leave as soon as practicable, regardless of how far in advance such leave is foreseeable.

17.3 Employee Benefits While on Leave

While on leave, employees will continue to be covered by the City of Temecula group health insurance to the same extent that coverage is provided while the employee is on the job. Employees shall be responsible for the continuation of City of Temecula provided health care insurance premiums if on a leave for more than the 12 weeks specified by the law. Employee contribution rates are subject to any change in rates that occurs while the employee is on leave.

If an employee fails to return to work after their leave entitlement has been exhausted or expires, the City shall have the right to recover its share of health plan premiums for the entire leave period, unless the employee does not return because of the continuation, recurrence, or onset of a serious health condition of the employee or their family member which would entitle the employee to leave, or because of circumstances beyond the employee's control. The City shall have the right to recover premiums through deduction from any sums due to the City (e.g., unpaid wages, vacation pay, etc.).

Employees shall retain the status of employee while on leave.

17.4 Substitution of Paid Accrued Leaves

While on leave under this policy, as set forth herein, an employee may elect to concurrently use paid accrued leaves. Similarly, the City may require an employee to concurrently use paid accrued leaves after requesting leave for medical or family care.

A. Employee's Right to Use Paid Accrued Leaves Concurrently with Leave for Medical or Family Care.

Where an employee has earned or accrued paid CAL time, administrative leave, or compensatory time, that paid leave may be used concurrently for all or part of any (otherwise) unpaid leave under this policy. Use of CAL time does not extend the leave beyond the 12 weeks specified by law.

B. City's Right to Require an Employee to Use Paid Leave When Using Leave for Medical or Family Care

Employees may exhaust their accrued leaves concurrently with FMLA/CFRA leave to the same extent that employees have the right to use their accrued leaves concurrently with FMLA/CFRA leave.

Employees are required to use accrued Compensatory Time as a first means of paid leave concurrently with any leave for medical or family care.

17.5 Medical Certification

Employees who request leave for their own serious health condition or to care for an eligible family member who has a serious health condition must provide written certification from the health care provider of the individual requiring care.

Employees who request leave to care for an injured service member who is an eligible family member of the employee must provide written certification from a health care provider regarding the injured service member's serious injury or illness.

When an employee requests leave because of a qualifying exigency under the Armed Forces Reserves or National Guard, an employer may require the employee to provide a copy of the covered military member's active duty orders or other documentation issued by the military which indicates that the covered military member is on covered active duty or call to active duty status in a foreign country, and the dates of the covered military member's active duty service.

A. Time to Provide a Certification

When an employee's leave is foreseeable, and at least 30 days' notice has been provided, the employee must provide medical certification before the leave begins. When this is not possible, the employee must provide the requested certification to the City within the time frame requested by the City (which must allow at least 15 calendar days after the employer's request), unless it is not practicable under the particular circumstances to do so despite the employee's diligent, good faith efforts.

B. Consequences for Failure to Provide an Adequate or Timely Certification

If an employee provides an incomplete medical certification the employee will be given a reasonable opportunity to cure any such deficiency. However, if an employee fails to provide a medical certification within the time frame established by this policy, the City may delay the taking of leave until the required certification is provided.

C. Second and Third Medical Opinions

If the City has reason to doubt the validity of a certification, the City may require a medical opinion of a second health care provider chosen and paid for by the City. If the second opinion is different from the first, the City may require the opinion of a third health care provider jointly approved by the City and the employee, but paid for by the City. The opinion of the third provider will be binding. An employee

may request a copy of the health care provider's opinions when there is a recertification.

D. Intermittent Leave or Leave on a Reduced Leave Schedule

If an employee requests intermittent leave (a few days or hours at a time) or on a reduced leave schedule to care for an immediate family member with a serious health condition, the employee must provide medical certification that such leave is medically necessary. "Medically necessary" means there must be a medical need for the leave and that the requested leave can best be accomplished through an intermittent or reduced leave schedule.

17.6 Reinstatement upon Return from Leave

A. Right to Reinstatement

Upon expiration of leave (no more than 12 weeks or 26 weeks for military situations), an employee is entitled to be reinstated to the classification of employment held when the leave commenced, or to an equivalent classification with equivalent employment benefits, pay, and other terms and conditions of employment. Employees have no greater rights to reinstatement, benefits and other conditions of employment than if the employee had been continuously employed during the leave period.

If a definite date of reinstatement has been agreed upon at the beginning of the leave, the employee will be reinstated on the date agreed upon. If the reinstatement date differs from the original agreement of the employee and City the employee will be reinstated within two business days, where feasible, after the employee notifies the employer of their readiness to return.

B. Employee's Obligation to Report Periodically on Condition

Employees may be required to periodically provide an update report and intent date to return to work. This will avoid any delays to reinstatement when the employee is ready to return.

C. Return to Work Certification

As a condition of reinstatement of an employee whose leave was due to the employee's own serious health condition, which made the employee unable to perform job duties, the employee must obtain and present a certification from their health care provider stating that the employee is able to resume work. The return to work certification must be provided to Human Resources prior to the employee resuming any duties. Failure to provide such certification will result in denial of reinstatement.

If the health care provider imposes work restrictions on the employee, the return to work certification must list any work restrictions and the time frame for those restrictions. At the conclusion of the work restriction schedule, the employee must obtain and present a certification from the health care provider that the

employee is able to resume work. Failure to provide such certification to Human Resources will result in denial of reinstatement.

17.7 Pregnancy Disability Leave

It is the intent of the City to comply fully with the California Pregnancy Disability Leave Law. A pregnant employee shall be entitled to a leave of absence without pay for up to four months so long as the employee's attending physician certifies that the employee is physically unable to work due to pregnancy, childbirth or related medical condition. During said leave of absence, the employee has the option of using CAL time to supplement any short-term disability benefits. In addition, employees who are out on Pregnancy Leave will also be designated as protected under FMLA concurrently as applicable under these laws.

Upon expiration of the approved leave, and prior to the employee being reinstated, Human Resources may require a statement from the attending physician that the employee is physically capable of resuming the regular duties of the employee's position. Failure to return to work after the authorized four (4) month leave period causes the employee to have no reinstatement rights. An employee who plans to take such a leave should give reasonable notice of the date the leave shall commence and the estimated duration of the leave.

17.8 Bonding Leave

The City shall provide paid leave to employees for the purpose of bonding with a child in connection with the birth, adoption or foster care placement of that child, equivalent to leave benefits afforded under the State's Paid Family Leave program. Employees may received up to eight weeks of paid bonding leave paid at the rate of 2/3 of the employee's current base salary. No other benefits shall be enhanced or reduced as a result of using this leave. Employees may use other accrued paid leave (e.g., CAL time) to supplement their pay up to 100% of their current base salary in conjunction with this leave. The eight weeks of leave need not be used consecutively; however, it is limited to the first year after the birth, adoption, or foster care placement of the child. Supporting documentation will be required. Bonding Leave may be used in combination with disability leave connected with giving birth to a child, but not until disability benefits have been exhausted. Bonding leave provided under this section will run concurrently with any applicable leave entitlements under the FMLA/CFRA.

Section 18: Military Leave

The City recognizes the importance of allowing employees time off to serve in the U.S. Armed Forces. This policy allows for employees to take time necessary for the defense of our Country.

Military Leave shall be granted in accordance with the provisions of state and federal law. An employee requesting leave for this purpose shall provide their Department Director and Human Resources, whenever possible, with a copy of the military orders specifying the dates, site and purpose of the activity or mission. Within the limits of such orders, the Department Director may determine when the leave is to be taken and may modify the employee's work schedule to accommodate the request for leave. Upon completion of military service, the employee will be reinstated with full seniority to their former position or to a comparable position, if application for

reemployment is made within 90 calendar days of release from the service or related hospitalization, or as otherwise required by law.

An employee who is a member of the National Guard or of a reserve component of the U.S. Armed Forces shall, upon furnishing a copy of the official orders or instructions, be granted a military training leave. Training leaves will not, except in an emergency, or in the event of extenuating circumstances, exceed two (2) weeks per year, plus reasonable travel time. Upon presentation of a military pay voucher or endorsed orders, employees will receive full pay for up to 30 calendar days within one (1) fiscal year. If the leave is greater than 30 days, then the employee may utilize accrued CAL or other types of leave available to the employee.

Consistent with the City of Temecula City Council Resolution 90-067, the military leave policy has been extended, for those employee's called to active duty as follows:

- A. With appropriate documentation, the City will pay the difference between the City employee's salary and the employee's military pay; and,
- B. The difference in salary will be paid for the entire duration of active duty.

Section 19: Leaves of Absence Without Pay

Leave of Absence without Pay is to be used for the purpose of unforeseen circumstances or other situations where leave is requested by the employee. In all cases, unpaid leave must be approved by the City Manager or designee. Employees should refer to Human Resources for specific details.

19.1 Benefits While on Leave without Pay

Employees may be required to exhaust their Comprehensive Annual Leave prior to commencing Leave of Absence without Pay status.

The City will continue payment of the Health Flex Contribution and Cafeteria Contribution for two (2) monthly premium payment periods, except as otherwise required by law. Any premium amount in excess of the City's contributions will continue to be the employee's responsibility.

Employees shall be responsible for the continuation of City provided health care insurance premiums if on Leave of Absence without Pay for more than two (2) monthly premium payment periods.

19.2 Procedure for Requesting Leave of Absence without Pay

The Department Director, subject to the approval of the City Manager, may grant requests for Leave of Absence without Pay. Employees generally provide a minimum of two (2) weeks' notice, in writing, to request a Leave of Absence without Pay.

Employees must give reasonable notice, to their Department Director, before returning to work.

The maximum leave which may be taken is six (6) months at the sole discretion of the City Manager, except as otherwise required by law. In extreme cases, and at City Manager's approval, the maximum leave may be extended beyond six (6) months.

Employees shall retain the status of employee while on an approved Leave of Absence without Pay. However, a Leave without Pay which exceeds 30 consecutive calendar days shall result in an adjustment to the employee's annual performance evaluation and merit eligibility dates.

19.3 Procedure for Unforeseen Circumstances

Requests for Leave of Absence without Pay may be granted, at the discretion of the City Manager, for prolonged illness or personal reasons, including disabilities not related to workers' compensation. The above procedures will apply to a requested Leave of Absence without Pay with the exception of providing a two (2) week minimum notice. Employees who request a Leave of Absence Without Pay for illness or personal reasons must provide a written notice of such leave as far in advance as possible. In addition, the City may require a doctor's certification or other official documents in order to verify legitimacy of the employee's request.

Section 20: Health and Wellness Benefits

The City shall provide each regular employee with a Health Flex Contribution of \$1,000 per month effective July 1, 2026. Effective January 1, 2027, the Health Flex Contribution shall increase to \$1,050 per month. Effective January 1, 2028, the Health Flex Contribution shall increase to \$1,100 per month. This allotment is intended to bring the City into compliance with the U.S. Patient Protection and Affordable Care Act ("ACA"). The Health Flex Contribution may only be used toward City-sponsored health, dental, and vision insurance premiums, or deposited into a health flexible spending account as permitted by IRS laws. Any unused portion of the Health Flex Contribution shall be forfeited by the employee (i.e. this is a "use it or lose it" benefit) and the forfeited funds will be used toward enhancing wellness and morale for all City employees. Any forfeited funds in excess of \$150,000 in a fiscal year shall revert to the City's general fund.

The City shall also provide each employee with a Cafeteria Contribution of \$1,200 per month for full-time employees and pro-rated based on full-time equivalency for part-time employees. Consistent with past practice, this payment includes the CalPERS statutory minimum payment for each calendar year of this Agreement for both active employees and annuitants (retirees). The Cafeteria Contribution must be applied to all mandatory benefits as determined by the City. The first day of the month following the date of hire, an employee shall be covered under mandatory benefits as set forth in the contract between the City and the carrier(s). The employee can then apply the remainder of the Cafeteria Contribution to optional benefits provided by the City, including: health insurance premiums, dental insurance premiums, vision insurance premiums, and flexible spending accounts. Any unused portion of the \$1,200 allotment will be paid as taxable income only to employees who were hired prior to July 1, 2026, and who, as of July 1, 2026, are serving in an authorized or limited term position. Employees hired on or after July 1, 2026, shall not be eligible to receive any unused portion of the Cafeteria Contribution as taxable income.

The City will discuss any state or federally mandated changes in benefits that occur following adoption of this MCP. The City agrees to include two MCP covered employees as part of the formal Benefit Committee that meets to discuss annual changes in any health and welfare benefit proposal for the next plan year. The benefit committee will meet prior to the start of the open enrollment period to educate employees on benefits provided during the upcoming plan year.

20.1 Health Coverage

The City will continue offering the CalPERS Health Plan. The City has established an Eligible Opt Out Arrangement to comply with IRS rules as a condition to an employee receiving the Cafeteria Contribution as taxable income (i.e., cash) in lieu of enrolling in City-sponsored health insurance. The conditions that must be satisfied for the Eligible Opt Out Arrangement are as follows:

- A. The employee must have minimum essential health coverage through another source (other than coverage in the individual market, whether or not obtained through Covered California).
- B. All individuals in the employee's expected tax family must have (or will have) the required minimum essential health coverage. An employee's expected tax family includes all individuals for whom the employee reasonably expects to claim a personal exemption deduction for the taxable year(s) that cover the employee's plan year to which the opt-out arrangement applies.
- C. The employee must provide reasonable documentation of minimum essential health coverage pursuant to the ACA, which must cover both the employee and all individuals in the employee's expected tax family, if any, for the applicable period. Reasonable evidence may include an attestation by the employee.
- D. Each year, during open enrollment or as otherwise required by the City, the employee must provide the City with an attestation or other reasonable documentation, subject to the City's approval confirming such alternate coverage.
- E. The employee must provide the attestation or reasonable documentation no earlier than a reasonable time before coverage starts (e.g., open enrollment). The attestation or reasonable documentation may also be provided within a reasonable time after the plan year starts.
- F. According to the ACA, the City cannot make payment if the City knows or has reason to know that the employee or a member of the employee's expected tax family does not have the alternative minimum essential health coverage.

The City will meet with the Benefit Committee to discuss any changes in the City's Health Plan prior to open enrollment.

20.2 Dental Coverage

The City will continue to offer dental coverage to employees covered by the MCP. The City will meet with the Benefit Committee prior to selection of the dental plan for a respective Plan Year.

20.3 Vision Coverage

The City will continue to offer vision coverage to employees covered by the MCP. The City will meet with the Benefit Committee prior to selection of the vision care plan for a respective Plan Year.

20.4 Disability Insurance

The City will provide and pay the monthly premium for short-term (STD) and long-term (LTD) disability insurance to employees covered by this MCP. Enrollment in both STD and LTD is mandatory.. The STD disability insurance elimination (waiting) will be up to 7 calendar days for all disability types. Employees should refer to Human Resources regarding specific details on STD and LTD coverages. The City will meet with the Benefit Committee prior to selection of disability insurance.

20.5 Flexible Spending Account

The City will continue to offer, as long as lawfully permitted, a Flexible Spending Account in accordance with applicable IRS statutes in order to provide employees the greatest possible tax benefit.

Included in the Flexible Benefits Program are reimbursement accounts for eligible healthcare expenses and eligible child/dependent care expenses.

20.6 Retiree Medical, Dental and Vision Premium Reimbursement

The City will provide medical, dental and vision benefits, for eligible employees and their spouse, upon retirement from the City of Temecula, as follows:

- A. Employee must meet all of the following criteria in order to qualify for the Retiree Medical, Dental and Vision Premium Reimbursement benefit:
 - 1. Must have been hired on or before June 30, 2005, in a regular, authorized position;
 - 2. Must have, upon retirement, completed a minimum of 12 years of cumulative service to the City of Temecula in a regular, authorized position status;
 - 3. Must have retired from the City of Temecula on or after July 1, 2003, in accordance with CalPERS standards; and,
 - 4. Must have been continuously employed in a regular, authorized position from July 1, 2005, until their retirement from the City of Temecula.

Part-time, regular, benefited employees shall also be eligible provided that total service in Temecula, as defined by CalPERS, meets the required minimum for this benefit and if they meet the other criteria set forth in this article.

If a retired Temecula employee reinstates to a regular benefited position with any CalPERS Agency, including the City of Temecula, this benefit will be discontinued and will not be reinstated.

This benefit will discontinue upon the death of the retired City employee.

- B. Retirement from the City of Temecula shall be defined as a CalPERS service or industrial disability retirement, and employee must be eligible for such retirement at the time of or within 120 days of separation from City service. The date of eligibility shall be the employee's official CalPERS retirement date.
- C. Employees who have retired prior to the effective date of this MCP will be eligible for this benefit in accordance with the terms of the agreement at time of retirement.
- D. Eligible City of Temecula employees (as defined above), who retire during the term of this MCP will be eligible for a reimbursement for monthly premiums (not including co-payments, prescriptions, and other non-premium expenses) purchased and paid for by them, up to the current monthly cafeteria contribution, for continued medical, dental and vision coverage as provided for in sections 20.1, 20.2 and 20.3 of this MCP. This payment will begin within 30 days of the employees' CalPERS retirement, and upon written notice from the employee and verification of current premium payment amounts and will continue through the term of this agreement.
- E. The amount of the actual reimbursement will be based on proof of continued medical, dental or vision insurance and verification of the premium payment for employee and spouse coverage. The maximum reimbursement is inclusive of any required employer contributions. Be advised – the CalPERS medical premium on a retiree's check is the premium amount AFTER the City of Temecula's mandatory employer contribution has been deducted. Therefore, the net amount reimbursed will be the monthly premium less the mandatory employer contribution rate, as established by CalPERS annually.

If employee moves from the CalPERS service area, and coverage under the City's provided medical, dental, and/or vision plans is not available, the retiree may request that an alternate medical, dental, and/or vision plan be approved by the City, if allowed by law.

The medical, dental, and/or vision insurance benefits will continue for eligible retirees and their spouse, even after qualifying for Medicare coverage. Medicare supplemental coverage and related premiums will be set in accordance with CalPERS benefit standards. When a retiree transitions to a CalPERS Supplement/Management Medicare or Combination medical plan, the City will automatically reimburse the standard Part B premium, not to exceed the maximum monthly allotment. Proof of coverage and premium payment will be required for retirees not enrolled in CalPERS medical, or for Medicare premiums exceeding the standard Part B premium.

The existing dental and vision benefit plans only allow continuation of coverage for retirees for 18 months after retirement. Following this time period, it is the retiree's responsibility to enroll in dental and vision coverage of their choice. In order to receive reimbursement (not to exceed the monthly allotment), the retiree needs to submit proof of coverage annually to the City's Human Resources Department.

- F. For all coverages, excluding CalPERS medical, eligible retirees, or their authorized legal representative, must submit to the City's Human Resources Department, proof

of coverage and the premium payment amount for the upcoming year. The timeframe for submissions will be determined by Human Resources and a schedule of the reimbursement dates, including deadlines for submitting changes will be established and distributed annually. If proof of coverage is not received the identified timeframe, reimbursements will not be made until the proof of coverage is received for that year.

It is the responsibility of the retiree to notify the Human Resources Department of any changes in premium amounts or change in status. Retroactive payments will not be made if the employee fails to submit this information on a timely basis.

Section 21: Life Insurance

The first day of the month following the date of hire, and upon proper application and acceptance by the insurance carrier, authorized employees will be covered under a group life insurance plan for the amount of \$150,000, with the cost for coverage being paid for by the City of Temecula.

Dependent Life Insurance and Voluntary Life Insurance is available to employees requesting additional coverage. This coverage is available outside of the City's Section 125 Cafeteria Plan and is purchased directly by the employee with no cost to the City.

Section 22: Retirement

The City has established a multi-tiered retirement benefit. Employees who are not eligible to participate in the California Public Employees Retirement System (CalPERS) will be able to participate in an alternate City approved retirement plan, as allowable by law.

Tier 3

Pursuant to the Public Employment Pension Reform Act of 2013, (also known as "PEPRA", Assembly Bill 340), those who first become employed by the City on or after January 1, 2013, and who are "new members" as that term is defined in PEPRA, shall be subject to a third tier CalPERS formula of 2% @ age 62, and a benefit based on the highest 36 months of employment. New members shall pay their entire member contribution by payroll deduction at a rate set by CalPERS at 50% of normal cost as that term is defined in PEPRA. As of July 1, 2025, that percentage is 8%. New members shall also be subject to all other applicable provisions of PEPRA. This retirement formula shall be known as Tier 3.

Tier 2

The City's second tier CalPERS retirement formula of 2% @ age 60 applies to employees hired on or after September 24, 2011, and up to and concluding December 31, 2012, as allowable by law. Tier 2 also applies to those hired at any time after September 24, 2011, who had prior membership in CalPERS or in another retirement system that has reciprocity with CalPERS, as determined by CalPERS. Highlights include the following:

- A three-year final compensation
- Annual 2% COLA
- Post-Retirement Survivor Allowance

- Fourth Level of 1959 Survivor's Benefit
- Military Service Credit as Public Service

Tier 1

The City's first tier CalPERS retirement formula of 2.7% @ age 55 applies to employees hired prior to September 24, 2011, as allowable by law. Highlights include the following:

- One-year final compensation
- Annual 2% COLA
- Post-Retirement Survivor Allowance
- Fourth Level of 1959 Survivor's Benefit
- Military Service Credit as Public Service.

For retirement Tiers 1 and 2, employees shall pay 3% of the CalPERS employer contribution as cost sharing under Government Code section 20516(a). The City shall pay the member contribution as Employer Paid Member Contributions (EPMC), required by CalPERS to maintain the current level of benefits for employees covered by this MCP. For employees covered by this MCP, the City will pay and report the value of EPMC as special compensation to CalPERS. Effective September 2, 2017, this benefit shall consist of paying 8% of the normal member contributions as EPMC for Tier 1 and 7% of the normal member contributions as EPMC for Tier 2, and reporting the same percentage (value) of compensation earnable (excluding Government Code 20636(c)(4)) as additional compensation.

City employees are not covered under Social Security (Medicare only).

Survivor Benefits: The City of Temecula's CalPERS 1959 Survivor Benefit coverage (Government Code section 21574) is a higher level of cash benefit paid to survivors of an employee who dies prior to retirement. The City provides the Level 4 1959 Survivor Benefit.

Section 23: Deferred Compensation

The City will provide for a Deferred Compensation Plan which may be utilized by any employee on an optional basis. The City reserves the right to accept or reject any particular plan and to impose specific conditions upon the use of any plan. Such plan shall be implemented without cost to the City.

Section 24: Alcohol and Drug Policy

It is the policy of the City to have a work environment free from the effects of drugs and alcohol. To accomplish this objective, employees covered by this MCP agree to abide by the City of Temecula Alcohol and Drug Policy.

Section 25: Uniform Allowance and Safety Footwear Allowance

25.1 Clothing Allowance

Employees covered by this MCP that are responsible for field operations and that are routinely working in the field are eligible for an annual clothing allowance of \$150. This allowance is

intended to cover the cost of replacing clothes subject to abnormal wear and tear due to field hazards but may not be used to purchase safety shoes or any other safety clothing or equipment. The clothing allowance will be paid in the first full pay period of July but will be reported to CalPERS (to the extent permitted by law and as described in Section 4.7 above) in equal amounts with payroll throughout the fiscal year. Clothing allowance will only be reported for Classic retirement tiers as "Uniform Allowance" (however, it will not be reported for PEPRA employees). Allowance for safety shoes, safety clothing, or safety equipment is not reportable to CalPERS.

Employees are not eligible for the clothing allowance while on end-of-service leave as defined in Section 16.4.

25.2 Safety Footwear Allowance

The City shall provide a safety footwear allowance of \$200 per fiscal year for classifications determined by the Human Resources & Risk Management Department. The safety footwear classification and rating requirement shall be assigned by Risk Management in compliance with Section 3385 of the California Code of Regulations and must comply with the American Society for Testing and Materials ("ASTM") or the American National Standards Institute ("ANSI") standards required for the work to be performed by the employee. Only ASTM/ANSI compliant safety footwear shall be worn by eligible employees. The safety footwear allowance will be available for use beginning on July 1st of each fiscal year. Eligible employees shall choose safety footwear from a specified vendor determined by the Human Resources & Risk Management Department. Alternatively, eligible employees may purchase ASTM/ANSI compliant footwear from a vendor of their choice and submit a completed request for reimbursement with receipt(s) to Risk Management, provided the footwear meets the classification and rating requirements. Eligible employees who fail to purchase their safety footwear within the fiscal year will not be eligible to roll any of the \$200 amount forward to the following fiscal year. Employees are prohibited from returning the safety footwear for reimbursement from the vendor after they have submitted and/or received reimbursement from the City. The City reserves the right to make changes and to add or delete classifications from this list.

Assistant Director Public Works
Building Official
Code Enforcement Manager
Director of Public Works / City Engineer
Emergency Manager
Maintenance Manager
Maintenance Superintendent
Principal Civil Engineer
Program Manager
Senior Civil Engineer
Classifications assigned to Homeless Outreach

Employees are not eligible for the safety footwear allowance while on end-of-service leave as defined in Section 16.4.

25.3 Additional Safety Footwear Allowance

If an employee covered by the MCP requires specialized footwear or has unusual wear and tear because of work functions, additional footwear allowance may be provided at the discretion of the Department Director. Special requests must be supported by a formal written request and appropriate documentation, submitted to the supervisor and Risk Management for approval.

Section 26: Reasonable Accommodation of Employees with Disabilities

Because the Americans with Disabilities Act (ADA) and the Fair Employment and Housing Act (FEHA) requires reasonable accommodations for individuals protected under the Act(s), and because these reasonable accommodations must be determined on an individual case-by-case basis, the provisions of this MCP may be disregarded in order for the City to avoid discrimination relative to hiring, promotions, granting permanency, transfer, layoff, reassignment, termination, rehire, rates of pay, job and duty classification, seniority, leave, fringe benefits, training opportunities, hours of work, or other terms and privileges of employment.

The City has the legal obligation to meet with the individual employee to be reasonably accommodated before any adjustment is made in working conditions.

Any reasonable accommodation provided to an individual protected by the Act(s) shall not establish a past practice, nor shall it be cited or used as evidence of a past practice.

Section 27: Discipline

It is the City's belief that rules of conduct are most effective when they are written and communicated to employees and supervisors, consistently enforced, and the difference between major and minor forms of misconduct recognized. The City's goal is to administer discipline on an equitable and corrective basis. Effective discipline reinforces training by identifying rules and their reasons, correcting misconduct or improving job performance, serving as a deterrent through enforcement, and penalizing in relation to the severity of the offense and the employee's past record.

All disciplinary actions shall be pursuant to the City's Discipline Policy.

Section 28: Classifications Covered under this Plan

All authorized positions not represented by Teamsters Local 986 are eligible for the benefits outlined in this MCP unless otherwise specified.

<u>Classification</u>	<u>Type</u>
Assistant City Manager	Executive
City Clerk	Executive
City Manager	Executive
Director of Community Development	Executive
Director of Community Services	Executive
Director of Finance	Executive

Director of HR/RM	Executive
Director of IT/SS	Executive
Director of Legislative Affairs/City Clerk	Executive
Director of Public Works/City Engineer	Executive
Assistant City Clerk	Management
Assistant Director of Community Development	Management
Assistant Director of Community Services	Management
Assistant Director of Finance	Management
Assistant Director of HR/RM	Management
Assistant Director of IT/SS	Management
Assistant Director of Public Works	Management
Assistant to the City Manager	Management
Building Official	Management
Code Enforcement Manager	Management
Community Services Manager	Management
Community Services Superintendent	Management
Deputy City Clerk	Management
Deputy City Manager	Management
Economic Development Manager	Management
Emergency Manager	Management
Executive Assistant	Management
Executive Assistant II	Management
Finance Manager	Management
Fiscal Services Manager	Management
Human Resources Manager	Management
Information Technology Administrator	Management
Information Technology Manager	Management
Maintenance Manager	Management
Maintenance Superintendent	Management
Maintenance Supervisor (Landscape)	Management
Maintenance Supervisor (Streets/Parks/Facilities)	Management
Maintenance Supervisor (Trades)	Management
Maintenance Supervisor (Traffic)	Management
Management Analyst	Management
Payroll Manager	Management
Planning Manager	Management
Principal Civil Engineer	Management
Principal Management Analyst	Management
Principal Planner	Management
Program Manager	Management
Purchasing Manager	Management
Records Manager	Management
Risk Manager	Management

Senior Civil Engineer	Management
Senior Management Analyst	Management
Senior Planner	Management
Accountant I (Confidential)	Confidential
Accountant II (Confidential)	Confidential
Administrative Assistant (Confidential)	Confidential
Human Resources Assistant	Confidential
Human Resources Supervisor	Confidential
Human Resources Technician I	Confidential
Human Resources Technician II	Confidential
Information Technology Specialist I	Confidential
Information Technology Specialist II	Confidential
Information Technology Supervisor	Confidential
Information Technology Technician I	Confidential
Information Technology Technician II	Confidential
Management Aide I (Confidential)	Confidential
Office Specialist II (Confidential)	Confidential
Payroll Administrator	Confidential
Payroll Coordinator	Confidential
Payroll Supervisor	Confidential
Payroll Technician	Confidential
Senior Human Resources Technician	Confidential
Senior Information Technology Specialist	Confidential
Senior Office Specialist (Confidential)	Confidential
Senior Payroll Coordinator	Confidential

Section 29: Reclassifications

29.1 Reclassification Request Process

An authorized employee who demonstrates that they are working out of classification may request a reclassification review. Such requests require prior approval from the employee's Supervisor and Department Director, and only those approved may be submitted to the Human Resources Department.

Approved requests must be submitted to Human Resources by September 1st, in order for the process to be completed in time for the annual operating budget, as determined by the City Manager. Upon submission, the employee will be required to complete a Position Description Questionnaire (PDQ).

Upon review of the PDQ, Human Resources will determine whether the employee's duties have fundamentally and permanently changed. Such changes may result from, but are not limited to, department reorganizations, changes in staffing levels, implementation of new or expanded programs or services, reallocation of work, changes in reporting relationships, or other factors impacting the nature, level, or scope of

assigned responsibilities. Human Resources will also identify the appropriate methodology for conducting the reclassification study.

The results of the study will be provided to the employee by May 1st of the following calendar year. The results are final and not subject to appeal.

Employees who have not completed their original probationary period or those in limited-term assignments, are not eligible to participate.

29.2 Reclassification Implementation

Employees shall be placed into their new position's salary range at the salary step in the range closest to their current salary without going under, or to the first step in the range of the reclassification, whichever is greater.

Employees whose current salary range is higher than their recommended classification's salary range shall retain their current salary range as a "y-rated" salary range. Y-rated salary ranges are not subject to cost of living increases; however, if the unmodified salary range for an employee's classification exceeds that of their y-rated classification's salary range due to a cost of living increase, the employee shall be placed in their classification's unmodified salary range at the salary step in the range closest to their current salary without going under.

Employees shall not serve a probationary period as a result of being reclassified, and shall retain their performance evaluation date and merit increase eligibility prior to being reclassified.

Section 30: Safety Programs

30.1 Safe Driving Program

Employees who are assigned to a City vehicle are eligible to participate in the Safe Driving Program. Employees assigned to pool vehicles do not qualify. In order to be eligible, employees must not have been in any "preventable" vehicle accidents during any given full fiscal year.

An accident is any event involving a City vehicle resulting in or causing personal injury or damage to any person, object, or property. The City Safety Committee will determine whether the accident was "preventable" or "non-preventable" if the employee and the City do not agree on the determination of whether an accident was "preventable" or "non-preventable."

Preventable - the employee failed to do everything possible to prevent the accident, including anticipating the hazard and applying the appropriate defensive driving procedures.

Non-Preventable - the employee did everything possible to prevent the accident, including anticipating the hazard and applying the appropriate defensive driving procedures.

For the period of July 1 through June 30 of each fiscal year, qualifying employees who experience no "preventable" accidents will be credited with five (5) additional floating holiday hours referred to as safe driving hours. These five (5) additional safe driving hours will be deposited in the first pay period of the subsequent fiscal year. The safe driving hours may not be carried over year to year and cannot be cashed out at the end of a fiscal year or upon separation of employment.

Appendix A – Section 4 Compensation Adjustments

Recurring Revenue Account Codes

Fund	Department	Costing Center	Object Code
GENERAL FUND	BUILDING & SAFETY	001.162.000	4255 - ADMINISTRATIVE CITATIONS
GENERAL FUND	BUILDING & SAFETY	001.162.000	4264 - WEED ABATEMENT
GENERAL FUND	PUBLIC WORKS	001.164.000	4255 - ADMINISTRATIVE CITATIONS
GENERAL FUND	PARKS MAINTENANCE	001.167.000	4004 - SPECIAL TAX (MEASURE C)
GENERAL FUND	PARKS MAINTENANCE	001.167.000	4094 - LEASE INCOME
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4055 - PARKING CITATIONS
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4059 - FINGER PRINTING FEE
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4067 - VEHICLE IMPOUND FEES
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4069 - TAXI FEES
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4070 - CASH OVER & SHORT
GENERAL FUND	SHERIFF'S OFFICE	001.170.000	4555 - MASSAGE CITATIONS
GENERAL FUND	FIRE	001.171.000	4756 - FIRE ANNUAL INSPECTION
GENERAL FUND	FIRE	001.171.000	4757 - FIRE OPERATING PERMIT FEES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4008 - RESIDUAL RPTTF DISTRIBUTION
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4010 - PROPERTY TAX - SECURED
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4012 - PROPERTY TAX - UNSECURED
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4013 - SUPPLEMENTAL TAX - AB 2345
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4016 - PROPERTY TRANSFER TAX
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4018 - FRANCHISE FEES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4020 - TRANSIENT OCCUPANCY TAX
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4024 - SALES & USE TAX - STATE
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4028 - HOMEOWNER PROPERTY TAX RELIEF
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4043 - PROPERTY TAX IN LIEU OF VLF
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4046 - MOTOR VEHICLE IN LIEU-STATE
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4047 - VEHICLE CODE FINES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4056 - BUSINESS LICENSE
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4057 - PASSPORT PROCESSING
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4065 - INVESTMENT INTEREST
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4070 - CASH OVER & SHORT
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4075 - RENTAL INCOME
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4078 - REIMBURSEMENT-PECHANGA IGA
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4094 - LEASE INCOME
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4168 - INTEREST INCOME - LEASES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4181 - REIMBURSEMENT SERVICES CFD
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4182 - FIA - SERVICES
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4545 - GASB 31 - FMV ON INVESTMENTS
GENERAL FUND	NON-DEPARTMENTAL	001.199.000	4941 - AB1379 COLLECTION STATE \$4 FEE
MEASURE S FUND	NON-DEPARTMENTAL	002.199.000	4019 - MEASURE S SALES TAX REVENUES

MEASURE S FUND	NON-DEPARTMENTAL	002.199.000	4065 - INVESTMENT INTEREST
MEASURE S FUND	NON-DEPARTMENTAL	002.199.000	4545 - GASB 31 - FMV ON INVESTMENTS
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4065 - INVESTMENT INTEREST
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4545 - GASB 31 - FMV ON INVESTMENTS
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4700 - GAS TAX 2106
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4701 - GAS TAX 2105
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4702 - GAS TAX 2107
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4704 - GAS TAX 2107.5
GAS TAX FUND	NON-DEPARTMENTAL	100.199.000	4706 - GAS TAX 2103
TCSD FUND	OPERATIONS	190.180.000	4004 - SPECIAL TAX (MEASURE C)
TCSD FUND	OPERATIONS	190.180.000	4065 - INVESTMENT INTEREST
TCSD FUND	OPERATIONS	190.180.000	4070 - CASH OVER & SHORT
TCSD FUND	HUMAN SERVICES	190.181.000	4977 - INCLUSIVE CLASSES/ACTIVITIES
TCSD FUND	HUMAN SERVICES	190.181.000	4978 - SENIOR/INCLUSIVE DAY CAMP
TCSD FUND	HUMAN SERVICES	190.181.000	4980 - CLASSES/ACTIVITIES
TCSD FUND	HUMAN SERVICES	190.181.000	4983 - TRANSPORTATION
TCSD FUND	HUMAN SERVICES	190.181.000	4986 - EXCURSIONS
TCSD FUND	HUMAN SERVICES	190.181.000	4990 - INDOOR RENTALS
TCSD FUND	HUMAN SERVICES	190.181.000	4992 - SPECIAL EVENTS
TCSD FUND	HUMAN SERVICES	190.181.000	4995 - HIGH HOPES
TCSD FUND	COMMUNITY RECREATION CENTER	190.182.000	4966 - OPEN GYM RESIDENT/NONRESIDENT
TCSD FUND	COMMUNITY RECREATION CENTER	190.182.000	4984 - DAY CAMP
TCSD FUND	COMMUNITY RECREATION CENTER	190.182.000	4990 - INDOOR RENTALS
TCSD FUND	COMMUNITY RECREATION CENTER	190.182.000	4992 - SPECIAL EVENTS
TCSD FUND	COMMUNITY RECREATION CENTER	190.182.000	4998 - SKATE PARK
TCSD FUND	SPECIAL EVENTS	190.183.000	4161 - SPECIAL EVENT PERMITS
TCSD FUND	SPECIAL EVENTS	190.183.000	4992 - SPECIAL EVENTS
TCSD FUND	TEMECULA COMMUNITY CENTER	190.184.000	4921 - INDOOR RENTALS - CONFERENCE CENTER
TCSD FUND	TEMECULA COMMUNITY CENTER	190.184.000	4989 - PICNIC SHELTER RENTALS
TCSD FUND	TEMECULA COMMUNITY CENTER	190.184.000	4990 - INDOOR RENTALS
TCSD FUND	MUSEUM AND CULTURAL ARTS	190.185.000	4508 - GIFT SHOP
TCSD FUND	MUSEUM AND CULTURAL ARTS	190.185.000	4951 - TOURS
TCSD FUND	MUSEUM AND CULTURAL ARTS	190.185.000	4953 - FIELD TRIPS
TCSD FUND	MUSEUM AND CULTURAL ARTS	190.185.000	4980 - CLASSES/ACTIVITIES
TCSD FUND	MUSEUM AND CULTURAL ARTS	190.185.000	4990 - INDOOR RENTALS
TCSD FUND	MUSEUM AND CULTURAL ARTS	190.185.000	4991 - ADMISSIONS
TCSD FUND	MUSEUM AND CULTURAL ARTS	190.185.000	4992 - SPECIAL EVENTS
TCSD FUND	AQUATICS	190.186.000	4970 - SWIM LESSONS
TCSD FUND	AQUATICS	190.186.000	4971 - LAP SWIM
TCSD FUND	AQUATICS	190.186.000	4972 - PUBLIC SWIM
TCSD FUND	AQUATICS	190.186.000	4973 - FAMILY NIGHT SWIM
TCSD FUND	AQUATICS	190.186.000	4974 - POOL RENTALS
TCSD FUND	AQUATICS	190.186.000	4976 - NON RESIDENT SWIM
TCSD FUND	AQUATICS	190.186.000	4980 - CLASSES/ACTIVITIES

TCSD FUND	SPORTS	190.187.000	4959 - ADULT BASKETBALL LEAGUE
TCSD FUND	SPORTS	190.187.000	4960 - ADULT SOFTBALL
TCSD FUND	SPORTS	190.187.000	4961 - ADULT KICKBALL
TCSD FUND	SPORTS	190.187.000	4962 - HOCKEY
TCSD FUND	SPORTS	190.187.000	4963 - TOURNAMENTS
TCSD FUND	SPORTS	190.187.000	4965 - YOUTH LEAGUES - NON RESIDENT
TCSD FUND	SPORTS	190.187.000	4988 - FIELD RENTALS/LIGHTS
TCSD FUND	COMMUNITY THEATER	190.189.000	4070 - CASH OVER & SHORT
TCSD FUND	COMMUNITY THEATER	190.189.000	4901 - FRONT OF HOUSE FEES
TCSD FUND	COMMUNITY THEATER	190.189.000	4906 - THEATER-STAGEHAND LABOR REIMB.
TCSD FUND	COMMUNITY THEATER	190.189.000	4907 - THEATER-TICKET SERVICES REIMB.
TCSD FUND	COMMUNITY THEATER	190.189.000	4910 - THEATER-TEMECULA PRESENTS
TCSD FUND	COMMUNITY THEATER	190.189.000	4990 - INDOOR RENTALS
TCSD FUND	COMMUNITY THEATER	190.189.000	4991 - ADMISSIONS
TCSD FUND	COMMUNITY THEATER	190.189.000	4997 - CONCESSIONS
TCSD FUND	COMMUNITY THEATER	190.189.000	4999 - THEATER-EQUIPMENT RENTALS
TCSD FUND	CONFERENCE CENTER	190.193.000	4990 - INDOOR RENTALS
TCSD FUND	CONTRACT CLASSES	190.197.000	4982 - CONTRACTED CLASSES
TCSD FUND	NON-DEPARTMENTAL	190.199.000	4545 - GASB 31 - FMV ON INVESTMENTS
TCSD FUND	WORKFORCE DEVELOPMENT	190.202.000	4248 - TCSD WORKFORCE PROGRAMS



City of Temecula
City Council Compensation Plan

Effective July 1, 2026

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Section 1: Introduction

This City Council Compensation Plan (CCP) will govern the compensation and schedule of benefits for the City Council of the City of Temecula (City). As authorized by the provisions of Government Code Sections 53200 to 53299 and 36516 and other applicable law, Members of the City Council will receive certain retirement, health and welfare benefits as specifically designated in this CCP, and in the City of Temecula Fair Political Practices Commission Form 806.

Section 2: Health and Wellness Benefits

The City shall provide each City Council Member with a Health Flex Contribution of \$1,000 per month effective July 1, 2026. Effective January 1, 2027, the Health Flex Contribution shall increase to \$1,050 per month. Effective January 1, 2028, the Health Flex Contribution shall increase to \$1,100 per month. The Health Flex Contribution may only be used toward City-sponsored health, dental, and vision insurance premiums, or deposited into a health flexible spending account as permitted by IRS laws. Any unused portion of the Health Flex Contribution shall be forfeited by the City Council Member (i.e. this is a “use it or lose it” benefit) and the forfeited funds will be used toward enhancing wellness and morale for all City employees. Any forfeited funds in excess of \$150,000 in a fiscal year shall revert to the City’s general fund.

The City shall also provide each City Council Member with a Cafeteria Contribution of \$1,200 per month. Consistent with past practice, this payment includes the CalPERS statutory minimum payment for each calendar year of this Agreement for both active City Council Members and annuitants (retirees). The Cafeteria Contribution must be applied to all mandatory benefits as determined by the City. The first day of the month following the date of hire, a City Council Member shall be covered under mandatory benefits as set forth in the contract between the City and the carrier(s). The City Council Member may elect to allocate the remainder of the Cafeteria Contribution among the following optional benefits provided by the City, in any amount or ratio: health insurance premiums, dental insurance premiums, vision insurance premiums, and flexible spending accounts, or 401(a) defined contribution plan. (The 401(a) option in the preceding sentence is available only to a City Council Member who was in office on July 1, 2026.) A City Council Member must make the initial election within 30 days after first becoming eligible for the Cafeteria Contribution. For each subsequent calendar year, the election must be made before the beginning of the calendar year, or by any earlier deadline established by the City. Each election applies prospectively only and is irrevocable for the calendar year, except as permitted by applicable law.

2.1 Health Coverage

The City will continue offering the CalPERS Health Plan. The City has established an Eligible Opt Out Arrangement as a condition to a City Council Member opting out of City-sponsored health insurance. The conditions that must be satisfied for the Eligible Opt Out Arrangement are as follows:

- A. The City Council Member must have minimum essential health coverage through another source (other than coverage in the individual market, whether or not obtained through Covered California).

- B. All individuals in the City Council Member's expected tax family must have (or will have) the required minimum essential health coverage. A City Council Member's expected tax family includes all individuals for whom the City Council Member reasonably expects to claim a personal exemption deduction for the taxable year(s) that cover the City Council Member's plan year to which the opt-out arrangement applies.
- C. The City Council Member must provide reasonable documentation of minimum essential health coverage pursuant to the ACA, which must cover both the City Council Member and all individuals in the City Council Member's expected tax family, if any, for the applicable period. Reasonable evidence may include an attestation by the City Council Member.
- D. Each year, during open enrollment or as otherwise required by the City, the City Council Member must provide the City with an attestation or other reasonable documentation, subject to the City's approval confirming such alternate coverage.
- E. The City Council Member must provide the attestation or reasonable documentation no earlier than a reasonable time before coverage starts (e.g., open enrollment). The attestation or reasonable documentation may also be provided within a reasonable time after the plan year starts.
- F. The City will not offer the 401a option if the City knows or has reason to know that the City Council Member or a member of the City Council Member's expected tax family does not have the alternative minimum essential health coverage.

2.2 Dental Coverage

The City will continue to offer dental coverage to City Council Member covered by the CCP.

2.3 Vision Coverage

The City will continue to offer vision coverage to City Council Member covered by the CCP.

2.5 Flexible Spending Account

The City will continue to offer, as long as lawfully permitted, a Flexible Spending Account in accordance with applicable IRS statutes in order to provide City Council Members the greatest possible tax benefit.

Included in the Flexible Spending Account are reimbursement accounts for eligible healthcare expenses and eligible child/dependent care expenses.

2.6 Retiree Medical, Dental and Vision Premium Reimbursement

The City will provide medical, dental and vision benefits, for eligible City Council Members and their spouse, upon retirement from the City of Temecula, as follows:

- A. The City Council Member must meet all of the following criteria in order to qualify for the Retiree Medical, Dental and Vision Premium Reimbursement benefit:

1. Must have been hired on or before June 30, 2005, in a regular, authorized position;
2. Must have, upon retirement, completed a minimum of 12 years of cumulative service to the City of Temecula in a regular, authorized position status;
3. Must have retired from the City of Temecula on or after July 1, 2003, in accordance with CalPERS standards; and,
4. Must have been continuously employed in a regular, authorized position from July 1, 2005, until their retirement from the City of Temecula

If a retired City Council Member reinstates to a regular benefited position with any CalPERS Agency, including the City of Temecula, this benefit will be discontinued and will not be reinstated.

This benefit will discontinue upon the death of the retired City Council Member.

- B. Retirement from the City of Temecula shall be defined as a CalPERS service or industrial disability retirement, and employee must be eligible for such retirement at the time of or within 120 days of separation from City service. The date of eligibility shall be the City Council Member's official CalPERS retirement date.
- C. City Council Members who have retired prior to the effective date of this CPP will be eligible for this benefit in accordance with the terms of the agreement at time of retirement.
- D. Eligible City Council Members (as defined above), who retire during the term of this CPP will be eligible for a reimbursement for monthly premiums (not including co-payments, prescriptions, and other non-premium expenses) purchased and paid for by them, up to the current monthly cafeteria contribution, for continued medical, dental and vision coverage as provided for in sections 2.1, 2.2 and 2.3 of this CPP. This payment will begin within 30 days of the City Council Member's CalPERS retirement, and upon written notice from the employee and verification of current premium payment amounts and will continue through the term of this agreement.
- E. The amount of the actual reimbursement will be based on proof of continued medical, dental or vision insurance and verification of the premium payment for employee and spouse coverage. The maximum reimbursement is inclusive of any required employer contributions. Be advised – the CalPERS medical premium on a retiree's check is the premium amount AFTER the City of Temecula's mandatory employer contribution has been deducted. Therefore, the net amount reimbursed will be the monthly premium less the mandatory employer contribution rate, as established by CalPERS annually.

If the retired City Council Member moves from a CalPERS service area, and coverage under the City provided medical, dental, and/or vision plans is not available, the retired City Council Member may request that an alternate medical, dental, and/or vision plan be approved by the City, if allowed by law.

The medical, dental, and/or vision insurance benefits will continue for eligible retired City Council Members and their spouse, even after qualifying for Medicare coverage. Medicare supplemental coverage and related premiums will be set in accordance with

CalPERS benefit standards. When a retired City Council Member transitions to a CalPERS Supplement/Managed Medicare or Combination medical plan, the City will automatically reimburse the standard Part B premium, not to exceed the maximum monthly allotment. Proof of coverage and premium payment will be required for retirees not enrolled in CalPERS medical, or for Medicare premiums exceeding the standard Part B premium.

The existing dental and vision benefit plans only allow continuation of coverage for retirees for 18 months after retirement. Following this time period, it is the retiree's responsibility to enroll in dental and vision coverage of their choice. In order to receive reimbursement (not to exceed the monthly allotment), the retiree needs to submit proof of coverage annually to the City's Human Resources Department.

- F. For all coverages, excluding CalPERS medical, eligible retired City Council Members, or their authorized legal representative, must submit to the City's Human Resources Department, proof of coverage and the premium payment for the upcoming year. The timeframe for submissions will be determined by Human Resources and a schedule of the reimbursement dates including deadlines for submitting changes will be established and distributed annually. If proof of coverage is not received within the identified timeframe, reimbursements will not be made until the proof of coverage is received for that year.

It is the responsibility of the retired employee to notify the Human Resources Department of any changes in premium amounts or change in status. Retroactive payments will not be made if the employee fails to submit this information on a timely basis.

Section 3: Life Insurance

The first day of the month following the date of hire, and upon proper application and acceptance by the insurance carrier, a City Council Member will be covered under a group life insurance plan for the amount of \$150,000, with the cost for coverage being paid for by the City of Temecula.

Dependent Life Insurance and Voluntary Life Insurance is available to City Council Members requesting additional coverage. This coverage is available outside of the City's Section 125 Cafeteria Plan and is purchased directly by the City Council Member with no cost to the City.

Section 4: Retirement

The City has established a multi-tiered retirement benefit. City Council Members who are not eligible to participate in the California Public Employees Retirement System (CalPERS) will be able to participate in an alternate City approved retirement plan, as allowable by law.

Tier 3

Pursuant to the Public Employment Pension Reform Act of 2013, (also known as "PEPRA", Assembly Bill 340), those who first become City Council Members of the City on or after January 1, 2013, and who are "new members" as that term is defined in PEPRA, shall be

subject to a third tier CalPERS formula of 2% @ age 62, and a benefit based on the highest 36 months of employment. New members shall pay their entire member contribution by payroll deduction at a rate set by CalPERS at 50% of normal cost as that term is defined in PEPRA. As of July 1, 2025, that percentage is 8%. New members shall also be subject to all other applicable provisions of PEPRA. This retirement formula shall be known as Tier 3.

Tier 2

The City's second tier CalPERS retirement formula of 2% @ age 60 applies to City Council Members hired on or after September 24, 2011, and up to and concluding December 31, 2012, as allowable by law. Tier 2 also applies to those hired at any time after September 24, 2011, who had prior membership in CalPERS or in another retirement system that has reciprocity with CalPERS, as determined by CalPERS. Highlights include the following:

- A three-year final compensation
- Annual 2% COLA
- Post-Retirement Survivor Allowance
- Fourth Level of 1959 Survivor's Benefit
- Military Service Credit as Public Service

Tier 1

The City's first tier CalPERS retirement formula of 2.7% @ age 55 applies to City Council Members hired prior to September 24, 2011, as allowable by law. Highlights include the following:

- One-year final compensation
- Annual 2% COLA
- Post-Retirement Survivor Allowance
- Fourth Level of 1959 Survivor's Benefit
- Military Service Credit as Public Service.

For retirement tiers 1 and 2, City Council Members shall pay 3% of the CalPERS employer contribution. The City shall pay the Member Contribution (EPMC), required by the Public Employee's Retirement System to maintain the current level of benefits for City Council Members covered by this CCP.

City Council Members are not covered under Social Security (Medicare only).

Survivor Benefits: The City of Temecula's CalPERS 1959 Survivor Benefit coverage (Government Code section 21574) is a higher level of cash benefit paid to survivors of an employee who dies prior to retirement. The City provides the Level 4 1959 Survivor Benefit.

CalPERS Reportability: The City makes no representation as to whether any of the compensation or payments in this CCP are subject to CalPERS service credit or pensionable income. Any determination by CalPERS to not fully credit the compensation and/or service time provided under this CCP is outside of the City's control.

Section 5: Deferred Compensation

The City will provide for a Deferred Compensation Plan which may be utilized by any City Council Member on an optional basis. Such plan shall be implemented without cost to the City.

Section 6: Automobile Allowance

City Council Members will receive a monthly automobile allowance in lieu of mileage reimbursement. The monthly dollar amount will be set at \$400/month as outlined in the annual operating budget.

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Randi Johl, Director of Legislative Affairs/City Clerk

DATE: June 9, 2026

SUBJECT: Approve Revised Council Protocol Manual Policy No. 6 Related to Public Participation at Council Meetings to Include SB 707 Specific Requirements

PREPARED BY: Randi Johl, Director of Legislative Affairs/City Clerk

RECOMMENDATION: That the City Council approve the revised Council Protocol Manual Policy No. 6 related to public participation at Council meetings to include SB 707 specific requirements, including a policy for internet service and telephonic service disruption and legislative body reasonable accommodation for remote participation at meetings subject to the Brown Act.

BACKGROUND: On July 14, 2020, the City Council approved the creation of a City Council Protocol Manual (“Manual”). On July 13, 2021, the City Council approved the general policy content of the Manual. The Council adopted its first five policies on September 28, 2021 and subsequent policies in 2023 and 2024. As of October 22, 2024 the Manual consists of 19 policies. The Manual was restated and adopted in January 2025 and January 2026 without changes.

Now, there is a need to update Council Policy No. 6 due to the passage of Senate Bill (SB) 707. Signed into law in October 2025, the legislation changes how eligible public agencies conduct open meetings to improve accessibility, language access, and remote participation. Under SB 707, certain rules regarding language access, captioning, and teleconferencing took effect January 1, 2026. By July 1, 2026, additional requirements for 2-way telephonic or audiovisual participation and formal policies for technology-related disruptions and reasonable accommodation for the legislative body to participate remotely at meetings must be effective. The attached revised policy includes these requirements. SB 707 policies are noted on pages 7-12.

It is recommended that the City Council approve the revised Council Protocol Manual Policy No. 6 related to public participation at Council meetings to include SB 707 specific requirements.

FISCAL IMPACT: None

ATTACHMENTS: Revised Council Protocol Manual Policy No. 6

CITY OF TEMECULA CITY COUNCIL POLICY



Title:	Public Participation at Meetings and SB 707
Policy No.:	6
Approved:	September 28, 2021
Revised:	TBD

PURPOSE:

The purpose of this City Council policy is to ensure that the community can formally address their local representatives in a public meeting regarding matters that relate to Council business or citizen concerns within the subject matter jurisdiction of the City Council.

POLICY:

The policy of the City Council with respect to the subject matter listed in the above-referenced title is as follows:

PUBLIC PARTICIPATION IN COUNCIL MEETINGS

Audience Decorum. Members of the audience have the right to express their views about items on the agenda or issues within the jurisdiction of the City subject to the time, place and manner rules described in this Policy. Actions expressing the views of members of the public, such as clapping, whistling; stomping; sign waving are permitted as free speech so long as the actions do not disturb, disrupt, or otherwise impede the orderly conduct of the meeting. The Council expects persons speaking at City Council meetings to do so in a civil manner that promotes the free exchange of ideas and encourages public participation.

Request to Speak Form. Members of the public may address the City Council during Public Comments and before consideration of any agenda item; however, no person shall address the Council without first being recognized by the Mayor. Any person wishing to speak, whether during Public Comments, Consent Calendar, or on an agenda item, shall first complete a Public Comment or Request to Speak form and submit this form to the City Clerk or Deputy City Clerk before the Mayor calls for Public Comments or calls the particular agenda item. A speaker is not required to list his or her name and address, but doing so does help the Council and staff to provide follow-up information to the speaker if needed. Speakers shall be called in the order their Request to Speak form is received by the City Clerk or Deputy City Clerk.

Speak Only Once. Second opportunities for the public to speak on the same issue will not be permitted unless mandated by state or local law.

Addressing the Council. Comment and testimony shall be directed to the Council through the Mayor. Dialogue between and inquiries from citizens at the podium and individual Council Members, members

of staff, or the seated audience is not permitted. Council Members seeking to clarify testimony or gain additional information should direct their questions through the Mayor.

PUBLIC COMMENTS TO CITY COUNCIL

Non-Agenda Items and Consent Calendar. The public has right to comment on matters within the jurisdiction of the City that are not listed on the agenda as provided in this Policy. The agenda shall provide for such public comments. Public Comments will be heard at the meeting in the manner noted on the agenda. A maximum of thirty (30) minutes shall be allowed for such public comments. A member of the public who wishes to speak under Public Comments may fill out a Public Comment Request to Speak form and submit it to the City Clerk or Deputy City Clerk before the Mayor calls for Public Comments. Persons may speak under Public Comments for three (3) minutes. Deferral of one speaker's time to another is not permitted.

State law prohibits the City Council from taking action on any item not listed on the agenda unless the Council makes a determination that an emergency exists or that the need to take immediate action on the item arose subsequent to the final posting of the agenda. Council Members or staff members may provide brief response to comments, ask brief questions of the speaker, refer the speaker to staff or another agency, or request that the matter be placed on an agenda in a manner that is consistent with the City Council policy for the placement of items on a future agenda. Council Member or staff responses shall not exceed three (3) minutes each.

Consent Calendar Items. Members of the public who wish to speak on a Consent Calendar item will be allowed to speak for a maximum period of 30 minutes prior to the consideration of the Consent Calendar. Persons may speak on Consent Calendar items for three (3) minutes each. Deferral of one speaker's time to another is not permitted.

Agenda Items. The public has a right to comment on agenda items. A member of the public who wishes to speak on an agenda item may fill out a Request to Speak form and submit it to the City Clerk or Deputy City Clerk before the Mayor calls the agenda item. Subject to the special provisions discussed below for Public Hearings, persons may speak about an agenda item for a maximum of five (5) minutes. Deferral of one speaker's time to another is not permitted. In the event there is a large number of speakers, the Mayor may reduce the maximum time limit for members of the public to speak on the item.

Disruptive Behavior Prohibited at Council Meetings (In-Person Participation). The Council expects persons speaking at the City Council meeting to do so in a civil manner that promotes the free exchange of ideas and encourages public participation. Any person who engages in behavior that actually disrupts, disturbs or otherwise impedes the orderly conduct of any City Council meeting shall, upon an order by the Mayor, or the presiding officer, or a majority of the City Council, be barred from further audience before the City Council during that meeting.

Examples of disruptive behavior. Examples of behavior that can actually disrupt, disturb, or otherwise impede the orderly conduct of a City Council meeting include, but are not limited to, the following:

- (1) Speaking without being recognized by the Mayor or the presiding officer.

- (2) Continuing to speak after the allotted time has expired.
- (3) Speaking on an item at a time not designated for discussion by the public of that item.
- (4) Throwing objects.
- (5) Speaking on an issue that is not within the jurisdiction of the City Council.
- (6) Speaking to the audience rather than to the City Council.
- (7) Interrupting a person who is speaking to the City Council during such person's allotted time.
- (8) Preventing a person from speaking to the City Council during such time as is allocated for comments from the public.
- (9) Wearing of a mask, costume, disguise or other regalia or paraphernalia that actually disrupts, disturbs or otherwise impedes the orderly conduct of the City Council meeting.
- (10) Uttering loud, threatening, or abusive language that actually disrupts, disturbs or otherwise impedes the orderly conduct of the City Council meeting.
- (11) Clapping, whistling, stomping feet, and sign waving that actually disrupts, disturbs or otherwise impedes the orderly conduct of the City Council meeting.

Enforcement. The rules of conduct for City Council meetings set forth in this section shall be enforced in the following manner:

- (1) *Warning to desist.* Whenever practicable, the Mayor, or the presiding officer, or a majority of the City Council shall give a warning to a person whose behavior is actually disrupting, disturbing or otherwise impeding the orderly conduct of a City Council meeting. The warning shall identify the disruptive behavior and the manner in which the person must comply. A warning shall not be necessary when it would not be effective due to extraordinary circumstances. Examples of extraordinary circumstances in which no warning is required include situations in which a warning would be difficult to hear over the noise of the disturbance; situations involving an immediate threat to public safety such as the throwing of objects or the display of a weapon; and situations involving a person who has been warned about the same type of disruptive behavior at a City Council meeting held within the prior thirty (30) calendar days.
- (2) *Recess.* If, after receiving a request from the Mayor, the person persists in violating the rules, the Mayor may order a recess. Any representative of law enforcement who is present at the meeting when the violation occurs shall be authorized to warn the person that his or her conduct is violating the rules and that he or she is requested to cease such conduct.
- (3) *Order barring person from meeting.* The Mayor, or the presiding officer, or a majority of the City Council may issue an order barring a person from the remainder of a City Council meeting if such person was warned at that City Council meeting about disruptive behavior and such person again engages in behavior that actually disrupts, disturbs or otherwise impedes the orderly conduct of the meeting. Additionally, the Mayor, or the presiding officer, or a majority of the City Council may issue an order barring a person from the remainder of a City Council meeting without a warning if there are

extraordinary circumstances and the person engages in behavior that actually disrupts, disturbs or otherwise impedes the orderly conduct of the meeting.

- (4) *Removal.* If a person barred from the remainder of a City Council meeting does not voluntarily exit the Council chambers, the Mayor, or the presiding officer, or a City Council majority may direct the Sergeant-at-arms to remove that person from the Council chambers and exclude that person for the remainder of that meeting.
- (5) *Clearing the Room.* Pursuant to Government Code Section 54957.9, in the event that any meeting is willfully interrupted by a person or groups of persons so as to disrupt, disturb or otherwise impede the orderly conduct of such meeting and order cannot be restored by the removal of the individuals who are willfully interrupting the meeting, City Council may order that the meeting room may be ordered cleared and the meeting shall continue in session. The motion to clear the room shall be by a vote not less than three members of the City Council in favor. 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 Government Code Section 54957.9.
- (6) *Violation of the California Penal Code.* A person or persons who substantially impairs the conduct of a City Council meeting by knowingly and intentionally violating these rules of decorum may be prosecuted under Penal Code Section 403 for disturbing a public meeting. Every person who violates Penal Code Section 403 is guilty of a misdemeanor.

Unlawful behavior. The following conduct shall be unlawful:

- (1) Engaging in behavior that actually disrupts, disturbs or otherwise impedes the orderly conduct of a City Council meeting after receiving a warning at that meeting from the Mayor, or the presiding officer, or a City Council Member.
- (2) Refusing to leave the Council chambers after being barred for the remainder of a City Council meeting by the Mayor, or the presiding officer, or a City Council majority.
- (3) Returning to the Council chambers before the conclusion of a City Council meeting after being barred for the remainder of that meeting by the Mayor, or the presiding officer, or a City Council majority.

Sergeant-at-arms. The Sheriff, or such members of the Sheriff's Department as he or she may designate, shall attend each Council meeting and shall be Sergeant-at-arms of the City Council unless otherwise directed by the City Manager. The Sergeant-at-arms shall carry out all lawful orders given by the Mayor, or the presiding officer, or a majority of the City Council for the purpose of maintaining order at City Council meetings. The Sergeant-at-arms shall have the authority and power to enforce the orders of the Mayor, or the presiding officer, or a majority of the City Council relating to the order and conduct of City Council meetings. Any Council Member may move to require the Mayor, or presiding officer, to enforce the rules of conduct and a majority vote of the Council shall require him or her to do so.

Motion to Enforce. If the Mayor fails to enforce the rules of decorum set forth herein, any Council Member may move to require the Mayor to do so, and an affirmative vote of three members of the Council shall require the Mayor to do so. If the Mayor fails to carry out the will of the majority of the Council in this matter, the Council by an affirmative vote of three Council Members may designate another Council Member to act as Mayor for the limited purpose of enforcing the rules of decorum established herein for that meeting.

Disruptive Behavior Prohibited at Council Meetings (Online Participation). Any person who engages in conduct that actually disrupts, disturbs, or otherwise impedes the orderly conduct of a City Council meeting conducted via an online platform may, upon order of the Mayor, presiding officer, or a majority of the City Council, be removed or barred from further participation during that meeting.

Examples of disruptive behavior. Disruptive behavior in an online setting includes, but is not limited to:

1. Speaking without being recognized or unmuting without authorization
2. Continuing to speak after allotted time has expired
3. Attempting to speak outside the designated public comment period
4. Interrupting another speaker (e.g., unmuting, talking over, or using audio features to interfere)
5. Posting repetitive, irrelevant, or disruptive comments in chat functions
6. Using offensive, threatening, or abusive language via audio, video, or chat
7. Displaying visual content (backgrounds, images, signs, or video) that disrupts the meeting
8. Using sound effects, music, or artificial noise to interrupt proceedings
9. Impersonating another participant or providing false identification
10. Engaging in conduct that interferes with another person's ability to participate
11. Repeatedly reconnecting after removal to continue disruptive conduct

Enforcement Procedures - The rules of conduct for City Council meetings set forth in this section shall be enforced in the following manner:

Warning to Desist - Whenever practicable, the Mayor or presiding officer shall issue a warning identifying the disruptive conduct and the corrective action required. A warning is not required in extraordinary circumstances, including immediate threats to safety or system integrity or conduct that cannot be controlled through warning (e.g., rapid repeated disruptions).

Technical Moderation Measures - The presiding officer or authorized staff may take immediate action, including muting the participant, disabling video, restricting chat access, and/or placing participant in a virtual waiting room.

Removal from Meeting - A participant may be removed from the online meeting if (a) they continue disruptive conduct after a warning, or (b) extraordinary circumstances justify immediate removal.

Recess or Termination of Remote Participation - If disruption cannot be controlled the Mayor may call a recess and temporarily suspend online participation during the recess.

Continuation of Meeting - If a meeting is willfully interrupted and cannot be restored through removal of individuals, the Council may take other lawful steps consistent with open meeting laws.

Unlawful Conduct - The following conduct is unlawful and violations may be subject to enforcement under applicable law, including provisions analogous to those governing disturbance of public meetings:

1. Continuing disruptive behavior after receiving a warning
2. Re-entering a meeting after being removed or barred
3. Using technological means to intentionally impair the conduct of the meeting

Authority of Staff and Moderators - City staff designated as meeting moderators shall carry out lawful orders of the Mayor or presiding officer, operate platform controls to maintain order, and remove or restrict participants as directed.

Motion to Enforce - If the presiding officer fails to enforce these rules, any Council Member may move to require enforcement and a majority vote shall compel enforcement action.

PUBLIC HEARINGS

Process and Procedures. The City Council conducts Public Hearings on applications, projects, and other matters as required to provide due process of law. The following outlines the process under which Public Hearings will be conducted. Staff will review the application/project/matter, will prepare a staff report, and may make a recommendation or propose alternatives to the City Council prior to the Public Hearing.

A notice of the Public Hearing shall be posted, published, and mailed as required by law and the Temecula Municipal Code. The members of the City Council will receive the staff report for the application/project/matter in the agenda packet prior to the meeting. This provides the Council with an opportunity to study the staff report, which will become part of the hearing record, and to become familiar with the project prior to the Public Hearing. When the Public Hearing is called, staff shall summarize the application/project/matter as contained in the staff report or request a continuance to a future meeting. The City Council may ask questions for clarification. Once the Public Hearing is opened, the applicant/property owner and the appellant is entitled to present the application/project/matter in person or through a representative. Following this presentation, members of the public shall be called upon to speak on the application/project/matter in the order their Request to Speak forms are received by the City Clerk or Deputy City Clerk. Once the members of the public have spoken, the applicant/property owner and the appellant shall be provided an opportunity to rebut any testimony or evidence provided by opponents or by staff. The rebuttal shall be limited to answering or refuting testimony of the public or staff. Following each presentation, members of the City Council may question the speakers. Following rebuttal, the item is then before the City Council for discussion and clarification.

When all parties have been heard and there are no additional requests to speak, the Mayor may close the Public Hearing and any member of the Council may make a motion to:

- (1) Reopen the Public Hearing and continue it to a date certain to allow for further study or discussion; or
- (2) Adopt the resolution or ordinance for approval or denial of the project, with or without changes, as recommended in the Staff Report; or
- (3) Direct Staff to prepare a different resolution or ordinance than the one recommended for adoption on the Consent Calendar at the next regular meeting of the City Council.

The applicant may withdraw the application/project/matter at any time before a vote is taken by the City Council. An appellant may withdraw its appeal at any time prior to the opening of the public hearing.

Speaker Time Limits for Public Hearings

At Public Hearings involving land use matters the property owner or the applicant/property owner has the burden of proof and, therefore, shall be allowed fifteen (15) minutes for an initial presentation by its development team and an additional ten (10) minutes for rebuttal by its development team following the other comments on the matter. The Mayor may allow more time if required to provide due process for the property owner or applicant. An appellant, other than the property owner or applicant, and the spokesperson for an organized group of residents residing within the noticed area of the property which is the subject of the Public Hearing, shall be allowed fifteen (15) minutes to present the appellant's position to the Council. The Mayor may allow more time if required to provide due process for the appellant. All other members of the public may speak during the Public Hearing for a maximum period five (5) minutes each. Deferral of one speaker's time to another is not permitted. In the event there is a large number of speakers, the Mayor may reduce the maximum time limit for members of the public to speak.

Policy Applicable to All Public Meetings of the City. The above-referenced public participation standards of this Policy shall apply to all public meetings of the City including City Council and all commissions, boards and committees of the City.

POLICIES SPECIFIC TO SB 707 (LEGISLATIVE YEAR 2025-2026)

INTERNET SERVICE AND TELEPHONIC SERVICE DISRUPTION POLICY

Background

The Ralph M. Brown Act, commonly known as the "Brown Act," is California's "sunshine" law for local government. The Brown Act is found in the California Government Code commencing with Government Code Section 54950.¹ In 2025, the California Legislature passed Senate Bill 707 ("SB 707"), which was signed into law on October 3, 2025 and is effective January 1, 2026. SB 707 enacted an extensive modernization of the Brown Act.

¹ All section references are to the California Government Code.

SB 707 adds a new Section 54953.4 that requires specific actions be taken by an “eligible legislative body” to make meetings more accessible to the public. An “eligible legislative body” is defined in Section 54953.4(e)(2) and as applied to the City of Temecula, the City Council is an eligible legislative body.

Starting on July 1, 2026, public meetings held by an eligible legislative body are required to include an opportunity for members of the public to attend via a two-way telephonic service or a two-way audiovisual platform (such as Zoom), commonly referred to as a “hybrid meeting.” The only exception is if adequate telephonic or internet service is not operational at the meeting location.

In conjunction with hybrid meetings, SB 707 requires the City Council on or before July 1, 2026, approve a policy regarding the disruption of telephonic or internet services occurring during the meeting. The adoption of such policy must occur at a noticed public meeting of the City Council in open session and not as an item on the consent calendar.

The purpose of this policy is to adopt the “Internet Service and Telephonic Service Disruption Policy” in the manner and content required by Section 54953.4(b)(1)(A)(i)(I) and (II).

- 1. Designation of Responsible Person of the City’s Two-Way Audiovisual Platform or Two-Way Telephonic Service:** The City Manager or his or her designee shall identify a City employee or vendor who is responsible for operating the two-way audiovisual platform or two-way telephonic service, referred to herein as the “Hybrid Platform”, at noticed public meetings of the City Council (“Responsible Person”). Typically, the Responsible Person handles the operation of the microphones, cameras and other audio visual equipment and/or telephonic or voice equipment during City Council meetings and ensures that the Hybrid Platform has connectivity so that the meeting is displayed, both visually and with audio, in the case of an audiovisual platform such as Zoom or Teams, or telephonically if a telephonic system is utilized.
- 2. Role of the City Clerk.** The City Clerk is the person designated at City Council meetings for operating the Hybrid Platform to ensure the recording of the City Council meeting and for interacting with the Hybrid Platform to receive and record public comments. The City Clerk works within the Hybrid Platform as the meeting host to queue speakers who desire to provide public comment, admit speakers into the meeting when it is their turn to speak and thereafter remove said speakers, interact with the speakers as needed, including muting and unmuting speakers, and closes the queue when the public comment period ends. If a telephonic system is used, the City Clerk conducts the same or similar activities. The City Clerk interacts with the Mayor so that speakers who participate virtually or telephonically are called upon by the Mayor to provide their comments.
- 3. Disruption of the Hybrid Platform - Notification to the Mayor.** If the Responsible Person or the City Clerk determines at any time during the City Council meeting that the Hybrid Platform is experiencing technical difficulties such that there is no telephonic or internet service in order for the Hybrid Platform to be operational, or there is a disruption or other technical issue that makes two-way remote participation not possible during the City Council meeting (for example, the City Council meeting is

no longer able to be observed or heard by the public via the Hybrid Platform or the public is unable to virtually or telephonically attend the City Council meeting via the Hybrid Platform), the Responsible Person or the City Clerk shall immediately inform the Mayor or the presiding officer if the Mayor is not in attendance at the meeting, that the Hybrid Platform has been disrupted and a recess is required in order to restore service to the Hybrid Platform.

- 4. Announcement by the Mayor.** The Mayor or presiding officer shall make an announcement regarding the need to call a recess because there is a disruption or other technical issue that has rendered the Hybrid Platform non-operational preventing two-way virtual or telephonic remote participation. After such announcement, the Mayor or presiding officer shall call for a recess and inform the in-person audience that under the Brown Act, the recess may last for up to an hour or until the service is restored to the Hybrid Platform. Pursuant to the Brown Act, the City Council is required to recess the open session of the City Council meeting for at least one hour following the disruption, or until telephonic or internet service is restored, whichever is earlier.
- 5. Recordation of the Time Recess is Called.** The City Clerk shall physically in writing record the time when the recess is called by the Mayor or the presiding officer if the Mayor is not in attendance at the meeting.
- 6. Good Faith Attempt to Restore Service to the Hybrid Platform.** During the recess, the Responsible Person and/or the City Clerk and any other member of City Staff shall make a good faith attempt to restore service to the Hybrid Platform. This includes troubleshooting any issues impacting connectivity including but not limited to the following: internet or telephonic connectivity issues (for example, check the connection, check the connection speed, test the internet bandwidth, contact the internet or telephonic provider, etc.), or audio or video quality concerns or webcam and audio issues (check settings of equipment and/or Hybrid Platform, check connections and cables, check app permissions (if applicable), ensure webcams or other cameras not blocked, adjust camera settings, test of audio, reinstall app or program (if applicable) etc.).
- 7. Troubleshooting Hybrid Platform is Successful.** If the Responsible Person, City Clerk, or any other member of City Staff is successful in restoring the service to the Hybrid Platform within one hour of when the recess was called, the City Clerk shall inform the Mayor or presiding officer that the matter has been resolved. The Mayor or presiding officer shall then reconvene the City Council meeting and shall inform the public that service has been restored to the Hybrid Platform. The City Clerk shall physically in writing record the time of when the City Council meeting is reconvened.
- 8. Troubleshooting Hybrid Platform is Not Successful.** If the Responsible Person, City Clerk, or any other member of City Staff was not successful in restoring the service to the Hybrid Platform within one hour of when the recess was called, the City Clerk shall inform the Mayor or presiding officer that after making a good faith attempt to restore

service, service to the Hybrid Platform was unable to be restored. The City Clerk shall give a description of the efforts made to restore service. The City Clerk shall physically in writing record the time of when the City Council meeting is reconvened.

9. Reconvening the Open Session of the City Council Meeting. The Mayor or presiding officer shall subsequently reconvene the City Council meeting. Upon reconvening the meeting, the Mayor or presiding officer shall inform the City Council and the public that services to the Hybrid Platform were unable to be restored and the Mayor or presiding officer shall request that a finding be made as follows: (i) that good faith efforts to restore the telephonic or internet service have been made in accordance with the City's Internet Service and Telephonic Service Disruption Policy; and (ii) that the public interest in continuing the meeting outweighs the public interest in remote public access. The Mayor or presiding officer shall call for a motion, ask for a second and ask the City Clerk to take a roll call vote. If the motion making the finding is passed, the City Council may continue the City Council meeting.

10. Certain Meetings Exempt. The requirement set forth in Government Code Section 54953.4 that open and public meetings shall include an opportunity for members of the public to attend the City Council meeting via a two-way remote system (either telephonically or via an audiovisual platform), does not apply to the following meetings: (i) a meeting to attend a judicial or administrative proceeding to which the City is a party; (ii) a meeting to inspect real or personal property provided that the topic of the meeting is limited to items directly related to the real or personal property; (iii) a meeting with elected or appointed officials of the United States or the State of California, solely to discuss a legislative or regulatory issue affecting the city and over which the federal or state officials have jurisdiction; (iv) a meeting in or nearby a facility owned by the City, provided that the topic of the meeting is limited to items directly related to the facility; and (v) a meeting in an emergency situation pursuant to Government Code Section 54956.5.

11. Closed Session During a Recess. During the recess described herein, the City Council may meet in closed session during this period for items listed in the closed session agenda for that meeting.

LEGISLATIVE BODY REASONABLE ACCOMMODATION POLICY FOR REMOTE PARTICIPATION AT MEETINGS SUBJECT TO THE BROWN ACT

Background and Purpose:

The Ralph M. Brown Act, commonly known as the "Brown Act," is California's "sunshine" law for local government. The Brown Act is found in the California Government Code commencing with Section 54950. In 2025, the California Legislature passed Senate Bill 707 ("SB 707"), which was signed into law on October 3, 2025 and is effective January 1, 2026. SB 707 enacted an extensive modernization of the Brown Act.

SB 707 updates Section 54953 of the Brown Act to allow for members of legislative bodies with disabilities to participate in meetings remotely as a reasonable accommodation. (See, Government Code Section 54953(c)). If such an accommodation is granted under this new provision, remote participation due to a

disability will be treated as in-person attendance at the physical meeting location for all purposes, including reaching a quorum. The traditional teleconference requirements of posting the address of the teleconference location and allowing public participation from the teleconference location will not apply.

The purpose of this policy is to ensure compliance with the Brown Act and to provide a written procedure for receiving and swiftly resolving reasonable accommodation requests for members of the City of City of Temecula legislative bodies, consistent with the federal Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and resolving any doubt in favor of accessibility. The purpose is to enable participation in legislative body meetings through remote participation for a qualifying individual whose disability precludes their in-person attendance at a meeting of their legislative body. As set forth in California Attorney General Opinion No. 23-1002, which addressed the applicability of the Americans with Disabilities Act (“ADA”) to meetings subject to the Brown Act, the opinion stated that not every disability necessitates remote participation, because not every disability precludes in-person attendance; therefore, a fact intensive, individualized, case-by-case inquiry is required when considering remote participation as a reasonable accommodation.

Requests for Reasonable Accommodation:

Definitions. As used in this policy, a member of a legislative body means any individual who is a member of the Temecula City Council or a member of any commission of the City of Temecula, whose meetings are subject to the Brown Act. and shall be referred to herein as “Member.”

Procedure. A Member who desires to attend meetings remotely because of a qualified disability shall make an accommodation request in writing to the City’s Director of Human Resources (“Director”). The request should include a written statement that the Member requires remote participation under this Policy because of their disability. You are not required to disclose the particular disability. The request shall be made at least three weeks before the meeting for which the Member first seeks accommodation. If the City maintains a “Reasonable Accommodation Form,” the request shall be made on such form.

Interactive Process. The Director is authorized to make reasonable inquiries about the Member’s need for accommodation, to conduct the necessary case-by-case inquiry into the request and to accommodate a qualifying disability, consistent with applicable law. The City may require additional information, such as a medical provider’s certification of the existence of a qualifying disability and the need for the accommodation to attend remotely. The City may not ask the Member or their medical provider to disclose a specific diagnosis. The Director will inform the Member, the City Manager and the City Clerk of the decision on the request for reasonable accommodation in writing.

An approved reasonable accommodation for remote access attendance at public meetings shall be in effect for the period of time that the Member’s disabling condition continues, and the decision of the Director shall reflect this determination.

Confidentiality. All information regarding a Member’s claimed disability or medical information must be kept confidential and maintained in a separate medical file by the Director. Such information may be disclosed in limited circumstances, such as to first aid and safety personnel, when appropriate, to government officials investigating compliance with the ADA, or to City staff trained on and entrusted with

the handling of confidential medical information, if such disclosure is necessary to effectuate the reasonable accommodation.

Member's Responsibilities Under the Brown Act. If the accommodation for remote participation is granted, the Member is required to comply with the applicable provisions of Government Code Section 54953(c) as follows:

1. The Member shall participate through both audio and visual technology, except that any Member with a disability, as defined by California Government Code Section 12926 and used in Section 12926.1, or by 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.

2. 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.

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Erica Russo, Director of Community Services

DATE: June 9, 2026

SUBJECT: Approve Resolution Setting Recommended Fees for Chapel of Memories and Approve Name Change (At the Request of Subcommittee Members Schwank and Stewart)

PREPARED BY: Dawn Adamiak, Assistant Director of Community Services

RECOMMENDATION: That the City Council approve the name change from Chapel of Memories to Old Town Temecula Chapel and adopt a resolution entitled:

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEMECULA APPROVING A FEE SCHEDULE SETTING THE
FEES FOR RENTALS OF THE CHAPEL OF MEMORIES

BACKGROUND: The Chapel of Memories has been a fixture in Old Town since 1917. Throughout the years it has been used for weddings, memorial services and lectures. Rentals were previously managed by Temecula Valley Inc., a local nonprofit, until late 2024, when the nonprofit disbanded. The Community Services Department has now taken over the rentals of the Chapel and have made modest improvements that further enhance its charm.

On March 24, 2026, the Parks, Recreation and Community Services Subcommittee met to discuss a name change, rental policy and fee schedule for the chapel. Staff proposed to change the name from Chapel of Memories to the Old Town Temecula Chapel. Old Town Temecula Chapel lets residents and visitors immediately know the chapel is a destination within Temecula. The rental policy follows a similar format as other City facilities with the exception of being able to reserve the chapel a year out to accommodate destination weddings. The proposed fees align with the previous rates the nonprofit was charging. The Parks, Recreation and Community Services subcommittee supported the name change, policy and proposed fees and recommends approval.

FISCAL IMPACT: Revenues generated by the proposed fees have been factored into the Fiscal Year 26-27 Annual Operating Budget process.

ATTACHMENTS: Resolution

RESOLUTION NO. 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF TEMECULA APPROVING A FEE SCHEDULE FOR THE
USE OF THE OLD TOWN TEMECULA CHAPEL**

THE CITY COUNCIL OF THE CITY OF TEMECULA DOES HEREBY RESOLVE AS
FOLLOWS:

Section 1. The resolution is adopted in recognition of the following facts and
circumstances:

- A. The City of Temecula desires to affordable rental spaces for the community and
visitors to Temecula.
- B. The Old Town Temecula Chapel has received modest improvements that further
enhance its charm as a wedding venue
- C. It is necessary to establish fees to help defray costs associated with providing the
required utilities, facility maintenance and rental costs; and the fees do not exceed
the actual costs of providing these services and facilities.

Section 2. The City Council hereby adopts the Fee Schedule for Old Town Temecula
Chapel Fee Schedule, attached hereto as Exhibit "A"

Section 3. The City Clerk shall certify to the passage and adoption of the Resolution.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Temecula
this 9th day of June, 2026.

Jessica Alexander, Mayor

ATTEST:

Randi Johl, City Clerk

[SEAL]

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss
CITY OF TEMECULA)

I, Randi Johl, City Clerk of the City of Temecula, do hereby certify that the foregoing Resolution No. 2026- was duly and regularly adopted by the City Council of the City of Temecula at a meeting thereof held on the 9th day of June, 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

Randi Johl, City Clerk

EXHIBIT A

FEE SCHEDULE

**CITY OF TEMECULA
COMMUNITY SERVICES DEPARTMENT
Old Town Temecula Chapel**

	Temecula Resident	Non-Resident
Chapel (3 hr. rental)	\$500/flat fee	\$800/flat fee
Additional hours (5 max.)	\$125/hr.	\$150/hr.
Patio/Kitchen (add on fee)	\$300	\$300
Security Deposit (refundable)	\$300	\$300

Reservations:

- Reservations must be a minimum of **(3) hours** in length and can be no longer than **(8) hours** in total.
- Reservations can be made **(12) months in advance**, and any individual or group can only reserve facility one time in a **(90) day** period.
- Rental time must include set-up and teardown time on application.

Rental Fees:

- **A \$300 refundable security deposit is required for all reservations.**
- All rental fees including the Security Deposit must be **PAID IN FULL** at time of reservation.
- Security Deposit is refundable and will be returned within (14) days of event if facility is left in good condition and event concludes on time.
- Hourly rental fee includes all tables and chairs.
- All rental fees can be paid online using a credit card.

Vendors:

- All Vendors (caterers, DJ, photo booth, etc.) must be pre-approved and will be required to provide liability insurance listing the City of Temecula as the certificate holder and additional insured.

Cancellations

- (10) Business days' notice is required for cancellations, and a \$100 cancellation fee will be assessed. Cancellations made within (10) business days of rental date will result in forfeit of ALL rental fees paid.

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Ron Moreno, Director of Public Works/City Engineer

DATE: June 9, 2026

SUBJECT: Public Works Department Monthly Report

RECOMMENDATION: Receive and file the Public Works Department Monthly Report for Capital Improvement Projects, Maintenance Projects, and Land Development Projects. This report may also be viewed on the City's website at:

<http://temeculaca.gov/270/Capital-Improvement-Projects-CIP>

City of Temecula
DEPARTMENT OF PUBLIC WORKS
PROJECT STATUS REPORT

June 9, 2026

CAPITAL IMPROVEMENT PROJECTS

CIRCULATION PROJECTS

Diaz Road Expansion, PW17-25

Description: Improve Diaz Road to meet the roadway classification of Major Arterial (4 Lanes Divided), between Cherry Street and Rancho California Road. The 2.2-mile stretch will be widened, extended, and/or improved to create a contiguous Major Arterial segment. The project will be developed and constructed in two phases. Phase 1 will include improvements on Diaz Road from Winchester Road to Rancho California Road. Phase 2 will include improvements to Diaz Road from Cherry Street to Winchester Road.

Cost: \$17,050,991

Status: The environmental Initial Study has been approved, Mitigated Negative Declaration adopted, and Notice of Determination filed in May 2022. Design is 60% complete. Regulatory permit applications must be resubmitted for the U.S. Army Corps of Engineers (USACE) 404 Nationwide Permit and California Department of Fish and Wildlife Services (CDFW) Streambed Alteration 1602 due to the change in scope of the Murrietta Creek Phase 2B Project, headed by ACOE and Riverside County Flood Control and Water Conservation District (RCFC&WCD). Current activities include design coordination with utility purveyors (SCE, RCWD, and EMWD) and City project PW16-05 Murrieta Creek Bridge at Overland Drive, and RCFC&WCD of regulatory permit applications for SWRCB 401 Water Quality Certification and USACE Section 408. Staff is evaluating mitigation options for Temecula Creek to comply with regulatory permits. Construction previously anticipated to start in Spring of 2024 is now delayed to late 2027 due to coordination with USACE and RCFC&WCD on their Murrietta Creek Phase 2B Project, and the federal Funding of \$2M added to the project for the Federal 26/27 fiscal year. Federal Funding requires completion of certain environmental documentation, such as under the National Environmental Policy Act (NEPA), prior to project construction, which is anticipated to take approximately 1 year to complete once funding is authorized.

French Valley Parkway/Interstate 15 Improvements - Phase II, PW16-01

Description: Design and construction of the two-lane northbound collector/distributor road system beginning north of the Winchester Road interchange on-ramps and ending just north of the Interstate 15/Interstate 215 junction with connection to Interstate 15 and Interstate 215. Project close out is in progress.

Cost: \$139,751,346

Status: The project was opened for public use on April 28, 2025. For detailed information, please visit the project website at [TemeculaCA.gov/FVP2](https://temeculaCA.gov/FVP2).

City of Temecula
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CIRCULATION PROJECTS (*Continued*)

French Valley Parkway/Interstate 15 Improvements - Phase III, PW19-03

Description: Design and construction of the full-width French Valley Parkway from Jefferson Avenue to Ynez Road, including the bridge overcrossing of Interstate 15 and the northbound on-ramps.

Cost: \$74,430,000

Status: Design, environmental, and right-of-way activities started in April 2025 and are expected to be complete in March 2029.

Murrieta Creek Bridge at Overland Drive, PW16-05

Description: Design and construction of a new bridge crossing over Murrieta Creek between Rancho California Road and Winchester Road.

Cost: \$31,944,641

Status: Design plans are 90% complete. The project has received MSHCP conformance. NEPA approval was achieved in October 2023. CEQA was approved in February 2024. Construction start is anticipated in Summer 2027, depending on the availability of HBP funds. Staff continue to work with Caltrans to advance HBP funds to earlier fiscal years to meet the project schedule. Also, additional coordination with ACOE and RCFC is required, as Murrieta Creek Phase 2B will likely be under construction concurrently with this project. As of May 2024, Caltrans has authorized full funding for PE and ROW Phases, so all preconstruction activities are currently authorized for HBP funds. ROW phase has started and is anticipated to be completed by Summer 2027. On January 27, 2026, the City Council authorized the project to proceed with ROW negotiations with RCFC&WCD.

Overland Drive Widening, PW20-11

Description: This project includes widening Overland Drive from Jefferson Avenue to Commerce Center Drive to two lanes in each direction, and the completion of missing segments of sidewalk, streetlights, and the installation of the traffic signal at Commerce Center Drive and the modification of the traffic signal at Jefferson Avenue.

Cost: \$6,857,804

Status: On July 3, 2024, the Initial Study/Mitigated Negative Declaration (IS/MND) started the 30-day public notice for comments. It was completed on August 2, 2024. Design is in progress. The City consultant and staff are working on the project's right-of-way requirements and temporary construction easements.

City of Temecula
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June 9, 2026

CIRCULATION PROJECTS (*Continued*)

Rancho California Road Median Improvements, PW23-04

Description: Design and construction of missing raised concrete medians with landscaping between Humber Drive and Butterfield Stage Road. Additionally, there will also be construction of missing improvements on the north side of Rancho California Road, between Riesling Court and Promenade Chardonnay Hills. The improvements will include median curbs, curb and gutter, sidewalks, and landscape and irrigation.

Cost: \$5,458,000

Status: Design on hold at 90% because of deficiency in construction funds.

Ynez Road Improvements – Phase I, PW23-02

Description: This project includes widening the easterly side of Ynez Road, from Rancho Vista Road north roughly 1600 feet, to two lanes in each direction, and the completion of missing segments of curb and gutter, sidewalk, and striped medians, in coordination with adjacent development.

Cost: \$4,518,787

Status: The project is currently in design, environmental, and right-of-way clearance. The Notice of Intent to Adopt a Mitigated Negative Declaration (MND) was posted on December 10, 2025. The corresponding public review comment period also commenced on December 10, 2025, and concluded on January 9, 2026. The MND was adopted on January 27, 2026.

De Portola Road/Jedediah Smith Road Roundabout Project, PW23-01

Description: This project includes the design and construction of a roundabout on Ynez/De Portola Road at the intersection of Jedediah Smith Road. The improvements include the construction of a raised traffic circle with a desert-style hardscape.

Cost: \$4,469,000

Status: This project is currently in design, environmental, and right-of-way clearance. Design completion anticipated early 2026.

City of Temecula
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June 9, 2026

CIRCULATION PROJECTS (*Continued*)

La Paz Road Roundabout Reconstruction, PW25-04

Description: Redesign and reconstruction of the existing roundabout on Ynez Road at the intersection of La Paz Road. The improvements include reconstructing the raised traffic circle, entry medians, landscaping, lighting, and the overall alignment of the existing roundabout.

Cost: \$3,000,000

Status: The project is currently in design. Construction is anticipated to begin late 2026.

Citywide Slurry Seal, PW25-06

Description: Slurry Seal the following communities: **Villages, Rancho Del Sol, Verano, Rancho Solano, Costain Signet, Avendale, Barclay Estates, Woodcrest Country, Ridgeview, and Promenade at Temecula.**

Cost: \$1,800,000

Status: Contract work was substantially completed on March 26, 2026.

Mercedes Street Sidewalk, PW25-09

Description: This project will construct the missing segment of sidewalk on the west side of Mercedes Street between Main Street and a point approximately 160' south of 3rd Street. The project will also construct crosswalks at 3rd Street and a potential mid-block crosswalk connecting the southern limit of the project to the parking structure.

Cost: \$2,400,000

Status: New Project. Design began in December 2025. Once the design is complete, including coordination with private properties, bids for construction will be requested, and construction will follow. The total design and construction budget is estimated to exceed \$2M, depending on bids.

City of Temecula
DEPARTMENT OF PUBLIC WORKS
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INFRASTRUCTURE PROJECTS

Pauba Road Pavement Rehabilitation

Description: This project will rehabilitate approximately 1.4 centerline miles of roadway along Pauba Road between Margarita Road and Ynez Road, totaling approximately 440,000 square feet of pavement. The roadway rehabilitation will consist of grinding three inches of the existing pavement, followed by placement of three inches of new asphalt concrete materials. The work also includes removal of existing pavement delineation, restriping, and replacement of existing curb ramps with Americans with Disabilities Act (ADA)-compliant curb ramps. This project supports the City's core values, i.e., Transportation, Mobility and Connectivity.

Cost: \$2,039,471 (Construction Contract)

Status: The construction contract award has been scheduled for consideration by the City Council at its June 9, 2026, meeting.

Bike and Trail Program – Great Oak Trail Lighting, PW21-16

Description: The project includes the installation of solar lights along the Great Oak Trail adjacent to the northeast side of Pechanga Parkway from Deer Hollow Way to Loma Linda Road.

Cost: \$852,808

Status: Staff is working with Riverside County Flood Control and Water Conservation District to obtain an encroachment permit. Plans and specifications are 90% complete. The project is expected to be bid in Summer 2026.

Fire Station 73 Gym/Garage, PW19-13

Description: The project consists of adding a second garage in the rear of the property to park the squad and Urban Search and Rescue (USR) vehicle, along with a gym and storage rooms. The construction is anticipated to be completed in the Fiscal Year 2025/26.

Cost: \$5,165,680

Status: The Joint Project Review (JPR) with the Western Riverside County Regional Conservation Authority (RCA) is ongoing and progressing toward completion, though the review process is taking longer than initially anticipated. Coordination with regulatory agencies will continue once the RCA review is finalized. Project plans and specifications are near completion. Project bidding will follow the conclusion of environmental review activities. The Western Riverside County Regional Conservation Authority (RCA) has been conducting a Joint Project Review (JPR) for the project since August 6, 2025. Regulatory agencies will have 10 days to conduct their JPR once RCA is complete. The RCA response to latest JPR submittal was submitted in December 2025. Plans and specifications are nearly complete, and bidding is planned to begin in July 2026.

City of Temecula
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INFRASTRUCTURE PROJECTS (*Continued*)

Fire Station 84 Renovation, PW19-14

Description: This project includes the design, construction, and renovation of Fire Station 84. The renovations include adding a Wellness Room, expanding the Storage Room, and upgrading the Training Room. Also, the upgrades include electrical, windows, flooring, paint, tile, HVAC, cabinets, plumbing fixtures, garage bay doors, and any other necessary improvements to comply with ADA accessibility requirements.

Cost: \$3,529,450

Status: Construction started on October 27, 2025. Construction duration is anticipated to take 12 months, through October 16, 2026.

Interstate 15/State Route 79 South Interchange Enhanced Landscaping, PW17-19

Description: Landscape beautification of the Interstate 15 corridor between French Valley Parkway and Temecula Parkway, including each interchange, in association with Visit Temecula Valley and the Pechanga Tribe. This project includes the design and construction of enhanced landscaping, hardscape, and irrigation between the freeway and ramps on the west side of the Interstate 15 / State Route 79S (Temecula Parkway) interchange.

Cost: \$3,630,295

Status: Project has entered the Landscape Maintenance phase. The contractor is responsible for maintaining plants for one year until November 2026.

Sidewalks – Citywide (Pauba Road, Elinda Road to Showalter Road), PW19-20

Description: New sidewalks and street widening on the South side of Pauba Road from Elinda Road to Showalter Road.

Cost: \$1,257,124

Status: The project is substantially complete. The Notice of Completion has been scheduled for consideration by the City Council at its June 9, 2026, meeting.

City of Temecula
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INFRASTRUCTURE PROJECTS (*Continued*)

Bike Lane Upgrades - Citywide, PW23-10

Description: This project will install greenback bike lane pavement markings/legends on various bicycle corridors throughout the City.

Cost: \$274,500

Status: The construction contract was awarded at the April 28, 2026, City Council meeting. Construction anticipated to begin in June 2026.

Pedestrian Ramp Upgrades - Citywide, PW23-11

Description: This project will install ADA-compliant ramp upgrades at school crossing sites throughout the City.

Cost: \$275,000

Status: Construction is largely complete. The contractor is working on minor punch list items.

Traffic Signal - Safety Lights and Signal Communications Upgrade – Citywide, PW23-13

Description: This project will upgrade all traffic signals' safety lights to LED and install communication system upgrades to 42 signals Citywide. Upgraded traffic signal improvements include LED streetlights, signal wiring, vehicle heads, controller cabinets, fiber cable, ethernet switches, wireless radios, and related communication equipment to improve safety and operations with optimized traffic signal timing coordination. Signal timing coordination will be improved along Butterfield Stage Road and Ynez Road corridors.

Cost: \$3,255,900

Status: This project is currently in the design phase. Design completion anticipated early 2026.

Traffic Signal Fiber Optic Extension, PW25-01

Description: This project will provide the design and installation of fiber optic communications, including conduit, cable, pull boxes, and related communication equipment for traffic signal operations. Various signalized intersections will be improved along the Margarita Road, Meadows Parkway, Date Street, and Nicolas Road corridors.

Cost: \$1,675,000

Status: This project is currently in the design phase. Design completion anticipated June 2026.

City of Temecula
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INFRASTRUCTURE PROJECTS (*Continued*)

ADA Transition Plan Implementation – CDBG Ramps, PW24-07

Description: Replace approximately 40 curb ramps with ADA-compliant curb ramps. & ramps on Ynez Road and the remainder in the Harveston community.

Cost: \$403,660

Status: The City Council authorized the Department of Public Works to re-advertise the construction contract for bid at its May 26, 2026, meeting. Award of the construction contract is anticipated to be considered by the City Council in July 2026.

City of Temecula
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PARKS AND RECREATION PROJECTS

Long Canyon Creek Park Restrooms, PW23-18

Description: This project provides for the design and construction of a new restroom facility at Long Canyon Creek Park that meets current ADA accessibility compliance standards.

Cost: \$1,497,930

Status: Construction started on January 26, 2026. Anticipated completion in August 2026.

Ronald Reagan Sports Park Hockey Rink, PW22-06

Description: This project will include the renovation of the existing hockey rink to install new flooring material, arena-style roof structure, bleachers, and various ADA compliance improvements.

Cost: \$4,120,406

Status: The project is substantially complete. The hockey rink has been open to the public since 5:00 PM on January 23, 2026. Staff is working on project closeout.

Ronald Reagan Sports Park Skate Park, PW22-07

Description: Remove and replace the existing skate park and install state-of-the-art skate plaza elements.

Cost: \$6,110,000

Status: Construction started on January 6, 2026. Anticipated completion in November 2026.

Vail Ranch Park Restrooms, PW23-06

Description: This project provides for the design and construction of a new restroom facility at Vail Ranch Park that meets current ADA accessibility compliance standards.

Cost: \$1,392,930

Status: Construction started on January 26, 2026. Anticipated completion in August 2026.

City of Temecula
**DEPARTMENT OF PUBLIC WORKS
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June 9, 2026

LAND DEVELOPMENT PROJECTS

TRACT DEVELOPMENTS

Altair Tract Development

Description/ Location: Construction of approximately 1,750 new residential units and the construction of the Western Bypass (Pu'éska Mountain Parkway) in the western Temecula hills above the Old Town District between Rancho California Road and Temecula Parkway/ State 79 South.

Developer: Brookfield Residential

Status: Currently, precise grading lots and streets for Villages A and B phase 1 on the Northern section of the development, and Villages C1, C2, and C3 phase 2 on the Central section of the development. Maintaining erosion and sediment control measures in the area cleared for Villages phases 3 and 4 on the Southern section of the development. Model construction is underway for Villages A and B. Finalizing sewer tie-in on First Street at Pujol Street within approved road closure. Also, performing road improvements on First Street at Pujol Street and constructing new roundabout West of Pujol Street.

Elderberry Park Tract Development

Description/ Location: Construction of approximately 164 single-family residential homes in the Southeast region of the City, located along Butterfield Stage Road between De Portola Road and Temecula Parkway.

Developer: Taylor Morrison

Status: Currently, precise grading for lots, finalizing storm drain systems. Completing paved interior streets and preparing for the beginning of home production.

Richmond American Homes Tract Development

Description/ Location: Construction of approximately 132 single-family residential homes within three separate parcels in the Northeast region of the City, located along Butterfield Stage Road between Nicolas Road and Murrieta Hot Springs Road.

Developer: Richmond American Homes

Status: Currently, precise grading for lots and streets. Beginning home production. Performing offsite improvements on Nicolas Road West of Butterfield Stage Road.

City of Temecula
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MULTI-FAMILY DEVELOPMENTS

Rendezvous Apartments

Description/ Location: Phase two of the Rendezvous apartment complex is located on the south side of Rancho California Road, west of Cosmic Drive.

Developer: Pacific West Development

Status: Constructing both phase 1 and 2 buildings of the development.

Prado Townhomes

Description/ Location: Construction of 204 multi-family units located in the Northwesterly region of the City along the West side of Ynez Road between County Center Drive and Equity Drive.

Developer: Meritage Homes

Status: Currently, precise grading of lots and streets. Continuing home production.

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COMMERCIAL DEVELOPMENTS

Solana Senior Assisted Living

Description/ Location: Construction of a 49,000 square foot senior assisted living facility located along the East side of Margarita Road between Via La Vida and Solana Way.

Developer: Griffin Living

Status: Project now active. Continuing construction on buildings and interior improvements. Code Enforcement currently monitoring progress.

Apollo Storage

Description/ Location: Construction of a 28,000 square foot storage facility located along Madison Avenue at McCabe Court.

Developer: Avidovich Construction

Status: Constructing buildings and interior streets. Performing road improvements on Madison Avenue.

Lantern Crest

Description/ Location: Construction of a 526,762 square foot, 494-unit independent living community located at the southeast corner of Date Street at Ynez Road.

Developer: M Grant Corporation

Status: Currently rough grading site.

Sanborn Gas Station

Description/ Location: Construction of a 10,000 square foot storefront and gas station at the southeast corner of Sanborn Avenue at Jefferson Avenue.

Developer: Western States Construction

Status: Currently rough grading site.

City of Temecula
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COMMERCIAL DEVELOPMENTS (*Continued*)

Amazon Phase II

Description/ Location: Renovation of existing warehouse, parking lot improvements, construction of a new sidewalk and parkway landscape improvements along Diaz Road at Via Montezuma.

Developer: Oltman's Construction

Status: Preparing to pave interior streets and parking lot. Performing street and parkway improvements.

City of Temecula
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INFRASTRUCTURE BY OTHERS (DEVELOPMENT PROJECTS)

Nicolas Road/ Calle Girasol Realignment Improvements

Description/ Location: Construction of the realignment and extension of Nicolas Road from Butterfield Stage Road to Joseph Road, including an arch culvert bridge over Santa Gertrudis Creek and a multi-use trail adjacent to the roadway.

Developer: Woodside Homes

Status: Project substantially complete. Nicolas Road and Calle Girasol are now open to traffic. Developer is currently finalizing punch list items.

Murrieta Creek Phase 2B Creek Restoration Project

Description/Location: Drainage improvements and restorations to Murrieta Creek between Via Montezuma to approximately 600 feet South of Rancho California Road.

Developer: US Army Corps of Engineers

Status: Currently performing grading of slopes and construction of storm drain structure improvements. Preparing to dredge creek and export soil.

EMWD Wine Country Sewer Expansion Project

Description/Location: Construction of sewer expansion improvements for both Northern and Southern Temecula Wine County. A section of the project in City Limits: De Portola Road from Butterfield Stage Road to East City Limits.

Developer: JW Fowler

Status: Currently performing sewer line inspection and leak testing. Preparing to final pave section of De Portola Road.
