Imperial City Council

Ida Obeso-Martinez – Mayor
Stacy Mendoza – Mayor Pro-Tem
Katherine Burnworth – Council Member
Robert Amparano – Council Member
James Tucker – Council Member

AGENDA

Regular Meeting of the Imperial City Council

City Council Chambers
220 West 9th Street
Imperial, CA 92251-1637

March 18, 2026
Closed Session at 06:00 pm
Open Session at 07:00 pm

The City Council meetings are live-streamed on the City's Facebook page at www.facebook.com/cityofimperial by remaining in the room, you are giving permission to be recorded.

Public Comments: Members of the public who wish to speak are encouraged to fill out a Speaker Slip and submit it to the City Clerk before the start of the meeting. Public comments are limited to 3 minutes. Comments may also be submitted by email to CityClerk@imperial.ca.gov no later than 5:00 p.m., the day of the meeting.

Americans with Disabilities Act: Requests for special assistance to participate in the meeting, please contact the City Clerk's Office by calling (760) 355-5303 or emailing CityClerk@imperial.ca.gov. Notification of 48 hours before the meeting will enable the city to make reasonable arrangements to ensure accessibility to this meeting [28 CFR 35.102-35.104 ADA title II].

All documents with executive summaries and staff recommendations for open session action items are available on the City's website 72 hours before the meeting www.https://cityofimperial.org/cc-agenda-archive. Supplemental writing distributed to the City Council within 72 hours of the meeting will also be posted online. Written materials shared during the meeting will be available there if prepared by the city or afterward if prepared by others. These materials can be obtained from the City Clerk's Office.

6:00 P.M. CLOSED SESSION

ROLL CALL

PUBLIC COMMENT FOR CLOSED SESSION ITEMS ONLY: At this time, members of the public may address the City Council on Closed Session items. Pursuant to State Law, the City Council may not discuss or take action on issues not on the meeting agenda (Government Code Section 54954.2). If you are compensated to communicate with City officials, you may be required to register and/or make certain disclosures as a lobbyist. Please see the City Clerk for additional information. There is a time limit of three (3) minutes for anyone wishing to address the City Council on these matters.

CITY COUNCIL ADJOURNS INTO CLOSED SESSION: The City Council finds, based on advice from the City Attorney, that discussion in open session of the following described matter(s) will prejudice the position of the city in existing and anticipated litigation.

CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION (Gov. Code §54956.9(d)(1).)

i. City of Imperial vs. Imperial Valley Computer Manufacturing LLC, et al, Imperial County Superior Court Case No ECU004457
ii. Imperial Valley Manufacturing, LLC vs. City of Imperial, United States District Court for the Southern District of California Case No 26CV128 JLS BJW.
iii. Novalk, LLC v. City of Imperial et. al, United States District Court for the Southern District of California, 25CV2307 BAS DDL

CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION
Significant exposure to litigation (Gov. Code §54956.9(d)(2)) – 1 Potential Case

CONFERENCE WITH LABOR NEGOTIATORS G.C. §54957.6
Agency Representatives: City Manager
Employee Organization: Imperial Police Officers Association, Teamsters Local 542 & Employee Organization Management Supervisory, Professional, Confidential, and Police Captain/Unrepresented

PUBLIC EMPLOYEE EMPLOYMENT G.C.§54957
Title: City Attorney

7:00 P.M. REGULAR MEETING

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

ADJUSTMENTS TO THE AGENDA: The City Council may amend the order, add urgency items, note abstentions or "no" votes on consent calendar items, and request consent calendar items be removed from the consent calendar for discussion. The City Council may also remove items from the consent calendar before that portion of the agenda. The City Council may address these issues by entertaining a formal motion.

CITY ATTORNEY REPORT ON CLOSED SESSION

PUBLIC COMMENT: If you wish to address the City Council concerning any item within the City Council's jurisdiction, please raise your hand and be acknowledged by the mayor. At that time, state your name and address for the record. The mayor reserves the right to place a time limit of three (3) minutes on each person's presentation.

A. PRESENTATIONS

A-1. San Diego State University Update presentation by Dr. Guillermina Gina Nunez-Mchiri.

B. CONSENT AGENDA: All items appearing under the "Consent Agenda" will be acted upon by the City Council with one motion without discussion. Should any council member or other person request that any item be considered separately that item will then be taken up at the time as determined by the mayor.

B-1. Approval of Warrants Report.
B-2. Receive and acknowledge the 2026 total compensation study conducted by Gallagher as the final report for City review.
B-3. Approve and adopt the revised job description for Police Recruit and replace the current job description.
B-4. Approve a Service-Learning Agreement between San Diego State University and the City of Imperial.
B-5. Approve Resolution No. 2026-06, approving a water and sewer agreement for 2680 Nance Road APN 064-020-046.
B-6. Approve and accept the off-site street improvements for Monterrey Park Subdivision No. 2 Unit 4C, Phases 58-61, and authorize partial reconveyance to Jupiter Ventures I, LP.

C. ACTION ITEMS (DISCUSSION/ACTION):

C-1. Appointments to the Library Board of Trustees.

Presenter: Dennis H. Morita, City Manager
Recommendation: Reappoint Board Member Estes and Board Member Hernandez and appoint one new member to fill the unexpired vacancy term ending June 30, 2027.

C-2. Adopt Plans and Specifications and Authorize Public Re-Bidding for the City of Imperial Wastewater Treatment Plant Demolition Project: (Bid-2025-19, CIP #849).

Presenter: Jenell Guerrero, Interim Public Services Director
Recommendation: Adopt Plans and Specifications and Authorize Public Re-Bidding for the City of Imperial Wastewater Treatment Plant Demolition Project: (Bid-2025-19, CIP #849).

C-3. Approve payment to SoCal Gas for gas line services associated with the Aten sewer line-Claypool Pump Station project (Bid 2025-06, CIP #848).

Presenter: Jenell Guerrero, Interim Public Services Director
Recommendation: Approve payment in the amount of $46,834.40 to SoCal Gas for gas line services associated with the Aten sewer line- Claypool Pump Station project (Bid 2025-06, CIP #848).

C-4. Authorize staff to seek proposals for the Imperial Regional Park Development Project (RFP 2026-02)

Presenter: Anthony Lopez, Parks & Recreation Director
Recommendation: Approve the RFP and authorize staff to seek proposals for the Imperial Regional Park Development Project (RFP 2026-02)

C-5. Approve the Fiscal Year 2025 to 2030 Improvement Plan LTA Measure D.

Presenter: Othon Mora, Community Development Director
Recommendation: Approve the Fiscal Year 2025 to 2030 Improvement Plan LTA Measure D as presented.

C-6. Approve Resolution No. 2026-09, authorizing the sale of APN 063-112-009.

Presenter: Dennis H. Morita, City Manager
Recommendation: Approve Resolution No. 2026-09, A RESOLUTION APPROVING THE SALE OF ASSESSOR'S PARCEL NUMBER 063-112-009 AND AUTHORIZE THE CITY MANAGER AND/OR HIS DESIGNEE TO ENTER INTO A PURCHASE AND SALE AGREEMENT

C-7. Approve Resolution No. 2026-10, authorizing the sale of APN 063-121-004.

Presenter: Dennis H. Morita, City Manager
Recommendation: Approve Resolution No. 2026-10, A RESOLUTION APPROVING THE SALE OF ASSESSOR'S PARCEL NUMBER 063-121-004 AND AUTHORIZE THE CITY MANAGER AND/OR HIS DESIGNEE TO ENTER INTO A PURCHASE AND SALE AGREEMENT

D. REPORTS:

- Department Reports
- City Manager Report
- Mayor and Councilmember Reports

ADJOURNMENT: The next regular meeting of the Imperial City Council will be held on Wednesday, April 1, 2026.

CITY OF IMPERIAL BANK: US BANK

Check Number	Check Date	Status	Void/Stop Date	Reconcile Date	Vendor Number	Vendor Name	Check Description	Amount
US BANK Checks								
131082	03/05/26	Printed			8324	ACCUSOURCEHR, INC	87200 87101	289.86
131083	03/05/26	Printed			023	AIRWAVE COMMUNICATIONS	451460 86852	373.44
131084	03/05/26	Printed			2357	ALL VALLEY FENCE AND MATERIALS	25-2549 86822	91.48
131085	03/05/26	Printed			195	ALLIED WASTE	0467-001772775 86808	188,457.86
131087	03/05/26	Printed			5956	AMAZON CAPITAL SERVICES	1RT9-PKJ4-NWCW 86489	1,707.43
131088	03/05/26	Printed			3012	ANTUNEZ AUTO BODY PARTS	124405 86815	238.15
131089	03/05/26	Printed			7158	BLUETARP FINANCIAL, INC.	J52475 86823	537.41
131090	03/05/26	Printed			8296	BRAWLEY ANALYTICAL, INC.	001840 86803	118.50
131091	03/05/26	Printed			674	BRENNTAG	BPI585629 86802	9,918.63
131092	03/05/26	Printed			6752	CALGON CARBON CORPORATION	90207360 86775	102,219.60
131093	03/05/26	Printed			455	CALIFORNIA STATE DISBURSEMENT	3/6/26	1,605.66
131094	03/05/26	Printed			4695	CARMEN FIERRO-GONZALEZ	3/12/26 SCHOOL THREAT	64.50
131095	03/05/26	Printed			3029	CLAIREMONT EQUIPMENT	RA42045-01 86804	150.74
131096	03/05/26	Printed			4338	CODY COLE	GAS- REIMBURSEMENT 86671	291.63
131097	03/05/26	Printed			6030	DANIEL BONTE & THE BONA FIDE	66-1 BALANCE 86905	2,000.00
131098	03/05/26	Printed			1302	DAVID TURCH & ASSOCIATES	MARCH 2026	5,000.00
131099	03/05/26	Printed			793	DERMA'S FLOOR COVERING	14642 86812	223.91
131100	03/05/26	Printed			8996	DOLORES MENDIVEL	9723-0014/2695 JADE TREE	6.03
131101	03/05/26	Printed			7094	DOOLEY ENTERPRISES, INC	71344 86432	1,828.18
131102	03/05/26	Printed			207	EL CENTRO MOTORS	5247585 86806	337.74
131103	03/05/26	Printed			4179	ELLIOT FORTIN	9946-0240/108 W 13TH	59.90
131104	03/05/26	Printed			2929	EXIT IMPERIAL REALTY	9425-0010/642 W BREWER #146	48.72
131105	03/05/26	Printed			5134	FORENSIC DRUG TESTING SERVICES	2026-0043 86199	1,427.50
131106	03/05/26	Printed			314	FRANCHISE TAX BOARD	3/6/26	75.00
131107	03/05/26	Printed			8812	GIDDY UP RANCH	32126B-1 BALANCE 86908	1,250.00
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131117	03/05/26	Printed			3187	IMPERIAL TRUSS & LUMBER CO.	B82952 86813	127.15
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131123	03/05/26	Printed			7512	JACOB REHRER	9521-0207/1411 LOS COYOTES	40.40
131124	03/05/26	Printed			7685	JAMES W. MAIGA	190-1 BALANCE 86906	250.00
131125	03/05/26	Printed			8644	JESSICA HURTADO	3/6/26	394.62
131126	03/05/26	Printed			8141	JGC GOVERNMENT RELATIONS, INC.	2131 85750	3,000.00
131127	03/05/26	Printed			7751	JUNIOR'S CAFE INC.	13-19689 87104	539.97
131128	03/05/26	Printed			868	K-C WELDING & RENTALS, INC.	224528 86816	2,112.96
131129	03/05/26	Printed			8964	KING Q PRODUCTIONS	19-1 BALANCE 86903	250.00
131130	03/05/26	Printed			1996	LEE TIRE CO.	410592 86817	2,010.24
131131	03/05/26	Printed			101	LINCOLN LIFE	3/6/26	380.00
131132	03/05/26	Printed			8997	LUIS ALBERTO GARCIA	PERMIT B26-000024 REFUND 86669	819.76
131133	03/05/26	Printed			6499	MARIO ROACHO	BBB 3/21/26- BALANCE 86902	4,750.00
131134	03/05/26	Printed			6614	MARIO RODRIGUEZ	9319-0301/681 SKYVIEW	43.30

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131141	03/05/26	Printed			8995	NATIONAL ASSOCIATION OF STATE	5991 86723	500.00
131142	03/05/26	Printed			8633	NC CHILD SUPPORT CENTRALIZED	3/6/26	264.00
131143	03/05/26	Printed			2891	NICK WELLS	25-02-1 BALANCE 86907	750.00
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131146	03/05/26	Printed			9005	PATRICIA GAMBOA	9927-0076/472 SORREL	46.33
131148	03/05/26	Printed			084	PITNEY BOWES BANK INS	8000900004665836 2/27/26 86150	401.00
131149	03/05/26	Printed			3179	PITNEY BOWES GLOBAL FINANCIAL	3107703331 86951	521.53
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131151	03/05/26	Printed			8516	QUICK QUACK CAR WASH	ARB254497 86855	588.69
131152	03/05/26	Printed			3786	RINGCENTRAL INC	CD_001363315 86725	1,415.49
131153	03/05/26	Printed			7343	ROVE ENGINEERING INC	24-096R-SEW 86780	61,169.57
131154	03/05/26	Printed			8776	SAVANNAH ROSE CARRIAGES	415 BALANCE 86910	4,200.00
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131161	03/05/26	Printed			7527	TONY GUTIERREZ	202-1 BALANCE 86909	275.00
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131166	03/05/26	Printed			5674	WAGEWORKS, INC	INV8655988 JAN 2026 86197	304.00
131167	03/05/26	Printed			8999	WILLIAM ANDERSON	9998-3118/498 TRESHILL #235	93.20
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131171	03/11/26	Printed			9006	AIRBALLINGLA LLC	003023 DEPOSIT 86912	757.00
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131181	03/11/26	Printed			8747	BLUETRITON BRANDS INC.	06C8730277992	231.24
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131183	03/11/26	Printed			1053	CITY OF IMPERIAL	PETTY CASH 3/21/26 86914	1,000.00
131184	03/11/26	Printed			6222	CODE EXXPERTS, LLC	2026-0004 86712	1,900.00
131185	03/11/26	Printed			3135	COUNTY OF SAN DIEGO, RCS	26IMPCPDN08 86857	1,525.00
131186	03/11/26	Printed			9008	DANIEL SAAVEDRA	9719-0219/2424 LA GUARDIA	3.62
131187	03/11/26	Printed			1056	DELL MARKETING L.P.	10863986464 86721	1,194.15
131188	03/11/26	Printed			2815	DEVELOPMENT MANAGEMENT GROUP	DMG022826 FEB 2026 87055	5,000.00
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CITY OF IMPERIAL BANK: US BANK

Check Number	Check Date	Status	Void/Stop Date	Reconcile Date	Vendor Number	Vendor Name	Check Description	Amount
US BANK Checks								
131191	03/11/26	Printed			8064	ENTERPRISE FLEET MANAGEMENT,	575205A-030426 86960	18,020.23
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131193	03/11/26	Printed			5134	FORENSIC DRUG TESTING SERVICES	2026-0479 87106	921.75
131194	03/11/26	Printed			710	GRAINGER	9827127185 86829	1,003.96
131195	03/11/26	Printed			7720	GREEN RUBBER-KENNEDY AG	I-109865 86919	191.27
131196	03/11/26	Printed			1771	HARRIS	INHMN0001348 86728	29,194.43
131197	03/11/26	Printed			2096	HOME DEPOT CREDIT SERVICES	3900507 86925	2,588.84
131198	03/11/26	Printed			120	IMPERIAL COUNTY FIRE DEPT.	HAZARDOUS INCIDENT FY25/26 87056	2,405.00
131199	03/11/26	Printed			028	IMPERIAL IRRIGATION DISTRICT	MARCH 9, 2026	57,548.57
131200	03/11/26	Printed			3187	IMPERIAL TRUSS & LUMBER CO.	B83123 86923	40.92
131201	03/11/26	Printed			2099	IMPERIAL VALLEY OCCUPATIONAL M	5349 87107	180.00
131202	03/11/26	Printed			5033	INFO SEND INC.	305471 86959	1,946.18
131204	03/11/26	Printed			6472	INGRAM LIBRARY SERVICES	94947374 86091	423.86
131205	03/11/26	Printed			8841	INSIGHT TRAFFIC CONTROL	SS48 86727	215.50
131206	03/11/26	Printed			9003	JOHNEL BARRON	9814-1056/2443 LORETO	157.19
131207	03/11/26	Printed			7751	JUNIOR'S CAFE INC.	13-19720 87108	582.58
131208	03/11/26	Printed			868	K-C WELDING & RENTALS, INC.	54553 86924	2,977.93
131209	03/11/26	Printed			5580	KOPPEL & GRUBER PUBLIC FINANCE	26-1067 SAVANNA 86958	9,883.92
131210	03/11/26	Printed			1647	LA BRUCHERIE IRRIGATION SUPPLY	322449 86918	221.18
131211	03/11/26	Printed			427	LEAGUE OF CA CITIES	2000 87053	350.00
131212	03/11/26	Printed			8669	NAPA AUTO PARTS	572992 86917	48.98
131213	03/11/26	Printed			559	ROTO-ROOTER	215498 86800	150.00
131214	03/11/26	Printed			7343	ROVE ENGINEERING INC	7467 86660	229,884.99
131215	03/11/26	Printed			7343	ROVE ENGINEERING INC	7435R1 86677	32,053.00
131216	03/11/26	Printed			9002	SALVADOR PIMENTEL	9614-1411/278 LA PAZ	144.58
131217	03/11/26	Printed			957	SC FUELS	IN-0000302756 86828	2,319.10
131218	03/11/26	Printed			5257	SKM ENGINEERING LLC	31162 86830	14,072.63
131219	03/11/26	Printed			6193	STRADLING YOCCA CARLSON&RAUTH,	428942 87057	6,371.00
131228	03/11/26	Printed			5837	U.S. BANK	FEDERAL 2/10/26 86731	17,637.79
131229	03/11/26	Printed			8150	VENCER PUBLIC AFFAIRS &	369 87052	2,000.00
131230	03/11/26	Printed			5639	WAGEWORKS, INC	0226-OR39530 FEB 2026 87105	100.00
131231	03/11/26	Printed			1715	WAXIE SANITARY SUPPLY	83706574 86797	376.28
131232	03/11/26	Printed			1827	WILKINSON REAL ESTATE	8721-0022/361 MORONGO	32.69
					Total Checks:	**130**	**Checks Total (excluding void checks):**	**947,567.01**
					Total Payments:	**130**	**Bank Total (excluding void checks):**	**947,567.01**
					Total Payments:	**130**	**Grand Total (excluding void checks):**	**947,567.01**

Agenda Item No. B-2

DATE SUBMITTED	03/11/2026
SUBMITTED BY	Human Resources
DATE ACTION REQUIRED	03/18/2026

COUNCIL ACTION	(X)
PUBLIC HEARING REQUIRED	( )
RESOLUTION	( )
ORDINANCE 1ST READING	( )
ORDINANCE 2ND READING	( )
CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:
Receive and acknowledge the 2026 Total Compensation Study conducted by Gallagher as the final report for City review.

DEPARTMENT INVOLVED: Human Resources

BACKGROUND/SUMMARY:

BACKGROUND & JUSTIFICATION
Staff recommends the City Council receive and acknowledge the 2026 Total Compensation Study conducted by Gallagher as the final report for City review.

FISCAL IMPACT: NOT TO EXCEED
There is no fiscal impact to receive and accept the classification study as a final report.

FINANCE INITIALS: JMS

STAFF RECOMMENDATION:
Recommendation to receive and acknowledge the 2026 Total Compensation Study conducted by Gallagher as a final report for City review.

DEPT. INITIALS: KWS

MANAGER'S RECOMMENDATION: Approve Staff Recommendation

CITY MANAGER's INITIALS: JM

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

March 2, 2026

TOTAL COMPENSATION STUDY FINAL REPORT

City of Imperial, California



Insurance | Risk Management | Consulting

March 2, 2026

Kristen Smith, Human Resources Manager
City of Imperial
420 South Imperial Avenue
Imperial, CA 92251

Dear Ms. Smith:

Gallagher is pleased to present the Total Compensation Study Final Report to the City of Imperial. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City of Imperial and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Mike Harary

Mike Harary
Project Manager

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Executive Summary

Background

In January and February 2026, Consultants with Arthur J. Gallagher & Co. conducted a comprehensive Total Compensation Study for the City of Imperial ("City"). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City's ***base salaries, overall, in comparison to the market median are 9.87% below the market.***
- The City's ***total compensation, overall, in comparison to the market median is 3.76% below the market.***
- The City's ***benefits package*** puts the City in a more competitive position ***(+6.11%)*** compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- Gallagher considers a classification falling within 5.0% of the median to be competitive.

Study Process

Benchmark Classifications

The study included 54 benchmark classifications selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as "benchmarks" to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the City's overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

Table 1. Benchmark Classifications

Classification Title
1. Accountant
2. Accounting Technician
3. Administrative Assistant

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Classification Title
4. Assistant City Clerk
5. Assistant to the City Manager
6. Associate Planner
7. Building Inspector II
8. Building Official
9. Chief of Police
10. City Manager
11. Code Enforcement Inspector II
12. Collection System Worker II
13. Community Development Director
14. Community Development Technician II
15. Crime Analyst
16. Engineering Technician II
17. Equipment Mechanic
18. Finance Director
19. Finance Manager
20. Finance Supervisor (Proposed)
21. Fleet and Facilities Supervisor
22. Human Resources Director
23. Human Resources Specialist
24. Information Technology Director
25. Information Technology Technician II
26. Librarian
27. Library Assistant
28. Library Clerk II
29. Library Manager
30. Library Page*
31. Library Technician
32. Lifeguard/Swim Instructor*
33. Management Analyst
34. Park Maintenance Worker II
35. Parks and Recreation Director
36. Police Captain
37. Police Chief's Administrative Assistant
38. Police Corporal
39. Police Officer
40. Police Sergeant
41. Police Services Officer II
42. Property and Evidence Technician
43. Public Services Director

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Classification Title
44. Public Services Maintenance Worker II
45. Public Services Manager
46. Public Services Supervisor
47. Recreation and Special Events Coordinator
48. Recreation Leader II*
49. Utility Maintenance Worker II
50. Wastewater Plant Chief Operator
51. Wastewater Treatment Plant Operator II
52. Water Meter/Distribution Operator II
53. Water Plant Chief Operator
54. Water Treatment Plant Operator II

*Non-Benefitted Classification

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, Gallagher recommended the use of (10) agencies within the local region which were utilized as the labor market by the City in a 2024 total compensation study to retain continuity between studies. Comparator agencies were selected based on the following factors:

1. **Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to the City be used as comparators.

   When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

2. **Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.

3. **Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.

4. **Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don't live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

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All factors mentioned should be considered in selecting the group of comparator agencies.

Table 2. Comparator Agencies

Agency
1. City of Brawley
2. City of Calexico
3. City of Coachella
4. City of El Centro
5. City of Indio
6. City of Palm Desert
7. City of Palm Springs
8. County of Imperial
9. County of San Diego
10. Imperial Irrigation District

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency's PEPRA plan. For agencies with retirement systems established under the County Employees Retirement Law of 1937 ("37 Act"). The only pension metric which differs from agency to agency for their PEPRA plans would be when employees are required to contribute towards the employer's pension costs (aka "Cost Sharing") which is reported as a negative value to total compensation.
- **Social Security**: If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of $953.25 per month was reported in 2026.
- **Other**: Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan

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- Medical
- Dental
- Vision
- Other

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other monetary benefits collected, that were not included in the total compensation calculation, were Paid Time Off, Auto Allowance, Educational Incentive Pay, Bilingual Pay, Call Back Pay, Certification Pay, and Stand-By Pay. This information was provided to the City as qualitative data.

Data Collection

Data was collected during the months of January and February 2026, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

Gallagher believes the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City's classification descriptions as the foundation for comparison.

When Gallagher researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore, Gallagher does not match based upon job titles, which can often be misleading, but rather analyzes class descriptions before a comparable match is determined.

Gallagher's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, Gallagher requires that a classification's "likeness" be at approximately 70% of the matched classification.

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When an appropriate match is not identified for one classification, Gallagher often uses “hybrids” which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A “hybrid” representing a span in scope means that the comparator agency has one class that is “bigger” in scope and responsibility and one class that is “smaller,” where the City’s class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Benchmark Compensation Report Data

For each individual benchmark classification, each tab in the Benchmark Compensation Report spreadsheet reflects the labor market’s monthly base salary and total compensation data (sorted by top value in each). The total compensation data includes benefit details provided as monthly equivalent values.

The average (mean) and median (midpoint) of the comparator agencies are reported. The % above or below that the City is compared to the average and median is also reported. The mean is the sum of the comparator agencies’ salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

To calculate the mean and median, Gallagher requires a minimum of four (4) comparator agencies with a matching classification to the benchmark classification. The reason for requiring a minimum of four matches is to ensure that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 41 of the established classifications as well as the single proposed classification out of the 54 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, Gallagher recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

Market Compensation Findings

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus retirement and insurance values) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market). Additionally, 12 benchmarks had an insufficient number of matches in the labor market to yield statistically significant results.

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below Median	Total Compensation % Above or Below Median
Fleet and Facilities Supervisor	7	22.93%	22.77%
Library Manager	7	21.53%	26.02%
Property and Evidence Technician	7	18.88%	12.99%
Library Clerk II	7	11.61%	14.21%
Park Maintenance Worker II	7	8.95%	5.51%
Accounting Technician	10	7.27%	4.75%

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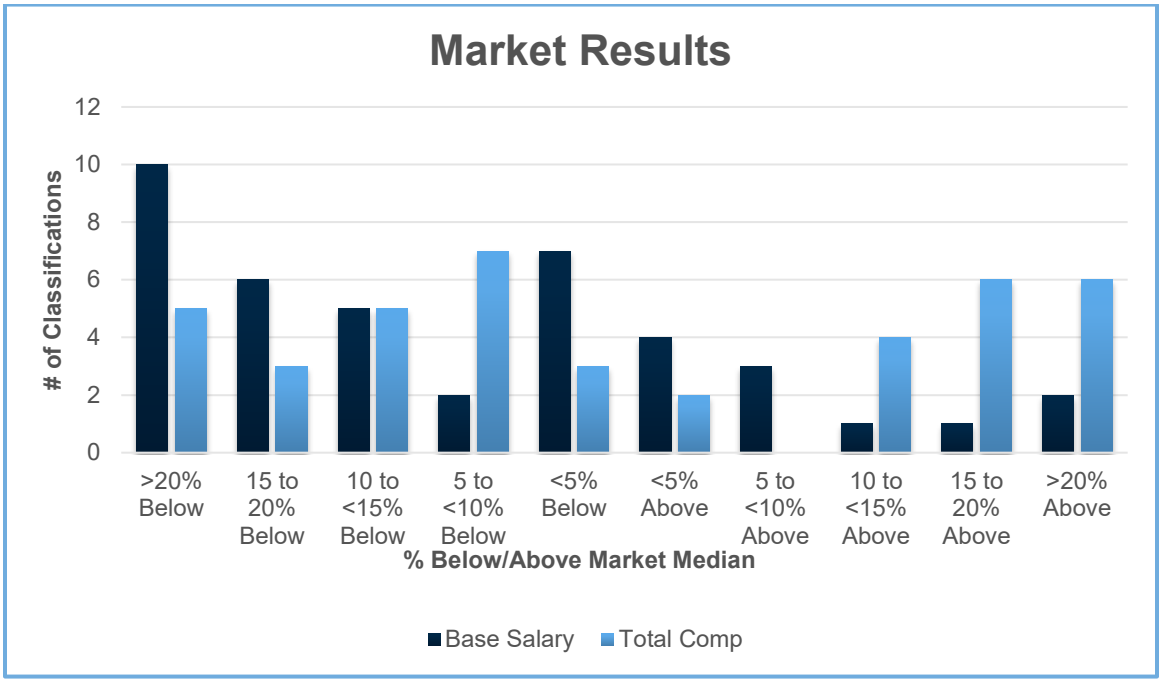
Classification Title	# of Matches	Top Monthly % Above or Below Median	Total Compensation % Above or Below Median
Recreation and Special Events Coordinator	5	5.62%	11.56%
Public Services Manager	6	3.08%	7.05%
Engineering Technician II	8	2.79%	7.63%
Human Resources Specialist	8	2.36%	6.50%
Police Officer	7	0.46%	7.86%
Police Services Officer II	4	-0.95%	6.26%
Finance Manager	10	-1.09%	3.77%
Wastewater Treatment Plant Operator II	4	-2.99%	3.94%
Water Treatment Plant Operator II	4	-3.11%	4.36%
Police Sergeant	7	-3.43%	4.36%
Police Captain	7	-3.89%	13.23%
Wastewater Plant Chief Operator	5	-4.57%	-1.86%
Associate Planner	8	-6.06%	1.06%
Building Official	9	-7.35%	-0.18%
Public Services Supervisor	8	-10.11%	-5.15%
City Manager	8	-11.77%	-12.48%
Police Chief's Administrative Assistant	6	-13.30%	-3.84%
Crime Analyst	4	-14.14%	-5.34%
Water Meter/Distribution Operator II	5	-14.52%	-7.23%
Management Analyst	8	-15.89%	-11.44%
Equipment Mechanic	7	-16.06%	-13.42%
Assistant City Clerk	4	-16.49%	-9.95%
Building Inspector II	9	-18.40%	-6.71%
Administrative Assistant	10	-18.59%	-7.81%
Chief of Police	7	-18.67%	-17.79%
Code Enforcement Inspector II	8	-20.38%	-9.66%
Accountant	10	-21.00%	-15.64%
Public Services Maintenance Worker II	9	-27.36%	-12.13%
Information Technology Technician II	6	-28.63%	-16.06%
Community Development Technician II	8	-28.74%	-12.39%
Human Resources Director	8	-30.45%	-22.53%
Information Technology Director	4	-33.65%	-30.14%
Community Development Director	9	-38.27%	-31.03%
Finance Director	9	-39.55%	-31.03%
Public Services Director	6	-40.55%	-34.06%
Assistant to the City Manager	Insufficient number of matches		
Collection System Worker II	Insufficient number of matches		

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Classification Title	# of Matches	Top Monthly % Above or Below Median	Total Compensation % Above or Below Median
Librarian	Insufficient number of matches		
Library Assistant	Insufficient number of matches		
Library Page	Insufficient number of matches		
Library Technician	Insufficient number of matches		
Lifeguard/Swim Instructor	Insufficient number of matches		
Parks and Recreation Director	Insufficient number of matches		
Police Corporal	Insufficient number of matches		
Recreation Leader II	Insufficient number of matches		
Utility Maintenance Worker II	Insufficient number of matches		
Water Plant Chief Operator	Insufficient number of matches		

Base Salary & Total Comp Market Results

Table 4. Market Base Salary and Total Compensation Results



Base salary market results show that 30 classifications are paid below the market median and 11 classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	7	2	5	6	10	30

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Above the Market Median	4	3	1	1	2	11

Total compensation market results show that 28 classifications are paid below the market median and 13 classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	3	7	5	3	5	23
Above the Market Median	6	6	4	0	2	18

Generally, a classification falling within 5.0% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market-based salaries and total compensation indicate that the City's benefits package puts the City at a slightly more competitive advantage. Further analysis indicates that, on average, classifications are 9.87% below the market median for base salaries, while that figure changes to 3.76% below the market median for total compensation, which is a 6.11% difference (i.e., the City "gains" a 6.11% competitive advantage when taking benefits into consideration).

Benefits

Health Insurance: Market data indicates the average monthly employer contribution toward health insurance premiums is $2,426, excluding the City. The City's current FY 2025/2026 monthly contribution of $2,423 is $3 less than, or 0.24% below, the market average, which is not statistically significant. Table 5 below summarizes comparator agency health insurance contributions as well as the City's contribution.

Table 5. Average Monthly Employer Health Insurance Contributions

Imperial City Employees	Labor Market Average Monthly Health Insurance Contribution	Imperial City Monthly Health Insurance Contribution
Executives	$2,514	$2,423
Management	$2,530	$2,423
Teamsters	$2,394	$2,423
POA Non-Safety	$2,409	$2,423
POA Safety	$2,361	$2,423
POA Management	$2,348	$2,423

Retirement: The City participates in both CalPERS and Social Security. Among the comparators, only three (3) other agencies also participate in CalPERS and Social Security. Of the remaining agencies, five (5) participate in CalPERS but not Social Security, one (1) participates in Social Security only, and one (1) participates in a 1937 Act plan but not Social Security.

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Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5.0% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
  - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
  - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
  - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, Gallagher utilized market data to develop the salary recommendations for 42 of the benchmarked classifications and used internal equity principles to make the salary recommendations for 12 benchmarks with insufficient matches in the labor market as well as 62 City classifications that were not benchmarked. For the non-benchmarked and insufficiently matched classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and "worth" to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

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Recommendations

Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City's pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly qualified workforce.

Proposed Salary Structure

Currently, the City has a salary structure with ranges that are approximately 2.5% apart from one another. Each salary range has seven steps with 5.0% between each step. It is recommended that the City maintain a similar salary structure. Appendix III contains the current salary range structure.

The salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 7 dollar amount closest to the Market Placement Salary.

Gallagher also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

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Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the City's level of expectation.

When classifications are over market, Gallagher typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost-of-living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- "**Grandfathering" of salary ranges:** This means the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with the City. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with the City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

Using the Market Data as a Tool

Gallagher would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with the City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

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Respectfully submitted by,

Arthur J. Gallagher & Co.

Mike Harary

Mike Harary
Project Manager

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Appendix I

Results Summary

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City of Imperial
CompSTAR Report Result Summary
February 2026

Classification	Top Monthly Salary Data					Total Compensation Data					# of Matches
	Top Monthly Salary Data	Average of comparators	% above or below	Median of comparators	% above or below	Top Monthly Compensation	Average of comparators	% above or below	Median of comparators	% above or below	
Accountant	$ 7,030	$ 8,344	-18.69%	$ 8,507	-21.00%	$ 9,890	$ 11,005	-11.28%	$ 11,436	-15.64%	10
Accounting Technician	$ 6,061	$ 5,831	3.80%	$ 5,621	7.27%	$ 8,861	$ 8,409	5.10%	$ 8,440	4.75%	10
Administrative Assistant	$ 4,853	$ 5,650	-16.42%	$ 5,756	-18.59%	$ 7,578	$ 8,228	-8.59%	$ 8,169	-7.81%	10
Assistant City Clerk	$ 7,571	$ 8,804	-16.28%	$ 8,820	-16.49%	$ 10,464	$ 11,465	-9.57%	$ 11,505	-9.95%	4
Assistant to the City Manager	$ 12,405	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 15,598	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Associate Planner	$ 8,999	$ 8,748	2.80%	$ 9,545	-6.06%	$ 11,981	$ 11,203	6.49%	$ 11,854	1.06%	8
Building Inspector II	$ 7,386	$ 7,819	-5.86%	$ 8,745	-18.40%	$ 10,267	$ 10,360	-0.91%	$ 10,956	-6.71%	9
Building Official	$ 10,965	$ 11,929	-8.79%	$ 11,771	-7.35%	$ 14,068	$ 14,496	-3.04%	$ 14,094	-0.18%	9
Chief of Police	$ 13,693	$ 18,024	-31.62%	$ 16,250	-18.67%	$ 16,966	$ 20,094	-18.44%	$ 19,984	-17.79%	7
City Manager	$ 21,067	$ 23,075	-9.53%	$ 23,546	-11.77%	$ 24,444	$ 26,452	-8.22%	$ 27,493	-12.48%	8
Code Enforcement Inspector II	$ 6,214	$ 6,835	-10.00%	$ 7,481	-20.38%	$ 9,023	$ 9,397	-4.15%	$ 9,894	-9.66%	8
Collection System Worker II	$ 5,630	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 8,402	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Community Development Director	$ 13,693	$ 16,375	-19.58%	$ 18,934	-38.27%	$ 16,966	$ 19,094	-12.54%	$ 22,230	-31.03%	9
Community Development Technician II	$ 5,630	$ 6,866	-21.95%	$ 7,248	-28.74%	$ 8,402	$ 9,307	-10.77%	$ 9,443	-12.39%	8
Crime Analyst	$ 6,691	$ 7,660	-14.48%	$ 7,636	-14.14%	$ 9,529	$ 9,969	-4.62%	$ 10,037	-5.34%	4
Engineering Technician II	$ 6,859	$ 6,542	4.61%	$ 6,667	2.79%	$ 9,707	$ 9,080	6.47%	$ 8,966	7.63%	8
Equipment Mechanic	$ 5,770	$ 6,357	-10.17%	$ 6,697	-16.06%	$ 8,551	$ 8,771	-2.57%	$ 9,699	-13.42%	7
Finance Director	$ 13,693	$ 16,506	-20.54%	$ 19,109	-39.55%	$ 16,966	$ 18,989	-11.93%	$ 22,230	-31.03%	9
Finance Manager	$ 12,405	$ 12,082	2.61%	$ 12,541	-1.09%	$ 15,598	$ 14,663	5.99%	$ 15,010	3.77%	10
Finance Supervisor (Proposed)	proposed	$ 11,689	proposed	$ 12,013	proposed	proposed	$ 14,667	proposed	$ 14,928	proposed	6
Fleet and Facilities Supervisor	$ 8,999	$ 8,584	4.62%	$ 6,936	22.93%	$ 11,981	$ 10,829	9.62%	$ 9,252	22.77%	7
Human Resources Director	$ 13,693	$ 16,895	-23.38%	$ 17,863	-30.45%	$ 16,966	$ 19,589	-15.46%	$ 20,788	-22.53%	8
Human Resources Specialist	$ 7,954	$ 7,222	9.21%	$ 7,767	2.36%	$ 10,871	$ 9,860	9.30%	$ 10,165	6.50%	8
Information Technology Director	$ 13,693	$ 19,000	-38.75%	$ 18,301	-33.65%	$ 16,966	$ 22,052	-29.98%	$ 22,079	-30.14%	4
Information Technology Technician II	$ 6,061	$ 7,677	-26.64%	$ 7,797	-28.63%	$ 8,861	$ 10,216	-15.29%	$ 10,283	-16.06%	6
Librarian	$ 7,571	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 10,464	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Library Assistant	$ 5,630	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 8,402	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	1
Library Clerk II	$ 4,853	$ 4,605	5.11%	$ 4,290	11.61%	$ 7,578	$ 7,146	5.69%	$ 6,501	14.21%	7
Library Manager	$ 12,405	$ 10,150	18.18%	$ 9,734	21.53%	$ 15,598	$ 12,444	20.22%	$ 11,540	26.02%	7
Library Page	$ 4,290	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 4,290	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	0
Library Technician	$ 5,228	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 7,975	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Lifeguard/Swim Instructor	$ 4,397	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 4,397	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Management Analyst	$ 7,571	$ 8,367	-10.52%	$ 8,774	-15.89%	$ 10,464	$ 11,097	-6.04%	$ 11,661	-11.44%	8
Park Maintenance Worker II	$ 4,853	$ 4,843	0.22%	$ 4,419	8.95%	$ 7,578	$ 7,286	3.85%	$ 7,160	5.51%	7
Parks and Recreation Director	$ 13,693	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 16,966	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Police Captain	$ 12,405	$ 14,302	-15.29%	$ 12,888	-3.89%	$ 15,598	$ 16,042	-2.84%	$ 13,534	13.23%	7
Police Chief's Administrative Assistant	$ 4,853	$ 6,117	-26.05%	$ 5,499	-13.30%	$ 7,578	$ 8,488	-12.01%	$ 7,869	-3.84%	6
Police Corporal	$ 8,356	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 11,298	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	1
Police Officer	$ 7,205	$ 7,986	-10.83%	$ 7,172	0.46%	$ 10,076	$ 10,020	0.55%	$ 9,284	7.86%	7
Police Sergeant	$ 9,455	$ 10,647	-12.60%	$ 9,780	-3.43%	$ 12,465	$ 12,710	-1.97%	$ 11,922	4.36%	7
Police Services Officer II	$ 5,099	$ 5,027	1.41%	$ 5,148	-0.95%	$ 7,839	$ 7,306	6.80%	$ 7,348	6.26%	4
Property and Evidence Technician	$ 5,770	$ 5,493	4.81%	$ 4,681	18.88%	$ 8,551	$ 7,883	7.81%	$ 7,440	12.99%	7
Public Services Director	$ 13,693	$ 18,252	-33.29%	$ 19,246	-40.55%	$ 16,966	$ 21,105	-24.40%	$ 22,744	-34.06%	6
Public Services Maintenance Worker II	$ 4,853	$ 5,778	-19.06%	$ 6,181	-27.36%	$ 7,578	$ 8,299	-9.51%	$ 8,497	-12.13%	9
Public Services Manager	$ 12,405	$ 11,487	7.40%	$ 12,023	3.08%	$ 15,598	$ 14,148	9.29%	$ 14,498	7.05%	6
Public Services Supervisor	$ 8,999	$ 9,351	-3.90%	$ 9,909	-10.11%	$ 11,981	$ 11,721	2.17%	$ 12,598	-5.15%	8
Recreation and Special Events Coordinator	$ 7,030	$ 6,858	2.46%	$ 6,635	5.62%	$ 9,890	$ 9,338	5.58%	$ 8,747	11.56%	5
Recreation Leader II	$ 4,397	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 4,397	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3

City of Imperial
CompSTAR Report Result Summary
February 2026

Utility Maintenance Worker II	$ 5,630	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 8,402	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Wastewater Plant Chief Operator	$ 8,999	$ 10,167	-12.97%	$ 9,411	-4.57%	$ 11,981	$ 12,720	-6.17%	$ 12,204	-1.86%	5
Wastewater Treatment Plant Operator II	$ 6,859	$ 6,713	2.13%	$ 7,064	-2.99%	$ 9,707	$ 9,277	4.44%	$ 9,325	3.94%	4
Water Meter/Distribution Operator II	$ 5,770	$ 6,450	-11.79%	$ 6,608	-14.52%	$ 8,551	$ 8,912	-4.21%	$ 9,170	-7.23%	5
Water Plant Chief Operator	$ 8,999	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	$ 11,981	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Water Treatment Plant Operator II	$ 6,859	$ 7,203	-5.01%	$ 7,072	-3.11%	$ 9,707	$ 9,637	0.72%	$ 9,284	4.36%	4
		AVERAGE:	**-9.38%**	**AVERAGE:**	**-9.87%**		**AVERAGE:**	**-3.03%**	**AVERAGE:**	**-3.76%**	

Appendix II

Market Compensation Findings

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Accountant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Accountant	$ 10,447	7/1/2025	7/1/2026	2.00%
City of Palm Desert	Accountant	$ 10,419	7/1/2025	Unknown	Unknown
City of Palm Springs	Accountant	$ 10,226	6/22/2025	Unknown	Unknown
Imperial Irrigation District	Financial Accountant	$ 10,035	1/1/2026	Unknown	Unknown
City of Coachella	Accountant	$ 9,570	7/1/2025	7/1/2026	3.00%
City of Brawley	Accountant	$ 7,443	7/1/2025	Unknown	Unknown
County of San Diego	Associate Accountant	$ 7,152	6/27/2025	6/26/2026	3.50%
City of Imperial	Accountant	$ 7,030	7/1/2025	Unknown	Unknown
City of El Centro	Accountant	$ 6,635	7/1/2024	Unknown	Unknown
County of Imperial	Accountant-Auditor	$ 6,131	7/11/2025	Unknown	Unknown
City of Calexico	Accountant	$ 5,387	7/1/2024	Unknown	Unknown

Base Salary Median	**$8,507**
Base Salary Average	**$8,344**
Percentage Above or Below Median	**-21.00%**
Percentage Above or Below Average	**-18.69%**
Total # of Matches:	**10**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Financial Accountant	$ 10,035		$ 1,003	$ 622	$ 100	$ 2,069					$ 13,829
City of Palm Desert	Accountant	$ 10,419				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 13,698
City of Palm Springs	Accountant	$ 10,226								$ 2,570		$ 12,796
City of Indio	Accountant	$ 10,447			$ 79					$ 2,100		$ 12,627
City of Coachella	Accountant	$ 9,570					$ 2,441	$ 149	$ 25			$ 12,186
City of Brawley	Accountant	$ 7,443			$ 461		$ 2,781					$ 10,686
City of Imperial	Accountant	$ 7,030			$ 436		$ 2,261	$ 139	$ 24			$ 9,890
County of San Diego	Associate Accountant	$ 7,152								$ 2,211		$ 9,363
City of El Centro	Accountant	$ 6,635								$ 2,112		$ 8,747
County of Imperial	Accountant-Auditor	$ 6,131					$ 2,113	$ 107				$ 8,352
City of Calexico	Accountant	$ 5,387			$ 334					$ 2,045		$ 7,766

Footnote:

Total Compensation Median	**$11,436**
Total Compensation Average	**$11,005**
Percentage Above or Below Median	**-15.63%**
Percentage Above or Below Average	**-11.28%**
Total # of Matches:	**10**

Accounting Technician

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Accounting Technician II	$ 8,029	7/1/2025	7/1/2026	3.00%
City of Palm Desert	Accounting Technician II	$ 7,940	7/1/2025	Unknown	Unknown
City of Indio	Accounting Technician II	$ 6,975	7/1/2025	7/1/2026	2.00%
Imperial Irrigation District	Accounting Technician	$ 6,379	1/1/2026	Unknown	Unknown
City of Palm Springs	Account Clerk II	$ 6,181	6/22/2025	Unknown	Unknown
City of Imperial	Accounting Technician	$ 6,061	7/1/2025	Unknown	Unknown
City of El Centro	Accounting Specialist	$ 5,060	7/1/2024	Unknown	Unknown
City of Brawley	Senior Accounting Assistant	$ 5,006	7/1/2025	Unknown	Unknown
County of San Diego	Account Clerk Specialist	$ 4,912	6/27/2025	6/26/2026	3.50%
City of Calexico	Accounting Assistant II	$ 4,028	7/1/2024	Unknown	Unknown
County of Imperial	Accounting Technician/ Account Clerk II[1]	$ 3,802	7/11/2025	7/1/2026	3.00%

Base Salary Median	**$5,621**
Base Salary Average	**$5,831**
Percentage Above or Below Median	**7.27%**
Percentage Above or Below Average	**3.80%**
Total # of Matches:	**10**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Accounting Technician II	$ 7,940				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 11,219
City of Coachella	Accounting Technician II	$ 8,029					$ 2,441	$ 149	$ 25			$ 10,645
Imperial Irrigation District	Accounting Technician	$ 6,379		$ 638	$ 396	$ 64	$ 2,069					$ 9,545
City of Indio	Accounting Technician II	$ 6,975			$ 79					$ 2,100		$ 9,155
City of Imperial	Accounting Technician	$ 6,061			$ 376		$ 2,261	$ 139	$ 24			$ 8,861
City of Palm Springs	Account Clerk II	$ 6,181								$ 2,602		$ 8,783
City of Brawley	Senior Accounting Assistant	$ 5,006			$ 310		$ 2,781					$ 8,097
City of El Centro	Accounting Specialist	$ 5,060								$ 2,112		$ 7,172
County of San Diego	Account Clerk Specialist	$ 4,912								$ 2,211		$ 7,123
City of Calexico	Accounting Assistant II	$ 4,028			$ 250					$ 2,045		$ 6,323
County of Imperial	Accounting Technician/ Account Clerk II[1]	$ 3,802					$ 2,113	$ 107				$ 6,023

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	**$8,440**
Total Compensation Average	**$8,409**
Percentage Above or Below Median	**4.75%**
Percentage Above or Below Average	**5.10%**
Total # of Matches:	**10**

Administrative Assistant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Administrative Assistant II	$ 7,940	7/1/2025	Unknown	Unknown
City of Indio	Administrative Assistant	$ 7,010	7/1/2025	7/1/2026	2.00%
Imperial Irrigation District	Administrative Assistant II/ Clerical Technician[1]	$ 6,913	1/1/2026	Unknown	Unknown
City of Palm Springs	Administrative Assistant	$ 6,492	6/22/2025	Unknown	Unknown
City of Coachella	Department Assistant II	$ 5,980	7/1/2025	7/1/2026	3.00%
County of San Diego	Administrative Secretary II	$ 5,531	6/27/2025	6/26/2026	3.50%
City of Imperial	Administrative Assistant	$ 4,853	7/1/2025	Unknown	Unknown
City of El Centro	Staff Assistant	$ 4,636	7/1/2024	Unknown	Unknown
County of Imperial	Administrative Secretary	$ 4,292	7/11/2025	7/1/2026	3.00%
City of Calexico	Administrative Assistant	$ 4,028	7/1/2024	Unknown	Unknown
City of Brawley	Administrative Office Clerk	$ 3,679	7/1/2025	Unknown	Unknown

Base Salary Median	**$5,756**
Base Salary Average	**$5,650**
Percentage Above or Below Median	**-18.59%**
Percentage Above or Below Average	**-16.42%**
Total # of Matches:	**10**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Administrative Assistant II	$ 7,940				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 11,219
Imperial Irrigation District	Administrative Assistant II/ Clerical Technician[1]	$ 6,913		$ 691	$ 429	$ 69	$ 2,069					$ 10,170
City of Indio	Administrative Assistant	$ 7,010			$ 79					$ 2,100		$ 9,190
City of Palm Springs	Administrative Assistant	$ 6,492								$ 2,602		$ 9,094
City of Coachella	Department Assistant II	$ 5,980					$ 2,441	$ 149	$ 25			$ 8,596
County of San Diego	Administrative Secretary II	$ 5,531								$ 2,211		$ 7,742
City of Imperial	Administrative Assistant	$ 4,853			$ 301		$ 2,261	$ 139	$ 24			$ 7,578
City of El Centro	Staff Assistant	$ 4,636								$ 2,112		$ 6,748
City of Brawley	Administrative Office Clerk	$ 3,679			$ 228		$ 2,781					$ 6,688
County of Imperial	Administrative Secretary	$ 4,292					$ 2,113	$ 107				$ 6,513
City of Calexico	Administrative Assistant	$ 4,028			$ 250					$ 2,045		$ 6,323

Total Compensation Median	**$8,169**
Total Compensation Average	**$8,228**
Percentage Above or Below Median	**-7.81%**
Percentage Above or Below Average	**-8.59%**
Total # of Matches:	**10**

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Assistant City Clerk

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Deputy City Clerk	$ 9,783	7/1/2025	7/1/2026	2.00%
City of Palm Desert	Senior Deputy Clerk	$ 9,209	7/1/2025	Unknown	Unknown
City of Indio	Deputy City Clerk	$ 8,431	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Deputy City Clerk	$ 7,793	6/22/2025	Unknown	Unknown
City of Imperial	Assistant City Clerk	$ 7,571	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of El Centro	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$8,820**
Base Salary Average	**$8,804**
Percentage Above or Below Median	**-16.49%**
Percentage Above or Below Average	**-16.28%**
Total # of Matches:	**4**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Senior Deputy Clerk	$ 9,209				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 12,488
City of Coachella	Deputy City Clerk	$ 9,783					$ 2,441	$ 149	$ 25			$ 12,399
City of Indio	Deputy City Clerk	$ 8,431			$ 79					$ 2,100		$ 10,610
City of Imperial	Assistant City Clerk	$ 7,571			$ 469		$ 2,261	$ 139	$ 24			$ 10,464
City of Palm Springs	Deputy City Clerk	$ 7,793								$ 2,570		$ 10,363
City of Brawley	N/C											
City of Calexico	N/C											
City of El Centro	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$11,505**
Total Compensation Average	**$11,465**
Percentage Above or Below Median	**-9.95%**
Percentage Above or Below Average	**-9.57%**
Total # of Matches:	**4**

Assistant to the City Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Assistant to the City Manager	$ 12,950	7/1/2025	7/1/2026	2.00%
City of Imperial	Assistant to the City Manager	$ 12,405	7/1/2025	Unknown	Unknown
City of Indio	Marketing and Public Information Officer /Senior Economic Development Analyst[1]	$ 12,228	7/1/2025	7/1/2026	2.00%
City of El Centro	Management Assistant	$ 6,635	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Imperial	Assistant to the City Manager	$ 12,405			$ 769		$ 2,261	$ 139	$ 24			$ 15,598
City of Coachella	Assistant to the City Manager	$ 12,950					$ 2,441	$ 149	$ 25			$ 15,566
City of Indio	Marketing and Public Information Officer /Senior Economic Development Analyst[1]	$ 12,228			$ 79					$ 2,100		$ 14,407
City of El Centro	Management Assistant	$ 6,635										$ 6,635
City of Brawley	N/C											
City of Calexico	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Associate Planner

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Associate Planner	$ 10,487	6/22/2025	Unknown	Unknown
City of Indio	Associate Planner	$ 10,300	7/1/2025	7/1/2026	2.00%
City of Palm Desert	Associate Planner I	$ 10,164	7/1/2025	Unknown	Unknown
City of Coachella	Associate Planner	$ 10,074	7/1/2025	7/1/2026	2.00%
County of San Diego	Land Use/Environmental Planner II	$ 9,017	6/27/2025	6/26/2026	3.50%
City of Imperial	Associate Planner	$ 8,999	7/1/2025	Unknown	Unknown
City of El Centro	Associate Planner	$ 7,026	7/1/2024	Unknown	Unknown
City of Calexico	Planner	$ 6,563	7/1/2024	Unknown	Unknown
County of Imperial	Planner II	$ 6,351	7/11/2025	Unknown	Unknown
City of Brawley	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$9,545**
Base Salary Average	**$8,748**
Percentage Above or Below Median	**-6.06%**
Percentage Above or Below Average	**2.80%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Associate Planner I	$ 10,164				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 13,443
City of Palm Springs	Associate Planner	$ 10,487								$ 2,570		$ 13,057
City of Coachella	Associate Planner	$ 10,074					$ 2,441	$ 149	$ 25			$ 12,690
City of Indio	Associate Planner	$ 10,300			$ 79					$ 2,100		$ 12,479
City of Imperial	Associate Planner	$ 8,999			$ 558		$ 2,261	$ 139	$ 24			$ 11,981
County of San Diego	Land Use/Environmental Planner II	$ 9,017								$ 2,211		$ 11,228
City of El Centro	Associate Planner	$ 7,026								$ 2,112		$ 9,138
City of Calexico	Planner	$ 6,563			$ 407					$ 2,045		$ 9,015
County of Imperial	Planner II	$ 6,351					$ 2,113	$ 107				$ 8,572
City of Brawley	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$11,854**
Total Compensation Average	**$11,203**
Percentage Above or Below Median	**1.06%**
Percentage Above or Below Average	**6.49%**
Total # of Matches:	**8**

Building Inspector II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Building Inspector II	$ 9,588	7/1/2025	7/1/2026	2.00%
City of Palm Desert	Building Inspector II	$ 9,209	7/1/2025	Unknown	Unknown
City of Palm Springs	Building Inspector	$ 9,173	6/22/2025	Unknown	Unknown
City of Coachella	Building Inspector II	$ 8,951	7/1/2025	7/1/2026	3.00%
County of San Diego	Building Inspector II	$ 8,745	9/5/2025	Unknown	Unknown
City of Imperial	Building Inspector II	$ 7,386	7/1/2025	Unknown	Unknown
City of Brawley	Building Inspector	$ 6,814	7/1/2025	Unknown	Unknown
City of Calexico	Building Inspector II	$ 6,563	7/1/2024	Unknown	Unknown
County of Imperial	Building Inspector II	$ 5,906	7/11/2025	7/1/2026	3.00%
City of El Centro	Building Inspector	$ 5,420	7/1/2024	Unknown	Unknown
Imperial Irrigation District	N/C				

Base Salary Median	**$8,745**
Base Salary Average	**$7,819**
Percentage Above or Below Median	**-18.40%**
Percentage Above or Below Average	**-5.86%**
Total # of Matches:	**9**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Building Inspector II	$ 9,209				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 12,488
City of Palm Springs	Building Inspector	$ 9,173								$ 2,602		$ 11,775
City of Indio	Building Inspector II	$ 9,588			$ 79					$ 2,100		$ 11,767
City of Coachella	Building Inspector II	$ 8,951					$ 2,441	$ 149	$ 25			$ 11,567
County of San Diego	Building Inspector II	$ 8,745								$ 2,211		$ 10,956
City of Imperial	Building Inspector II	$ 7,386			$ 458		$ 2,261	$ 139	$ 24			$ 10,267
City of Brawley	Building Inspector	$ 6,814			$ 422		$ 2,781					$ 10,018
City of Calexico	Building Inspector II	$ 6,563			$ 407					$ 2,045		$ 9,015
County of Imperial	Building Inspector II	$ 5,906					$ 2,113	$ 107				$ 8,127
City of El Centro	Building Inspector	$ 5,420								$ 2,112		$ 7,532
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$10,956**
Total Compensation Average	**$10,360**
Percentage Above or Below Median	**-6.71%**
Percentage Above or Below Average	**-0.91%**
Total # of Matches:	**9**

Building Official

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Chief Building Official	$ 16,657	7/1/2025	Unknown	Unknown
City of Indio	Chief Building Official	$ 15,312	7/1/2025	Unknown	Unknown
City of Palm Springs	Building Official	$ 14,593	6/22/2025	Unknown	Unknown
City of Coachella	Building Official	$ 12,834	7/1/2025	7/1/2026	2.00%
County of San Diego	Building/Enforcement Manager	$ 11,771	6/27/2025	Unknown	Unknown
City of Imperial	Building Official	$ 10,965	7/1/2025	Unknown	Unknown
City of El Centro	Assistant Director of Community Development	$ 10,868	12/24/2025	Unknown	Unknown
County of Imperial	Building Division Manager	$ 9,592	7/11/2025	7/1/2026	3.00%
City of Brawley	Building Official	$ 8,492	7/1/2025	Unknown	Unknown
City of Calexico	Building Official	$ 7,244	7/1/2024	Unknown	Unknown
Imperial Irrigation District	N/C				

Base Salary Median	**$11,771**
Base Salary Average	**$11,929**
Percentage Above or Below Median	**-7.35%**
Percentage Above or Below Average	**-8.79%**
Total # of Matches:	**9**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Chief Building Official	$ 16,657				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 19,936
City of Indio	Chief Building Official	$ 15,312			$ 79					$ 2,100		$ 17,491
City of Palm Springs	Building Official	$ 14,593								$ 2,570		$ 17,163
City of Coachella	Building Official	$ 12,834					$ 2,441	$ 149	$ 25			$ 15,450
County of San Diego	Building/Enforcement Manager	$ 11,771								$ 2,323		$ 14,094
City of Imperial	Building Official	$ 10,965			$ 680		$ 2,261	$ 139	$ 24			$ 14,068
City of El Centro	Assistant Director of Community Development	$ 10,868								$ 2,112		$ 12,980
County of Imperial	Building Division Manager	$ 9,592					$ 2,113	$ 107				$ 11,813
City of Brawley	Building Official	$ 8,492			$ 527		$ 2,781					$ 11,800
City of Calexico	Building Official	$ 7,244			$ 449					$ 2,045		$ 9,738
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$14,094**
Total Compensation Average	**$14,496**
Percentage Above or Below Median	**-0.18%**
Percentage Above or Below Average	**-3.04%**
Total # of Matches:	**9**

Chief of Police

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Police Chief	$ 25,069	6/22/2025	Unknown	Unknown
City of Indio	Chief of Police	$ 21,613	7/1/2025	Unknown	Unknown
County of San Diego	Sheriff's Commander	$ 18,942	6/27/2025	Unknown	Unknown
City of Brawley	Police Chief	$ 16,250	8/6/2025	Unknown	Unknown
County of Imperial	Sheriff-Coroner	$ 16,083	7/11/2025	Unknown	Unknown
City of El Centro	Chief of Police	$ 14,534	12/24/2025	Unknown	Unknown
City of Imperial	Chief of Police	$ 13,693	7/1/2025	Unknown	Unknown
City of Calexico	Police Chief	$ 13,674	4/3/2024	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$16,250**
Base Salary Average	**$18,024**
Percentage Above or Below Median	**-18.67%**
Percentage Above or Below Average	**-31.62%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Police Chief	$ 25,069								$ 2,570		$ 27,639
City of Indio	Chief of Police	$ 21,613								$ 2,100		$ 23,713
County of San Diego	Sheriff's Commander	$ 18,942								$ 2,093		$ 21,035
City of Brawley	Police Chief	$ 16,250			$ 953		$ 2,781					$ 19,984
City of Imperial	Chief of Police	$ 13,693			$ 849		$ 2,261	$ 139	$ 24			$ 16,966
City of El Centro	Chief of Police	$ 14,534								$ 2,112		$ 16,646
County of Imperial	Sheriff-Coroner	$ 16,083										$ 16,083
City of Calexico	Police Chief	$ 13,674								$ 1,886		$ 15,561
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$19,984**
Total Compensation Average	**$20,094**
Percentage Above or Below Median	**-17.79%**
Percentage Above or Below Average	**-18.44%**
Total # of Matches:	**7**

City Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	City Manager	$ 27,917	7/1/2025	Unknown	Unknown
City of Palm Springs	City Manager	$ 27,083	6/22/2025	Unknown	Unknown
Imperial Irrigation District	General Manager, Assistant	$ 24,227	1/1/2026	Unknown	Unknown
City of Coachella	City Manager	$ 23,917	1/24/2024	Unknown	Unknown
City of Palm Desert	City Manager	$ 23,175	3/24/2025	Unknown	Unknown
City of Calexico	City Manager	$ 22,284	2/19/2025	Unknown	Unknown
City of Imperial	City Manager	$ 21,067	7/1/2025	Unknown	Unknown
City of El Centro	City Manager	$ 20,000	10/21/2025	10/21/2026	4.20%
City of Brawley	City Manager	$ 16,000	7/21/2025	7/21/2026	5.20%
County of Imperial	N/C				
County of San Diego	N/C				

Base Salary Median	**$23,546**
Base Salary Average	**$23,075**
Percentage Above or Below Median	**-11.77%**
Percentage Above or Below Average	**-9.53%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	City Manager	$ 27,917			$ 79					$ 2,100		$ 30,096
Imperial Irrigation District	General Manager, Assistant	$ 24,227		$ 2,423	$ 953	$ 242	$ 2,069					$ 29,913
City of Palm Springs	City Manager	$ 27,083								$ 2,570		$ 29,653
City of Coachella	City Manager	$ 23,917	$ -478			$ 1,196	$ 3,723	$ 149	$ 25			$ 28,532
City of Palm Desert	City Manager	$ 23,175				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 26,454
City of Calexico	City Manager	$ 22,284			$ 953					$ 1,886		$ 25,124
City of Imperial	City Manager	$ 21,067			$ 953		$ 2,261	$ 139	$ 24			$ 24,444
City of El Centro	City Manager	$ 20,000								$ 2,112		$ 22,112
City of Brawley	City Manager	$ 16,000			$ 953		$ 2,781					$ 19,734
County of Imperial	N/C											
County of San Diego	N/C											

Footnote:

Total Compensation Median	**$27,493**
Total Compensation Average	**$26,452**
Percentage Above or Below Median	**-12.48%**
Percentage Above or Below Average	**-8.22%**
Total # of Matches:	**8**

Code Enforcement Inspector II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Code Compliance Officer II	$ 8,341	7/1/2025	Unknown	Unknown
City of Palm Springs	Code Compliance Officer	$ 7,908	6/22/2025	Unknown	Unknown
City of Indio	Code Enforcement Officer II	$ 7,902	7/1/2025	7/1/2026	2.00%
County of San Diego	Code Enforcement Officer	$ 7,628	6/27/2025	6/26/2026	3.50%
City of Coachella	Code Enforcement Officer	$ 7,333	7/1/2025	7/1/2026	3.00%
City of Imperial	Code Enforcement Inspector II	$ 6,214	7/1/2025	Unknown	Unknown
City of Brawley	Code Enforcment Officer	$ 5,713	7/1/2025	Unknown	Unknown
City of Calexico	Code Enforcement Officer	$ 5,127	7/1/2024	Unknown	Unknown
City of El Centro	Code Enforcement Officer I	$ 4,729	7/1/2024	Unknown	Unknown
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$7,481**
Base Salary Average	**$6,835**
Percentage Above or Below Median	**-20.38%**
Percentage Above or Below Average	**-10.00%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Code Compliance Officer II	$ 8,341				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 11,620
City of Palm Springs	Code Compliance Officer	$ 7,908								$ 2,602		$ 10,510
City of Indio	Code Enforcement Officer II	$ 7,902			$ 79					$ 2,100		$ 10,081
City of Coachella	Code Enforcement Officer	$ 7,333					$ 2,441	$ 149	$ 25			$ 9,949
County of San Diego	Code Enforcement Officer	$ 7,628								$ 2,211		$ 9,839
City of Imperial	Code Enforcement Inspector II	$ 6,214			$ 385		$ 2,261	$ 139	$ 24			$ 9,023
City of Brawley	Code Enforcment Officer	$ 5,713			$ 354		$ 2,781					$ 8,849
City of Calexico	Code Enforcement Officer	$ 5,127			$ 318					$ 2,045		$ 7,490
City of El Centro	Code Enforcement Officer I	$ 4,729								$ 2,112		$ 6,841
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Total Compensation Median	**$9,894**
Total Compensation Average	**$9,397**
Percentage Above or Below Median	**-9.66%**
Percentage Above or Below Average	**-4.15%**
Total # of Matches:	**8**

Footnote:

Collection System Worker II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Treatment/Collection System Operator II	$ 7,280	7/1/2025	46204	3.00%
City of Calexico	Collection Maintenance Operator I	$ 6,528	7/1/2024	Unknown	Unknown
City of Imperial	Collection System Worker II	$ 5,630	7/1/2025	Unknown	Unknown
City of El Centro	Wastewater Maintenance Worker	$ 5,187	7/1/2025	7/1/2026	2.00%
City of Brawley	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Coachella	Treatment/Collection System Operator II	$ 7,280					$ 2,441	$ 149	$ 25			$ 9,896
City of Calexico	Collection Maintenance Operator I	$ 6,528			$ 405					$ 1,886		$ 8,819
City of Imperial	Collection System Worker II	$ 5,630			$ 349		$ 2,261	$ 139	$ 24			$ 8,402
City of El Centro	Wastewater Maintenance Worker	$ 5,187								$ 2,112		$ 7,299
City of Brawley	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Community Development Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Deputy Director, Planning and Development Services	$ 20,578	6/27/2025	Unknown	Unknown
City of Palm Desert	Director of Development Services	$ 20,294	7/1/2025	Unknown	Unknown
City of Indio	Director of Community Development	$ 20,051	7/1/2025	Unknown	Unknown
City of Palm Springs	Director of Development Services	$ 19,926	6/22/2025	Unknown	Unknown
City of Coachella	Community Development Director	$ 18,934	7/1/2025	7/1/2026	3.00%
County of Imperial	Assistant Director of Planning and Building Services/ Director of Planning and Building Services[1]	$ 13,742	7/11/2025	7/1/2026	3.00%
City of Imperial	Community Development Director	$ 13,693	7/1/2025	Unknown	Unknown
City of Brawley	Development Services Director	$ 12,292	2/4/2026	2/7/2027	1.70%
City of El Centro	Director of Community Development	$ 11,050	7/1/2024	Unknown	Unknown
City of Calexico	Planning & Building Services Director	$ 10,507	1/6/2025	Unknown	Unknown
Imperial Irrigation District	N/C				

Base Salary Median	**$18,934**
Base Salary Average	**$16,375**
Percentage Above or Below Median	**-38.27%**
Percentage Above or Below Average	**-19.58%**
Total # of Matches:	**9**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Director of Development Services	$ 20,294				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 23,573
County of San Diego	Deputy Director, Planning and Development Services	$ 20,578								$ 2,323		$ 22,901
City of Coachella	Community Development Director	$ 18,934	$ -189				$ 3,723	$ 149	$ 25			$ 22,642
City of Palm Springs	Director of Development Services	$ 19,926								$ 2,570		$ 22,496
City of Indio	Director of Community Development	$ 20,051			$ 79					$ 2,100		$ 22,230
City of Imperial	Community Development Director	$ 13,693			$ 849		$ 2,261	$ 139	$ 24			$ 16,966
County of Imperial	Assistant Director of Planning and Building Services/ Director of Planning and Building Services[1]	$ 13,742					$ 2,113	$ 107				$ 15,962
City of Brawley	Development Services Director	$ 12,292			$ 762		$ 2,781					$ 15,835
City of El Centro	Director of Community Development	$ 11,050								$ 2,112		$ 13,162
City of Calexico	Planning & Building Services Director	$ 10,507			$ 651					$ 1,886		$ 13,045
Imperial Irrigation District	N/C											

Total Compensation Median	**$22,230**
Total Compensation Average	**$19,094**
Percentage Above or Below Median	**-31.03%**
Percentage Above or Below Average	**-12.54%**
Total # of Matches:	**9**

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Community Development Technician II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Development Services Technician	$ 8,673	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Permit Center Technician	$ 8,311	6/22/2025	Unknown	Unknown
City of Palm Desert	Permit Technician II	$ 7,940	7/1/2025	Unknown	Unknown
City of Indio	Permit Technician II	$ 7,369	7/1/2025	7/1/2026	2.00%
County of San Diego	Land Use Technician II	$ 7,127	6/27/2025	6/26/2026	3.50%
County of Imperial	Permit Specialist	$ 6,131	7/11/2025	Unknown	Unknown
City of Imperial	Community Development Technician II	$ 5,630	7/1/2025	Unknown	Unknown
City of El Centro	Permit Center Technician	$ 5,060	7/1/2024	Unknown	Unknown
City of Calexico	Permit Technician	$ 4,313	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$7,248**
Base Salary Average	**$6,866**
Percentage Above or Below Median	**-28.74%**
Percentage Above or Below Average	**-21.95%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Coachella	Development Services Technician	$ 8,673					$ 2,441	$ 149	$ 25			$ 11,289
City of Palm Desert	Permit Technician II	$ 7,940				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 11,219
City of Palm Springs	Permit Center Technician	$ 8,311								$ 2,602		$ 10,913
City of Indio	Permit Technician II	$ 7,369			$ 79					$ 2,100		$ 9,548
County of San Diego	Land Use Technician II	$ 7,127								$ 2,211		$ 9,339
City of Imperial	Community Development Technician II	$ 5,630			$ 349		$ 2,267	$ 139	$ 24			$ 8,402
County of Imperial	Permit Specialist	$ 6,131					$ 2,113	$ 107				$ 8,352
City of El Centro	Permit Center Technician	$ 5,060								$ 2,112		$ 7,172
City of Calexico	Permit Technician	$ 4,313			$ 267					$ 2,045		$ 6,625
City of Brawley	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$9,443**
Total Compensation Average	**$9,307**
Percentage Above or Below Median	**-12.39%**
Percentage Above or Below Average	**-10.77%**
Total # of Matches:	**8**

Crime Analyst

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Crime and Intelligence Analyst	$ 8,861	6/27/2025	Unknown	Unknown
City of Palm Springs	Crime Analyst	$ 7,908	6/22/2025	Unknown	Unknown
City of Indio	Crime Analyst II	$ 7,365	1/1/2026	Unknown	Unknown
City of Imperial	Crime Analyst	$ 6,691	7/1/2025	Unknown	Unknown
City of El Centro	Crime Analyst	$ 6,505	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$7,636**
Base Salary Average	**$7,660**
Percentage Above or Below Median	**-14.14%**
Percentage Above or Below Average	**-14.48%**
Total # of Matches:	**4**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
County of San Diego	Crime and Intelligence Analyst	$ 8,861								$ 2,323		$ 11,183
City of Palm Springs	Crime Analyst	$ 7,908								$ 2,602		$ 10,510
City of Indio	Crime Analyst II	$ 7,365								$ 2,200		$ 9,565
City of Imperial	Crime Analyst	$ 6,691			$ 415		$ 2,261	$ 139	$ 24			$ 9,529
City of El Centro	Crime Analyst	$ 6,505								$ 2,112		$ 8,617
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$10,037**
Total Compensation Average	**$9,969**
Percentage Above or Below Median	**-5.34%**
Percentage Above or Below Average	**-4.62%**
Total # of Matches:	**4**

Engineering Technician II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
Imperial Irrigation District	Engineering Technician II	$ 8,139	1/1/2026	Unknown	Unknown
City of Coachella	Engineering Technician	$ 7,499	7/1/2025	7/1/2026	3.00%
City of Indio	Engineering Technician II	$ 7,405	7/1/2025	7/1/2026	2.00%
County of San Diego	Engineering Technician II	$ 7,160	6/27/2025	6/26/2026	3.50%
City of Imperial	Engineering Technician II	$ 6,859	7/1/2025	Unknown	Unknown
City of El Centro	Engineering Technician	$ 6,174	7/1/2024	Unknown	Unknown
City of Brawley	Engineering Technician II	$ 5,443	7/1/2025	Unknown	Unknown
County of Imperial	Civil Engineering Technician	$ 5,265	7/11/2025	7/1/2026	3.00%
City of Calexico	Engineering Technician	$ 5,255	7/1/2024	Unknown	Unknown
City of Palm Desert	N/C				
City of Palm Springs	N/C				

Base Salary Median	**$6,667**
Base Salary Average	**$6,542**
Percentage Above or Below Median	**2.79%**
Percentage Above or Below Average	**4.61%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Engineering Technician II	$ 8,139		$ 814	$ 505	$ 81	$ 2,069					$ 11,607
City of Coachella	Engineering Technician	$ 7,499					$ 2,441	$ 149	$ 25			$ 10,115
City of Imperial	Engineering Technician II	$ 6,859			$ 425		$ 2,261	$ 139	$ 24			$ 9,707
City of Indio	Engineering Technician II	$ 7,405			$ 79					$ 2,100		$ 9,585
County of San Diego	Engineering Technician II	$ 7,160								$ 2,211		$ 9,371
City of Brawley	Engineering Technician II	$ 5,443			$ 337		$ 2,781					$ 8,561
City of El Centro	Engineering Technician	$ 6,174								$ 2,112		$ 8,286
City of Calexico	Engineering Technician	$ 5,255			$ 326					$ 2,045		$ 7,626
County of Imperial	Civil Engineering Technician	$ 5,265					$ 2,113	$ 107				$ 7,486
City of Palm Desert	N/C											
City of Palm Springs	N/C											

Footnote:

Total Compensation Median	**$8,966**
Total Compensation Average	**$9,080**
Percentage Above or Below Median	**7.63%**
Percentage Above or Below Average	**6.47%**
Total # of Matches:	**8**

Equipment Mechanic

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Vehicle Equipment Mechanic II	$ 8,709	7/1/2025	7/1/2026	3.00%
City of Indio	Fleet Mechanic II	$ 7,592	7/1/2025	7/1/2026	2.00%
County of San Diego	Master Fleet Technician	$ 7,488	9/5/2025	Unknown	Unknown
Imperial Irrigation District	Mechanic II	$ 6,697	1/1/2026	Unknown	Unknown
City of Imperial	Equipment Mechanic	$ 5,770	7/1/2025	Unknown	Unknown
County of Imperial	Heavy Equipment Mechanic/ Automotive Mechanic[1]	$ 4,832	7/11/2025	7/1/2026	3.00%
City of Calexico	Mechanic I/Service Advisor	$ 4,761	7/1/2024	Unknown	Unknown
City of El Centro	Equipment Mechanic I	$ 4,419	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				

Base Salary Median	**$6,697**
Base Salary Average	**$6,357**
Percentage Above or Below Median	**-16.06%**
Percentage Above or Below Average	**-10.17%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Coachella	Vehicle Equipment Mechanic II	$ 8,709					$ 2,441	$ 149	$ 25			$ 11,325
Imperial Irrigation District	Mechanic II	$ 6,697		$ 670	$ 415	$ 67	$ 2,069					$ 9,918
City of Indio	Fleet Mechanic II	$ 7,592			$ 79					$ 2,100		$ 9,772
County of San Diego	Master Fleet Technician	$ 7,488								$ 2,211		$ 9,699
City of Imperial	Equipment Mechanic	$ 5,770			$ 358		$ 2,261	$ 139	$ 24			$ 8,551
City of Calexico	Mechanic I/Service Advisor	$ 4,761			$ 295					$ 2,045		$ 7,101
County of Imperial	Heavy Equipment Mechanic/ Automotive Mechanic[1]	$ 4,832					$ 2,113	$ 107				$ 7,053
City of El Centro	Equipment Mechanic I	$ 4,419								$ 2,112		$ 6,531
City of Brawley	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											

Total Compensation Median	**$9,699**
Total Compensation Average	**$8,771**
Percentage Above or Below Median	**-13.42%**
Percentage Above or Below Average	**-2.57%**
Total # of Matches:	**7**

Footnote:
1. Functional Hybrid - The salary displayed is the higher of the matches.

Finance Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Group Finance Director	$ 21,320	6/27/2025	6/26/2026	3.50%
City of Palm Desert	Director of Finance/City Treasurer	$ 20,804	7/1/2025	Unknown	Unknown
City of Palm Springs	Director of Finance and Treasurer	$ 20,405	6/22/2025	Unknown	Unknown
City of Indio	Director of Finance	$ 20,051	7/1/2025	Unknown	Unknown
City of Coachella	Finance Director	$ 19,109	7/1/2025	7/1/2026	3.00%
City of Imperial	Finance Director	$ 13,693	7/1/2025	Unknown	Unknown
City of El Centro	Director of Finance	$ 12,351	7/1/2024	Unknown	Unknown
County of Imperial	Deputy CEO - Budget and Finance	$ 12,203	7/11/2025	Unknown	Unknown
City of Calexico	Finance Director	$ 11,315	1/6/2025	Unknown	Unknown
City of Brawley	Finance Director	$ 11,000	6/1/2024	Unknown	Unknown
Imperial Irrigation District	N/C				

Base Salary Median	**$19,109**
Base Salary Average	**$16,506**
Percentage Above or Below Median	**-39.55%**
Percentage Above or Below Average	**-20.54%**
Total # of Matches:	**9**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Director of Finance/City Treasurer	$ 20,804				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 24,083
County of San Diego	Group Finance Director	$ 21,320								$ 2,448		$ 23,768
City of Palm Springs	Director of Finance and Treasurer	$ 20,405								$ 2,570		$ 22,975
City of Coachella	Finance Director	$ 19,109	$ -191				$ 3,723	$ 149	$ 25			$ 22,815
City of Indio	Director of Finance	$ 20,051			$ 79					$ 2,100		$ 22,230
City of Imperial	Finance Director	$ 13,693			$ 849		$ 2,261	$ 139	$ 24			$ 16,963
City of Brawley	Finance Director	$ 11,000			$ 682		$ 2,781					$ 14,463
City of El Centro	Director of Finance	$ 12,351								$ 2,112		$ 14,463
City of Calexico	Finance Director	$ 11,315			$ 702					$ 1,886		$ 13,903
County of Imperial	Deputy CEO - Budget and Finance	$ 12,203										$ 12,203
Imperial Irrigation District	N/C											

Total Compensation Median	**$22,230**
Total Compensation Average	**$18,989**
Percentage Above or Below Median	**-31.03%**
Percentage Above or Below Average	**-11.93%**
Total # of Matches:	**9**

Footnote:

Finance Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Assistant Finance Director	$ 16,613	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Assistant Director of Finance	$ 15,954	6/22/2025	Unknown	Unknown
Imperial Irrigation District	Officer of Accounting Financial Controller/ Budget Coordinator[3]	$ 15,617	1/1/2026	Unknown	Unknown
City of Palm Desert	Deputy Director of Finance/ Finance Supervisor[1]	$ 14,147	7/1/2025	Unknown	Unknown
City of Coachella	Finance Manager /Accounting Manager[2]	$ 12,988	7/1/2025	7/1/2026	2.00%
City of Imperial	Finance Manager	$ 12,405	7/1/2025	Unknown	Unknown
County of San Diego	Principal Accountant/ Departmental Budget Manager[3]	$ 12,093	6/27/2025	Unknown	Unknown
City of Brawley	Assistant Finance Director	$ 10,125	7/1/2025	Unknown	Unknown
County of Imperial	General Accounting Manager	$ 8,463	7/11/2025	7/1/2026	3.00%
City of El Centro	Finance Manager	$ 7,902	7/1/2024	Unknown	Unknown
City of Calexico	Finance Manager	$ 6,921	7/1/2024	Unknown	Unknown

Base Salary Median	**$12,541**
Base Salary Average	**$12,082**
Percentage Above or Below Median	**-1.09%**
Percentage Above or Below Average	**2.61%**
Total # of Matches:	**10**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Officer of Accounting Financial Controller/ Budget Coordinator[3]	$ 15,617		$ 1,562	$ 953	$ 156	$ 2,069					$ 20,357
City of Indio	Assistant Finance Director	$ 16,613			$ 79					$ 2,100		$ 18,793
City of Palm Springs	Assistant Director of Finance	$ 15,954								$ 2,570		$ 18,524
City of Palm Desert	Deputy Director of Finance/ Finance Supervisor[1]	$ 14,147				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 17,426
City of Coachella	Finance Manager /Accounting Manager[2]	$ 12,988					$ 2,441	$ 149	$ 25			$ 15,604
City of Imperial	Finance Manager	$ 12,405			$ 769		$ 2,261	$ 139	$ 24			$ 15,598
County of San Diego	Principal Accountant/ Departmental Budget Manager[3]	$ 12,093								$ 2,323		$ 14,416
City of Brawley	Assistant Finance Director	$ 10,125			$ 628		$ 2,781					$ 13,534
County of Imperial	General Accounting Manager	$ 8,463					$ 2,113	$ 107				$ 10,684
City of Calexico	Finance Manager	$ 6,921			$ 429					$ 2,045		$ 9,395
City of El Centro	Finance Manager	$ 7,902										$ 7,902

Total Compensation Median	**$15,010**
Total Compensation Average	**$14,663**
Percentage Above or Below Median	**3.77%**
Percentage Above or Below Average	**5.99%**
Total # of Matches:	**10**

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.
2. Functional Hybrid - The salary displayed is the same for both matches.

Finance Supervisor (Proposed)

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Payroll and Accounting Manager	$ 13,223	6/22/2025	Unknown	Unknown
City of Indio	Finance Manager /Senior Accountant[1]	$ 13,178	7/1/2025	7/1/2026	2.00%
Imperial Irrigation District	Supervisor, Payroll & Accounts Payable Services	$ 12,807	1/1/2026	Unknown	Unknown
City of Palm Desert	Finance Supervisor	$ 11,220	7/1/2025	Unknown	Unknown
County of San Diego	Principal Accountant/ Senior Accountant[1]	$ 10,435	6/27/2025	6/26/2026	3.50%
City of Brawley	Finance Manager	$ 9,270	7/1/2025	Unknown	Unknown
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
County of Imperial	N/C				
City of Imperial	Finance Supervisor (Proposed)				

Base Salary Median	**$12,013**
Base Salary Average	**$11,689**
Percentage Above or Below Median	
Percentage Above or Below Average	
Total # of Matches:	**6**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Supervisor, Payroll & Accounts Payable Services	$ 12,807		$ 1,281	$ 794	$ 128	$ 2,069					$ 17,078
City of Palm Springs	Payroll and Accounting Manager	$ 13,223								$ 2,570		$ 15,793
City of Indio	Finance Manager /Senior Accountant[1]	$ 13,178			$ 79					$ 2,100		$ 15,357
City of Palm Desert	Finance Supervisor	$ 11,220				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 14,499
County of San Diego	Principal Accountant/ Senior Accountant[1]	$ 10,435								$ 2,211		$ 12,646
City of Brawley	Finance Manager	$ 9,270			$ 575		$ 2,781					$ 12,626
City of Imperial	Finance Supervisor (Proposed)											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
County of Imperial	N/C											

Total Compensation Median	**$14,928**
Total Compensation Average	**$14,667**
Percentage Above or Below Median	
Percentage Above or Below Average	
Total # of Matches:	**6**

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Fleet and Facilities Supervisor

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
Imperial Irrigation District	Supervisor, Fleet Services/ Foreman, General Facilities Management Services[2]	$ 12,197	1/1/2026	Unknown	Unknown
City of Indio	Fleet Mechanic Supervisor	$ 10,861	7/1/2025	7/1/2026	2.00%
City of Coachella	Fleet Services Coordinator	$ 10,268	7/1/2025	7/1/2026	3.00%
City of Imperial	Fleet and Facilities Supervisor	$ 8,999	7/1/2025	Unknown	Unknown
City of Calexico	Supervisor - Maintenance and Operations/ Supervisor-Fleet Maintenance[2]	$ 6,936	1/1/2023	Unknown	Unknown
County of San Diego	Fleet Coordinator/ Fleet Team Lead[1]	$ 6,696	6/27/2025	Unknown	Unknown
City of El Centro	Building and Facilities Maintenance Supervisor/ Chief Mechanic[2]	$ 6,635	7/1/2024	Unknown	Unknown
County of Imperial	Maintenance Supervisor II/ Supervising Vehicle and Light Equipment Mechanic[2]	$ 6,495	7/11/2025	46204	3.00%
City of Brawley	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				

Base Salary Median	**$6,936**
Base Salary Average	**$8,584**
Percentage Above or Below Median	**22.93%**
Percentage Above or Below Average	**4.62%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Supervisor, Fleet Services/ Foreman, General Facilities Management Services[2]	$ 12,197		$ 1,220	$ 756	$ 122	$ 2,069					$ 16,364
City of Indio	Fleet Mechanic Supervisor	$ 10,861			$ 79					$ 2,100		$ 13,040
City of Coachella	Fleet Services Coordinator	$ 10,268					$ 2,441	$ 149	$ 25			$ 12,884
City of Imperial	Fleet and Facilities Supervisor	$ 8,999			$ 558		$ 2,261	$ 139	$ 24			$ 11,981
City of Calexico	Supervisor - Maintenance and Operations/ Supervisor-Fleet Maintenance[2]	$ 6,936			$ 430					$ 1,886		$ 9,252
County of San Diego	Fleet Coordinator/ Fleet Team Lead[1]	$ 6,696								$ 2,323		$ 9,019
City of El Centro	Building and Facilities Maintenance Supervisor/ Chief Mechanic[2]	$ 6,635								$ 2,112		$ 8,747
County of Imperial	Maintenance Supervisor II/ Supervising Vehicle and Light Equipment Mechanic[2]	$ 6,495										$ 6,495
City of Brawley	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.
2. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	**$9,252**
Total Compensation Average	**$10,829**
Percentage Above or Below Median	**22.77%**
Percentage Above or Below Average	**9.62%**
Total # of Matches:	**7**

Human Resources Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Group Human Resources Director	$ 21,320	6/27/2025	6/26/2026	3.50%
City of Indio	Director of Human Resources & Risk Management	$ 20,051	7/1/2025	Unknown	Unknown
Imperial Irrigation District	Manager, Human Resources	$ 19,931	1/1/2026	Unknown	Unknown
City of Palm Springs	Director of Human Resources	$ 18,226	6/22/2025	Unknown	Unknown
City of Palm Desert	Director of Human Resources	$ 17,500	7/1/2025	Unknown	Unknown
City of Coachella	Human Resources Manager	$ 15,094	7/1/2025	7/1/2026	3.00%
City of Imperial	Human Resources Director	$ 13,693	7/1/2025	Unknown	Unknown
County of Imperial	Deputy Director of Human Resources and Risk Management	$ 12,203	7/11/2025	Unknown	Unknown
City of El Centro	Director of Human Resources	$ 10,837	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				

Base Salary Median	**$17,863**
Base Salary Average	**$16,895**
Percentage Above or Below Median	**-30.45%**
Percentage Above or Below Average	**-23.38%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Manager, Human Resources	$ 19,931		$ 1,993	$ 953	$ 199	$ 2,069					$ 25,146
County of San Diego	Group Human Resources Director	$ 21,320								$ 2,448		$ 23,768
City of Indio	Director of Human Resources & Risk Management	$ 20,051			$ 79					$ 2,100		$ 22,230
City of Palm Springs	Director of Human Resources	$ 18,226								$ 2,570		$ 20,796
City of Palm Desert	Director of Human Resources	$ 17,500				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 20,779
City of Coachella	Human Resources Manager	$ 15,094	$ -151				$ 3,723	$ 149	$ 25			$ 18,840
City of Imperial	Human Resources Director	$ 13,693			$ 849		$ 2,261	$ 139	$ 24			$ 16,966
City of El Centro	Director of Human Resources	$ 10,837								$ 2,112		$ 12,949
County of Imperial	Deputy Director of Human Resources and Risk Management	$ 12,203										$ 12,203
City of Brawley	N/C											
City of Calexico	N/C											

Total Compensation Median	**$20,788**
Total Compensation Average	**$19,589**
Percentage Above or Below Median	**-22.53%**
Percentage Above or Below Average	**-15.46%**
Total # of Matches:	**8**

Footnote:

Human Resources Specialist

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Human Resources Specialist	$ 8,766	7/1/2025	Unknown	Unknown
Imperial Irrigation District	Human Resources Specialist I	$ 8,668	1/1/2026	Unknown	Unknown
City of Palm Springs	Human Resources Specialist	$ 8,399	6/22/2025	Unknown	Unknown
City of Indio	Human Resources Specialist	$ 8,061	7/1/2025	7/1/2026	2.00%
City of Imperial	Human Resources Specialist	$ 7,954	7/1/2025	Unknown	Unknown
City of Coachella	Human Resources Technician	$ 7,473	7/1/2025	7/1/2026	3.00%
County of San Diego	Human Resources Assistant	$ 5,713	6/27/2025	Unknown	Unknown
County of Imperial	Human Resources Specialist-Confidential	$ 5,693	7/11/2025	Unknown	Unknown
City of Calexico	Human Resources/Risk Management Technician	$ 5,002	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of El Centro	N/C				

Base Salary Median	**$7,767**
Base Salary Average	**$7,222**
Percentage Above or Below Median	**2.36%**
Percentage Above or Below Average	**9.21%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Human Resources Specialist I	$ 8,668		$ 867	$ 537	$ 87	$ 2,069					$ 12,228
City of Palm Desert	Human Resources Specialist	$ 8,766				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 12,045
City of Palm Springs	Human Resources Specialist	$ 8,399								$ 2,570		$ 10,969
City of Imperial	Human Resources Specialist	$ 7,954			$ 493		$ 2,261	$ 139	$ 24			$ 10,871
City of Indio	Human Resources Specialist	$ 8,061			$ 79					$ 2,100		$ 10,240
City of Coachella	Human Resources Technician	$ 7,473					$ 2,441	$ 149	$ 25			$ 10,089
County of San Diego	Human Resources Assistant	$ 5,713								$ 2,323		$ 8,036
County of Imperial	Human Resources Specialist-Confidential	$ 5,693					$ 2,113	$ 107				$ 7,914
City of Calexico	Human Resources/Risk Management Technician	$ 5,002			$ 310					$ 2,045		$ 7,357
City of Brawley	N/C											
City of El Centro	N/C											

Total Compensation Median	**$10,165**
Total Compensation Average	**$9,860**
Percentage Above or Below Median	**6.50%**
Percentage Above or Below Average	**9.30%**
Total # of Matches:	**8**

Footnote:

Information Technology Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Group Information Technology Manager	$ 21,320	6/27/2025	6/26/2026	3.50%
City of Palm Springs	Director of Information Technology	$ 18,500	6/22/2025	Unknown	Unknown
City of Indio	Director of Information Technology	$ 18,102	7/1/2025	Unknown	Unknown
Imperial Irrigation District	Chief Information Officer, Assistant	$ 18,078	1/1/2026	Unknown	Unknown
City of Imperial	Information Technology Director	$ 13,693	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				

Base Salary Median	**$18,301**
Base Salary Average	**$19,000**
Percentage Above or Below Median	**-33.65%**
Percentage Above or Below Average	**-38.75%**
Total # of Matches:	**4**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
County of San Diego	Group Information Technology Manager	$ 21,320								$ 2,448		$ 23,768
Imperial Irrigation District	Chief Information Officer, Assistant	$ 18,078		$ 1,808	$ 953	$ 181	$ 2,069					$ 23,089
City of Palm Springs	Director of Information Technology	$ 18,500								$ 2,570		$ 21,070
City of Indio	Director of Information Technology	$ 18,102			$ 79					$ 2,100		$ 20,282
City of Imperial	Information Technology Director	$ 13,693			$ 849		$ 2,261	$ 139	$ 24			$ 16,968
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											

Total Compensation Median	**$22,079**
Total Compensation Average	**$22,052**
Percentage Above or Below Median	**-30.14%**
Percentage Above or Below Average	**-29.98%**
Total # of Matches:	**4**

Footnote:

Information Technology Technician II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Information Technology Technician	$ 8,950	6/22/2025	Unknown	Unknown
City of Indio	Information Technology Support Technician	$ 8,223	7/1/2025	7/1/2026	2.00%
County of San Diego	Information Technology Specialist	$ 7,842	6/27/2025	Unknown	Unknown
Imperial Irrigation District	Personal Computer Technician	$ 7,752	1/1/2026	Unknown	Unknown
City of Coachella	Information Technology Technician	$ 7,499	7/1/2025	7/1/2026	3.00%
City of Imperial	Information Technology Technician II	$ 6,061	7/1/2025	Unknown	Unknown
City of El Centro	Computer Support Technician	$ 5,794	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				

Base Salary Median	**$7,797**
Base Salary Average	**$7,677**
Percentage Above or Below Median	**-28.63%**
Percentage Above or Below Average	**-26.64%**
Total # of Matches:	**6**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Information Technology Technician	$ 8,950								$ 2,602		$ 11,552
Imperial Irrigation District	Personal Computer Technician	$ 7,752		$ 775	$ 481	$ 78	$ 2,069					$ 11,154
City of Indio	Information Technology Support Technician	$ 8,223			$ 79					$ 2,100		$ 10,403
County of San Diego	Information Technology Specialist	$ 7,842								$ 2,323		$ 10,164
City of Coachella	Information Technology Technician	$ 7,499					$ 2,441	$ 149	$ 25			$ 10,115
City of Imperial	Information Technology Technician II	$ 6,061			$ 376		$ 2,261	$ 139	$ 24			$ 8,861
City of El Centro	Computer Support Technician	$ 5,794								$ 2,112		$ 7,906
City of Brawley	N/C											
City of Calexico	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											

Footnote:

Total Compensation Median	**$10,283**
Total Compensation Average	**$10,216**
Percentage Above or Below Median	**-16.06%**
Percentage Above or Below Average	**-15.29%**
Total # of Matches:	**6**

Librarian

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Librarian II	$ 10,164	7/1/2025	Unknown	Unknown
City of Palm Springs	Librarian	$ 8,818	6/22/2025	Unknown	Unknown
County of San Diego	Librarian II	$ 8,355	6/27/2025	6/26/2026	3.50%
City of Imperial	Librarian	$ 7,571	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Librarian II	$ 10,164				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 13,443
City of Palm Springs	Librarian	$ 8,818								$ 2,570		$ 11,388
County of San Diego	Librarian II	$ 8,355								$ 2,211		$ 10,566
City of Imperial	Librarian	$ 7,571			$ 469		$ 2,261	$ 139	$ 24			$ 10,464
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Footnote:

Library Assistant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Librarian I	$ 9,676	7/1/2025	Unknown	Unknown
City of Imperial	Library Assistant	$ 5,630	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**1**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Librarian I	$ 9,676				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 12,955
City of Imperial	Library Assistant	$ 5,630			$ 349		$ 2,261	$ 139	$ 24			$ 8,402
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**1**

Library Clerk II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Library Assistant	$ 5,904	7/1/2025	Unknown	Unknown
City of Palm Springs	Library Assistant, Senior	$ 5,881	6/22/2025	Unknown	Unknown
City of Imperial	Library Clerk II	$ 4,853	7/1/2025	Unknown	Unknown
City of Brawley	Library Clerk	$ 4,586	7/1/2025	Unknown	Unknown
County of San Diego	Library Technician I	$ 4,290	6/27/2025	6/26/2026	3.50%
City of El Centro	Library Assistant	$ 4,094	7/1/2024	Unknown	Unknown
City of Calexico	Library Assistant II	$ 4,028	7/1/2024	Unknown	Unknown
County of Imperial	Library Assistant I	$ 3,455	7/11/2025	7/1/2026	3.00%
City of Coachella	N/C				
City of Indio	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$4,290**
Base Salary Average	**$4,605**
Percentage Above or Below Median	**11.61%**
Percentage Above or Below Average	**5.11%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Library Assistant	$ 5,904				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 9,183
City of Palm Springs	Library Assistant, Senior	$ 5,881								$ 2,602		$ 8,483
City of Brawley	Library Clerk	$ 4,586			$ 284		$ 2,781					$ 7,651
City of Imperial	Library Clerk II	$ 4,853			$ 301		$ 2,261	$ 139	$ 24			$ 7,578
County of San Diego	Library Technician I	$ 4,290								$ 2,211		$ 6,501
City of Calexico	Library Assistant II	$ 4,028			$ 250					$ 2,045		$ 6,323
City of El Centro	Library Assistant	$ 4,094								$ 2,112		$ 6,206
County of Imperial	Library Assistant I	$ 3,455					$ 2,113	$ 107				$ 5,676
City of Coachella	N/C											
City of Indio	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$6,501**
Total Compensation Average	**$7,146**
Percentage Above or Below Median	**14.21%**
Percentage Above or Below Average	**5.69%**
Total # of Matches:	**7**

Library Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Assistant Director of Library Services	$ 14,361	7/1/2025	Unknown	Unknown
City of Imperial	Library Manager	$ 12,405	7/1/2025	Unknown	Unknown
County of Imperial	County Librarian	$ 11,540	7/11/2025	Unknown	Unknown
County of San Diego	Principal Librarian	$ 11,449	6/27/2025	Unknown	Unknown
City of Palm Springs	Library and Public Services Manager	$ 9,734	6/22/2025	Unknown	Unknown
City of El Centro	Library Director/ Library Operations Supervisor[1]	$ 8,739	7/1/2024	Unknown	Unknown
City of Brawley	Library Manager	$ 7,775	7/1/2025	Unknown	Unknown
City of Calexico	Library Manager	$ 7,453	7/1/2024	Unknown	Unknown
City of Coachella	N/C				
City of Indio	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$9,734**
Base Salary Average	**$10,150**
Percentage Above or Below Median	**21.53%**
Percentage Above or Below Average	**18.18%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Assistant Director of Library Services	$ 14,361				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 17,640
City of Imperial	Library Manager	$ 12,405			$ 769		$ 2,261	$ 139	$ 24			$ 15,598
County of San Diego	Principal Librarian	$ 11,449								$ 2,323		$ 13,771
City of Palm Springs	Library and Public Services Manager	$ 9,734								$ 2,570		$ 12,304
County of Imperial	County Librarian	$ 11,540										$ 11,540
City of Brawley	Library Manager	$ 7,775			$ 482		$ 2,781					$ 11,038
City of El Centro	Library Director/ Library Operations Supervisor[1]	$ 8,739								$ 2,112		$ 10,851
City of Calexico	Library Manager	$ 7,453			$ 462					$ 2,045		$ 9,960
City of Coachella	N/C											
City of Indio	N/C											
Imperial Irrigation District	N/C											

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	**$11,540**
Total Compensation Average	**$12,444**
Percentage Above or Below Median	**26.02%**
Percentage Above or Below Average	**20.22%**
Total # of Matches:	**7**

Library Page (PT)

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Library Page	$ 4,290	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**0**

Footnote:

Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**0**

Library Technician

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Library Technician	$ 5,228	7/1/2025	Unknown	Unknown
County of San Diego	Library Technician II	$ 4,982	6/27/2025	6/26/2026	3.50%
City of Calexico	Library Technician	$ 4,028	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**2**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Imperial	Library Technician	$ 5,228			$ 324		$ 2,261	$ 139	$ 24			$ 7,975
County of San Diego	Library Technician II	$ 4,982								$ 2,211		$ 7,193
City of Calexico	Library Technician	$ 4,028			$ 250					$ 2,045		$ 6,323
City of Brawley	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**2**

Lifeguard/Swim Instructor (PT)

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Lifeguard/Swim Instructor	$ 4,397	7/1/2025	Unknown	Unknown
City of El Centro	Lifeguard	$ 2,929	1/1/2026	Unknown	Unknown
City of Palm Springs	Lifeguard	$ 4,709	6/22/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**2**

Footnote:

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**2**

Management Analyst

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Management Analyst II	$ 10,164	7/1/2025	Unknown	Unknown
City of Indio	Management Analyst	$ 9,939	7/1/2025	7/1/2026	2.00%
City of Coachella	Management Analyst	$ 9,634	7/1/2025	7/1/2026	2.00%
County of San Diego	Administrative Analyst II	$ 8,880	6/27/2025	Unknown	Unknown
Imperial Irrigation District	Department Analyst	$ 8,668	1/1/2026	Unknown	Unknown
City of Imperial	Management Analyst	$ 7,571	7/1/2025	Unknown	Unknown
City of Brawley	Management Analyst I	$ 7,120	7/1/2025	Unknown	Unknown
County of Imperial	Administrative Analyst I	$ 6,287	7/11/2025	Unknown	Unknown
City of Calexico	Public Works Analyst	$ 6,247	7/1/2024	Unknown	Unknown
City of El Centro	N/C				
City of Palm Springs	N/C				

Base Salary Median	**$8,774**
Base Salary Average	**$8,367**
Percentage Above or Below Median	**-15.89%**
Percentage Above or Below Average	**-10.52%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Management Analyst II	$ 10,164				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 13,443
City of Coachella	Management Analyst	$ 9,634					$ 2,441	$ 149	$ 25			$ 12,250
Imperial Irrigation District	Department Analyst	$ 8,668		$ 867	$ 537	$ 87	$ 2,069					$ 12,228
City of Indio	Management Analyst	$ 9,939			$ 79					$ 2,100		$ 12,119
County of San Diego	Administrative Analyst II	$ 8,880								$ 2,323		$ 11,203
City of Imperial	Management Analyst	$ 7,571			$ 469		$ 2,261	$ 139	$ 24			$ 10,464
City of Brawley	Management Analyst I	$ 7,120			$ 441		$ 2,781					$ 10,343
City of Calexico	Public Works Analyst	$ 6,247			$ 387					$ 2,045		$ 8,679
County of Imperial	Administrative Analyst I	$ 6,287					$ 2,113	$ 107				$ 8,508
City of El Centro	N/C											
City of Palm Springs	N/C											

Total Compensation Median	**$11,661**
Total Compensation Average	**$11,096**
Percentage Above or Below Median	**-11.44%**
Percentage Above or Below Average	**-6.04%**
Total # of Matches:	**8**

Footnote:

Park Maintenance Worker II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Maintenance Mechanic I - Parks/ Maintenance Worker Lead[1]	$ 7,084	6/22/2025	Unknown	Unknown
City of Coachella	Public Works Parks Maintenance Worker II	$ 5,700	7/1/2025	46204	3.00%
County of San Diego	Park Maintenance Worker	$ 4,949	9/5/2025	Unknown	Unknown
City of Imperial	Park Maintenance Worker II	$ 4,853	7/1/2025	Unknown	Unknown
City of El Centro	Park Maintenance Worker II	$ 4,419	7/1/2024	Unknown	Unknown
City of Brawley	Parks Maintenance Worker	$ 4,264	7/1/2025	Unknown	Unknown
City of Calexico	Laborer	$ 4,028	7/1/2024	Unknown	Unknown
County of Imperial	Grounds Maintenance Worker I	$ 3,455	7/11/2025	7/1/2026	3.00%
City of Indio	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$4,419**
Base Salary Average	**$4,843**
Percentage Above or Below Median	**8.95%**
Percentage Above or Below Average	**0.22%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Maintenance Mechanic I - Parks/ Maintenance Worker Lead[1]	$ 7,084								$ 2,602		$ 9,686
City of Coachella	Public Works Parks Maintenance Worker II	$ 5,700					$ 2,441	$ 149	$ 25			$ 8,316
City of Imperial	Park Maintenance Worker II	$ 4,853			$ 301		$ 2,261	$ 139	$ 24			$ 7,578
City of Brawley	Parks Maintenance Worker	$ 4,264			$ 264		$ 2,781					$ 7,310
County of San Diego	Park Maintenance Worker	$ 4,949								$ 2,211		$ 7,160
City of El Centro	Park Maintenance Worker II	$ 4,419								$ 2,112		$ 6,531
City of Calexico	Laborer	$ 4,028			$ 250					$ 2,045		$ 6,323
County of Imperial	Grounds Maintenance Worker I	$ 3,455					$ 2,113	$ 107				$ 5,676
City of Indio	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Total Compensation Median	**$7,160**
Total Compensation Average	**$7,286**
Percentage Above or Below Median	**5.51%**
Percentage Above or Below Average	**3.85%**
Total # of Matches:	**7**

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Parks and Recreation Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Director of Parks and Recreation	$ 17,611	6/22/2025	Unknown	Unknown
County of San Diego	Deputy Director, Parks and Recreation	$ 17,351	6/27/2025	Unknown	Unknown
City of Imperial	Parks and Recreation Director	$ 13,693	7/1/2025	Unknown	Unknown
City of El Centro	Director of Community Services	$ 11,471	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Director of Parks and Recreation	$ 17,611								$ 2,570		$ 20,181
County of San Diego	Deputy Director, Parks and Recreation	$ 17,351								$ 2,323		$ 19,673
City of Imperial	Parks and Recreation Director	$ 13,693			$ 849		$ 2,261	$ 139	$ 24			$ 16,966
City of El Centro	Director of Community Services	$ 11,471								$ 2,112		$ 13,583
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Police Captain

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Assistant Police Chief	$ 20,051	7/1/2025	Unknown	Unknown
City of Palm Springs	Police Captain	$ 19,253	6/22/2025	Unknown	Unknown
County of San Diego	Sheriff's Captain	$ 16,477	6/27/2025	Unknown	Unknown
City of El Centro	Commander	$ 12,888	7/1/2024	Unknown	Unknown
City of Imperial	Police Captain	$ 12,405	7/1/2025	Unknown	Unknown
County of Imperial	Undersheriff	$ 11,780	7/11/2025	Unknown	Unknown
City of Brawley	Police Commander	$ 10,125	7/1/2025	Unknown	Unknown
City of Calexico	Police Lieutenant	$ 9,540	7/1/2024	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$12,888**
Base Salary Average	**$14,302**
Percentage Above or Below Median	**-3.89%**
Percentage Above or Below Average	**-15.29%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Assistant Police Chief	$ 20,051								$ 2,100		$ 22,151
City of Palm Springs	Police Captain	$ 19,253					$ 2,425	$ 92	$ 13			$ 21,783
County of San Diego	Sheriff's Captain	$ 16,477								$ 2,093		$ 18,570
City of Imperial	Police Captain	$ 12,405			$ 769		$ 2,261	$ 139	$ 24			$ 15,598
City of Brawley	Police Commander	$ 10,125			$ 628		$ 2,781					$ 13,534
City of El Centro	Commander	$ 12,888										$ 12,888
County of Imperial	Undersheriff	$ 11,780										$ 11,780
City of Calexico	Police Lieutenant	$ 9,540								$ 2,045		$ 11,585
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$13,534**
Total Compensation Average	**$16,042**
Percentage Above or Below Median	**13.23%**
Percentage Above or Below Average	**-2.84%**
Total # of Matches:	**7**

Police Chief's Administrative Assistant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Executive Assistant to the Chief of Police	$ 9,840	7/1/2025	7/1/2026	2.00%
County of Imperial	Executive Assistant II	$ 5,757	7/11/2025	7/1/2026	3.00%
County of San Diego	Administrative Secretary II	$ 5,531	6/27/2025	6/26/2026	3.50%
City of Brawley	Police Chief's Administrative Assistant	$ 5,466	7/1/2025	Unknown	Unknown
City of Calexico	Executive Assistant	$ 5,381	7/1/2024	Unknown	Unknown
City of Imperial	Police Chief's Administrative Assistant	$ 4,853	7/1/2025	Unknown	Unknown
City of El Centro	Staff Assistant	$ 4,729	7/1/2024	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$5,499**
Base Salary Average	**$6,117**
Percentage Above or Below Median	**-13.30%**
Percentage Above or Below Average	**-26.05%**
Total # of Matches:	**6**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Executive Assistant to the Chief of Police	$ 9,840			$ 79					$ 2,100		$ 12,020
City of Brawley	Police Chief's Administrative Assistant	$ 5,466			$ 339		$ 2,781					$ 8,586
County of Imperial	Executive Assistant II	$ 5,757					$ 2,113	$ 107				$ 7,978
City of Calexico	Executive Assistant	$ 5,381			$ 334					$ 2,045		$ 7,760
County of San Diego	Administrative Secretary II	$ 5,531								$ 2,211		$ 7,742
City of Imperial	Police Chief's Administrative Assistant	$ 4,853			$ 301		$ 2,261	$ 139	$ 24			$ 7,578
City of El Centro	Staff Assistant	$ 4,729								$ 2,112		$ 6,841
City of Coachella	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$7,869**
Total Compensation Average	**$8,488**
Percentage Above or Below Median	**-3.84%**
Percentage Above or Below Average	**-12.01%**
Total # of Matches:	**6**

Police Corporal

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Police Corporal	$ 8,356	7/1/2025	Unknown	Unknown
County of Imperial	Senior Deputy Sheriff	$ 7,208	7/11/2025	7/1/2026	3.00%
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**1**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Imperial	Police Corporal	$ 8,356			$ 518		$ 2,261	$ 139	$ 24			$ 11,293
County of Imperial	Senior Deputy Sheriff	$ 7,208					$ 2,113	$ 107				$ 9,429
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**1**

Police Officer

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Deputy Sheriff	$ 10,310	6/27/2025	Unknown	Unknown
City of Palm Springs	Police Officer	$ 9,866	6/22/2025	Unknown	Unknown
City of Indio	Police Officer	$ 9,835	1/1/2026	Unknown	Unknown
City of Imperial	Police Officer	$ 7,205	7/1/2025	Unknown	Unknown
City of El Centro	Police Officer	$ 7,172	7/1/2025	7/1/2026	6.00%
City of Calexico	Police Officer	$ 6,822	7/1/2024	Unknown	Unknown
County of Imperial	Deputy Sheriff	$ 6,599	7/11/2025	7/1/2026	3.00%
City of Brawley	Police Officer	$ 5,296	7/1/2025	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$7,172**
Base Salary Average	**$7,986**
Percentage Above or Below Median	**0.46%**
Percentage Above or Below Average	**-10.83%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Police Officer	$ 9,866					$ 2,425	$ 92	$ 13			$ 12,396
City of Indio	Police Officer	$ 9,835								$ 2,200		$ 12,035
County of San Diego	Deputy Sheriff	$ 10,310										$ 10,310
City of Imperial	Police Officer	$ 7,205			$ 447		$ 2,261	$ 139	$ 24			$ 10,076
City of El Centro	Police Officer	$ 7,172								$ 2,112		$ 9,284
City of Calexico	Police Officer	$ 6,822								$ 2,066		$ 8,888
County of Imperial	Deputy Sheriff	$ 6,599					$ 2,113	$ 107				$ 8,820
City of Brawley	Police Officer	$ 5,296			$ 328		$ 2,781					$ 8,406
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$9,284**
Total Compensation Average	**$10,020**
Percentage Above or Below Median	**7.86%**
Percentage Above or Below Average	**0.55%**
Total # of Matches:	**7**

Police Sergeant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Police Sergeant	$ 14,153	1/1/2026	Unknown	Unknown
City of Palm Springs	Police Sergeant	$ 12,806	6/22/2025	Unknown	Unknown
County of San Diego	Sheriff's Sergeant	$ 12,474	6/27/2025	Unknown	Unknown
City of El Centro	Police Sergeant	$ 9,780	7/1/2025	7/1/2026	6.00%
City of Imperial	Police Sergeant	$ 9,455	7/1/2025	Unknown	Unknown
City of Brawley	Police Sergeant	$ 8,607	7/1/2025	Unknown	Unknown
County of Imperial	Sheriffs Sergeant	$ 8,552	7/11/2025	Unknown	Unknown
City of Calexico	Police Sergeant	$ 8,158	7/1/2024	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$9,780**
Base Salary Average	**$10,647**
Percentage Above or Below Median	**-3.43%**
Percentage Above or Below Average	**-12.60%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Police Sergeant	$ 14,153								$ 2,200		$ 16,353
City of Palm Springs	Police Sergeant	$ 12,806					$ 2,425	$ 92	$ 13			$ 15,336
County of San Diego	Sheriff's Sergeant	$ 12,474										$ 12,474
City of Imperial	Police Sergeant	$ 9,455			$ 586		$ 2,261	$ 139	$ 24			$ 12,465
City of Brawley	Police Sergeant	$ 8,607			$ 534		$ 2,781					$ 11,922
City of El Centro	Police Sergeant	$ 9,780								$ 2,112		$ 11,892
County of Imperial	Sheriffs Sergeant	$ 8,552					$ 2,113	$ 107				$ 10,773
City of Calexico	Police Sergeant	$ 8,158								$ 2,066		$ 10,224
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$11,922**
Total Compensation Average	**$12,710**
Percentage Above or Below Median	**4.36%**
Percentage Above or Below Average	**-1.97%**
Total # of Matches:	**7**

Police Services Officer II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Police Services Officer	$ 6,024	6/22/2025	Unknown	Unknown
City of Indio	Records Specialist II	$ 5,858	7/1/2025	7/1/2026	2.00%
City of Imperial	Police Services Officer II	$ 5,099	7/1/2025	Unknown	Unknown
County of Imperial	Sheriffs Service Officer	$ 4,438	7/11/2025	7/1/2026	3.00%
City of El Centro	Police Records Clerk I	$ 3,790	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Palm Desert	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$5,148**
Base Salary Average	**$5,027**
Percentage Above or Below Median	**-0.95%**
Percentage Above or Below Average	**1.41%**
Total # of Matches:	**4**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Police Services Officer	$ 6,024								$ 2,602		$ 8,626
City of Indio	Records Specialist II	$ 5,858			$ 79					$ 2,100		$ 8,037
City of Imperial	Police Services Officer II	$ 5,099			$ 313		$ 2,261	$ 139	$ 27			$ 7,839
County of Imperial	Sheriffs Service Officer	$ 4,438					$ 2,113	$ 107				$ 6,659
City of El Centro	Police Records Clerk I	$ 3,790								$ 2,112		$ 5,902
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of Palm Desert	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$7,348**
Total Compensation Average	**$7,306**
Percentage Above or Below Median	**6.26%**
Percentage Above or Below Average	**6.80%**
Total # of Matches:	**4**

Property and Evidence Technician

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Property and Evidence Officer II	$ 7,365	1/1/2026	Unknown	Unknown
City of Palm Springs	Property Technician	$ 7,166	6/22/2025	Unknown	Unknown
County of San Diego	Sheriff's Property and Evidence Specialist II	$ 5,788	6/27/2025	46199	3.50%
City of Imperial	Property and Evidence Technician	$ 5,770	7/1/2025	Unknown	Unknown
County of Imperial	Evidence Technician	$ 4,681	7/11/2025	7/1/2026	3.00%
City of Calexico	Evidence Technician	$ 4,645	7/1/2024	Unknown	Unknown
City of El Centro	Evidence Technician	$ 4,419	7/1/2024	Unknown	Unknown
City of Brawley	Evidence Technician	$ 4,387	7/1/2025	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$4,681**
Base Salary Average	**$5,493**
Percentage Above or Below Median	**18.88%**
Percentage Above or Below Average	**4.81%**
Total # of Matches:	**7**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Property Technician	$ 7,166								$ 2,602		$ 9,768
City of Indio	Property and Evidence Officer II	$ 7,365								$ 2,200		$ 9,565
City of Imperial	Property and Evidence Technician	$ 5,770			$ 358		$ 2,261	$ 139	$ 24			$ 8,551
County of San Diego	Sheriff's Property and Evidence Specialist II	$ 5,788								$ 2,211		$ 7,999
City of Brawley	Evidence Technician	$ 4,387			$ 272		$ 2,781					$ 7,440
City of Calexico	Evidence Technician	$ 4,645			$ 288					$ 2,045		$ 6,978
County of Imperial	Evidence Technician	$ 4,681					$ 2,113	$ 107				$ 6,902
City of El Centro	Evidence Technician	$ 4,419								$ 2,112		$ 6,531
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$7,440**
Total Compensation Average	**$7,883**
Percentage Above or Below Median	**12.99%**
Percentage Above or Below Average	**7.81%**
Total # of Matches:	**7**

Public Services Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Director of Public Works /IWA General Manager[1]	$ 23,888	7/1/2025	Unknown	Unknown
County of San Diego	Deputy Director, Public Works	$ 22,065	6/27/2025	Unknown	Unknown
City of Palm Desert	Director of Public Works	$ 20,294	7/1/2025	Unknown	Unknown
City of Coachella	Public Works Director/City Engineer /Utilities Director[1]	$ 18,199	7/1/2025	46204	3.00%
City of Imperial	Public Services Director	$ 13,693	7/1/2025	Unknown	Unknown
City of El Centro	Director of Public Works/City Engineer	$ 13,354	7/1/2024	Unknown	Unknown
City of Brawley	Director of Public Works Operations	$ 11,713	7/1/2025	Unknown	Unknown
City of Calexico	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$19,246**
Base Salary Average	**$18,252**
Percentage Above or Below Median	**-40.55%**
Percentage Above or Below Average	**-33.29%**
Total # of Matches:	**6**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Director of Public Works /IWA General Manager[1]	$ 23,888			$ 79					$ 2,100		$ 26,067
County of San Diego	Deputy Director, Public Works	$ 22,065								$ 2,323		$ 24,388
City of Palm Desert	Director of Public Works	$ 20,294				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 23,573
City of Coachella	Public Works Director/City Engineer /Utilities Director[1]	$ 18,199	$ -182				$ 3,723	$ 149	$ 25			$ 21,914
City of Imperial	Public Services Director	$ 13,693			$ 849		$ 2,261	$ 138	$ 24			$ 16,966
City of El Centro	Director of Public Works/City Engineer	$ 13,354								$ 2,112		$ 15,466
City of Brawley	Director of Public Works Operations	$ 11,713			$ 726		$ 2,781					$ 15,220
City of Calexico	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:
1. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	**$22,744**
Total Compensation Average	**$21,105**
Percentage Above or Below Median	**-34.06%**
Percentage Above or Below Average	**-24.40%**
Total # of Matches:	**6**

Public Services Maintenance Worker II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Maintenance Worker II	$ 7,940	7/1/2025	Unknown	Unknown
County of San Diego	Road Structures Worker II	$ 6,793	9/5/2025	Unknown	Unknown
Imperial Irrigation District	Construction Resources Worker	$ 6,379	1/1/2026	Unknown	Unknown
City of Indio	Street Maintenance Worker II	$ 6,313	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Street/Traffic Maintenance Worker	$ 6,181	6/22/2025	Unknown	Unknown
City of Coachella	Public Works Streets Maintenance Worker II	$ 5,881	7/1/2025	46204	3.00%
City of Imperial	Public Services Maintenance Worker II	$ 4,853	7/1/2025	Unknown	Unknown
City of El Centro	Street Maintenance Worker II	$ 4,419	7/1/2024	Unknown	Unknown
County of Imperial	Striping and Sign Assistant I/ Road Maintenance Worker[1]	$ 4,072	7/11/2025	46204	3.00%
City of Calexico	Laborer	$ 4,028	7/1/2024	Unknown	Unknown
City of Brawley	N/C				

Base Salary Median	**$6,181**
Base Salary Average	**$5,778**
Percentage Above or Below Median	**-27.36%**
Percentage Above or Below Average	**-19.06%**
Total # of Matches:	**9**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Maintenance Worker II	$ 7,940				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 11,219
Imperial Irrigation District	Construction Resources Worker	$ 6,379		$ 638	$ 396	$ 64	$ 2,069					$ 9,545
County of San Diego	Road Structures Worker II	$ 6,793								$ 2,211		$ 9,004
City of Palm Springs	Street/Traffic Maintenance Worker	$ 6,181								$ 2,602		$ 8,783
City of Coachella	Public Works Streets Maintenance Worker II	$ 5,881					$ 2,441	$ 149	$ 25			$ 8,497
City of Indio	Street Maintenance Worker II	$ 6,313			$ 79					$ 2,100		$ 8,492
City of Imperial	Public Services Maintenance Worker II	$ 4,853			$ 301		$ 2,261	$ 139	$ 24			$ 7,578
City of El Centro	Street Maintenance Worker II	$ 4,419								$ 2,112		$ 6,531
City of Calexico	Laborer	$ 4,028			$ 250					$ 2,045		$ 6,323
County of Imperial	Striping and Sign Assistant I/ Road Maintenance Worker[1]	$ 4,072					$ 2,113	$ 107				$ 6,293
City of Brawley	N/C											

Total Compensation Median	**$8,497**
Total Compensation Average	**$8,299**
Percentage Above or Below Median	**-12.13%**
Percentage Above or Below Average	**-9.51%**
Total # of Matches:	**9**

Footnote:
1. Functional Hybrid - The salary displayed is the higher of the matches.

Public Services Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Public Works Manager /Fleet Services Operations Manager[1]	$ 13,473	7/1/2025	46204	2.00%
City of Imperial	Public Services Manager	$ 12,405	7/1/2025	Unknown	Unknown
City of Coachella	Sanitary Superintendent /Water Superintendent[1]	$ 12,209	7/1/2025	46204	2.00%
Imperial Irrigation District	Superintendent of Construction	$ 12,197	1/1/2026	Unknown	Unknown
County of San Diego	Facilities Support Manager/ Division Road Superintendent[2]	$ 11,849	6/27/2025	Unknown	Unknown
City of Palm Springs	Street Maintenance Manager/ Facilities Maintenance Manager[2]	$ 11,294	6/22/2025	Unknown	Unknown
City of El Centro	Maintenance Supervisor	$ 7,902	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				

Base Salary Median	**$12,023**
Base Salary Average	**$11,487**
Percentage Above or Below Median	**3.08%**
Percentage Above or Below Average	**7.40%**
Total # of Matches:	**6**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Superintendent of Construction	$ 12,197		$ 1,220	$ 756	$ 122	$ 2,069					$ 16,364
City of Indio	Public Works Manager /Fleet Services Operations Manager[1]	$ 13,473			$ 79					$ 2,100		$ 15,653
City of Imperial	Public Services Manager	$ 12,405			$ 769		$ 2,261	$ 139	$ 24			$ 15,598
City of Coachella	Sanitary Superintendent /Water Superintendent[1]	$ 12,209					$ 2,441	$ 149	$ 25			$ 14,825
County of San Diego	Facilities Support Manager/ Division Road Superintendent[2]	$ 11,849								$ 2,323		$ 14,172
City of Palm Springs	Street Maintenance Manager/ Facilities Maintenance Manager[2]	$ 11,294								$ 2,570		$ 13,864
City of El Centro	Maintenance Supervisor	$ 7,902								$ 2,112		$ 10,014
City of Brawley	N/C											
City of Calexico	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											

Total Compensation Median	**$14,498**
Total Compensation Average	**$14,148**
Percentage Above or Below Median	**7.05%**
Percentage Above or Below Average	**9.29%**
Total # of Matches:	**6**

Footnote:
1. Functional Hybrid - The salary displayed is the same for both matches.
2. Functional Hybrid - The salary displayed is the higher of the matches.

Public Services Supervisor

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Street Maintenance Supervisor	$ 11,220	7/1/2025	Unknown	Unknown
City of Indio	Street Maintenance Supervisor/ Park and Landscape Supervisor[1]	$ 11,025	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Maintenance Supervisor	$ 10,226	6/22/2025	Unknown	Unknown
Imperial Irrigation District	Superintendent of Construction, Assistant	$ 10,035	1/1/2026	Unknown	Unknown
City of Coachella	Streets Supervisor	$ 9,783	7/1/2025	7/1/2026	2.00%
County of San Diego	Building Maintenance Supervisor/ Road Crew Supervisor[1]	$ 9,116	6/27/2025	6/26/2026	3.50%
City of Imperial	Public Services Supervisor	$ 8,999	7/1/2025	Unknown	Unknown
City of Calexico	Supervisor of Maintenance/Operations	$ 6,937	1/1/2023	Unknown	Unknown
County of Imperial	Regional Road Superintendent	$ 6,463	7/11/2025	7/1/2026	3.00%
City of Brawley	N/C				
City of El Centro	N/C				

Base Salary Median	**$9,909**
Base Salary Average	**$9,350**
Percentage Above or Below Median	**-10.11%**
Percentage Above or Below Average	**-3.90%**
Total # of Matches:	**8**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Street Maintenance Supervisor	$ 11,220				$ 100	$ 2,934	$ 138	$ 32	$ 75		$ 14,499
Imperial Irrigation District	Superintendent of Construction, Assistant	$ 10,035		$ 1,003	$ 622	$ 100	$ 2,069					$ 13,829
City of Indio	Street Maintenance Supervisor/ Park and Landscape Supervisor[1]	$ 11,025			$ 79					$ 2,100		$ 13,204
City of Palm Springs	Maintenance Supervisor	$ 10,226								$ 2,570		$ 12,796
City of Coachella	Streets Supervisor	$ 9,783					$ 2,441	$ 149	$ 25			$ 12,399
City of Imperial	Public Services Supervisor	$ 8,999			$ 558		$ 2,261	$ 139	$ 24			$ 11,981
County of San Diego	Building Maintenance Supervisor/ Road Crew Supervisor[1]	$ 9,116								$ 2,211		$ 11,327
City of Calexico	Supervisor of Maintenance/Operations	$ 6,937			$ 430					$ 1,886		$ 9,253
County of Imperial	Regional Road Superintendent	$ 6,463										$ 6,463
City of Brawley	N/C											
City of El Centro	N/C											

Total Compensation Median	**$12,598**
Total Compensation Average	**$11,721**
Percentage Above or Below Median	**-5.15%**
Percentage Above or Below Average	**2.17%**
Total # of Matches:	**8**

Footnote:
1. Functional Hybrid - The salary displayed is the higher of the matches.

Recreation and Special Events Coordinator

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Community Program Administrator	$ 9,840	7/1/2025	7/1/2026	2.00%
City of Imperial	Recreation and Special Events Coordinator	$ 7,030	7/1/2025	Unknown	Unknown
City of Palm Springs	Program Coordinator	$ 6,825	6/22/2025	Unknown	Unknown
City of El Centro	Recreation Supervisor	$ 6,635	7/1/2024	Unknown	Unknown
City of Calexico	Community Recreation Coordinator	$ 5,521	7/1/2024	Unknown	Unknown
City of Brawley	Recreation Coordinator	$ 5,466	7/1/2025	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$6,635**
Base Salary Average	**$6,858**
Percentage Above or Below Median	**5.62%**
Percentage Above or Below Average	**2.46%**
Total # of Matches:	**5**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Community Program Administrator	$ 9,840			$ 79					$ 2,100		$ 12,020
City of Imperial	Recreation and Special Events Coordinator	$ 7,030			$ 436		$ 2,261	$ 139	$ 24			$ 9,890
City of Palm Springs	Program Coordinator	$ 6,825								$ 2,602		$ 9,427
City of El Centro	Recreation Supervisor	$ 6,635								$ 2,112		$ 8,747
City of Brawley	Recreation Coordinator	$ 5,466			$ 339		$ 2,781					$ 8,586
City of Calexico	Community Recreation Coordinator	$ 5,521			$ 342					$ 2,045		$ 7,908
City of Coachella	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$8,747**
Total Compensation Average	**$9,338**
Percentage Above or Below Median	**11.56%**
Percentage Above or Below Average	**5.58%**
Total # of Matches:	**5**

Recreation Leader II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Recreation Leader II	$ 4,397	7/1/2025	Unknown	Unknown
City of Indio	Community Program Aide	$ 3,544	7/1/2025	Unknown	Unknown
City of El Centro	Recreation Leader	$ 2,929	1/1/2026	Unknown	Unknown
City of Palm Springs	Recreation Program Assistant	$ 28	6/22/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Imperial	Recreation Leader II	$ 4,397										$ 4,397
City of Indio	Community Program Aide	$ 3,544										$ 3,544
City of El Centro	Recreation Leader	$ 2,929										$ 2,929
City of Palm Springs	Recreation Program Assistant	$ 28										$ 28
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Utility Maintenance Worker II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
Imperial Irrigation District	Construction Resources Worker	$ 6,379	1/1/2026	Unknown	Unknown
County of San Diego	Sewer Construction and Maintenance Worker	$ 6,316	9/5/2025	Unknown	Unknown
City of Imperial	Utility Maintenance Worker II	$ 5,630	7/1/2025	Unknown	Unknown
City of Brawley	Utility Worker I	$ 4,703	7/1/2025	Unknown	Unknown
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Construction Resources Worker	$ 6,379		$ 638	$ 396	$ 64	$ 2,069					$ 9,545
County of San Diego	Sewer Construction and Maintenance Worker	$ 6,316								$ 2,211		$ 8,527
City of Imperial	Utility Maintenance Worker II	$ 5,630			$ 349		$ 2,261	$ 139	$ 24			$ 8,402
City of Brawley	Utility Worker I	$ 4,703			$ 292		$ 2,781					$ 7,775
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											

Footnote:

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**3**

Wastewater Plant Chief Operator

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	DPW Unit Manager	$ 13,185	6/27/2025	Unknown	Unknown
City of Coachella	Sanitary Superintendent /Chief Treatment/Collections System Operator[1]	$ 11,322	7/1/2025	46204	2.00%
City of El Centro	Wastewater Treatment Plant Supervisor	$ 9,411	7/1/2024	Unknown	Unknown
City of Imperial	Wastewater Plant Chief Operator	$ 8,999	7/1/2025	Unknown	Unknown
City of Brawley	Chief Operator Wastewater Treatment Plant	$ 8,873	7/1/2025	Unknown	Unknown
City of Calexico	Chief Operator Waste Water Treatement Plant /Wastewater System Supervisor[2]	$ 8,045	1/1/2023	Unknown	Unknown
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$9,411**
Base Salary Average	**$10,167**
Percentage Above or Below Median	**-4.57%**
Percentage Above or Below Average	**-12.97%**
Total # of Matches:	**5**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
County of San Diego	DPW Unit Manager	$ 13,185								$ 2,323		$ 15,508
City of Coachella	Sanitary Superintendent /Chief Treatment/Collections System Operator[1]	$ 11,322					$ 2,441	$ 149	$ 25			$ 13,938
City of Brawley	Chief Operator Wastewater Treatment Plant	$ 8,873			$ 550		$ 2,781					$ 12,204
City of Imperial	Wastewater Plant Chief Operator	$ 8,999			$ 558		$ 2,261	$ 139	$ 24			$ 11,981
City of El Centro	Wastewater Treatment Plant Supervisor	$ 9,411								$ 2,112		$ 11,523
City of Calexico	Chief Operator Waste Water Treatement Plant /Wastewater System Supervisor[2]	$ 8,045			$ 499					$ 1,886		$ 10,430
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Total Compensation Median	**$12,204**
Total Compensation Average	**$12,720**
Percentage Above or Below Median	**-1.86%**
Percentage Above or Below Average	**-6.17%**
Total # of Matches:	**5**

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.
2. Functional Hybrid - The salary displayed is the same for both matches.

Wastewater Treatment Plant Operator II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Treatment Plant Operator II	$ 7,280	7/1/2025	7/1/2026	3.00%
County of San Diego	Wastewater Plant Operator II	$ 7,270	9/5/2025	Unknown	Unknown
City of Imperial	Wastewater Treatment Plant Operator II	$ 6,859	7/1/2025	Unknown	Unknown
City of Calexico	Waste Water Treatment Plant Operator II	$ 6,858	7/1/2024	Unknown	Unknown
City of Brawley	Wastewater Treatment Plant Operator 2	$ 5,443	7/1/2025	Unknown	Unknown
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$7,064**
Base Salary Average	**$6,713**
Percentage Above or Below Median	**-2.99%**
Percentage Above or Below Average	**2.13%**
Total # of Matches:	**4**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Coachella	Treatment Plant Operator II	$ 7,280					$ 2,441	$ 149	$ 25			$ 9,896
City of Imperial	Wastewater Treatment Plant Operator II	$ 6,859			$ 425		$ 2,261	$ 139	$ 24			$ 9,707
County of San Diego	Wastewater Plant Operator II	$ 7,270								$ 2,211		$ 9,481
City of Calexico	Waste Water Treatment Plant Operator II	$ 6,858			$ 425					$ 1,886		$ 9,170
City of Brawley	Wastewater Treatment Plant Operator 2	$ 5,443			$ 337		$ 2,781					$ 8,561
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$9,325**
Total Compensation Average	**$9,277**
Percentage Above or Below Median	**3.94%**
Percentage Above or Below Average	**4.44%**
Total # of Matches:	**4**

Water Meter/Distribution Operator II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	IWA Water Utility Worker II	$ 7,939	7/1/2025	7/1/2026	1.00%
City of Calexico	Water Distribution Operator II	$ 6,858	7/1/2024	Unknown	Unknown
City of Coachella	Water Service Worker II	$ 6,608	7/1/2025	7/1/2026	3.00%
City of El Centro	Certified Water Distribution Operator II/ Utility Field Representative[1]	$ 5,909	7/1/2025	7/1/2026	2.00%
City of Imperial	Water Meter/Distribution Operator II	$ 5,770	7/1/2025	Unknown	Unknown
City of Brawley	Utility Worker II	$ 4,938	7/1/2025	Unknown	Unknown
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$6,608**
Base Salary Average	**$6,450**
Percentage Above or Below Median	**-14.52%**
Percentage Above or Below Average	**-11.79%**
Total # of Matches:	**5**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	IWA Water Utility Worker II	$ 7,939			$ 79					$ 2,100		$ 10,118
City of Coachella	Water Service Worker II	$ 6,608					$ 2,441	$ 149	$ 25			$ 9,224
City of Calexico	Water Distribution Operator II	$ 6,858			$ 425					$ 1,886		$ 9,170
City of Imperial	Water Meter/Distribution Operator II	$ 5,770			$ 359		$ 2,261	$ 139	$ 24			$ 8,553
City of Brawley	Utility Worker II	$ 4,938			$ 306		$ 2,781					$ 8,026
City of El Centro	Certified Water Distribution Operator II/ Utility Field Representative[1]	$ 5,909								$ 2,112		$ 8,021
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Total Compensation Median	**$9,170**
Total Compensation Average	**$8,912**
Percentage Above or Below Median	**-7.23%**
Percentage Above or Below Average	**-4.21%**
Total # of Matches:	**5**

Footnote:
1. Functional Hybrid - The salary displayed is the higher of the matches.

Water Plant Chief Operator

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	IWA Operations Manager	$ 17,376	7/1/2025	7/1/2026	2.00%
City of Imperial	Water Plant Chief Operator	$ 8,999	7/1/2025	Unknown	Unknown
City of Calexico	Chief Water Plant Operator - Treatment /Water Systems Supervisor[1]	$ 8,045	1/1/2023	Unknown	Unknown
City of Brawley	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**Insuff.Data**
Base Salary Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**2**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	IWA Operations Manager	$ 17,376			$ 79					$ 2,100		$ 19,555
City of Imperial	Water Plant Chief Operator	$ 8,999			$ 558		$ 2,261	$ 139	$ 24			$ 11,981
City of Calexico	Chief Water Plant Operator - Treatment /Water Systems Supervisor[1]	$ 8,045			$ 499					$ 1,886		$ 10,430
City of Brawley	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:
1. Functional Hybrid - The salary displayed is the same for both matches.

Total Compensation Median	**Insuff.Data**
Total Compensation Average	**Insuff.Data**
Percentage Above or Below Median	**Insuff.Data**
Percentage Above or Below Average	**Insuff.Data**
Total # of Matches:	**2**

Water Treatment Plant Operator II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	IWA Water Treatment Plant Operator II	$ 8,948	7/1/2025	7/1/2026	1.00%
City of El Centro	Water Treatment Plant Shift Operator	$ 7,286	7/1/2025	7/1/2026	2.00%
City of Imperial	Water Treatment Plant Operator II	$ 6,859	7/1/2025	Unknown	Unknown
City of Calexico	Water Treatment Plant Operator II	$ 6,858	7/1/2024	Unknown	Unknown
City of Brawley	Water Treatment Plant Operator T3	$ 5,718	7/1/2025	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	**$7,072**
Base Salary Average	**$7,203**
Percentage Above or Below Median	**-3.11%**
Percentage Above or Below Average	**-5.01%**
Total # of Matches:	**4**

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	IWA Water Treatment Plant Operator II	$ 8,948			$ 79					$ 2,100		$ 11,127
City of Imperial	Water Treatment Plant Operator II	$ 6,859			$ 425		$ 2,261	$ 139	$ 24			$ 9,707
City of El Centro	Water Treatment Plant Shift Operator	$ 7,286								$ 2,112		$ 9,398
City of Calexico	Water Treatment Plant Operator II	$ 6,858			$ 425					$ 1,886		$ 9,170
City of Brawley	Water Treatment Plant Operator T3	$ 5,718			$ 355		$ 2,781					$ 8,854
City of Coachella	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	**$9,284**
Total Compensation Average	**$9,637**
Percentage Above or Below Median	**4.36%**
Percentage Above or Below Average	**0.72%**
Total # of Matches:	**4**

Appendix III

Proposed Salary Range Schedule

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City of Imperial
Proposed Salary Plan
February 2026

City of Imperial - Compensation Structure for All Classifications - February 2026

FACTORS
Range 6, Step 7, Annual
$47,107.01
Step Increase
5.00%
Range Increase
2.50%
Pay Periods per Year
26
Hours per Year
2,080

Range #6, Step #1 is set to 2026 CA Minimum Wage = $16.90 per hour

Salary Range	Monthly										Hourly									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	10 Year Step 8	15 Year Step 9	20 Year Step 10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	10 Year Step 8	15 Year Step 9	20 Year Step 10
1	2,589	2,719	2,854	2,997	3,147	3,304	3,470	3,643	3,825	4,017	**14.94**	15.68	16.47	17.29	18.16	19.06	20.02	21.02	22.07	23.17
2	2,654	2,787	2,926	3,072	3,226	3,387	3,556	3,734	3,921	4,117	15.31	16.08	16.88	17.72	18.61	19.54	20.52	21.54	22.62	23.75
3	2,720	2,856	2,999	3,149	3,306	3,472	3,645	3,828	4,019	4,220	15.69	16.48	17.30	18.17	19.08	20.03	21.03	22.08	23.19	24.35
4	2,788	2,928	3,074	3,228	3,389	3,559	3,736	3,923	4,119	4,325	16.09	16.89	17.73	18.62	19.55	20.53	21.56	22.63	23.77	24.95
5	2,858	3,001	3,151	3,308	3,474	3,647	3,830	4,021	4,222	4,434	16.49	17.31	18.18	19.09	20.04	21.04	22.10	23.20	24.36	25.58
6	2,929	3,076	3,230	3,391	3,561	3,739	**3,926**	4,122	4,328	4,544	**16.90**	17.74	18.63	19.56	20.54	21.57	22.65	23.78	24.97	26.22
7	3,003	3,153	3,310	3,476	3,650	3,832	4,024	4,225	4,436	4,658	17.32	18.19	19.10	20.05	21.06	22.11	23.21	24.37	25.59	26.87
8	3,078	3,232	3,393	3,563	3,741	3,928	4,124	4,331	4,547	4,774	17.76	18.64	19.58	20.55	21.58	22.66	23.79	24.98	26.23	27.54
9	3,155	3,312	3,478	3,652	3,834	4,026	4,227	4,439	4,661	4,894	18.20	19.11	20.06	21.07	22.12	23.23	24.39	25.61	26.89	28.23
10	3,233	3,395	3,565	3,743	3,930	4,127	4,333	4,550	4,777	5,016	18.65	19.59	20.57	21.59	22.67	23.81	25.00	26.25	27.56	28.94
11	3,314	3,480	3,654	3,837	4,029	4,230	4,441	4,664	4,897	5,142	19.12	20.08	21.08	22.13	23.24	24.40	25.62	26.90	28.25	29.66
12	3,397	3,567	3,745	3,933	4,129	4,336	4,552	4,780	5,019	5,270	19.60	20.58	21.61	22.69	23.82	25.01	26.26	27.58	28.96	30.40
13	3,482	3,656	3,839	4,031	4,232	4,444	4,666	4,900	5,145	5,402	20.09	21.09	22.15	23.26	24.42	25.64	26.92	28.27	29.68	31.16
14	3,569	3,748	3,935	4,132	4,338	4,555	4,783	5,022	5,273	5,537	20.59	21.62	22.70	23.84	25.03	26.28	27.59	28.97	30.42	31.94
15	3,658	3,841	4,033	4,235	4,447	4,669	4,903	5,148	5,405	5,675	21.11	22.16	23.27	24.43	25.65	26.94	28.28	29.70	31.18	32.74
16	3,750	3,937	4,134	4,341	4,558	4,786	5,025	5,276	5,540	5,817	21.63	22.72	23.85	25.04	26.30	27.61	28.99	30.44	31.96	33.56
17	3,844	4,036	4,237	4,449	4,672	4,905	5,151	5,408	5,679	5,963	22.17	23.28	24.45	25.67	26.95	28.30	29.72	31.20	32.76	34.40
18	3,940	4,137	4,343	4,561	4,789	5,028	5,279	5,543	5,821	6,112	22.73	23.87	25.06	26.31	27.63	29.01	30.46	31.98	33.58	35.26
19	4,038	4,240	4,452	4,675	4,908	5,154	5,411	5,682	5,966	6,264	23.30	24.46	25.68	26.97	28.32	29.73	31.22	32.78	34.42	36.14
20	4,139	4,346	4,563	4,791	5,031	5,283	5,547	5,824	6,115	6,421	23.88	25.07	26.33	27.64	29.03	30.48	32.00	33.60	35.28	37.04
21	4,243	4,455	4,677	4,911	5,157	5,415	5,685	5,970	6,268	6,582	24.48	25.70	26.99	28.33	29.75	31.24	32.80	34.44	36.16	37.97
22	4,349	4,566	4,794	5,034	5,286	5,550	5,828	6,119	6,425	6,746	25.09	26.34	27.66	29.04	30.49	32.02	33.62	35.30	37.07	38.92
23	4,457	4,680	4,914	5,160	5,418	5,689	5,973	6,272	6,585	6,915	25.72	27.00	28.35	29.77	31.26	32.82	34.46	36.18	37.99	39.89
24	4,569	4,797	5,037	5,289	5,553	5,831	6,123	6,429	6,750	7,088	26.36	27.68	29.06	30.51	32.04	33.64	35.32	37.09	38.94	40.89
25	4,683	4,917	5,163	5,421	5,692	5,977	6,276	6,589	6,919	7,265	27.02	28.37	29.79	31.28	32.84	34.48	36.21	38.02	39.92	41.91
26	4,800	5,040	5,292	5,557	5,834	6,126	6,433	6,754	7,092	7,446	27.69	29.08	30.53	32.06	33.66	35.34	37.11	38.97	40.91	42.96
27	4,920	5,166	5,424	5,696	5,980	6,279	6,593	6,923	7,269	7,633	28.38	29.80	31.29	32.86	34.50	36.23	38.04	39.94	41.94	44.03
28	5,043	5,295	5,560	5,838	6,130	6,436	6,758	7,096	7,451	7,823	29.09	30.55	32.08	33.68	35.36	37.13	38.99	40.94	42.99	45.14
29	5,169	5,428	5,699	5,984	6,283	6,597	6,927	7,273	7,637	8,019	29.82	31.31	32.88	34.52	36.25	38.06	39.96	41.96	44.06	46.26
30	5,298	5,563	5,841	6,134	6,440	6,762	7,100	7,455	7,828	8,219	30.57	32.10	33.70	35.39	37.15	39.01	40.96	43.01	45.16	47.42
31	5,431	5,702	5,987	6,287	6,601	6,931	7,278	7,642	8,024	8,425	31.33	32.90	34.54	36.27	38.08	39.99	41.99	44.09	46.29	48.61
32	5,567	5,845	6,137	6,444	6,766	7,105	7,460	7,833	8,224	8,636	32.11	33.72	35.41	37.18	39.04	40.99	43.04	45.19	47.45	49.82
33	5,706	5,991	6,291	6,605	6,935	7,282	7,646	8,029	8,430	8,851	32.92	34.56	36.29	38.11	40.01	42.01	44.11	46.32	48.63	51.07

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City of Imperial
Proposed Salary Plan
February 2026

Salary Range	Monthly							10 Year	15 Year	20 Year	Hourly							10 Year	15 Year	20 Year
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
34	5,848	6,141	6,448	6,770	7,109	7,464	7,837	8,229	8,641	9,073	33.74	35.43	37.20	39.06	41.01	43.06	45.22	47.48	49.85	52.34
35	5,995	6,294	6,609	6,940	7,286	7,651	8,033	8,435	8,857	9,300	34.58	36.31	38.13	40.04	42.04	44.14	46.35	48.66	51.10	53.65
36	6,144	6,452	6,774	7,113	7,469	7,842	8,234	8,646	9,078	9,532	35.45	37.22	39.08	41.04	43.09	45.24	47.50	49.88	52.37	54.99
37	6,298	6,613	6,944	7,291	7,655	8,038	8,440	8,862	9,305	9,770	36.34	38.15	40.06	42.06	44.17	46.37	48.69	51.13	53.68	56.37
38	6,456	6,778	7,117	7,473	7,847	8,239	8,651	9,084	9,538	10,015	37.24	39.11	41.06	43.11	45.27	47.53	49.91	52.41	55.03	57.78
39	6,617	6,948	7,295	7,660	8,043	8,445	8,867	9,311	9,776	10,265	38.17	40.08	42.09	44.19	46.40	48.72	51.16	53.72	56.40	59.22
40	6,782	7,121	7,478	7,851	8,244	8,656	9,089	9,543	10,021	10,522	39.13	41.09	43.14	45.30	47.56	49.94	52.44	55.06	57.81	60.70
41	6,952	7,299	7,664	8,048	8,450	8,873	9,316	9,782	10,271	10,785	40.11	42.11	44.22	46.43	48.75	51.19	53.75	56.43	59.26	62.22
42	7,126	7,482	7,856	8,249	8,661	9,094	9,549	10,027	10,528	11,054	41.11	43.17	45.32	47.59	49.97	52.47	55.09	57.85	60.74	63.77
43	7,304	7,669	8,052	8,455	8,878	9,322	9,788	10,277	10,791	11,331	42.14	44.24	46.46	48.78	51.22	53.78	56.47	59.29	62.26	65.37
44	7,486	7,861	8,254	8,666	9,100	9,555	10,033	10,534	11,061	11,614	43.19	45.35	47.62	50.00	52.50	55.12	57.88	60.77	63.81	67.00
45	7,674	8,057	8,460	8,883	9,327	9,794	10,283	10,798	11,337	11,904	44.27	46.48	48.81	51.25	53.81	56.50	59.33	62.29	65.41	68.68
46	7,865	8,259	8,672	9,105	9,560	10,039	10,540	11,067	11,621	12,202	45.38	47.65	50.03	52.53	55.16	57.91	60.81	63.85	67.04	70.40
47	8,062	8,465	8,888	9,333	9,800	10,289	10,804	11,344	11,911	12,507	46.51	48.84	51.28	53.84	56.54	59.36	62.33	65.45	68.72	72.16
48	8,264	8,677	9,111	9,566	10,044	10,547	11,074	11,628	12,209	12,820	47.67	50.06	52.56	55.19	57.95	60.85	63.89	67.08	70.44	73.96
49	8,470	8,894	9,338	9,805	10,296	10,810	11,351	11,918	12,514	13,140	48.87	51.31	53.88	56.57	59.40	62.37	65.49	68.76	72.20	75.81
50	8,682	9,116	9,572	10,050	10,553	11,081	11,635	12,216	12,827	13,469	50.09	52.59	55.22	57.98	60.88	63.93	67.12	70.48	74.00	77.70
51	8,899	9,344	9,811	10,302	10,817	11,358	11,926	12,522	13,148	13,805	51.34	53.91	56.60	59.43	62.40	65.52	68.80	72.24	75.85	79.65
52	9,122	9,578	10,056	10,559	11,087	11,642	12,224	12,835	13,477	14,150	52.62	55.26	58.02	60.92	63.96	67.16	70.52	74.05	77.75	81.64
53	9,350	9,817	10,308	10,823	11,364	11,933	12,529	13,156	13,814	14,504	53.94	56.64	59.47	62.44	65.56	68.84	72.28	75.90	79.69	83.68
54	9,583	10,062	10,566	11,094	11,649	12,231	12,843	13,485	14,159	14,867	55.29	58.05	60.96	64.00	67.20	70.56	74.09	77.80	81.69	85.77
55	9,823	10,314	10,830	11,371	11,940	12,537	13,164	13,822	14,513	15,238	56.67	59.50	62.48	65.60	68.88	72.33	75.94	79.74	83.73	87.91
56	10,068	10,572	11,100	11,655	12,238	12,850	13,493	14,167	14,876	15,619	58.09	60.99	64.04	67.24	70.61	74.14	77.84	81.73	85.82	90.11
57	10,320	10,836	11,378	11,947	12,544	13,171	13,830	14,521	15,248	16,010	59.54	62.52	65.64	68.92	72.37	75.99	79.79	83.78	87.97	92.36
58	10,578	11,107	11,662	12,246	12,858	13,501	14,176	14,885	15,629	16,410	61.03	64.08	67.28	70.65	74.18	77.89	81.78	85.87	90.17	94.67
59	10,843	11,385	11,954	12,552	13,179	13,838	14,530	15,257	16,019	16,820	62.55	65.68	68.97	72.41	76.03	79.84	83.83	88.02	92.42	97.04
60	11,114	11,669	12,253	12,865	13,509	14,184	14,893	15,638	16,420	17,241	64.12	67.32	70.69	74.22	77.93	81.83	85.92	90.22	94.73	99.47
61	11,392	11,961	12,559	13,187	13,846	14,539	15,266	16,029	16,830	17,672	65.72	69.01	72.46	76.08	79.88	83.88	88.07	92.47	97.10	101.95
62	11,676	12,260	12,873	13,517	14,193	14,902	15,647	16,430	17,251	18,114	67.36	70.73	74.27	77.98	81.88	85.97	90.27	94.79	99.53	104.50
63	11,968	12,567	13,195	13,855	14,547	15,275	16,039	16,840	17,682	18,567	69.05	72.50	76.12	79.93	83.93	88.12	92.53	97.16	102.01	107.12
64	12,267	12,881	13,525	14,201	14,911	15,657	16,439	17,261	18,125	19,031	70.77	74.31	78.03	81.93	86.03	90.33	94.84	99.59	104.56	109.79
65	12,574	13,203	13,863	14,556	15,284	16,048	16,850	17,693	18,578	19,507	72.54	76.17	79.98	83.98	88.18	92.59	97.21	102.08	107.18	112.54
66	12,888	13,533	14,210	14,920	15,666	16,449	17,272	18,135	19,042	19,994	74.36	78.07	81.98	86.08	90.38	94.90	99.64	104.63	109.86	115.35
67	13,211	13,871	14,565	15,293	16,058	16,861	17,704	18,589	19,518	20,494	76.22	80.03	84.03	88.23	92.64	97.27	102.14	107.24	112.60	118.23
68	13,541	14,218	14,929	15,675	16,459	17,282	18,146	19,053	20,006	21,006	78.12	82.03	86.13	90.43	94.96	99.70	104.69	109.92	115.42	121.19
69	13,879	14,573	15,302	16,067	16,871	17,714	18,600	19,530	20,506	21,532	80.07	84.08	88.28	92.70	97.33	102.20	107.31	112.67	118.31	124.22
70	14,226	14,938	15,685	16,469	17,292	18,157	19,065	20,018	21,019	22,070	82.08	86.18	90.49	95.01	99.76	104.75	109.99	115.49	121.26	127.33
71	14,582	15,311	16,077	16,881	17,725	18,611	19,541	20,518	21,544	22,622	84.13	88.33	92.75	97.39	102.26	107.37	112.74	118.38	124.29	130.51
72	14,947	15,694	16,479	17,303	18,168	19,076	20,030	21,031	22,083	23,187	86.23	90.54	95.07	99.82	104.81	110.05	115.56	121.34	127.40	133.77
73	15,320	16,086	16,891	17,735	18,622	19,553	20,531	21,557	22,635	23,767	88.39	92.81	97.45	102.32	107.43	112.81	118.45	124.37	130.59	137.12
74	15,703	16,488	17,313	18,179	19,087	20,042	21,044	22,096	23,201	24,361	90.60	95.13	99.88	104.88	110.12	115.63	121.41	127.48	133.85	140.54
75	16,096	16,901	17,746	18,633	19,565	20,543	21,570	22,649	23,781	24,970	92.86	97.50	102.38	107.50	112.87	118.52	124.44	130.66	137.20	144.06
76	16,498	17,323	18,189	19,099	20,054	21,056	22,109	23,215	24,375	25,594	95.18	99.94	104.94	110.19	115.69	121.48	127.55	133.93	140.63	147.66
77	16,911	17,756	18,644	19,576	20,555	21,583	22,662	23,795	24,985	26,234	97.56	102.44	107.56	112.94	118.59	124.52	130.74	137.28	144.14	151.35
78	17,334	18,200	19,110	20,066	21,069	22,122	23,229	24,390	25,610	26,890	100.00	105.00	110.25	115.76	121.55	127.63	134.01	140.71	147.75	155.13
79	17,767	18,655	19,588	20,567	21,596	22,676	23,809	25,000	26,250	27,562	102.50	107.63	113.01	118.66	124.59	130.82	137.36	144.23	151.44	159.01
80	18,211	19,122	20,078	21,082	22,136	23,242	24,405	25,625	26,906	28,251	105.06	110.32	115.83	121.62	127.71	134.09	140.80	147.84	155.23	162.99

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City of Imperial
Proposed Salary Plan
February 2026

Salary Range	Monthly							10 Year	15 Year	20 Year	Hourly							10 Year	15 Year	20 Year
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
81	18,666	19,600	20,580	21,609	22,689	23,823	25,015	26,265	27,579	28,958	107.69	113.07	118.73	124.66	130.90	137.44	144.32	151.53	159.11	167.06
82	19,133	20,090	21,094	22,149	23,256	24,419	25,640	26,922	28,268	29,682	110.38	115.90	121.70	127.78	134.17	140.88	147.92	155.32	163.09	171.24
83	19,611	20,592	21,621	22,703	23,838	25,030	26,281	27,595	28,975	30,424	113.14	118.80	124.74	130.98	137.52	144.40	151.62	159.20	167.16	175.52
84	20,102	21,107	22,162	23,270	24,434	25,655	26,938	28,285	29,699	31,184	115.97	121.77	127.86	134.25	140.96	148.01	155.41	163.18	171.34	179.91
85	20,604	21,634	22,716	23,852	25,044	26,297	27,611	28,992	30,442	31,964	118.87	124.81	131.05	137.61	144.49	151.71	159.30	167.26	175.62	184.41
86	21,119	22,175	23,284	24,448	25,671	26,954	28,302	29,717	31,203	32,763	121.84	127.93	134.33	141.05	148.10	155.50	163.28	171.44	180.02	189.02
87	21,647	22,730	23,866	25,059	26,312	27,628	29,009	30,460	31,983	33,582	124.89	131.13	137.69	144.57	151.80	159.39	167.36	175.73	184.52	193.74
88	22,188	23,298	24,463	25,686	26,970	28,319	29,735	31,221	32,782	34,421	128.01	134.41	141.13	148.19	155.60	163.38	171.55	180.12	189.13	198.59
89	22,743	23,880	25,074	26,328	27,644	29,027	30,478	32,002	33,602	35,282	131.21	137.77	144.66	151.89	159.49	167.46	175.83	184.63	193.86	203.55
90	23,312	24,477	25,701	26,986	28,335	29,752	31,240	32,802	34,442	36,164	134.49	141.21	148.28	155.69	163.47	171.65	180.23	189.24	198.70	208.64
91	23,894	25,089	26,344	27,661	29,044	30,496	32,021	33,622	35,303	37,068	137.85	144.75	151.98	159.58	167.56	175.94	184.74	193.97	203.67	213.85
92	24,492	25,716	27,002	28,352	29,770	31,258	32,821	34,462	36,186	37,995	141.30	148.36	155.78	163.57	171.75	180.34	189.35	198.82	208.76	219.20
93	25,104	26,359	27,677	29,061	30,514	32,040	33,642	35,324	37,090	38,945	144.83	152.07	159.68	167.66	176.04	184.85	194.09	203.79	213.98	224.68
94	25,732	27,018	28,369	29,788	31,277	32,841	34,483	36,207	38,017	39,918	148.45	155.87	163.67	171.85	180.44	189.47	198.94	208.89	219.33	230.30
95	26,375	27,694	29,078	30,532	32,059	33,662	35,345	37,112	38,968	40,916	152.16	159.77	167.76	176.15	184.96	194.20	203.91	214.11	224.81	236.06
96	27,034	28,386	29,805	31,296	32,860	34,503	36,229	38,040	39,942	41,939	155.97	163.77	171.95	180.55	189.58	199.06	209.01	219.46	230.44	241.96
97	27,710	29,096	30,551	32,078	33,682	35,366	37,134	38,991	40,941	42,988	159.87	167.86	176.25	185.07	194.32	204.03	214.24	224.95	236.20	248.01
98	28,403	29,823	31,314	32,880	34,524	36,250	38,063	39,966	41,964	44,062	163.86	172.06	180.66	189.69	199.18	209.14	219.59	230.57	242.10	254.21
99	29,113	30,569	32,097	33,702	35,387	37,156	39,014	40,965	43,013	45,164	167.96	176.36	185.18	194.43	204.16	214.36	225.08	236.34	248.15	260.56
100	29,841	31,333	32,900	34,545	36,272	38,085	39,990	41,989	44,089	46,293	172.16	180.77	189.81	199.30	209.26	219.72	230.71	242.25	254.36	267.08

Appendix IV

Salary Range Placement Recommendations at 100% of MEDIAN

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City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ MEDIAN

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median[1]	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Accountant	Finance	Unrepresented MSPC	$ 7,030	-15.64%	$8,130	36	$8,234	17.12%	X	Market and range placement.	No
Accounting Assistant I	Finance	Teamsters	$ 4,507	N/A	N/A	16	$5,025	11.50%	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.	No
Accounting Assistant II	Finance	Teamsters	$ 4,975	N/A	N/A	20	$5,547	11.50%	No	Internal alignment: anchor to 5.0% above Administrative Assistant.	No
Accounting Technician	Finance	Teamsters	$ 6,061	4.75%	$5,774	24	$6,123	1.01%	X	Override market data: anchor to 10.0% above Accounting Assistant II.	No
Administrative Assistant	Multiple Departments	Teamsters	$ 4,853	-7.81%	$5,232	18	$5,279	8.78%	X	Market and range placement.	No
Administrative Specialist	Multiple Departments	Teamsters	$ 6,528	N/A	N/A	31	$7,278	11.49%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Animal Control Officer	Police	IPOA	$ 4,507	N/A	N/A	14	$4,783	6.13%	X	Internal alignment: anchor to Police Services Officer II (same range).	No
Assistant City Clerk	City Manager's Office	Unrepresented MSPC	$ 7,571	-9.95%	$8,325	36	$8,234	8.76%	X	Market and range placement.	No
Assistant City Manager	City Manager's Office	Unrepresented MSPC	$ 13,693	N/A	N/A	65	$16,850	23.06%	No	Internal alignment: anchor to other department directors.	No
Assistant Planner	Community Development	Teamsters	$ 7,954	N/A	N/A	33	$7,646	-3.87%	X	Internal alignment: anchor to 15.0% below Associate Planner.	Yes
Assistant to the City Manager	City Manager's Office	Unrepresented MSPC	$ 12,405	Insuff.Data	N/A	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Associate Planner	Community Development	Unrepresented MSPC	$ 8,999	1.06%	$8,904	39	$8,867	-1.47%	X	Market and range placement.	Yes
Building Inspection and Code Enforcement Supervisor	Community Development	Unrepresented MSPC	$ 8,999	N/A	N/A	42	$9,549	6.11%	No	Override market data: anchor to Public Services Supervisor.	No
Building Inspector I	Community Development	Teamsters	$ 7,030	N/A	N/A	30	$7,100	0.99%	X	Internal alignment: anchor to 10.0% below Building Inspector II.	No
Building Inspector II	Community Development	Teamsters	$ 7,386	-6.71%	$7,881	34	$7,837	6.12%	X	Market and range placement.	No
Building Official	Community Development	Unrepresented MSPC	$ 10,696	-0.18%	$10,716	47	$10,804	1.01%	X	Market and range placement.	No
Chief of Police	Police	Contract	$ 13,693	-7.79%	$14,760	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
City Manager	City Manager's Office	Contract	$ 21,067	-2.48%	$21,589	76	$22,109	4.95%	X	Market and range placement.	No
Code Enforcement Inspector I	Community Development	Teamsters	$ 5,630	N/A	N/A	24	$6,123	8.75%	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.	No
Code Enforcement Inspector II	Community Development	Teamsters	$ 6,214	-9.66%	$6,814	28	$6,758	8.76%	X	Market and range placement.	No
Collection System Worker I	Public Services	Teamsters	$ 5,099	N/A	N/A	23	$5,973	17.13%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II.	No
Collection System Worker II	Public Services	Teamsters	$ 5,630	Insuff.Data	N/A	27	$6,593	17.11%	X	Internal alignment: anchor to 10.0% above Collection System Worker I.	No
Community Development Director	Community Development	Unrepresented MSPC	$ 13,693	-21.03%	$16,573	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Community Development Project Coordinator	Community Development	Unrepresented MSPC	$ 6,061	N/A	N/A	31	$7,278	20.07%	No	Internal alignment: anchor to Construction Project Coordinator.	No
Community Development Project Manager	Community Development	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	X	Internal alignment: anchor to GIS Program Manager (same range).	No
Community Development Technician I	Community Development	Teamsters	$ 4,975	N/A	N/A	21	$5,685	14.29%	No	Internal alignment: anchor to 10.0% below Community Development Technician II.	No
Community Development Technician II	Community Development	Teamsters	$ 5,630	-12.39%	$6,327	25	$6,276	11.47%	X	Market and range placement.	No
Construction Project Coordinator	Community Development	Unrepresented MSPC	$ 7,205	N/A	N/A	31	$7,278	1.00%	X	Internal alignment: anchor to 15.0% above Engineering Technician II.	No
Criminal Analyst	Police	IPOA	$ 6,691	-5.34%	$7,048	30	$7,100	6.12%	X	Market and range placement.	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median[1]	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Cybersecurity Program Manager	Information Technology	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	No	Internal alignment: anchor to GIS Program Manager (same range).	No
Electrician	Public Services	Teamsters	$ 7,571	N/A	N/A	34	$7,837	3.52%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor.	No
Engineering Technician I	Community Development	Teamsters	$ 5,770	N/A	N/A	21	$5,685	-1.47%	X	Internal alignment: anchor to 10.0% below Engineering Technician II.	Yes
Engineering Technician II	Community Development	Teamsters	$ 6,859	7.63%	$6,335	25	$6,276	-8.50%	X	Market and range placement.	Yes
Equipment Mechanic	Public Services	Teamsters	$ 5,770	-13.42%	$6,545	27	$6,593	14.26%	X	Market and range placement.	No
Executive Assistant	City Manager's Office	Unrepresented MSPC	$ 6,859	N/A	N/A	31	$7,278	6.11%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Facilities Maintenance Worker	Public Services	Teamsters	$ 4,853	N/A	N/A	15	$4,903	1.01%	X	Internal alignment: anchor to Public Services Maintenance Worker I.	No
Finance Director	Finance	Unrepresented MSPC	$ 13,693	-21.03%	$16,573	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Finance Manager	Finance	Unrepresented MSPC	$ 12,405	3.77%	$11,938	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Finance Supervisor (Proposed)	Finance	Unrepresented MSPC	proposed	proposed	$12,013	51	$11,926	N/A	X	Market and range placement.	No
Fleet and Facilities Supervisor	Public Services	Unrepresented MSPC	$ 8,999	22.77%	$6,950	42	$9,549	6.11%	X	Override market data: anchor to Public Services Supervisor.	No
Geographic Information Systems (GIS) Analyst	Information Technology	Unrepresented MSPC	$ 7,571	N/A	N/A	37	$8,440	11.48%	No	Internal alignment: anchor to Management Analyst.	No
Geographic Information Systems (GIS) Program Manager	Information Technology	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	No	Internal alignment: anchor to 10.0% below Public Services Manager.	No
Human Resources Analyst	Human Resources	Unrepresented MSPC	$ 7,571	N/A	N/A	37	$8,440	11.48%	No	Internal alignment: anchor to Management Analyst.	No
Human Resources and Risk Management Director	Human Resources	Unrepresented MSPC	$ 13,693	-12.53%	$15,409	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Human Resources Specialist	Human Resources	Unrepresented MSPC	$ 7,954	6.50%	$7,437	32	$7,460	-6.22%	X	Market and range placement.	Yes
Human Resources Technician	Human Resources	Unrepresented MSPC	$ 5,914	N/A	N/A	24	$6,123	3.52%	No	Internal alignment: anchor to Accounting Technician.	No
HVAC/Electrical Technician	Public Services	Teamsters	$ 5,914	N/A	N/A	27	$6,593	11.48%	X	Internal alignment: anchor to Equipment Mechanic.	No
Information Technology Analyst	Information Technology	Unrepresented MSPC	$ 7,571	N/A	N/A	37	$8,440	11.48%	No	Internal alignment: anchor to Management Analyst.	No
Information Technology Director	Information Technology	Unrepresented MSPC	$ 13,693	-20.14%	$16,451	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Information Technology Technician I	Information Technology	Teamsters	$ 5,228	N/A	N/A	26	$6,433	23.05%	X	Internal alignment: anchor to 10.0% below Information Technology Technician II.	No
Information Technology Technician II	Information Technology	Teamsters	$ 6,061	-16.06%	$7,035	30	$7,100	17.14%	X	Market and range placement.	No
Librarian	Library	Unrepresented MSPC	$ 7,571	Insuff.Data	N/A	37	$8,440	11.48%	X	Internal alignment: anchor to Management Analyst.	No
Library Assistant	Library	Unrepresented MSPC	$ 5,630	Insuff.Data	N/A	28	$6,758	20.04%	X	Internal alignment: anchor to 10.0% above Library Technician.	No
Library Clerk	Library	Teamsters	$ 4,853	14.21%	$4,164	18	$5,279	8.78%	X	Override market data: anchor to Administrative Assistant.	No
Library Grant Coordinator	Library	Unrepresented MSPC	$ 7,030	N/A	N/A	31	$7,278	3.52%	No	Internal alignment: anchor to 15.0% below Librarian.	No
Library Manager	Library	Unrepresented MSPC	$ 12,405	26.02%	$9,178	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Library Page	Library	Unrepresented Part-Time	$ 4,290	Insuff.Data	N/A	10	$4,333	1.00%	X	Recommend Range #10 as closest to 2025/26 top step.	No
Library Support Services Worker	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median[1]	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Library Technician	Library	Teamsters	$ 5,228	Insuff.Data	N/A	24	$6,123	17.12%	X	Internal alignment: anchor to 15.0% above Library Clerk.	No
Lifeguard	Parks and Recreation	Unrepresented Seasonal	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented Seasonal	$ 4,397	Insuff.Data	N/A	14	$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Lifeguard.	No
Literacy Coordinator	Library	Unrepresented MSPC	$ 7,030	N/A	N/A	31	$7,278	3.52%	No	Internal alignment: anchor to 15.0% below Librarian.	No
Lunch at the Library Intern	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Management Analyst	City Manager's Office	Unrepresented MSPC	$ 7,571	-11.44%	$8,437	37	$8,440	11.48%	X	Market and range placement.	No
Network Specialist	Information Technology	Teamsters	$ 7,571	N/A	N/A	36	$8,234	8.76%	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.	No
Organic Waste Specialist	Community Development	Teamsters	$ 5,491	N/A	N/A	22	$5,828	6.13%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II.	No
Park Maintenance Coordinator	Parks and Recreation	Unrepresented MSPC	$ 7,030	N/A	N/A	30	$7,100	0.99%	X	Internal alignment: anchor to 15.0% above Senior Parks Maintenance Worker.	No
Park Maintenance Worker I	Parks and Recreation	Teamsters	$ 4,507	N/A	N/A	14	$4,783	6.13%	X	Internal alignment: anchor to 10.0% above Lifeguard and Recreation Leader I.	No
Park Maintenance Worker II	Parks and Recreation	Teamsters	$ 4,853	5.51%	$4,586	18	$5,279	8.78%	X	Internal alignment: anchor to 10.0% above Parks Maintenance Worker I.	No
Parks and Recreation Director	Parks and Recreation	Unrepresented MSPC	$ 13,693	Insuff.Data	N/A	65	$16,850	23.06%	X	Internal alignment: anchor to other department directors.	No
Police Captain	Police	Unrepresented MSPC	$ 12,405	13.23%	$10,764	55	$13,164	6.11%	X	Override market data: anchor to Finance Manager.	No
Police Chief's Administrative Assistant	Police	IPOA	$ 4,853	-3.84%	$5,040	18	$5,279	8.78%	X	Override market data: anchor to Administrative Assistant.	No
Police Corporal	Police	IPOA	$ 8,356	Insuff.Data	N/A	33	$7,646	-8.50%	X	Internal alignment: anchor to 15.0% above Police Officer.	Yes
Police Officer	Police	IPOA	$ 7,205	7.86%	$6,639	27	$6,593	-8.50%	X	Market and range placement.	Yes
Police Sergeant	Police	IPOA	$ 9,455	4.36%	$9,043	40	$9,089	-3.87%	X	Market and range placement.	Yes
Police Services Officer I	Police	IPOA	$ 4,853	N/A	N/A	10	$4,333	-10.72%	No	Internal alignment: anchor to 10.0% below Police Services Officer II.	Yes
Police Services Officer II	Police	IPOA	$ 5,099	6.26%	$4,780	14	$4,783	-6.21%	X	Market and range placement.	Yes
Property and Evidence Technician	Police	IPOA	proposed	proposed	$4,681	14	$4,783	N/A	X	Override market data; anchor to Police Services Officer II.	No
Public Services Director	Public Services	Unrepresented MSPC	$ 13,693	-24.06%	$16,988	65	$16,850	23.06%	X	Market and range placement.	No
Public Services Maintenance Worker I	Public Services	Teamsters	$ 4,507	N/A	N/A	15	$4,903	8.78%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.	No
Public Services Maintenance Worker II	Public Services	Teamsters	$ 4,853	-12.13%	$5,442	19	$5,411	11.50%	X	Market and range placement.	No
Public Services Manager	Public Services	Unrepresented MSPC	$ 12,405	7.05%	$11,531	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Public Services Supervisor	Public Services	Unrepresented MSPC	$ 8,999	-5.15%	$9,463	42	$9,549	6.11%	X	Market and range placement.	No
Purchasing Technician	Finance	Teamsters	$ 5,491	N/A	N/A	24	$6,123	11.50%	No	Internal alignment: anchor to 10.0% above Accounting Assistant II.	No
Recreation and Event Specialist I	Parks and Recreation	Teamsters	$ 5,099	N/A	N/A	18	$5,279	3.53%	No	Internal alignment: anchor to 10.0% below Recreation and Event Specialist II.	No
Recreation and Event Specialist II	Parks and Recreation	Teamsters	$ 5,630	N/A	N/A	22	$5,828	3.51%	No	Internal alignment: anchor to 20.0% above Recreation Leader II.	No
Recreation Leader I	Parks and Recreation	Unrepresented Seasonal	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median[1]	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Recreation Leader II	Parks and Recreation	Unrepresented Seasonal	$ 4,397	Insuff.Data	N/A	14	$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Recreation Leader I.	No
Recreation/Special Events Coordinator	Parks and Recreation	Unrepresented MSPC	$ 7,030	11.56%	$6,218	34	$7,837	11.48%	X	Internal alignment: anchor to 15.0% above Senior Recreation and Event Specialist.	No
Senior Collection System Worker	Public Services	Unrepresented MSPC	$ 6,528	N/A	N/A	33	$7,646	17.13%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Equipment Mechanic	Public Services	Unrepresented MSPC	$ 6,214	N/A	N/A	33	$7,646	23.05%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.	No
Senior Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented MSPC	$ 4,507	N/A	N/A	18	$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor.	No
Senior Maintenance and Utility Worker	Public Services	Unrepresented MSPC	$ 5,914	N/A	N/A	33	$7,646	29.29%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Parks Maintenance Worker	Parks and Recreation	Unrepresented MSPC	$ 5,914	N/A	N/A	24	$6,123	3.52%	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.	No
Senior Planner	Community Development	Unrepresented MSPC	$ 10,696	N/A	N/A	45	$10,283	-3.86%	No	Internal alignment: anchor to 15.0% above Associate Planner.	Yes
Senior Recreation and Event Specialist	Parks and Recreation	Unrepresented MSPC	$ 6,528	N/A	N/A	28	$6,758	3.53%	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.	No
Senior Recreation Leader	Parks and Recreation	Unrepresented MSPC	$ 4,507	N/A	N/A	18	$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.	No
Senior Wastewater Treatment Plant Operator	Public Services	Unrepresented MSPC	$ 8,356	N/A	N/A	39	$8,867	6.11%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator III.	No
Senior Water Meter/Distribution Operator	Public Services	Unrepresented MSPC	$ 6,528	N/A	N/A	33	$7,646	17.13%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Water Treatment Plant Operator	Public Services	Unrepresented MSPC	$ 8,356	N/A	N/A	39	$8,867	6.11%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator III.	No
Utility Billing Technician	Public Services	Teamsters	$ 5,630	N/A	N/A	24	$6,123	8.75%	X	Internal alignment: anchor to Accounting Technician.	No
Utility Maintenance Worker I	Public Services	Teamsters	$ 5,099	N/A	N/A	23	$5,973	17.13%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II.	No
Utility Maintenance Worker II	Public Services	Teamsters	$ 5,630	Insuff.Data	N/A	27	$6,593	17.11%	X	Internal alignment: anchor to 10.0% above Utility Maintenance Worker I.	No
Wastewater Operator in Training	Public Services	Teamsters	$ 4,853	N/A	N/A	19	$5,411	11.50%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator I.	No
Wastewater Plant Chief Operator	Public Services	Unrepresented MSPC	$ 8,999	-1.86%	$9,167	45	$10,283	14.27%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Op.	No
Wastewater Treatment Plant Operator I	Public Services	Teamsters	$ 6,368	N/A	N/A	23	$5,973	-6.20%	X	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.	Yes
Wastewater Treatment Plant Operator II	Public Services	Teamsters	$ 6,859	3.94%	$6,589	27	$6,593	-3.87%	X	Market and range placement.	Yes
Wastewater Treatment Plant Operator III	Public Services	Teamsters	$ 7,954	N/A	N/A	33	$7,646	-3.87%	X	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II.	Yes
Water Meter/Distribution Operator I	Public Services	Teamsters	$ 5,358	N/A	N/A	20	$5,547	3.53%	No	Internal alignment: anchor to 10.0% below Water Meter/Distribution Operator II	No
Water Meter/Distribution Operator II	Public Services	Teamsters	$ 5,770	-7.23%	$6,187	24	$6,123	6.11%	X	Market and range placement.	No
Water Operator In Training	Public Services	Teamsters	$ 4,853	N/A	N/A	19	$5,411	11.50%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator I.	No
Water Plant Chief Operator	Public Services	Unrepresented MSPC	$ 8,999	Insuff.Data	N/A	45	$10,283	14.27%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.	No
Water Treatment Plant Operator I	Public Services	Teamsters	$ 6,368	N/A	N/A	23	$5,973	-6.20%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.	Yes
Water Treatment Plant Operator II	Public Services	Teamsters	$ 6,859	4.36%	$6,560	27	$6,593	-3.87%	X	Market and range placement.	Yes
Water Treatment Plant Operator III	Public Services	Teamsters	$ 7,954	N/A	N/A	33	$7,646	-3.87%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.	Yes

[1] ***90% of Market Median for Executives***

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median[1]	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended

Column A - Client's classification titles.
Column B - Client's bargaining unit.
Column E - Client's current monthly maximum salaries.
Column F - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
Column G - Market placement shows the monthly market values derived from the total compensation survey results.
Column H - Salary range number of the consultant's newly proposed salary range schedule.
Column I - Monthly maximum salary of the consultant's newly proposed salary ranges.
Column J - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
Column K - Indicates whether the classification was surveyed as a benchmark.
Column L - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).
Column M - Indicates whether the classification is recommended for Y-Rating.

Appendix IV

Salary Range Placement Recommendations at 95% of MEDIAN

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City of Imperial
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SALARIES @ 95% of MEDIAN

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Accountant	Finance	Unrepresented MSPC	$ 7,030	-10.64%	$7,778	34	$7,837	11.48%	X	Market and range placement.	No
Accounting Assistant I	Finance	Teamsters	$ 4,507	N/A	N/A	14	$4,783	6.13%	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.	No
Accounting Assistant II	Finance	Teamsters	$ 4,975	N/A	N/A	18	$5,279	6.13%	No	Internal alignment: anchor to 5.0% above Administrative Assistant.	No
Accounting Technician	Finance	Teamsters	$ 6,061	9.75%	$5,470	22	$5,828	-3.86%	X	Override market data: anchor to 10.0% above Accounting Assistant II.	Yes
Administrative Assistant	Multiple Departments	Teamsters	$ 4,853	-2.81%	$4,990	16	$5,025	3.54%	X	Market and range placement.	No
Administrative Specialist	Multiple Departments	Teamsters	$ 6,528	N/A	N/A	29	$6,927	6.12%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Animal Control Officer	Police	IPOA	$ 4,507	N/A	N/A	12	$4,552	1.02%	X	Internal alignment: anchor to Police Services Officer II (same range).	No
Assistant City Clerk	City Manager's Office	Unrepresented MSPC	$ 7,571	-4.95%	$7,946	35	$8,033	6.10%	X	Market and range placement.	No
Assistant City Manager	City Manager's Office	Unrepresented MSPC	$ 13,693	N/A	N/A	65	$16,850	23.06%	No	Internal alignment: anchor to other department directors.	No
Assistant Planner	Community Development	Teamsters	$ 7,954	N/A	N/A	31	$7,278	-8.50%	X	Internal alignment: anchor to 15.0% below Associate Planner.	Yes
Assistant to the City Manager	City Manager's Office	Unrepresented MSPC	$ 12,405	N/A	N/A	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Associate Planner	Community Development	Unrepresented MSPC	$ 8,999	6.06%	$8,454	37	$8,440	-6.22%	X	Market and range placement.	Yes
Building Inspection and Code Enforcement Supervisor	Community Development	Unrepresented MSPC	$ 8,999	N/A	N/A	40	$9,089	0.99%	No	Override market data: anchor to Public Services Supervisor.	No
Building Inspector I	Community Development	Teamsters	$ 7,030	N/A	N/A	28	$6,758	-3.87%	X	Internal alignment: anchor to 10.0% below Building Inspector II.	Yes
Building Inspector II	Community Development	Teamsters	$ 7,386	-1.71%	$7,512	32	$7,460	1.00%	X	Market and range placement.	No
Building Official	Community Development	Unrepresented MSPC	$ 10,696	4.82%	$10,181	45	$10,283	-3.86%	X	Market and range placement.	Yes
Chief of Police	Police	Contract	$ 13,693	-7.8%	$14,760	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
City Manager	City Manager's Office	Contract	$ 21,067	-2.48%	$21,589	75	$21,570	2.39%	X	Market and range placement.	No
Code Enforcement Inspector I	Community Development	Teamsters	$ 5,630	N/A	N/A	23	$5,973	6.10%	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.	No
Code Enforcement Inspector II	Community Development	Teamsters	$ 6,214	-4.66%	$6,504	27	$6,593	6.10%	X	Market and range placement.	No
Collection System Worker I	Public Services	Teamsters	$ 5,099	N/A	N/A	21	$5,685	11.49%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II.	No
Collection System Worker II	Public Services	Teamsters	$ 5,630	N/A	N/A	25	$6,276	11.47%	X	Internal alignment: anchor to 10.0% above Collection System Worker I.	No
Community Development Director	Community Development	Unrepresented MSPC	$ 13,693	-21.03%	$16,573	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Community Development Project Coordinator	Community Development	Unrepresented MSPC	$ 6,061	N/A	N/A	29	$6,927	14.28%	No	Internal alignment: anchor to Construction Project Coordinator.	No
Community Development Project Manager	Community Development	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	X	Internal alignment: anchor to GIS Program Manager (same range).	No
Community Development Technician I	Community Development	Teamsters	$ 4,975	N/A	N/A	20	$5,547	11.50%	No	Internal alignment: anchor to 10.0% below Community Development Technician II.	No
Community Development Technician II	Community Development	Teamsters	$ 5,630	-7.39%	$6,046	24	$6,123	8.75%	X	Market and range placement.	No
Construction Project Coordinator	Community Development	Unrepresented MSPC	$ 7,205	N/A	N/A	29	$6,927	-3.86%	X	Internal alignment: anchor to 15.0% above Engineering Technician II.	Yes
Criminal Analyst	Police	IPOA	$ 6,691	-0.34%	$6,713	28	$6,758	1.01%	X	Market and range placement.	No
Cybersecurity Program Manager	Information Technology	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	No	Internal alignment: anchor to GIS Program Manager (same range).	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Electrician	Public Services	Teamsters	$ 7,571	N/A	N/A	32	$7,460	-1.47%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor.	Yes
Engineering Technician I	Community Development	Teamsters	$ 5,770	N/A	N/A	19	$5,411	-6.22%	X	Internal alignment: anchor to 10.0% below Engineering Technician II.	Yes
Engineering Technician II	Community Development	Teamsters	$ 6,859	12.63%	$5,993	23	$5,973	-12.91%	X	Market and range placement.	Yes
Equipment Mechanic	Public Services	Teamsters	$ 5,770	-8.42%	$6,256	25	$6,276	8.76%	X	Market and range placement.	No
Executive Assistant	City Manager's Office	Unrepresented MSPC	$ 6,859	N/A	N/A	29	$6,927	1.00%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Facilities Maintenance Worker	Public Services	Teamsters	$ 4,853	N/A	N/A	13	$4,666	-3.85%	X	Internal alignment: anchor to Public Services Maintenance Worker I.	Yes
Finance Director	Finance	Unrepresented MSPC	$ 13,693	-21.03%	$16,573	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Finance Manager	Finance	Unrepresented MSPC	$ 12,405	8.77%	$11,318	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Finance Supervisor (Proposed)	Finance	Unrepresented MSPC	N/A	N/A	$11,412	49	$11,351	N/A	X	Market and range placement.	No
Fleet and Facilities Supervisor	Public Services	Unrepresented MSPC	$ 8,999	27.77%	$6,500	40	$9,089	0.99%	X	Override market data: anchor to Public Services Supervisor.	No
Geographic Information Systems (GIS) Analyst	Information Technology	Unrepresented MSPC	$ 7,571	N/A	N/A	35	$8,033	6.10%	No	Internal alignment: anchor to Management Analyst.	No
Geographic Information Systems (GIS) Program Manager	Information Technology	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	No	Internal alignment: anchor to 10.0% below Public Services Manager.	No
Human Resources Analyst	Human Resources	Unrepresented MSPC	$ 7,571	N/A	N/A	35	$8,033	6.10%	No	Internal alignment: anchor to Management Analyst.	No
Human Resources and Risk Management Director	Human Resources	Unrepresented MSPC	$ 13,693	-12.53%	$15,409	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Human Resources Specialist	Human Resources	Unrepresented MSPC	$ 7,954	11.50%	$7,040	30	$7,100	-10.74%	X	Market and range placement.	Yes
Human Resources Technician	Human Resources	Unrepresented MSPC	$ 5,914	N/A	N/A	22	$5,828	-1.46%	No	Internal alignment: anchor to Accounting Technician.	Yes
HVAC/Electrical Technician	Public Services	Teamsters	$ 5,914	N/A	N/A	25	$6,276	6.11%	X	Internal alignment: anchor to Equipment Mechanic.	No
Information Technology Analyst	Information Technology	Unrepresented MSPC	$ 7,571	N/A	N/A	35	$8,033	6.10%	No	Internal alignment: anchor to Management Analyst.	No
Information Technology Director	Information Technology	Unrepresented MSPC	$ 13,693	-20.14%	$16,451	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Information Technology Technician I	Information Technology	Teamsters	$ 5,228	N/A	N/A	24	$6,123	17.12%	No	Internal alignment: anchor to 10.0% below Information Technology Technician II.	No
Information Technology Technician II	Information Technology	Teamsters	$ 6,061	-11.06%	$6,732	28	$6,758	11.49%	X	Market and range placement.	No
Librarian	Library	Unrepresented MSPC	$ 7,571	N/A	N/A	35	$8,033	6.10%	X	Internal alignment: anchor to Management Analyst.	No
Library Assistant	Library	Unrepresented MSPC	$ 5,630	N/A	N/A	26	$6,433	14.26%	X	Internal alignment: anchor to 10.0% above Library Technician.	No
Library Clerk	Library	Teamsters	$ 4,853	19.21%	$3,921	16	$5,025	3.54%	X	Override market data: anchor to Administrative Assistant.	No
Library Grant Coordinator	Library	Unrepresented MSPC	$ 7,030	N/A	N/A	29	$6,927	-1.47%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Library Manager	Library	Unrepresented MSPC	$ 12,405	31.02%	$8,557	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Library Page	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	X	Recommend Range #10 as closest to 2025/26 top step.	No
Library Support Services Worker	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Library Technician	Library	Teamsters	$ 5,228	N/A	N/A	22	$5,828	11.47%	X	Internal alignment: anchor to 15.0% above Library Clerk.	No
Lifeguard	Parks and Recreation	Unrepresented Seasonal	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented Seasonal	$ 4,397	N/A	N/A	14	$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Lifeguard.	No
Literacy Coordinator	Library	Unrepresented MSPC	$ 7,030	N/A	N/A	31	$7,278	3.52%	No	Internal alignment: anchor to 15.0% below Librarian.	No
Lunch at the Library Intern	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Management Analyst	City Manager's Office	Unrepresented MSPC	$ 7,571	-6.44%	$8,059	35	$8,033	6.10%	X	Market and range placement.	No
Network Specialist	Information Technology	Teamsters	$ 7,571	N/A	N/A	34	$7,837	3.52%	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.	No
Organic Waste Specialist	Community Development	Teamsters	$ 5,491	N/A	N/A	21	$5,685	3.54%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II.	No
Park Maintenance Coordinator	Parks and Recreation	Unrepresented MSPC	$ 7,030	N/A	N/A	30	$7,100	0.99%	X	Internal alignment: anchor to 15.0% above Senior Parks Maintenance Worker.	No
Park Maintenance Worker I	Parks and Recreation	Teamsters	$ 4,507	N/A	N/A	14	$4,783	6.13%	X	Internal alignment: anchor to 10.0% above Lifeguard and Recreation Leader I.	No
Park Maintenance Worker II	Parks and Recreation	Teamsters	$ 4,853	10.51%	$4,343	18	$5,279	8.78%	X	Internal alignment: anchor to 10.0% above Parks Maintenance Worker I.	No
Parks and Recreation Director	Parks and Recreation	Unrepresented MSPC	$ 13,693	Insuff.Data	N/A	65	$16,850	23.06%	X	Internal alignment: anchor to other department directors.	No
Police Captain	Police	Unrepresented MSPC	$ 12,405	18.23%	$10,144	55	$13,164	6.11%	X	Override market data: anchor to Finance Manager.	No
Police Chief's Administrative Assistant	Police	IPOA	$ 4,853	1.16%	$4,797	16	$5,025	3.54%	X	Override market data: anchor to Administrative Assistant.	No
Police Corporal	Police	IPOA	$ 8,356	N/A	N/A	31	$7,278	-12.91%	X	Internal alignment: anchor to 15.0% above Police Officer.	Yes
Police Officer	Police	IPOA	$ 7,205	12.86%	$6,279	25	$6,276	-12.90%	X	Market and range placement.	Yes
Police Sergeant	Police	IPOA	$ 9,455	9.36%	$8,570	37	$8,440	-10.74%	X	Market and range placement.	Yes
Police Services Officer I	Police	IPOA	$ 4,853	N/A	N/A	8	$4,124	-15.02%	No	Internal alignment: anchor to 10.0% below Police Services Officer II.	Yes
Police Services Officer II	Police	IPOA	$ 5,099	11.26%	$4,525	12	$4,552	-10.73%	X	Market and range placement.	Yes
Property and Evidence Technician	Police	IPOA	N/A	N/A	$4,447	12	$4,552	N/A	X	Override market data; anchor to Police Services Officer II.	No
Public Services Director	Public Services	Unrepresented MSPC	$ 13,693	-24.06%	$16,988	65	$16,850	23.06%	X	Market and range placement.	No
Public Services Maintenance Worker I	Public Services	Teamsters	$ 4,507	N/A	N/A	13	$4,666	3.54%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.	No
Public Services Maintenance Worker II	Public Services	Teamsters	$ 4,853	-7.13%	$5,199	17	$5,151	6.13%	X	Market and range placement.	No
Public Services Manager	Public Services	Unrepresented MSPC	$ 12,405	12.05%	$10,911	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Public Services Supervisor	Public Services	Unrepresented MSPC	$ 8,999	-0.15%	$9,013	40	$9,089	0.99%	X	Market and range placement.	No
Purchasing Technician	Finance	Teamsters	$ 5,491	N/A	N/A	22	$5,828	6.13%	No	Internal alignment: anchor to 10.0% above Accounting Assistant II.	No
Recreation and Event Specialist I	Parks and Recreation	Teamsters	$ 5,099	N/A	N/A	18	$5,279	3.53%	No	Internal alignment: anchor to 10.0% below Recreation and Event Specialist II.	No
Recreation and Event Specialist II	Parks and Recreation	Teamsters	$ 5,630	N/A	N/A	22	$5,828	3.51%	No	Internal alignment: anchor to 20.0% above Recreation Leader II.	No
Recreation Leader I	Parks and Recreation	Unrepresented Seasonal	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Recreation Leader II	Parks and Recreation	Unrepresented Seasonal	$ 4,397	N/A	N/A	14	$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Recreation Leader I.	No
Recreation/Special Events Coordinator	Parks and Recreation	Unrepresented MSPC	$ 7,030	16.56%	$5,866	34	$7,837	11.48%	X	Internal alignment: anchor to 15.0% above Senior Recreation and Event Specialist.	No
Senior Collection System Worker	Public Services	Unrepresented MSPC	$ 6,528	N/A	N/A	31	$7,278	11.49%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Senior Equipment Mechanic	Public Services	Unrepresented MSPC	$ 6,214	N/A	N/A	31	$7,278	17.12%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.	No
Senior Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented MSPC	$ 4,507	N/A	N/A	18	$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor.	No
Senior Maintenance and Utility Worker	Public Services	Unrepresented MSPC	$ 5,914	N/A	N/A	31	$7,278	23.06%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Parks Maintenance Worker	Parks and Recreation	Unrepresented MSPC	$ 5,914	N/A	N/A	24	$6,123	3.52%	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.	No
Senior Planner	Community Development	Unrepresented MSPC	$ 10,696	N/A	N/A	43	$9,788	-8.49%	No	Internal alignment: anchor to 15.0% above Associate Planner.	Yes
Senior Recreation and Event Specialist	Parks and Recreation	Unrepresented MSPC	$ 6,528	N/A	N/A	28	$6,758	3.53%	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.	No
Senior Recreation Leader	Parks and Recreation	Unrepresented MSPC	$ 4,507	N/A	N/A	18	$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.	No
Senior Wastewater Treatment Plant Operator	Public Services	Unrepresented MSPC	$ 8,356	N/A	N/A	37	$8,440	1.00%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator III.	No
Senior Water Meter/Distribution Operator	Public Services	Unrepresented MSPC	$ 6,528	N/A	N/A	31	$7,278	11.49%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Water Treatment Plant Operator	Public Services	Unrepresented MSPC	$ 8,356	N/A	N/A	37	$8,440	1.00%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator III.	No
Utility Billing Technician	Public Services	Teamsters	$ 5,630	N/A	N/A	22	$5,828	3.51%	X	Internal alignment: anchor to Accounting Technician.	No
Utility Maintenance Worker I	Public Services	Teamsters	$ 5,099	N/A	N/A	17	$5,151	1.00%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II.	No
Utility Maintenance Worker II	Public Services	Teamsters	$ 5,630	N/A	N/A	21	$5,685	0.99%	X	Internal alignment: anchor to 10.0% above Utility Maintenance Worker I.	No
Wastewater Operator in Training	Public Services	Teamsters	$ 4,853	N/A	N/A	17	$5,151	6.13%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator I.	No
Wastewater Plant Chief Operator	Public Services	Unrepresented MSPC	$ 8,999	3.14%	$8,717	43	$9,788	8.76%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Op.	No
Wastewater Treatment Plant Operator I	Public Services	Teamsters	$ 6,368	N/A	N/A	21	$5,685	-10.72%	X	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.	Yes
Wastewater Treatment Plant Operator II	Public Services	Teamsters	$ 6,859	8.94%	$6,246	25	$6,276	-8.50%	X	Market and range placement.	Yes
Wastewater Treatment Plant Operator III	Public Services	Teamsters	$ 7,954	N/A	N/A	31	$7,278	-8.50%	X	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II.	Yes
Water Meter/Distribution Operator I	Public Services	Teamsters	$ 5,358	N/A	N/A	18	$5,279	-1.46%	No	Internal alignment: anchor to 10.0% below Water Meter/Distribution Operator II.	Yes
Water Meter/Distribution Operator II	Public Services	Teamsters	$ 5,770	-2.23%	$5,899	22	$5,828	0.99%	X	Market and range placement.	No
Water Operator In Training	Public Services	Teamsters	$ 4,853	N/A	N/A	17	$5,151	6.13%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator I.	No
Water Plant Chief Operator	Public Services	Unrepresented MSPC	$ 8,999	N/A	N/A	43	$9,788	8.76%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.	No
Water Treatment Plant Operator I	Public Services	Teamsters	$ 6,368	N/A	N/A	21	$5,685	-10.72%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.	Yes
Water Treatment Plant Operator II	Public Services	Teamsters	$ 6,859	9.36%	$6,217	25	$6,276	-8.50%	X	Market and range placement.	Yes
Water Treatment Plant Operator III	Public Services	Teamsters	$ 7,954	N/A	N/A	31	$7,278	-8.50%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.	Yes

[1] ***90% of Market Median for Executives***
Column A - Client's classification titles.
Column B - Client's bargaining unit.
Column E - Client's current monthly maximum salaries.
Column G - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
Column H - Market placement shows the monthly market values derived from the total compensation survey results.
Column I - Salary range number of the consultant's newly proposed salary range schedule.

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended

Column J - Monthly maximum salary of the consultant's newly proposed salary ranges.
Column K - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
Column L - Indicates whether the classification was surveyed as a benchmark.
Column M - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).
Column N - Indicates whether the classification is recommended for Y-Rating.

Appendix IV

Salary Range Placement Recommendations at 90% of MEDIAN

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 90% of Total Comp Market Median[1]	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Accountant	Finance	Unrepresented MSPC	$ 7,030	-5.64%	$7,427	32	$7,460	6.11%	X	Market and range placement.	No
Accounting Assistant I	Finance	Teamsters	$ 4,507	N/A	N/A	12	$4,552	1.02%	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.	No
Accounting Assistant II	Finance	Teamsters	$ 4,975	N/A	N/A	16	$5,025	1.01%	No	Internal alignment: anchor to 5.0% above Administrative Assistant.	No
Accounting Technician	Finance	Teamsters	$ 6,061	14.75%	$5,167	20	$5,547	-8.49%	X	Override market data: anchor to 10.0% above Accounting Assistant II.	Yes
Administrative Assistant	Multiple Departments	Teamsters	$ 4,853	2.19%	$4,747	14	$4,783	-1.45%	X	Market and range placement.	Yes
Administrative Specialist	Multiple Departments	Teamsters	$ 6,528	N/A	N/A	27	$6,593	1.01%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Animal Control Officer	Police	IPOA	$ 4,507	N/A	N/A	9	$4,227	-6.20%	X	Internal alignment: anchor to Police Services Officer II (same range).	Yes
Assistant City Clerk	City Manager's Office	Unrepresented MSPC	$ 7,571	0.05%	$7,567	33	$7,646	0.99%	X	Market and range placement.	No
Assistant City Manager	City Manager's Office	Unrepresented MSPC	$ 13,693	N/A	N/A	65	$16,850	23.06%	No	Internal alignment: anchor to other department directors.	No
Assistant Planner	Community Development	Teamsters	$ 7,954	N/A	N/A	29	$6,927	-12.91%	X	Internal alignment: anchor to 15.0% below Associate Planner.	Yes
Assistant to the City Manager	City Manager's Office	Unrepresented MSPC	$ 12,405	N/A	N/A	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Associate Planner	Community Development	Unrepresented MSPC	$ 8,999	11.06%	$8,004	35	$8,033	-10.74%	X	Market and range placement.	Yes
Building Inspection and Code Enforcement Supervisor	Community Development	Unrepresented MSPC	$ 8,999	N/A	N/A	38	$8,651	-3.87%	No	Override market data: anchor to Public Services Supervisor.	Yes
Building Inspector I	Community Development	Teamsters	$ 7,030	N/A	N/A	26	$6,433	-8.50%	X	Internal alignment: anchor to 10.0% below Building Inspector II.	Yes
Building Inspector II	Community Development	Teamsters	$ 7,386	3.29%	$7,143	30	$7,100	-3.86%	X	Market and range placement.	Yes
Building Official	Community Development	Unrepresented MSPC	$ 10,696	9.82%	$9,646	42	$9,549	-10.73%	X	Market and range placement.	Yes
Chief of Police	Police	Contract	$ 13,693	-7.79%	$14,760	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
City Manager	City Manager's Office	Contract	$ 21,067	-2.48%	$21,589	75	$21,570	2.39%	X	Market and range placement.	No
Code Enforcement Inspector I	Community Development	Teamsters	$ 5,630	N/A	N/A	20	$5,547	-1.48%	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.	Yes
Code Enforcement Inspector II	Community Development	Teamsters	$ 6,214	0.34%	$6,193	24	$6,123	-1.47%	X	Market and range placement.	Yes
Collection System Worker I	Public Services	Teamsters	$ 5,099	N/A	N/A	19	$5,411	6.12%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II	No
Collection System Worker II	Public Services	Teamsters	$ 5,630	N/A	N/A	23	$5,973	6.10%	X	Internal alignment: anchor to 10.0% above Collection System Worker I.	No
Community Development Director	Community Development	Unrepresented MSPC	$ 13,693	-21.03%	$16,573	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Community Development Project Coordinator	Community Development	Unrepresented MSPC	$ 6,061	N/A	N/A	27	$6,593	8.77%	No	Internal alignment: anchor to Construction Project Coordinator.	No
Community Development Project Manager	Community Development	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	X	Internal alignment: anchor to GIS Program Manager (same range).	No
Community Development Technician I	Community Development	Teamsters	$ 4,975	N/A	N/A	18	$5,279	6.13%	No	Internal alignment: anchor to 10.0% below Community Development Technician II.	No
Community Development Technician II	Community Development	Teamsters	$ 5,630	-2.39%	$5,764	22	$5,828	3.51%	X	Market and range placement.	No
Construction Project Coordinator	Community Development	Unrepresented MSPC	$ 7,205	N/A	N/A	27	$6,593	-8.50%	X	Internal alignment: anchor to 15.0% above Engineering Technician II.	Yes
Criminal Analyst	Police	IPOA	$ 6,691	4.66%	$6,379	26	$6,433	-3.86%	X	Market and range placement.	Yes
Cybersecurity Program Manager	Information Technology	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	No	Internal alignment: anchor to GIS Program Manager (same range).	No

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Accountant	Finance	Unrepresented MSPC	$ 7,030	-5.64%	$7,427	32	$7,460	6.11%	X	Market and range placement.	No
Electrician	Public Services	Teamsters	$ 7,571	N/A	N/A	30	$7,100	-6.22%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor.	Yes
Engineering Technician I	Community Development	Teamsters	$ 5,770	N/A	N/A	17	$5,151	-10.74%	X	Internal alignment: anchor to 10.0% below Engineering Technician II.	Yes
Engineering Technician II	Community Development	Teamsters	$ 6,859	17.63%	$5,650	21	$5,685	-17.11%	X	Market and range placement.	Yes
Equipment Mechanic	Public Services	Teamsters	$ 5,770	-3.42%	$5,968	23	$5,973	3.52%	X	Market and range placement.	No
Executive Assistant	City Manager's Office	Unrepresented MSPC	$ 6,859	N/A	N/A	27	$6,593	-3.87%	No	Internal alignment: anchor to 15.0% below Management Analyst.	Yes
Facilities Maintenance Worker	Public Services	Teamsters	$ 4,853	N/A	N/A	11	$4,441	-8.49%	X	Internal alignment: anchor to Public Services Maintenance Worker I.	Yes
Finance Director	Finance	Unrepresented MSPC	$ 13,693	-21.03%	$16,573	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Finance Manager	Finance	Unrepresented MSPC	$ 12,405	13.77%	$10,697	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Finance Supervisor (Proposed)	Finance	Unrepresented MSPC	N/A	N/A	$10,812	47	$10,804	N/A	X	Market and range placement.	No
Fleet and Facilities Supervisor	Public Services	Unrepresented MSPC	$ 8,999	32.77%	$6,050	38	$8,651	-3.87%	X	Override market data: anchor to Public Services Supervisor.	Yes
Geographic Information Systems (GIS) Analyst	Information Technology	Unrepresented MSPC	$ 7,571	N/A	N/A	33	$7,646	0.99%	No	Internal alignment: anchor to Management Analyst.	No
Geographic Information Systems (GIS) Program Manager	Information Technology	Unrepresented MSPC	$ 10,696	N/A	N/A	51	$11,926	11.49%	No	Internal alignment: anchor to 10.0% below Public Services Manager.	No
Human Resources Analyst	Human Resources	Unrepresented MSPC	$ 7,571	N/A	N/A	33	$7,646	0.99%	No	Internal alignment: anchor to Management Analyst.	No
Human Resources and Risk Management Director	Human Resources	Unrepresented MSPC	$ 13,693	-12.53%	$15,409	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Human Resources Specialist	Human Resources	Unrepresented MSPC	$ 7,954	16.50%	$6,642	27	$6,593	-17.11%	X	Market and range placement.	Yes
Human Resources Technician	Human Resources	Unrepresented MSPC	$ 5,914	N/A	N/A	20	$5,547	-6.21%	No	Internal alignment: anchor to Accounting Technician.	Yes
HVAC/Electrical Technician	Public Services	Teamsters	$ 5,914	N/A	N/A	23	$5,973	1.00%	X	Internal alignment: anchor to Equipment Mechanic	No
Information Technology Analyst	Information Technology	Unrepresented MSPC	$ 7,571	N/A	N/A	33	$7,646	0.99%	No	Internal alignment: anchor to Management Analyst.	No
Information Technology Director	Information Technology	Unrepresented MSPC	$ 13,693	-20.14%	$16,451	65	$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Information Technology Technician I	Information Technology	Teamsters	$ 5,228	N/A	N/A	22	$5,828	11.47%	X	Internal alignment: anchor to 10.0% below Information Technology Technician II.	No
Information Technology Technician II	Information Technology	Teamsters	$ 6,061	-6.06%	$6,429	26	$6,433	6.12%	X	Market and range placement.	No
Librarian	Library	Unrepresented MSPC	$ 7,571	N/A	N/A	33	$7,646	0.99%	X	Internal alignment: anchor to Management Analyst.	No
Library Assistant	Library	Unrepresented MSPC	$ 5,630	N/A	N/A	24	$6,123	8.75%	X	Internal alignment: anchor to 10.0% above Library Technician.	No
Library Clerk	Library	Teamsters	$ 4,853	24.21%	$3,678	14	$4,783	-1.45%	X	Override market data: anchor to Administrative Assistant.	Yes
Library Grant Coordinator	Library	Unrepresented MSPC	$ 7,030	N/A	N/A	27	$6,593	-6.22%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Library Manager	Library	Unrepresented MSPC	$ 12,405	36.02%	$7,937	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Library Page	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	X	Recommend Range #10 as closest to 2025/26 top step.	No
Library Support Services Worker	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Library Technician	Library	Teamsters	$ 5,228	N/A	N/A	20	$5,547	6.10%	X	Internal alignment: anchor to 15.0% above Library Clerk.	No
Lifeguard	Parks and Recreation	Unrepresented Seasonal	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented Seasonal	$ 4,397	N/A	N/A	14	$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Lifeguard	No

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Accountant	Finance	Unrepresented MSPC	$ 7,030	-5.64%	$7,427	32	$7,460	6.11%	X	Market and range placement.	No
Literacy Coordinator	Library	Unrepresented MSPC	$ 7,030	N/A	N/A	27	$6,593	-6.22%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Lunch at the Library Intern	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Management Analyst	City Manager's Office	Unrepresented MSPC	$ 7,571	-1.44%	$7,680	33	$7,646	0.99%	X	Market and range placement.	No
Network Specialist	Information Technology	Teamsters	$ 7,571	N/A	N/A	32	$7,460	-1.47%	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.	Yes
Organic Waste Specialist	Community Development	Teamsters	$ 5,491	N/A	N/A	18	$5,279	-3.86%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II.	Yes
Park Maintenance Coordinator	Parks and Recreation	Unrepresented MSPC	$ 7,030	N/A	N/A	30	$7,100	0.99%	X	Internal alignment: anchor to 15.0% above Senior Parks Maintenance Worker.	No
Park Maintenance Worker I	Parks and Recreation	Teamsters	$ 4,507	N/A	N/A	14	$4,783	6.13%	X	Internal alignment: anchor to 10.0% above Lifeguard and Recreation Leader I.	No
Park Maintenance Worker II	Parks and Recreation	Teamsters	$ 4,853	15.51%	$4,101	18	$5,279	8.78%	X	Internal alignment: anchor to 10.0% above Parks Maintenance Worker I	No
Parks and Recreation Director	Parks and Recreation	Unrepresented MSPC	$ 13,693	Insuff.Data	N/A	65	$16,850	23.06%	X	Internal alignment: anchor to other department directors.	No
Police Captain	Police	Unrepresented MSPC	$ 12,405	23.23%	$9,524	55	$13,164	6.11%	X	Override market data: anchor to Finance Manager.	No
Police Chief's Administrative Assistant	Police	IPOA	$ 4,853	6.16%	$4,554	14	$4,783	-1.45%	X	Override market data: anchor to Administrative Assistant.	Yes
Police Corporal	Police	IPOA	$ 8,356	N/A	N/A	29	$6,927	-17.10%	X	Internal alignment: anchor to 15.0% above Police Officer.	Yes
Police Officer	Police	IPOA	$ 7,205	17.86%	$5,919	23	$5,973	-17.10%	X	Market and range placement.	Yes
Police Sergeant	Police	IPOA	$ 9,455	14.36%	$8,098	35	$8,033	-15.04%	X	Market and range placement.	Yes
Police Services Officer I	Police	IPOA	$ 4,853	N/A	N/A	5	$3,830	-21.09%	No	Internal alignment: anchor to 10.0% below Police Services Officer II.	Yes
Police Services Officer II	Police	IPOA	$ 5,099	16.26%	$4,270	9	$4,227	-17.10%	X	Market and range placement.	Yes
Property and Evidence Technician	Police	IPOA	N/A	N/A	$4,213	9	$4,227	N/A	X	Override market data; anchor to Police Services Officer II.	No
Public Services Director	Public Services	Unrepresented MSPC	$ 13,693	-24.06%	$16,988	65	$16,850	23.06%	X	Market and range placement.	No
Public Services Maintenance Worker I	Public Services	Teamsters	$ 4,507	N/A	N/A	11	$4,441	-1.45%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.	Yes
Public Services Maintenance Worker II	Public Services	Teamsters	$ 4,853	-2.13%	$4,957	15	$4,903	1.01%	X	Market and range placement.	No
Public Services Manager	Public Services	Unrepresented MSPC	$ 12,405	17.05%	$10,290	55	$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Public Services Supervisor	Public Services	Unrepresented MSPC	$ 8,999	4.85%	$8,563	38	$8,651	-3.87%	X	Market and range placement.	Yes
Purchasing Technician	Finance	Teamsters	$ 5,491	N/A	N/A	20	$5,547	1.01%	No	Internal alignment: anchor to 10.0% above Accounting Assistant II.	No
Recreation and Event Specialist I	Parks and Recreation	Teamsters	$ 5,099	N/A	N/A	18	$5,279	3.53%	No	Internal alignment: anchor to 10.0% below Recreation and Event Specialist II.	No
Recreation and Event Specialist II	Parks and Recreation	Teamsters	$ 5,630	N/A	N/A	22	$5,828	3.51%	No	Internal alignment: anchor to 20.0% above Recreation Leader II.	No
Recreation Leader I	Parks and Recreation	Unrepresented Seasonal	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Recreation Leader II	Parks and Recreation	Unrepresented Seasonal	$ 4,397	N/A	N/A	14	$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Recreation Leader I.	No
Recreation/Special Events Coordinator	Parks and Recreation	Unrepresented MSPC	$ 7,030	21.56%	$5,515	34	$7,837	11.48%	X	Internal alignment: anchor to 15.0% above Senior Recreation and Event Specialist.	No
Senior Collection System Worker	Public Services	Unrepresented MSPC	$ 6,528	N/A	N/A	29	$6,927	6.12%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Equipment Mechanic	Public Services	Unrepresented MSPC	$ 6,214	N/A	N/A	29	$6,927	11.48%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.	No
Senior Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented MSPC	$ 4,507	N/A	N/A	18	$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor	No

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Accountant	Finance	Unrepresented MSPC	$ 7,030	-5.64%	$7,427	32	$7,460	6.11%	X	Market and range placement.	No
Senior Maintenance and Utility Worker	Public Services	Unrepresented MSPC	$ 5,914	N/A	N/A	29	$6,927	17.13%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Parks Maintenance Worker	Parks and Recreation	Unrepresented MSPC	$ 5,914	N/A	N/A	24	$6,123	3.52%	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.	No
Senior Planner	Community Development	Unrepresented MSPC	$ 10,696	N/A	N/A	41	$9,316	-12.90%	No	Internal alignment: anchor to 15.0% above Associate Planner.	Yes
Senior Recreation and Event Specialist	Parks and Recreation	Unrepresented MSPC	$ 6,528	N/A	N/A	28	$6,758	3.53%	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.	No
Senior Recreation Leader	Parks and Recreation	Unrepresented MSPC	$ 4,507	N/A	N/A	18	$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.	No
Senior Wastewater Treatment Plant Operator	Public Services	Unrepresented MSPC	$ 8,356	N/A	N/A	35	$8,033	-3.87%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator III.	Yes
Senior Water Meter/Distribution Operator	Public Services	Unrepresented MSPC	$ 6,528	N/A	N/A	29	$6,927	6.12%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Water Treatment Plant Operator	Public Services	Unrepresented MSPC	$ 8,356	N/A	N/A	34	$7,837	-6.21%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator III.	Yes
Utility Billing Technician	Public Services	Teamsters	$ 5,630	N/A	N/A	20	$5,547	-1.48%	X	Internal alignment: anchor to Accounting Technician.	Yes
Utility Maintenance Worker I	Public Services	Teamsters	$ 5,099	N/A	N/A	19	$5,411	6.12%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II	No
Utility Maintenance Worker II	Public Services	Teamsters	$ 5,630	N/A	N/A	23	$5,973	6.10%	X	Internal alignment: anchor to 10.0% above Utility Maintenance Worker I.	No
Wastewater Operator in Training	Public Services	Teamsters	$ 4,853	N/A	N/A	15	$4,903	1.01%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator I.	No
Wastewater Plant Chief Operator	Public Services	Unrepresented MSPC	$ 8,999	8.14%	$8,267	41	$9,316	3.52%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Op.	No
Wastewater Treatment Plant Operator I	Public Services	Teamsters	$ 6,368	N/A	N/A	19	$5,411	-15.02%	X	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.	Yes
Wastewater Treatment Plant Operator II	Public Services	Teamsters	$ 6,859	13.94%	$5,903	23	$5,973	-12.91%	X	Market and range placement.	Yes
Wastewater Treatment Plant Operator III	Public Services	Teamsters	$ 7,954	N/A	N/A	29	$6,927	-12.91%	X	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II.	Yes
Water Meter/Distribution Operator I	Public Services	Teamsters	$ 5,358	N/A	N/A	17	$5,151	-3.86%	No	Internal alignment: anchor to 10.0% below Water Meter/Distribution Operator II	Yes
Water Meter/Distribution Operator II	Public Services	Teamsters	$ 5,770	2.77%	$5,610	21	$5,685	-1.47%	X	Market and range placement.	Yes
Water Operator In Training	Public Services	Teamsters	$ 4,853	N/A	N/A	14	$4,783	-1.45%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator I.	Yes
Water Plant Chief Operator	Public Services	Unrepresented MSPC	$ 8,999	N/A	N/A	40	$9,089	0.99%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.	No
Water Treatment Plant Operator I	Public Services	Teamsters	$ 6,368	N/A	N/A	18	$5,279	-17.10%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.	Yes
Water Treatment Plant Operator II	Public Services	Teamsters	$ 6,859	14.36%	$5,874	22	$5,828	-15.04%	X	Market and range placement.	Yes
Water Treatment Plant Operator III	Public Services	Teamsters	$ 7,954	N/A	N/A	28	$6,758	-15.04%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.	Yes

[1] ***90% of Market Median for Executives***
Column A - Client's classification titles.
Column B - Client's bargaining unit.
Column E - Client's current monthly maximum salaries.
Column G - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
Column H - Market placement shows the monthly market values derived from the total compensation survey results.
Column I - Salary range number of the consultant's newly proposed salary range schedule.
Column J - Monthly maximum salary of the consultant's newly proposed salary ranges.
Column K - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
Column L - Indicates whether the classification was surveyed as a benchmark.
Column M - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).
Column N - Indicates whether the classification is recommended for Y-Rating.

Appendix IV

Salary Range Placement Recommendations at 85% of MEDIAN

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Accountant	Finance	Unrepresented MSPC	$ 7,030	-0.64%	$7,075	30	$7,100	0.99%	X	Market and range placement.	No
Accounting Assistant I	Finance	Teamsters	$ 4,507	N/A	N/A	10	$4,333	-3.85%	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.	Yes
Accounting Assistant II	Finance	Teamsters	$ 4,975	N/A	N/A	14	$4,783	-3.85%	No	Internal alignment: anchor to 5.0% above Administrative Assistant.	Yes
Accounting Technician	Finance	Teamsters	$ 6,061	19.75%	$4,864	18	$5,279	-12.90%	X	Override market data: anchor to 10.0% above Accounting Assistant II.	Yes
Administrative Assistant	Multiple Departments	Teamsters	$ 4,853	7.19%	$4,504	12	$4,552	-6.20%	X	Market and range placement.	Yes
Administrative Specialist	Multiple Departments	Teamsters	$ 6,528	N/A	N/A	25	$6,276	-3.86%	No	Internal alignment: anchor to 15.0% below Management Analyst.	Yes
Animal Control Officer	Police	IPOA	$ 4,507	N/A	N/A	7	$4,024	-10.72%	X	Internal alignment: anchor to Police Services Officer II (same range).	Yes
Assistant City Clerk	City Manager's Office	Unrepresented MSPC	$ 7,571	5.05%	$7,189	31	$7,278	-3.88%	X	Market and range placement.	Yes
Assistant City Manager	City Manager's Office	Unrepresented MSPC	$ 13,693	N/A	N/A	64	$16,439	20.05%	No	Internal alignment: anchor to other department directors.	No
Assistant Planner	Community Development	Teamsters	$ 7,954	N/A	N/A	27	$6,593	-17.11%	X	Internal alignment: anchor to 15.0% below Associate Planner.	Yes
Assistant to the City Manager	City Manager's Office	Unrepresented MSPC	$ 12,405	N/A	N/A	54	$12,843	3.52%	X	Internal alignment: anchor to 25.0% below department heads.	No
Associate Planner	Community Development	Unrepresented MSPC	$ 8,999	16.06%	$7,554	33	$7,646	-15.04%	X	Market and range placement.	Yes
Building Inspection and Code Enforcement Supervisor	Community Development	Unrepresented MSPC	$ 8,999	N/A	N/A	36	$8,234	-8.50%	No	Override market data: anchor to Public Services Supervisor.	Yes
Building Inspector I	Community Development	Teamsters	$ 7,030	N/A	N/A	24	$6,123	-12.91%	X	Internal alignment: anchor to 10.0% below Building Inspector II.	Yes
Building Inspector II	Community Development	Teamsters	$ 7,386	8.29%	$6,773	28	$6,758	-8.50%	X	Market and range placement.	Yes
Building Official	Community Development	Unrepresented MSPC	$ 10,696	14.82%	$9,111	40	$9,089	-15.03%	X	Market and range placement.	Yes
Chief of Police	Police	Contract	$ 13,693	-2.79%	$14,075	64	$16,439	20.05%	X	Override market data: anchor to other department directors.	No
City Manager	City Manager's Office	Contract	$ 21,067	2.52%	$20,536	73	$20,531	-2.55%	X	Market and range placement.	Yes
Code Enforcement Inspector I	Community Development	Teamsters	$ 5,630	N/A	N/A	18	$5,279	-6.22%	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.	Yes
Code Enforcement Inspector II	Community Development	Teamsters	$ 6,214	5.34%	$5,882	22	$5,828	-6.22%	X	Market and range placement.	Yes
Collection System Worker I	Public Services	Teamsters	$ 5,099	N/A	N/A	17	$5,151	1.00%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II	No
Collection System Worker II	Public Services	Teamsters	$ 5,630	N/A	N/A	21	$5,685	0.99%	X	Internal alignment: anchor to 10.0% above Collection System Worker I.	No
Community Development Director	Community Development	Unrepresented MSPC	$ 13,693	-16.03%	$15,888	64	$16,439	20.05%	X	Override market data: anchor to other department directors.	No
Community Development Project Coordinator	Community Development	Unrepresented MSPC	$ 6,061	N/A	N/A	24	$6,123	1.01%	No	Internal alignment: anchor to Construction Project Coordinator.	No
Community Development Project Manager	Community Development	Unrepresented MSPC	$ 10,696	N/A	N/A	50	$11,635	8.77%	X	Internal alignment: anchor to GIS Program Manager (same range).	No
Community Development Technician I	Community Development	Teamsters	$ 4,975	N/A	N/A	16	$5,025	1.01%	No	Internal alignment: anchor to 10.0% below Community Development Technician II.	No
Community Development Technician II	Community Development	Teamsters	$ 5,630	2.61%	$5,483	20	$5,547	-1.48%	X	Market and range placement.	Yes
Construction Project Coordinator	Community Development	Unrepresented MSPC	$ 7,205	N/A	N/A	24	$6,123	-15.03%	X	Internal alignment: anchor to 15.0% above Engineering Technician II.	Yes
Criminal Analyst	Police	IPOA	$ 6,691	9.66%	$6,044	23	$5,973	-10.72%	X	Market and range placement.	Yes
Cybersecurity Program Manager	Information Technology	Unrepresented MSPC	$ 10,696	N/A	N/A	50	$11,635	8.77%	No	Internal alignment: anchor to GIS Program Manager (same range).	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Electrician	Public Services	Teamsters	$ 7,571	N/A	N/A	28	$6,758	-10.74%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor.	Yes
Engineering Technician I	Community Development	Teamsters	$ 5,770	N/A	N/A	14	$4,783	-17.11%	X	Internal alignment: anchor to 10.0% below Engineering Technician II.	Yes
Engineering Technician II	Community Development	Teamsters	$ 6,859	22.63%	$5,307	18	$5,279	-23.03%	X	Market and range placement.	Yes
Equipment Mechanic	Public Services	Teamsters	$ 5,770	1.58%	$5,679	21	$5,685	-1.47%	X	Market and range placement.	Yes
Executive Assistant	City Manager's Office	Unrepresented MSPC	$ 6,859	N/A	N/A	25	$6,276	-8.50%	No	Internal alignment: anchor to 15.0% below Management Analyst.	Yes
Facilities Maintenance Worker	Public Services	Teamsters	$ 4,853	N/A	N/A	9	$4,227	-12.90%	X	Internal alignment: anchor to Public Services Maintenance Worker I.	Yes
Finance Director	Finance	Unrepresented MSPC	$ 13,693	-16.03%	$15,888	64	$16,439	20.05%	X	Override market data: anchor to other department directors.	No
Finance Manager	Finance	Unrepresented MSPC	$ 12,405	18.77%	$10,077	54	$12,843	3.52%	X	Internal alignment: anchor to 25.0% below department heads.	No
Finance Supervisor (Proposed)	Finance	Unrepresented MSPC	N/A	N/A	$10,211	45	$10,283	N/A	X	Market and range placement.	No
Fleet and Facilities Supervisor	Public Services	Unrepresented MSPC	$ 8,999	37.77%	$5,600	36	$8,234	-8.50%	X	Override market data: anchor to Public Services Supervisor.	Yes
Geographic Information Systems (GIS) Analyst	Information Technology	Unrepresented MSPC	$ 7,571	N/A	N/A	31	$7,278	-3.88%	No	Internal alignment: anchor to Management Analyst.	Yes
Geographic Information Systems (GIS) Program Manager	Information Technology	Unrepresented MSPC	$ 10,696	N/A	N/A	50	$11,635	8.77%	No	Internal alignment: anchor to 10.0% below Public Services Manager.	No
Human Resources Analyst	Human Resources	Unrepresented MSPC	$ 7,571	N/A	N/A	31	$7,278	-3.88%	No	Internal alignment: anchor to Management Analyst.	Yes
Human Resources and Risk Management Director	Human Resources	Unrepresented MSPC	$ 13,693	-7.53%	$14,724	64	$16,439	20.05%	X	Override market data: anchor to other department directors.	No
Human Resources Specialist	Human Resources	Unrepresented MSPC	$ 7,954	21.50%	$6,244	25	$6,276	-21.10%	X	Market and range placement.	Yes
Human Resources Technician	Human Resources	Unrepresented MSPC	$ 5,914	N/A	N/A	18	$5,279	-10.73%	No	Internal alignment: anchor to Accounting Technician.	Yes
HVAC/Electrical Technician	Public Services	Teamsters	$ 5,914	N/A	N/A	21	$5,685	-3.87%	X	Internal alignment: anchor to Equipment Mechanic	Yes
Information Technology Analyst	Information Technology	Unrepresented MSPC	$ 7,571	N/A	N/A	31	$7,278	-3.88%	No	Internal alignment: anchor to Management Analyst.	Yes
Information Technology Director	Information Technology	Unrepresented MSPC	$ 13,693	-15.14%	$15,767	64	$16,439	20.05%	X	Override market data: anchor to other department directors.	No
Information Technology Technician I	Information Technology	Teamsters	$ 5,228	N/A	N/A	20	$5,547	6.10%	X	Internal alignment: anchor to 10.0% below Information Technology Technician II.	No
Information Technology Technician II	Information Technology	Teamsters	$ 6,061	-1.06%	$6,126	24	$6,123	1.01%	X	Market and range placement.	No
Librarian	Library	Unrepresented MSPC	$ 7,571	N/A	N/A	31	$7,278	-3.88%	X	Internal alignment: anchor to Management Analyst.	Yes
Library Assistant	Library	Unrepresented MSPC	$ 5,630	N/A	N/A	22	$5,828	3.51%	X	Internal alignment: anchor to 10.0% above Library Technician.	No
Library Clerk	Library	Teamsters	$ 4,853	29.21%	$3,436	12	$4,552	-6.20%	X	Override market data: anchor to Administrative Assistant.	Yes
Library Grant Coordinator	Library	Unrepresented MSPC	$ 7,030	N/A	N/A	25	$6,276	-10.74%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Library Manager	Library	Unrepresented MSPC	$ 12,405	41.02%	$7,317	54	$12,843	3.52%	X	Internal alignment: anchor to 25.0% below department heads.	No
Library Page	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	X	Recommend Range #10 as closest to 2025/26 top step.	No
Library Support Services Worker	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Library Technician	Library	Teamsters	$ 5,228	N/A	N/A	18	$5,279	0.99%	X	Internal alignment: anchor to 15.0% above Library Clerk.	No
Lifeguard	Parks and Recreation	Unrepresented Seasonal	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented Seasonal	$ 4,397	N/A	N/A	14	$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Lifeguard	No
Literacy Coordinator	Library	Unrepresented MSPC	$ 7,030	N/A	N/A	25	$6,276	-10.74%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Lunch at the Library Intern	Library	Unrepresented Part-Time	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Management Analyst	City Manager's Office	Unrepresented MSPC	$ 7,571	3.56%	$7,302	31	$7,278	-3.88%	X	Market and range placement.	Yes
Network Specialist	Information Technology	Teamsters	$ 7,571	N/A	N/A	30	$7,100	-6.22%	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.	Yes
Organic Waste Specialist	Community Development	Teamsters	$ 5,491	N/A	N/A	16	$5,025	-8.49%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II.	Yes
Park Maintenance Coordinator	Parks and Recreation	Unrepresented MSPC	$ 7,030	N/A	N/A	30	$7,100	0.99%	X	Internal alignment: anchor to 15.0% above Senior Parks Maintenance Worker.	No
Park Maintenance Worker I	Parks and Recreation	Teamsters	$ 4,507	N/A	N/A	14	$4,783	6.13%	X	Internal alignment: anchor to 10.0% above Lifeguard and Recreation Leader I.	No
Park Maintenance Worker II	Parks and Recreation	Teamsters	$ 4,853	20.51%	$3,858	18	$5,279	8.78%	X	Internal alignment: anchor to 10.0% above Parks Mainenance Worker I	No
Parks and Recreation Director	Parks and Recreation	Unrepresented MSPC	$ 13,693	Insuff.Data	N/A	64	$16,439	20.05%	X	Internal alignment: anchor to other department directors.	No
Police Captain	Police	Unrepresented MSPC	$ 12,405	28.23%	$8,903	54	$12,843	3.52%	X	Override market data: anchor to Finance Manager.	No
Police Chief's Administrative Assistant	Police	IPOA	$ 4,853	11.16%	$4,312	12	$4,552	-6.20%	X	Override market data: anchor to Administrative Assistant.	Yes
Police Corporal	Police	IPOA	$ 8,356	N/A	N/A	26	$6,433	-23.02%	X	Internal alignment: anchor to 15.0% above Police Officer.	Yes
Police Officer	Police	IPOA	$ 7,205	22.86%	$5,558	20	$5,547	-23.02%	X	Market and range placement.	Yes
Police Sergeant	Police	IPOA	$ 9,455	19.36%	$7,625	33	$7,646	-19.13%	X	Market and range placement.	Yes
Police Services Officer I	Police	IPOA	$ 4,853	N/A	N/A	3	$3,645	-24.89%	No	Internal alignment: anchor to 10.0% below Police Services Officer II.	Yes
Police Services Officer II	Police	IPOA	$ 5,099	21.26%	$4,015	7	$4,024	-21.10%	X	Market and range placement.	Yes
Property and Evidence Technician	Police	IPOA	N/A	N/A	$4,213	7	$4,024	N/A	X	Override market data; anchor to Police Services Officer II.	No
Public Services Director	Public Services	Unrepresented MSPC	$ 13,693	-19.06%	$16,303	64	$16,439	20.05%	X	Market and range placement.	No
Public Services Maintenance Worker I	Public Services	Teamsters	$ 4,507	N/A	N/A	9	$4,227	-6.20%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.	Yes
Public Services Maintenance Worker II	Public Services	Teamsters	$ 4,853	2.87%	$4,714	13	$4,666	-3.85%	X	Market and range placement.	Yes
Public Services Manager	Public Services	Unrepresented MSPC	$ 12,405	22.05%	$9,670	54	$12,843	3.52%	X	Internal alignment: anchor to 25.0% below department heads.	No
Public Services Supervisor	Public Services	Unrepresented MSPC	$ 8,999	9.85%	$8,113	36	$8,234	-8.50%	X	Market and range placement.	Yes
Purchasing Technician	Finance	Teamsters	$ 5,491	N/A	N/A	18	$5,279	-3.86%	No	Internal alignment: anchor to 10.0% above Accounting Assistant II.	Yes
Recreation and Event Specialist I	Parks and Recreation	Teamsters	$ 5,099	N/A	N/A	18	$5,279	3.53%	No	Internal alignment: anchor to 10.0% below Recreation and Event Specialist II.	No
Recreation and Event Specialist II	Parks and Recreation	Teamsters	$ 5,630	N/A	N/A	22	$5,828	3.51%	No	Internal alignment: anchor to 20.0% above Recreation Leader II.	No
Recreation Leader I	Parks and Recreation	Unrepresented Seasonal	$ 4,290	N/A	N/A	10	$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Recreation Leader II	Parks and Recreation	Unrepresented Seasonal	$ 4,397	N/A	N/A	14	$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Recreation Leader I.	No
Recreation/Special Events Coordinator	Parks and Recreation	Unrepresented MSPC	$ 7,030	26.56%	$5,163	32	$7,460	6.11%	X	Internal alignment: anchor to 15.0% above Senior Recreation and Event Specialist.	No
Senior Collection System Worker	Public Services	Unrepresented MSPC	$ 6,528	N/A	N/A	27	$6,593	1.01%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No

City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ 85% of MEDIAN

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Senior Equipment Mechanic	Public Services	Unrepresented MSPC	$ 6,214	N/A	N/A	27	$6,593	6.10%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.	No
Senior Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented MSPC	$ 4,507	N/A	N/A	18	$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor	No
Senior Maintenance and Utility Worker	Public Services	Unrepresented MSPC	$ 5,914	N/A	N/A	27	$6,593	11.48%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Parks Maintenance Worker	Parks and Recreation	Unrepresented MSPC	$ 5,914	N/A	N/A	24	$6,123	3.52%	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.	No
Senior Planner	Community Development	Unrepresented MSPC	$ 10,696	N/A	N/A	39	$8,867	-17.10%	No	Internal alignment: anchor to 15.0% above Associate Planner.	Yes
Senior Recreation and Event Specialist	Parks and Recreation	Unrepresented MSPC	$ 6,528	N/A	N/A	28	$6,758	3.53%	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.	No
Senior Recreation Leader	Parks and Recreation	Unrepresented MSPC	$ 4,507	N/A	N/A	18	$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.	No
Senior Wastewater Treatment Plant Operator	Public Services	Unrepresented MSPC	$ 8,356	N/A	N/A	32	$7,460	-10.73%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator III.	Yes
Senior Water Meter/Distribution Operator	Public Services	Unrepresented MSPC	$ 6,528	N/A	N/A	27	$6,593	1.01%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Water Treatment Plant Operator	Public Services	Unrepresented MSPC	$ 8,356	N/A	N/A	32	$7,460	-10.73%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator III.	Yes
Utility Billing Technician	Public Services	Teamsters	$ 5,630	N/A	N/A	18	$5,279	-6.22%	X	Internal alignment: anchor to Accounting Technician.	Yes
Utility Maintenance Worker I	Public Services	Teamsters	$ 5,099	N/A	N/A	17	$5,151	1.00%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II	No
Utility Maintenance Worker II	Public Services	Teamsters	$ 5,630	N/A	N/A	21	$5,685	0.99%	X	Internal alignment: anchor to 10.0% above Utility Maintenance Worker I.	No
Wastewater Operator in Training	Public Services	Teamsters	$ 4,853	N/A	N/A	12	$4,552	-6.20%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator I.	Yes
Wastewater Plant Chief Operator	Public Services	Unrepresented MSPC	$ 8,999	13.14%	$7,817	38	$8,651	-3.87%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Op.	Yes
Wastewater Treatment Plant Operator I	Public Services	Teamsters	$ 6,368	N/A	N/A	16	$5,025	-21.09%	X	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.	Yes
Wastewater Treatment Plant Operator II	Public Services	Teamsters	$ 6,859	18.94%	$5,560	20	$5,547	-19.13%	X	Market and range placement.	Yes
Wastewater Treatment Plant Operator III	Public Services	Teamsters	$ 7,954	N/A	N/A	26	$6,433	-19.13%	X	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II.	Yes
Water Meter/Distribution Operator I	Public Services	Teamsters	$ 5,358	N/A	N/A	14	$4,783	-10.73%	No	Internal alignment: anchor to 10.0% below Water Meter/Distribution Operator II	Yes
Water Meter/Distribution Operator II	Public Services	Teamsters	$ 5,770	7.77%	$5,322	18	$5,279	-8.51%	X	Market and range placement.	Yes
Water Operator In Training	Public Services	Teamsters	$ 4,853	N/A	N/A	12	$4,552	-6.20%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator I.	Yes
Water Plant Chief Operator	Public Services	Unrepresented MSPC	$ 8,999	N/A	N/A	38	$8,651	-3.87%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.	Yes
Water Treatment Plant Operator I	Public Services	Teamsters	$ 6,368	N/A	N/A	16	$5,025	-21.09%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.	Yes
Water Treatment Plant Operator II	Public Services	Teamsters	$ 6,859	19.36%	$5,531	20	$5,547	-19.13%	X	Market and range placement.	Yes
Water Treatment Plant Operator III	Public Services	Teamsters	$ 7,954	N/A	N/A	26	$6,433	-19.13%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.	Yes

[1] ***90% of Market Median for Executives***
Column A - Client's classification titles.
Column B - Client's bargaining unit.
Column E - Client's current monthly maximum salaries.
Column G - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
Column H - Market placement shows the monthly market values derived from the total compensation survey results.
Column I - Salary range number of the consultant's newly proposed salary range schedule.

City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ 85% of MEDIAN

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended

Column J - Monthly maximum salary of the consultant's newly proposed salary ranges.
Column K - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
Column L - Indicates whether the classification was surveyed as a benchmark.
Column M - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).
Column N - Indicates whether the classification is recommended for Y-Rating.

Appendix V

Additional Benefits

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Vacation

City of Imperial	After 5 years service
Bargaining Unit	**Benefit**
Unrepresented MSPC	120 hours
Teamsters	
Contract	
IPOA	
City of Brawley	**After 5 years service**
Bargaining Unit	**Benefit**
Contract	120 hours
Mgmt, Conf, Unrep	
Teamsters	
BPSEA	
BPSA	
City of Calexico	**After 5 years service**
Bargaining Unit	**Benefit**
Unrepresented	120 hours
CMEA	
Contract	144 hours
CMA	
SEIU	128 hours
Supervisory	

CPOA	
City of Coachella	**After 5 years service**
Bargaining Unit	**Benefit**
Teamsters Misc	160 hours
Conf Mid Mgmt	
Mgmt	210 hours
Contract	250 hours
City of El Centro	**After 5 years service**
Bargaining Unit	**Benefit**
Contracted Employees	160 hours
General Employees	128 hours
POA Dispatchers	
Unrepresented Confidential	
Unrepresented Management	
Supervisors, Professional, Technical	184 hours of Annual Leave
Certified Operators	
Unrepresented Police Commander	232 hours of Annual Leave
POA Sergeants	
POA Officers	216 hours of Annual Leave
City of Indio	**After 5 years service**

Bargaining Unit	Benefit
At-Will	120 hours
Mgmt, Conf, Unrep	
ICEA	
SEIU	
IPOA	
PCU	
IWAEA	
City of Palm Desert	**After 5 years service**
Bargaining Unit	**Benefit**
All Employees	120 hours
City of Palm Springs	**After 5 years service**
Bargaining Unit	**Benefit**
Police Management Association	168 hours
City Manager	120 hours
Police Officer Association	
Public Employees Association	168 hours of Annual Leave
Executive and Management Association	216 hours of Annual Leave

County of Imperial	After 5 years service
Bargaining Unit	**Benefit**
Management Bargaining Unit Department Heads Unrepresented	120 hours
Confidential Professional Employees	
Public Safety Supervisory Unit	
Public Safety Managers Association	
Professional Employee Group Working Supervisors Teamsters	
Sheriff's Association	
County of San Diego	**After 5 years service**
Bargaining Unit	**Benefit**
SEIU Clerical, Public Service, Professional, Middle Management	120 hours
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	
Confidential Employees	
Sheriffs' Management	144.5 hours
Deputy Sheriffs' Association	127.5 hours
Confidential Management Management	136 hours

Unclassified Management Unrepresented / Executive	160 hours
Imperial Irrigation District	**After 5 years service**
Bargaining Unit	**Benefit**
Salaried/Confidential	120 hours
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	160 hours

Holidays

City of Imperial		
Bargaining Unit	**Fixed**	**Floating**
Unrepresented MSPC	104 hours	8 hours
Teamsters		
Contract		
IPOA		
City of Brawley		
Bargaining Unit	**Fixed**	**Floating**
Contract	96 hours	16 hours
Mgmt, Conf, Unrep		
Teamsters		
BPSEA Sworn	72 hours	8 hours
BPSEA Non-Sworn	104 hours	16 hours
BPSA	72 hours	16 hours
City of Calexico		
Bargaining Unit	**Fixed**	**Floating**
Unrepresented	128 hours	N/A
CMA		

CMEA		
Contract	Police Chief 104 hours Finance Director 96 hours All others 128 hours	Finance Director 16 hours
SEIU	120 hours	16 hours
Supervisory	112 hours	8 hours
CPOA	104 hours	16 hours
City of Coachella		
Bargaining Unit	**Fixed**	**Floating**
Teamsters Misc	140 hours	30 hours
Conf Mid Mgmt		
Contract		
Mgmt		
City of El Centro		
Bargaining Unit	**Fixed**	**Floating**
General Employees	100 hours	8 hours
Contracted Employees		
Certified Operators		
Supervisors, Professional, Technical		
Unrepresented Confidential		
Unrepresented Management		
POA Dispatchers		
Unrepresented Police Commander		

POA Officers	80 hours in lieu	N/A
POA Sergeants	90 hours in lieu	N/A
City of Indio		
Bargaining Unit	**Fixed**	**Floating**
At-Will	104 hours	8 hours
Mgmt, Conf, Unrep		
ICEA		
SEIU		
IWAEA		
IPOA	152 hours in lieu	N/A
PCU		
City of Palm Desert		
Bargaining Unit	**Fixed**	**Floating**
All Employees	96 hours	16 hours
City of Palm Springs		
Bargaining Unit	**Fixed**	**Floating**
Police Management Association	103.92 hours	N/A
Police Officer Association		
Public Employees Association	104 hours	8 hours
Executive and Management Association		
City Manager		

County of Imperial		
Bargaining Unit	**Fixed**	**Floating**
Management Bargaining Unit Department Heads Unrepresented	96 hours	8 hours
Confidential Professional Employees		
Public Safety Supervisory Unit		
Public Safety Managers Association		
Professional Employee Group Working Supervisors Teamsters		
Sheriff's Association		
County of San Diego		
Bargaining Unit	**Fixed**	**Floating**
Sheriffs' Management	102 hours	17 hours
Deputy Sheriffs' Association		
SEIU Clerical, Public Service, Professional, Middle Management	96 hours	16 hours
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair		
Confidential Employees		
Confidential Management Management		
Unclassified Management Unrepresented / Executive		

Imperial Irrigation District		
Bargaining Unit	**Fixed**	**Floating**
Salaried/Confidential	88 hours	N/A
Professional Salaried Association		
IBEW		
Executive and Executive/Confidential		

Administrative/Management Leave

City of Imperial	
Bargaining Unit	**Benefit**
Contract	80 hours
Unrepresented MSPC	80 hours (exempt employees only)
Teamsters IPOA	N/A
City of Brawley	
Bargaining Unit	**Benefit**
Police Chief	64 hours Administrative Leave 170 hours Management Leave
Contract	64 hours Administrative Leave 80 hours Management Leave
Mgmt, Conf, Unrep	64 hours (management classes only, excludes Finance Manager)
Teamsters BPSEA BPSA	N/A
City of Calexico	
Bargaining Unit	**Benefit**

Contract	64 hours
CMEA	N/A
SEIU	
Supervisory	
Unrepresented	
CMA	
CPOA	
City of Coachella	
Bargaining Unit	**Benefit**
Contract	160 hours
Mgmt	120 hours
Conf Mid Mgmt	100 hours
Teamsters Misc	N/A
City of El Centro	
Bargaining Unit	**Benefit**
General Employees	16 hours Personal Necessity Leave
Certified Operators	
POA Dispatchers	
Contracted Employees	64 hours
Unrepresented Management	
Unrepresented Police Commander	

Supervisors, Professional, Technical	40 hours
Unrepresented Confidential	16 hours Personal Necessity Leave 40 hours Administrative Leave
POA Sergeants	48 hours
City of Indio	
Bargaining Unit	**Benefit**
At-Will	80 hours
Mgmt, Conf, Unrep	80 hours (exempt employees only)
ICEA	N/A
SEIU	
IPOA	
PCU	
IWAEA	
City of Palm Desert	
Bargaining Unit	**Benefit**
All Employees	N/A
City of Palm Springs	
Bargaining Unit	**Benefit**
Executive and Management Association	40 hours

City Manager	40 hours
Police Management Association	N/A
Police Officer Association	
Public Employees Association	
County of Imperial	
Bargaining Unit	**Benefit**
Management Bargaining Unit Department Heads Unrepresented	60 hours
Confidential Professional Employees	N/A
Public Safety Supervisory Unit	
Public Safety Managers Association	
Professional Employee Group Working Supervisors Teamsters	
Sheriff's Association	
County of San Diego	
Bargaining Unit	**Benefit**
Deputy Sheriffs' Association	N/A
SEIU Clerical, Public Service, Professional, Middle Management	
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	
Sheriffs' Management	
Confidential Employees	
Confidential Management Management	
Unclassified Management Unrepresented / Executive	

Imperial Irrigation District	
Bargaining Unit	**Benefit**
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

Automobile Allowance

City of Imperial	
Bargaining Unit	**Benefit**
Police Chief	City provided vehicle
City Manager	$500 monthly
Unrepresented MSPC	N/A
Teamsters	
IPOA	
City of Brawley	
Bargaining Unit	**Benefit**
Police Chief	City provided vehicle
City Manager	$400 monthly
Contract	$250 monthly
Mgmt, Conf, Unrep	N/A
Teamsters	
BPSEA	
BPSA	
City of Calexico	
Bargaining Unit	**Benefit**
Contract	City vehicle provided to City Manager and Police Chief
CMEA	N/A
SEIU	
Supervisory	

Unrepresented	N/A
CMA	
CPOA	
City of Coachella	
Bargaining Unit	**Benefit**
Contract	$500 monthly
Mgmt	$433.33 monthly (executives only)
Teamsters Misc	N/A
Conf Mid Mgmt	
City of El Centro	
Bargaining Unit	**Benefit**
City Manager	Vehicle and its insurance, maintenance, and repairs are paid for by the City
Director of Public Works; Director of Community Services	$400 monthly
Director of Community Development; Director of Finance; Director of HR	$300 monthly
Unrepresented Confidential	$108.33 monthly
Unrepresented Management	$216.67 monthly
Unrepresented Police Commander	N/A
POA	
General Employees	
Certified Operators	
Supervisors, Professional, Technical	
City of Indio	

Bargaining Unit	Benefit
At-Will	$500 monthly
Mgmt, Conf, Unrep	N/A
ICEA	
SEIU	
IPOA	
PCU	
IWAEA	
City of Palm Desert	
Bargaining Unit	**Benefit**
All Employees	$0
City of Palm Springs	
Bargaining Unit	**Benefit**
City Manager	$500
Police Management Association	N/A
Police Officer Association	
Public Employees Association	
Executive and Management Association	
County of Imperial	
Bargaining Unit	**Benefit**
Department Heads Unrepresented	$550 monthly
Sheriff-Coroner	$450 monthly
Management Bargaining Unit	

Public Safety Supervisory Unit	N/A
Public Safety Managers Association	
Professional Employee Group Working Supervisors Teamsters	
Sheriff's Association	
County of San Diego	
Bargaining Unit	**Benefit**
Deputy Sheriffs' Association	N/A
SEIU Clerical, Public Service, Professional, Middle Management	
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	
Sheriffs' Management	
Confidential Employees	
Confidential Management Management	
Unclassified Management Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	**Benefit**
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

Stand-by Pay

City of Imperial	
Bargaining Unit	**Benefit**
Teamsters	An employee (other than at the water and wastewater facilities) on standby during their workweek (beginning on Tuesday and ending on Tuesday) shall receive two (2) hours at the appropriate overtime pay for the initial call out each day on stand-by. This will be paid whether or not the employee is actually called out for work during these periods. This compensation will be in addition to any call-back overtime actually worked. Employees on stand-by status shall receive two (2) hours of base pay for each day during stand-by status. Standby employees at the water and wastewater facilities shall be paid two (2) hours base pay for each day of the seven consecutive days. An employee on standby shall contact dispatch or their supervisor within 15 minutes of being notified. Such employee must thereafter be on site within 60 minutes of being notified.
IPOA	When an employee is required, as a result of employment responsibilities, to make court appearances, including but not limited to depositions and/or subpoenas, during otherwise off duty hours, that employee shall be compensated at the rate of four (4) hours at straight time pay for each morning or each afternoon court session and employee is required to attend.
Unrepresented MSPC	N/A
Contract	
City of Brawley	
Bargaining Unit	**Benefit**
Teamsters	All classifications placed on stand-by for 7 consecutive days shall be paid in accordance with call back and shift differential pays and an amount equal to 16 hours at time and one half. (Streets and Utilities Division of Public Works only)
Mgmt, Conf, Unrep	N/A
Contract	
BPSEA	
BPSA	
City of Calexico	
Bargaining Unit	**Benefit**
Unrepresented	An employee on standby during his/her workweek shall receive 6 hours pay each day (whether or not he/she is actually called out for work during that workweek) in addition to any call-out overtime actually worked.
CMEA	

SEIU	A bargaining unit member who is assigned to stand by status will be paid the equivalent of 18 hours at the bargaining unit member's regular rate of pay for every 7 days that the employee is on standby. In addition to any call-out overtime actually worked. An employee required to be on standby on a contract Holiday will receive 6 extra hours comp time in addition to the standard standby pay.
Contract	N/A
CMA	
Supervisory	
CPOA	
City of Coachella	
Bargaining Unit	**Benefit**
Teamsters Misc	Employees working stand by assignments shall be paid 35$ per workday and 50$ per non workday. Employees shall be paid 80$ per holiday. The City agrees to implement a standby rotation system in each division.
Conf Mid Mgmt	N/A
Contract	
Mgmt	
City of El Centro	
Bargaining Unit	**Benefit**
Certified Operators	Employees assigned to such status shall be paid the equivalent of 13 hours at the Employee's regular rate of pay for each week that they are on standby. In lieu of pay an employee assigned to standby status may add the standby hours provided in this section to compensatory time.
POA	Any employee in the Police Officer classification who is required to be on stand by for reasons related to imminent City wide threats shall be paid at the rate of one and one half times their regular rate of pay for each hour said employee is on standby status.
General Employees	N/A
Contracted Employees	
Supervisors, Professional, Technical	
Unrepresented Confidential	
Unrepresented Management	
Unrepresented Police Commander	
City of Indio	
Bargaining Unit	**Benefit**
Mgmt, Conf, Unrep	For non-FLSA exempt employees, standby or on-call time as pertains to an employee is defined as that time period when an employee must be immediately available for duty during their own or off-duty hours. This may be construed as being available by phone at all times during a required standby or on-call period which

SEIU	be construed as being available by phone at all times during a required standby or on-call period which encompasses the employee's off-duty time. Compensation for standby or on-call time will be at the rate of two (2) hours' pay at the current pay scale for each eight (8) hours an employee spends on standby status.
ICEA	Compensation for standby or on-call time will be at the rate of two (2) hours pay at current pay scale for each eight (8) hours an employee spends on standby status. The above refers to approved standby or on- call for miscellaneous field employees (Public Works Department and Code Enforcement Officers) and applicable members of the Police Department only. An employee who is called out to active duty while on standby, shall be entitled to overtime pay at the rate of one and one half (1½) times the employee's regular rate of pay for the time actually worked after reporting to the place of duty, or two (2) hours pay at the employee's normal hourly wage rate, whichever is greater. In no case shall the employee receive an additional two (2) hours of pay for additional calls performed within an initial two hour period.
IPOA	Standby time is defined as that time period when an employee must be available for duty during off-duty hours. This shall be defined as being available by phone at all times during a required standby period which encompasses the employee's off-duty time. Compensation for standby duty will be at the rate of two (2) hours' pay, for each eight (8) hours an employee spends on standby status. When an employee is called to work from a standby status, compensation for time worked will begin at the time of notification to report for work, with the understanding that the employee reports for work in a reasonable time and shall be paid at one and one-half (1½) times the adjusted hourly rate of pay for all hours actually worked, with a two (2) hour minimum. Employees can only be placed on standby status by a written order from a lieutenant or above.
PCU	Standby time is defined as that time period when an employee must be available for duty during off-duty hours. Standby Time pay provisions shall apply only to the positions of Police Sergeant. This shall be defined as being available by phone at all times during a required standby period that encompasses the employee's off duty time. Compensation for standby duty will be at the rate of two (2) hours' pay, at current pay scale, for each eight (8) hours an employee spends on standby status. When an employee is called to work from a standby status, compensation for time worked will begin at the time of notification to report for work, with the understanding that the employee report for work in a reasonable time and shall be paid at one and one-half (1½) times the "adjusted" rate for all hours actually worked. In all cases, the employee shall be paid the amount that is greater (actual time worked or two (2) hour minimum).
IWAEA	Compensation for standby or on-call time will be at the rate of two (2) hours pay at current pay scale for each eight (8) hours an employee spends on standby status. The above refers to approved standby or on-call for miscellaneous field employees. An employee who is called out to active duty while on standby, shall be entitled to overtime pay at the rate of one and one half (1½) times the employee's regular rate of pay for the time actually worked after reporting to the place of duty, or two (2) hours pay at the employee's normal hourly wage rate, whichever is greater. In no case shall the employee receive an additional two (2) hours of pay for additional calls performed within an initial two hour period.
At-Will	N/A
City of Palm Desert	

Bargaining Unit	Benefit
All Employees	2 hours straight time each weekday 3 hours straight time each weekend or holiday
City of Palm Springs	
Bargaining Unit	**Benefit**
City Manager	N/A
Police Management Association	
Police Officer Association	
Public Employees Association	2 hours straight time each day
Executive and Management Association	
County of Imperial	
Bargaining Unit	**Benefit**
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters	
Sheriff's Association Public Safety Supervisory Unit	
Public Safety Managers Association	
County of San Diego	
Bargaining Unit	**Benefit**
SEIU Clerical, Public Service, Professional, Middle Management	1 hour minimum straight time for each shift performing telework 2 hours minimum straight time for each shift reporting to work 1 hour minimum time-and-one-half for each shift performing telework for Medical Examiner Investigator II and Medical Examiner Investigator I 2 hours minimum straight time each shift for reporting to work for Medical Examiner Investigator II, Medical Examiner Investigator I, Criminalist I, Criminalist II, Criminalist III, Forensic Documents Examiner, Supervising Criminalist, Forensic Evidence Technician, Senior Forensic Evidence Technician 1 hour straight time each day for court order/subpoena for Medical Examiner Investigator II and Medical Examiner Investigator I Pay at Step 5 of Environmental Health Specialist III each standby hour for hazardous incident response for Environmental Health Specialist II, Environmental Health Specialist III

Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	1 hour minimum straight time for each shift performing telework 2 hours minimum straight time for reporting to work
Deputy Sheriffs' Association	N/A
Sheriffs' Management	
Confidential Employees	
Confidential Management Management	
Unclassified Management Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	**Benefit**
IBEW	At an employee's regular rate of pay, they shall receive one hour of pay for each workday of standby duty, two hours of pay for each non-workday of standby duty, and three-hours of standby duty pay for each holiday when the employee is on standby duty.
Salaried/Confidential	N/A
Professional Salaried Association	
Executive and Executive/Confidential	

Bilingual Pay

City of Imperial	
Bargaining Unit	**Benefit**
Contract	N/A
Unrepresented MSPC	$108.33 monthly
Teamsters	
IPOA	
City of Brawley	
Bargaining Unit	**Benefit**
BPSEA	5% of base pay
BPSA	
Mgmt, Conf, Unrep	2.5% of base pay
Contract	N/A
Teamsters	
City of Calexico	
Bargaining Unit	**Benefit**
CMEA	N/A
Contract	
SEIU	
Supervisory	
Unrepresented	
CMA	
CPOA	Dispatchers and dispatch supervisor who are bilingual receive 3%
City of Coachella	
Bargaining Unit	**Benefit**

Teamsters Misc	5% of base pay if primary responsibility requires the ability to speak Spanish. $50/pay period for employees who use conversational Spanish on a more limited basis.
Conf Mid Mgmt	
Contract	N/A
Mgmt	
City of El Centro	
Bargaining Unit	**Benefit**
General Employees	$86.67 monthly
Certified Operators	
Unrepresented Confidential	
Unrepresented Management	
POA	$108.33 monthly
Contracted Employees	N/A
Supervisors, Professional, Technical	
Unrepresented Police Commander	
City of Indio	
Bargaining Unit	**Benefit**
Mgmt, Conf, Unrep	Employees must obtain a passing score (as determined by the City) on a proficiency examination established by the City in order to be certified as Spanish translator. The employee shall receive an additional stipend compensation of seventy-five dollars ($75.00) per pay period above the employee's regular compensation during the period of such designation as translator, providing the employee is performing all the significant duties of the special assignment.
ICEA	This provision shall apply only to those positions that are departmentally designated as certified Spanish translators. Employees must obtain a passing score (as determined by the City) on a proficiency examination established by the City in order to be certified as a Spanish translator. The employee shall receive an additional stipend compensation of Seventy-five Dollars ($75.00) per pay period above the employee's regular compensation during the period of such designation as translator, providing the employee is performing all the significant duties of the special assignment.
SEIU	
IPOA	
IWAEA	

PCU	This provision shall apply only to the Sergeant level positions that are Departmentally designated and certified Spanish translators. Employees must pass a proficiency examination established by the City in order to be certified as a Spanish translator. The employee shall receive additional compensation of seventy-five ($75.00) dollars per pay period.
At-Will	N/A
City of Palm Desert	
Bargaining Unit	**Benefit**
All Employees	$25 per pay period
City of Palm Springs	
Bargaining Unit	**Benefit**
Police Management Association	$125 monthly speaking and listening $125 monthly writing $250 maximum
Police Officer Association	
Public Employees Association	
Executive and Management Association	$125 monthly speaking and listening $125 monthly writing $250 maximum Eligible for Educational Incentive or Bilingual Pay, no combination
City Manager	
County of Imperial	
Bargaining Unit	**Benefit**
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees	
Public Safety Supervisory Unit	
Public Safety Managers Association	
Professional Employee Group Working Supervisors Teamsters	$30 per pay period
Sheriff's Association	

County of San Diego	
Bargaining Unit	**Benefit**
Deputy Sheriffs' Association	$75 biweekly for positions requiring 40+ hours bilingual skills
SEIU Clerical, Public Service, Professional, Middle Management	$60 biweekly for positions requiring 40+ hours bilingual skills. $30 biweekly for positions requiring <39 hours bilingual skills. $72 biweekly for positions requiring 40+ hours bilingual skills for adult protective services/child welfare. $70 biweekly for positions requiring <39 hours bilingual skills for adult protective services/child welfare.
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	$60 biweekly for positions requiring 40+ hours bilingual skills. $30 biweekly for positions requiring <39 hours bilingual skills.
Sheriffs' Management	N/A
Confidential Employees	
Confidential Management Management	
Unclassified Management Unrepresented / Executive	

Imperial Irrigation District	
Bargaining Unit	**Benefit**
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

Call-Back Pay

City of Imperial	
Bargaining Unit	**Benefit**
Teamsters	Call back overtime work will be for a minimum of three (3) hours and will be paid at the appropriate overtime rate exclusive of the "standby" overtime pay. The employee(s) will be entitled to one call-back pay per day at the three (3) hour overtime rate with any additional call back pay to the time actually worked.
Unrepresented MSPC	N/A
Contract	
IPOA	
City of Brawley	
Bargaining Unit	**Benefit**
Contract	N/A
Mgmt, Conf, Unrep	
Teamsters	All classifications shall be entitled to two (2) hour minimum for reporting to work after the completion of a normal work day, which will be computed at time and one half after 40 hours have been worked in any work week.
BPSEA	If an employee is required to return to their place of employment after completing a normal workday, the employee shall receive overtime pay for a minimum of 3 hours at time and one-half. The employee shall have the option of taking comp time in lieu of callback pay and them employee called back will remain on duty if requested by the Chief of Police or their designee.
BPSA	
City of Calexico	
Bargaining Unit	**Benefit**
CMEA	An employee who has been released from work and has left the work premises and who has not been scheduled, shall, if he/she is called back to duty, be paid a minimum of 2 hours. If the actual time traveling to and working a call-back to duty exceeds 2 hours, the employee is entitled to receive 4 hours pay. If the actual time traveling to and working a call-back to duty exceeds 4 hours, the employee is entitled to 6 hours
Unrepresented	

CPOA Non Sworn	pay. Call back time is paid at 1.5 times. Travel time shall be compensated accordingly only if travel time is within the County of Imperial.
SEIU	A unit member who has been released from duty and has left work premises shall, if they are called back to duty, be paid a minimum of two hours. If the actual time traveling to and working a call back to duty exceed 2 hours, the employee is entitled to receive pay for actual time. The first hour of a call is paid at double time. Call back time actually worked after the first hour is paid at 1.5 time. Travel time shall be compensated accordingly only if travel time is within the County of Imperial.
CPOA Sworn	
Contract	N/A
Supervisory	
CMA	
City of Coachella	
Bargaining Unit	**Benefit**
Teamsters Misc	In an employee is contacted, any call lasting longer than 10 minutes will be compensated at least one hour call out pay. If an employee actually works more than two hours call out on any day they will be paid for 4 hours. If they work more than 4 hours call out on any day they shall receive 8 hours pay. The minimum hour provision in this section shall be paid once for any 24 hour day beginning at 12:01 am and ending the following midnight.
Conf Mid Mgmt	N/A
Contract	
Mgmt	
City of El Centro	
Bargaining Unit	**Benefit**
General Employees	Any employee who has been released from work and is called back to duty shall be paid for the time actually worked of 3 hours, whichever is greater, at one and one half times the employees regular rate of pay. Whenever an employee is called out multiple times within a three hour period, the additional call outs within those three hours will count as one call out for call back pay purposes.

Certified Operators	Any employee who has been released from work and is called back to duty shall be paid for the time actually worked of 3 hours, whichever is greater, at one and one half times the employees regular rate of pay. Whenever an employee is called out multiple times within a two hour period, the additional call outs within those two hours will count as one call out for call back pay purposes.
Supervisors, Professional, Technical	Employees classified as non-exempt pursuant to FLSA who has been released from work and is called back to duty shall be paid for the time required to return to the work site in addition to the time actually worked. The total time of such pay shall not be less than 3 hours and shall be paid at one and one half times the employees regular rate of pay.
POA	Police Officers shall be paid for 2 hours of work at their regular rate of pay in addition to the time the employee actually works. Police Sergeants and Public Safety Dispatchers I II and Lead shall be paid for 3 hours of work at their regular rate of pay in addition to the time the employee actually works.
Contracted Employees	N/A
Unrepresented Confidential	
Unrepresented Management	
Unrepresented Police Commander	
City of Indio	
Bargaining Unit	**Benefit**
Mgmt, Conf, Unrep	For non-FLSA exempt employees, emergency call-back is differentiated from call-back from a standby status in that an employee is not required to be on standby but may be contacted under emergency circumstances on a "per chance" basis. "Per chance" means if the employee happens to be available when contacted, the method of contact is not being defined. Any employee who is recalled to active duty from off-duty status shall be entitled to overtime pay at the rate of one and one half (1- 1/2) times the employee's regular rate of pay for the time actually worked after reporting to the place of duty, or to three (3) hours pay at the employee's normal hourly wage rate, whichever is greater. This provision shall only be applicable for employees whose regular work shift has been completed and who have left the City premises and/or work location. It shall not apply to employees who are continuing on duty.

ICEA	Emergency call-back is differentiated from being called back from standby status in that an employee is not required to be on standby but may be contacted under emergency circumstances on a “per chance” basis. “Per chance” means if the employee happens to be available when contacted, the method of contact not being defined. Any employee who is recalled to active duty from off-duty status shall be entitled to overtime pay at the rate of one and one half (1-1/2) times the employee's regular rate of pay for the time actually worked after reporting to the place of duty, or to three (3) hours pay at the employee's normal hourly wage rate, whichever is greater. This provision shall only be applicable for employees whose regular work shift is completed and who have left the City premises and/or work location. It shall not apply to employees who are continuing on duty.
SEIU	
IWAEA	
IPOA	Emergency call back occurs when an off-duty employee is actually notified he or she needs to return to work due to emergency circumstances. Employee shall be paid beginning from the time of notification, at time and one-half the employee’s adjusted hourly rate of pay, with a minimum of two hours. Employees must respond to work within a reasonable period of time of notification. Only the Chief of Police and/or Assistant Police Chief shall authorize emergency call backs. An “emergency” callback may be authorized for a staffing shortage. This provision shall only be applicable to employees whose regular work shift is completed prior to the call back, and does not apply to employees who are “held over” from their regular duty shift.
PCU	Emergency call-back is differentiated from call-back from a standby status in that an employee is not required to be on standby but may be contacted under emergency circumstances on a "per chance" basis. "Per chance" means if the employee happens to be available when contacted, the method of contact not being defined. When an employee is notified to work under emergency call-back, compensation for time worked will begin at time of notification to report for work with the understanding that the employee report for work in a reasonable time. Emergency callback shall be compensated with a minimum payment of two (2) hours at one and one-half (1½) times the employee's “adjusted” rate. This provision shall be applicable to Police Sergeants whose regular work shift is completed and who have left the City premises and/or work location. It shall not apply to employees who are continuing on duty.
At-Will	N/A
City of Palm Desert	

Bargaining Unit	Benefit
All Employees	When a nonexempt employee is called back to return to the worksite for duty during off hours, such employee shall receive a minimum of two hours plus time worked in excess of two hours for each time the employee is called back to the worksite. Such employee shall be compensated by a payment at the rate of one and one-half times the employee's regular rate of pay in the workweek that callback duty incurred. When a nonexempt employee is called back to resolve work-related requests without having to return to the worksite duty during off hours, such employee shall receive a minimum of 2-hours for the first call and any other calls made and received during the 2-hour time from the first call, at the rate of one and one-half (1 ½) time the employee's base hourly rate plus time worked in excess of the 2-hours. For calls received after the 2-hour from the first call has expired the employee shall receive a minimum of thirty minutes at the rate of one and one-half (1½) times the employee's base hourly rate plus time worked in excess of thirty minutes for each time the employee is called back off-site to resolve a work-related request. The 2-hours and each 30 minutes off site call back could be for the same or different events.
City of Palm Springs	
Bargaining Unit	**Benefit**
Police Officer Association	When an employee is called back to work while off duty, the employee shall receive a minimum of four (4) hours pay or four (4) hours of compensatory time. Employees who are called in to work less than four (4) hours prior to the start time of their regularly scheduled shift shall receive pay for the time actually worked.
Public Employees Association	An employee called back to work while not on standby shall be paid both travel time (actual travel time up to a maximum of one hour) and a minimum of two (2) hours per incident, (from when the employee arrives at the work location) at one and one-half (1 1/2) times such employee's regular hourly rate.
Police Management Association	N/A
Executive and Management Association	
City Manager	

County of Imperial	
Bargaining Unit	**Benefit**
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters	
Sheriff's Association Public Safety Supervisory Unit	
Public Safety Managers Association	
County of San Diego	
Bargaining Unit	**Benefit**
Deputy Sheriffs' Association	3 hours minimum at time-and-one-half
SEIU Clerical, Public Service, Professional, Middle Management	
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	
Sheriffs' Management	N/A
Confidential Employees	
Confidential Management Management	
Unclassified Management Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	**Benefit**
IBEW	Non-exempt employees called out for unscheduled work shall be paid a minimum of one and one-half (1½) hours at the overtime pay rate even if the overtime lasted less than one and one-half (1½) hours and/or the one and one half (1½) hours overlaps into the regularly scheduled work hours.
Salaried/Confidential	
Professional Salaried Association	

Executive and Executive/Confidential	N/A

Certification Pay

City of Imperial	
Bargaining Unit	**Benefit**
Teamsters	Classifications covered by this agreement who obtain a grade or grades above the requirement for their position shall receive $25 per pay period for each such grade not to exceed $75 per pay period Classifications include; Operators in Water and/or Wastewater and General Maintenance Worker I, II, and III.
IPOA	Intermediate POST - $150/pay period; $325/month Advanced POST - $225/pay period; $487.5/month
Unrepresented MSPC	N/A
Contract	
City of Brawley	
Bargaining Unit	**Benefit**
BPSEA	Intermediate POST - 2.5% Advanced POST - 5%
BPSA	
Contract	N/A
Mgmt, Conf, Unrep	
Teamsters	
City of Calexico	
Bargaining Unit	**Benefit**
SEIU	Upon attaining a higher treatment operator certification, but no more than 2 higher certifications from the minimum certifications required for the position, from the State of California, all unit members shall be advanced to the appropriate range, salary adjustment equal to 5% of base salary, up to 10% for that level of classification, for so long as the employee maintains the valid higher certification. Upon attaining a Distribution, Lab Technician, of Collection certificate from the State of California or the CWEA and required by the department, a bargaining unit member will be paid a salary adjustment equal to 5% up to 10% of base salary for each certification, but no more than 2 higher certifications from the minimum certification required for the position. **10% maximum.**
Supervisory	The City agrees to pay a stipend equal to 5% of base salary pay increase to a member for Water and Wastewater operator certifications required by the Department over that required by the State and Federal agencies, for so long as the employee maintains the valid higher certification.
CMEA	N/A
Contract	
Unrepresented	
CMA	
CPOA	
City of Coachella	
Bargaining Unit	**Benefit**
Teamsters Misc	Treatment Plant Operator I II III and Water Service Worker I II III will receive monthly compensation for the following certifications only if they are not already a requirement per their job description: $25/month per certificate for Collections Grade II, Wastewater Treatment II, or Distribution II $35/month, per certificate for Collections Grade III, Wastewater Treatment III, or Distribution III.
Conf Mid Mgmt	N/A
Contract	
Mgmt	

City of El Centro	
Bargaining Unit	**Benefit**
General Employees	Pool Operator or Playground Inspector Certificate - $30/pay period Equipment Mechanic with 3 certifications in ASE for heavy trucks, automobiles, and AWS welding or AC Refrigerant Recovery and Recycling - 0.50/hr increase Equipment Mechanic with Hybrid and or CNG Certification - $20/pay period Building Maintenance Mechanic - Air Conditioning Certification - $30/pay period; Electrical Certification - $30/pay period Underground Utilities and Utilities Field Representative - Water Distribution Grade III - 2%
Certified Operators	Water Treatment Operators who maintain a Distribution and or Treatment certification higher than the certification required by the classification that the employee occupies shall be eligible for additional compensation as follows: Higher Distribution Certification - 4% base salary Higher Treatment Certification - 4% of base salary Both Higher Distribution and Treatment - 8% base salary Wastewater Treatment Operators who maintain a Higher operator certification or a California Water Environmental Association Technologist Certification higher than the certification required by the classification that the employee occupies shall be eligible for additional compensation as follows: Higher Operator Certification - 4% base salary CWEA Technical Certification - 4% base salary Both Higher Operator and CWEA Technologist Certification - 8% base salary. Certified Water Distribution Operators who hold a higher distribution certification than required by the job classification - 4% of base pay.
Unrepresented Police Commander	BA/BS Degree - $75/pay period MA/MS Degree - $100/pay period Degree + Either Supervisory POST or Management POST - $150/pay period ($250 per period max incentive pay)
POA	Degree AND POST Intermediate - $100/pay period POST Advanced - $150/pay period POST Supervisor - $150/pay period (max education/cert pay - $250/pay period) Police Dispatchers who hold an Emergency Medical Dispatch - $50/pay period
Contracted Employees	N/A
Supervisors, Professional, Technical	
Unrepresented Confidential	
Unrepresented Management	
City of Indio	
Bargaining Unit	**Benefit**
Mgmt, Conf, Unrep	Police Dispatch Supervisor: Advanced POST - 11.25%; Advanced and Supervisory POST - 13.5%
IPOA	Intermediate POST - 7.5% Advanced POST - 12.5%
PCU	Intermediate POST - 7.5% Advanced OR Supervisory POST - 12.5% Advanced AND Supervisory POST - 15%
ICEA	N/A
SEIU	
At-Will	
IWAEA	
City of Palm Desert	

Bargaining Unit	Benefit
All Employees	N/A
City of Palm Springs	
Bargaining Unit	**Benefit**
Police Management Association	5% Management POST (total of 9% Management POST and master's)
Public Employees Association	2.5% Building Inspectors - ICC Building Inspector Code Compliance Officers - CACEO and ICC Fleet Maintenance Technician III & IV - California Fire Mechanic Permit Center Technicians - ICC
Executive and Management Association City Manager	5% for maintaining a related professional certification requiring continuing education hours or retesting
Police Officer Association	N/A
County of Imperial	
Bargaining Unit	**Benefit**
Sheriff's Association Public Safety Supervisory Unit	2.5% Intermediate POST 2.5% Advanced POST
Management Bargaining Unit Department Heads Unrepresented Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters Public Safety Managers Association	N/A
County of San Diego	
Bargaining Unit	**Benefit**
Deputy Sheriffs' Association	5.0% Intermediate POST for Deputy Sheriff and Sheriff's Sergeant 11.5% Intermediate and Advanced POST for Deputy Sheriff and Sheriff's Sergeant 9.0% Intermediate and Advanced POST for Sheriff's Lieutenant 14.0% Intermediate, Advanced, and Management POST for Sheriff's Lieutenant
Sheriffs' Management	15% Management POST for Sheriff Captain and Sheriff's Commander
SEIU Clerical, Public Service, Professional, Middle Management	5% Registered Civil Engineer, Registered Mechanical Engineer, Architect for Assistant Engineer, Architect for Landscape Architect, California State Land Surveyor License for Junior Surveyor or Assistant Surveyor; Environmental Health Specialist for Environmental Health Specialist I, Environmental Health Specialist II, Environmental Health Specialist III, Supervising Environmental Health Specialist 5% State Certification in Industrial Hygiene for Supervising Industrial Hygienist, Industrial Hygienist III, Industrial Hygienist I, Industrial Hygienist II 10% American Board Certification for related medical specialty for Medical Consultant, Radiologist, Pediatrician, Senior Physician, Physician, Psychiatrist, Psychiatric Resident, and Psychiatrist Specialist 15% American Board Certification for related medical sub-specialty for Medical Consultant, Senior Physician, Physician, Psychiatric Resident, Psychiatrist, and Psychiatrist Specialist $50 biweekly Advanced Property Tax Appraiser Certificate for Appraiser IV, Appraiser III, Appraiser II, Appraiser I, Supervising Appraiser I, Supervising Appraiser II, Audit Appraiser III, Audit Appraiser II, Audit Appraiser I, Supervising Audit Appraiser, and Audit Appraiser IV

Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	One-time $25 Asbestos Handling Certification 25¢ each hour for each ASE Certification for Fleet Technicians, $3 each hour maximum
Confidential Employees	N/A
Confidential Management Management	
Unclassified Management Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	**Benefit**
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

Education Incentive

City of Imperial	
Bargaining Unit	**Benefit**
IPOA	BA/BS Degree - $75 per pay period; $162.50/month MA/MS Degree - $150 per pay period; $325/month
Teamsters	N/A
Unrepresented MSPC	
Contract	
City of Brawley	
Bargaining Unit	**Benefit**
Mgmt, Conf, Unrep	2.5% with BA/BS beyond the MQs of the classification
Contract	N/A
Teamsters	
BPSEA	
BPSA	
City of Calexico	
Bargaining Unit	**Benefit**
CMEA	5% after completion of an AA or AS degree with a grade of "C" or better. 5% after completion of a BA or BS degree. 10% is max incentive pay.
SEIU	
Supervisory	
Unrepresented	
CPOA	
Contract	N/A
CMA	
City of Coachella	
Bargaining Unit	**Benefit**
Teamsters Misc	N/A
Conf Mid Mgmt	
Contract	
Mgmt	

City of El Centro	
Bargaining Unit	**Benefit**
General Employees	An employee who has attained or who attains a higher level of education than is required for their position, as certified by the Director of HR, shall receive educational incentive pay in the following: AA/AS Degree - $50/pay period BA/BS Degree - $75/pay period MA/MS Degree - $100/pay period
Certified Operators	
Supervisors, Professional, Technical	
Unrepresented Confidential	
Unrepresented Management	
Unrepresented Police Commander	BA/BS Degree - $75/pay period MA/MS Degree - $100/pay period Degree + Either Supervisory POST or Management POST - $150/pay period ($250 per period max incentive pay)
POA	AA/AS Degree - $50/pay period BA/BS Degree - $75/pay period MA/MS Degree $100/pay period
Contracted Employees	N/A
City of Indio	
Bargaining Unit	**Benefit**
ICEA	Employees whose jobs do not require but have earned an Associate of Arts degree will be entitled to a two and one-half percent (2.5%) increase of base pay (non-cumulative). Employees who jobs do not require but have earned a Bachelor of Arts or Bachelor of Science degree will be entitled to a five percent (5%) increase of base pay (non-cumulative).
SEIU	Employees whose jobs do not require but have earned an Associate of Arts degree will be entitled to a two and one-half percent (2.5%) increase of base pay and employees whose jobs do not require but have earned a Bachelor of Arts or Science degree will be entitled to a five percent (5%) increase of base pay. The degree must be earned while employed in the City (those employees who have degrees as of the signing of this agreement and whose jobs do not require one, will be entitled to the additional pay). Additionally, the degree must be in a major which the department head determines bears a reasonable relationship to the duties regularly performed in the job classification. The decision of the department head shall be final and shall not be subject to administrative review.
PCU	Effective January 13, 2024, employees who posses or earn a Bachelor of Arts or Science degree, will receive an annual $4,000 payment, dispersed throughout the year in equal amounts per pay period. Employees who earn a Master's degree, will receive an annual $6,000 payment, dispersed throughout the year in equal amounts per pay period. Employees with a Master's degree will only receive a $6,000 payment; the pay is not stackable with the Bachelor's degree payment. The degree must be from an accredited college according to Western Association of Schools and Colleges or equivalent accrediting agency, and will enhance the employee's performance of job duties, as determined and approved by the Chief of Police and Human Resources.

IWAEA	Employees whose jobs do not require but have earned an Associate of Arts degree will be entitled to a two and one-half percent (2.5%) increase of base pay (non-cumulative). Employees who jobs do not require but have earned a Bachelor of Arts or Bachelor of Science degree will be entitled to a five percent (5%) increase of base pay (non-cumulative).
At-Will	N/A
Mgmt, Conf, Unrep	
IPOA	
City of Palm Desert	
Bargaining Unit	**Benefit**
All Employees	N/A
City of Palm Springs	
Bargaining Unit	**Benefit**
Police Management Association	3% BA/BS or 5% master's degree (total of 9% for master's and Management POST)
Police Officer Association	1.5% AA/AS 3.0% BA/BS 3.0% Maximum
Public Employees Association	5% master's degree
Executive and Management Association	5% master's degree (eligible for Educational Incentive or Bilingual Pay, no combination)
City Manager	
County of Imperial	
Bargaining Unit	**Benefit**
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters	
Sheriff's Association Public Safety Supervisory Unit	
Public Safety Managers Association	

County of San Diego	
Bargaining Unit	**Benefit**
Deputy Sheriffs' Association	5% BA/BS and 4 years of service for Deputy Sheriff-Detentions/Court Services, Sheriff's Detention Lieutenant, Sheriff's Sergeant-Detentions
Sheriffs' Management	10% BA/BS for Sheriff's Detention Captain, Sheriff's Detention Commander
SEIU Clerical, Public Service, Professional, Middle Management	$50 biweekly Master of Social Work for Aging Program Specialist, Adult Protective Services Specialist, Senior Adult Protective Services Specialist, Adult Protective Services Supervisor, Protective Services Supervisor, Social Work Supervisor (performing adult protective services or children welfare services) $50 biweekly Master of Library Science for Librarian Substitute, Librarian
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	N/A
Confidential Employees	
Confidential Management Management	
Unclassified Management Unrepresented / Executive	

Imperial Irrigation District	
Bargaining Unit	**Benefit**
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

www.ajg.com/ps-class-comp

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Gallagher

Insurance | Risk Management | Consulting

Agenda Item No. B-3

DATE SUBMITTED	03/11/2026
SUBMITTED BY	Human Resources
DATE ACTION REQUIRED	03/18/2026

COUNCIL ACTION	(X)
PUBLIC HEARING REQUIRED	( )
RESOLUTION	( )
ORDINANCE 1ST READING	( )
ORDINANCE 2ND READING	( )
CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:
Approve and adopt the revised job description for Police Recruit and replace the current job description.

DEPARTMENT INVOLVED: Human Resources

BACKGROUND/SUMMARY:

The City of Imperial is requesting the Council's authorization to approve and adopt the revised job description for Police Recruit and replace the current job description. The Police Recruit job description approved by Council on 02/18/26 had the incorrect POST-certified Police Academy Level modules required for the Police Recruit position. This revised job description will correct the POST-certified Police Academy Level modules needed to be a Police Recruit.

FISCAL IMPACT: NOT TO EXCEED

This position will be filled only when a full-time Police Officer vacancy exists. Funding will be drawn directly from the existing salary allocation of the vacant Police Officer position. Because the role is part-time and carries no benefit costs, the program offers a cost-effective method for onboarding future officers. There is no additional fiscal impact beyond the currently approved department budget (hiring fund #01-211-5101).

FINANCE INITIALS: VMG

STAFF RECOMMENDATION:

Recommendation to approve and adopt the revised job description for Police Recruit and replace the current job description.

DEPT. INITIALS: KWS

MANAGER'S RECOMMENDATION: Approve Staff Recommendation

CITY MANAGER's INITIALS:

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

CITY OF IMPERIAL
JOB DESCRIPTION

POLICE RECRUIT

SALARY: RANGE 66

FLSA Non-Exempt –Unrepresented At-Will/Part-Time
Department: Police Department

DEFINITION

A non-sworn position to allow training of Police Recruits. New hires will have Police Recruit status until successful completion of the basic POST Police Academy.

Participates in a structured training program designed to prepare for the role of a full-time Police Officer; observes experienced officers in day-to-day law enforcement activities, completing academy training requirements, and gaining practical field experience while paired with a Training Officer, focuses on learning departmental procedures, and performs related training responsibilities as required.

SUPERVISION RECEIVED AND EXERCISED

Receives immediate supervision from a designated training officer. Exercises no direct supervision over staff.

CLASS CHARACTERISTICS

This is a non-sworn classification that is in the process of completing academy training requirements.

Upon successful completion of the POST Academy, field training program, and all requirements, the Police Recruit is eligible for promotion to a sworn Police Officer classification. Participation does not guarantee promotion.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so qualified employees can perform the typical functions of the job.

- Police Recruits are required to be enrolled and successfully graduate from a California POST Basic Law Enforcement Academy.
- Attend and successfully complete all required POST Academy classes, testing, and training modules.
- Participate in departmental orientation, daily physical fitness training, and basic skill-building exercises (such as defensive tactics and firearms safety).
- Learn and practice emergency first aid and CPR techniques to assist injured persons until medical professionals arrive.
- Accompany sworn officers to calls for service in a ride-along capacity to observe how to handle investigations, citizen requests, and incident scenes.
- Learn how to identify and report safety hazards, such as traffic problems, roadblocks, or abandoned vehicles.

- Watch the process of how officers issue warnings or citations for parking and traffic violations.
- Practice preparing basic incidents and traffic reports as part of the learning process.
- Learn to recognize and report suspicious conditions that could lead to crime.
- Attend community events and meetings to learn about the department's role in crime prevention and public relations.
- Follow all academy and departmental rules and regulations.
- Perform other training-related duties as assigned

QUALIFICATIONS

Knowledge of:

- Basic principles of police science.
- Police department policies, practices, and procedures.
- State motor vehicle codes and traffic safety regulations.
- Municipal ordinances.
- First Aid techniques.
- Safety rules and procedures.
- Radio codes and basic communications procedures.

Ability to:

- Enroll in and successfully graduate from a California POST Basic Law Enforcement Academy.
- Pass all required physical, psychological, and agility examinations.
- Demonstrate progress in learning firearms proficiency and defensive tactics during training.
- Communicate clearly and effectively, both orally and in writing.
- Relate tactfully and effectively with diverse populations, accounting for various cultures, languages, socioeconomic backgrounds, and special needs.
- Establish and maintain cooperative working relationships with co-workers, supervisors, and the general public.
- Read, comprehend, and interpret codes, departmental rules, and law enforcement literature.
- Learn City geography, street layouts, and crime patterns; interpret maps.
- Perform basic mathematical calculations (addition, subtraction, multiplication, and division) quickly and accurately.
- Understand and operate strictly within the assigned scope of authority and follow all oral and written instructions.
- Comply with safety standards and regulations while maintaining alertness and self-control in challenging or high-stress situations.
- Work effectively in variable weather conditions and maintain performance during extended or changing shifts.

Education and Experience:
Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education:
- Equivalent to high school graduation.

Experience:
- None.

Licenses and Certifications:

- Possession of a valid California Driver's License, to be maintained throughout employment.
- Successful completion of a POST-certified Police Academy Level III and Level II modules.
- Maintained active enrollment and progress toward completing a POST Level ~~II~~ Academy (with confirmation from the Academy).

PHYSICAL DEMANDS

Must possess physical endurance, good balance, hearing, and vision to maintain POST physical standards.

ENVIRONMENTAL CONDITIONS

Incumbents will be in an academic setting for the majority of their work. When scheduled for practical experience training, incumbents may be exposed to gunfire, toxic chemicals, communicable diseases, physical abuse from hostile or disoriented individuals, traffic hazards, occasional driving at high speeds, and adverse weather conditions. Employees may work in indoor and outdoor environments; be subject to shift-work, evenings, and variable hours; and drive a vehicle to conduct work.

WORKING CONDITIONS

The employee may be required to respond during off-duty hours for training purposes.

City employees are expected to work overtime, weekends, evenings, and holidays as required to accommodate the City's needs, in addition to responding as a Disaster Services Emergency Worker (California Government Code Section 3100-3109).

Agenda Item No. B-4

DATE SUBMITTED	03/09/2026	COUNCIL ACTION	(X)
SUBMITTED BY	Human Resources	PUBLIC HEARING REQUIRED	( )
DATE ACTION REQUIRED	03/18/2026	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
		ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:

1. Approval and execution of Service Learning Agreement between San Diego State University and City of Imperial.

DEPARTMENT INVOLVED: Human Resources

BACKGROUND/SUMMARY:

The City of Imperial is requesting the Council's consideration for approval to move forward with the execution of the Service Learning Agreement between San Diego State University (SDSU) and City of Imperial.

With this executed Service Learning Agreement the City of Imperial will be an internship site for SDSU students, which supports local students to gain experience in a municipal setting. Students will be will be able to complete an unpaid internship for SDSU course credit.

FISCAL IMPACT: NOT TO EXCEED There is no fiscal impact associated with this action.	FINANCE INITIALS VMS
STAFF RECOMMENDATION: Recommendation to approve the execution of the Service Learning Agreement and the City of Imperial.	DEPT. INITIALS KWS
MANAGER'S RECOMMENDATION: Approve Staff Recommendation	CITY MANAGER's INITIALS

MOTION:

SECONDED:	APPROVED	( )	REJECTED ( )
AYES:	DISAPPROVED	( )	DEFERRED ( )
NAYES:			
ABSENT:	REFERRED TO:		

Service-Learning Agreement

University and Learning Activity Site

This agreement entered into by and between the Board of Trustees of the California State University on behalf of San Diego State University, (IVC / Department(s) Division of Professional Studies), referred to as "University," and City of Imperial (Legal entity name), referred to as "Learning Activity Site." Each of the undersigned may be referred to individually as a "Party" and collectively as the "Parties."

I. General Provisions

A. Program Activities

1. The Learning Activity Site will provide the University's student(s) with a student-focused learning experience that also meets the stated needs of the Learning Activity Site.

2. The Learning Activity Site and the University will meet as necessary to facilitate a mutually beneficial experience for all involved, or at the request of any of the parties involved.

3. The University will work closely with the Learning Activity Site to meet the expectations and priorities of the Learning Activity Site as well as the student outcomes.

B. Safe and Productive Learning Environment

1. To achieve its desire to provide a safe and productive environment for the University's student(s), the Learning Activity Site will:

    a. Give student(s) a tour of the site as necessary and provide information regarding all emergency procedures.

    b. Provide information on the unique nature of the population of the program.

    c. If appropriate, discuss with students the reasonably foreseeable risks associated with the Learning Activity Site and the tasks and responsibilities the student(s) have been assigned.

    d. Determine IF a student(s) must be fingerprinted. If fingerprinting is necessary, the Learning Activity Site will obtain the fingerprints, request criminal background clearance from the appropriate agency(ies), and maintain the confidentiality of any results as required by federal or state law.

    e. Notify the University's supervising faculty as soon as is reasonably possible of any injury or illness to a student(s) participating in a learning activity offered by the Learning Activity Site.

    f. Agree that Learning Activity Site is aware of and informed about the hazards currently known to be associated with the novel coronavirus referred to as "COVID-19". Learning Activity Site is familiar with and informed about the Centers for Disease Control and Prevention ("CDC") current guidelines regarding COVID-19 as well as applicable federal, state, and local governmental directives regarding COVID-19. Learning Activity Site, to the best of its knowledge and belief, is in compliance with those current CDC guidelines and applicable governmental directives. If the current CDC guidelines or applicable government directives are modified, changed, or updated, Learning Activity Site will take steps to comply with the modified, changed, or updated guidelines or directives. If at any time Learning Activity Site becomes aware that it is not in compliance with CDC guidelines or an applicable governmental directive, it will notify the University of that fact.

2. University will advise the student(s) of following:

    a. To abide by Learning Activity Site rules and regulations while on site and working with Learning Activity Site clients.

    b. That his/her interactions with clients are expected to be appropriate.

    c. To maintain the confidentiality of the Learning Activity Site's proprietary information, records and information concerning its clients.

II. Structure and Support of Service-Learning Student(s)

A. **Site Supervision.** Prior to the start of the learning activity, the Learning Activity Site will inform the student(s) who will be responsible for their supervision and safety while on site. The supervisor will meet with the student(s) as necessary to facilitate the student(s) learning experience and professional development, provide support and review progress on assignments and activities. The supervisor will communicate as necessary during the semester with the University staff or faculty member who assigned the learning activity.

B. **Training and Orientation.** The Learning Activity Site will provide student(s) with a general orientation and any specific training needed prior to their working with clients or providing service.

C. **Workspace.** Student(s) will have an appropriate space at the Learning Activity Site site in which to conduct their assigned work.The Learning Activity Site will provide access and training for any and all equipment necessary for student(s) to fulfill their service role.

D. **Evaluation.** The Learning Activity Site supervisor will fill out survey(s) regarding quality of service performance of the student(s) if requested by the University or the student.

E. **Payment** (*If Applicable – For paid positions only*) – The Learning Activity Site will pay student(s) according to applicable law including any required withholding and reporting whether payment is wage, stipend, or payment under a grant. If required by law, the Learning Activity Site shall consider student(s) employees and, as such, shall provide workers' compensation insurance.

III. Length of Agreement Term

This agreement shall begin on the date of the final signature (Effective Date) and shall be for a period of five (5) years. Either Party may terminate the agreement after giving the other Party 30 days advance written notice of the intention to so terminate; provided further, however, that any such termination by Learning Activity Site shall not be effective against any student(s) who at the date of mailing of said notice by Learning Activity Site was participating in said program until such student(s) has completed the program as mutually agreed upon provided such student(s) is performing satisfactorily. If either Party wishes to terminate due to non-performance or failure to meet expectations, the Party requesting termination shall consult with the other Party to seek resolution prior to termination.

It is the responsibility of all parties to review the agreement annually to ensure that the agreement terms are current. Any changes to this agreement must be in writing via amendment and executed by all Parties.

Notices
All notices and correspondence herein provided to be given, or which may be given by either Party to the other, shall be sent to the following:

To Learning Activity Site:	City of Imperial
Mailing Address:	420 S. Imperial
City, State Zip:	Imperial, CA
Attention To:	Human Resources
Email Address:	HR@imperial.ca.gov

To University:

San Diego State University
5500 Campanile Dr.
San Diego, CA 92182-1616
cpm.sla@sdsu.edu
Attention: Contract and Procurement Management
With a notice to: Department Contact

The attached General Provisions, consisting of one page, is incorporated by reference and made a part of this agreement.

This document reflects my understanding of the relationship.

LEARNING ACTIVITY SITE

City of Imperial
Learning Activity Site Name

Authorized Signature

Print Name

Date

420 S. Imperial Avenue
*Street Address (no PO Box)

Imperial, CA 92251
City State Zip

HR@imperial.ca.gov
Email

760-355-3807
Phone

760-355-0306
Fax

Human Resources Department
Site Contact Name

*If students may be participating in service learning at a location other than listed above, please add additional location information on page 5

THE BOARD OF TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY ON BEHALF OF SAN DIEGO STATE UNIVERSITY
5500 Campanile Dr.
San Diego, CA 92182

Department Contact Signature

Print Name

Date

Department Chair or Designee Signature

Print Name

Date

Associate Dean or Designee Signature

Print Name

Date

Contract and Procurement Management Signature

Print Name

Date

General Provisions

Indemnification
The Learning Activity Site shall be responsible for damages caused by the negligence of its directors, officers, agents, employees and duly authorized volunteers occurring in the performance of this agreement. San Diego State University shall be responsible for damages caused by the negligence of its directors, officers, employees and duly authorized volunteers occurring in the performance of this agreement. It is the intention of the Learning Activity Site and the University that the provision of this paragraph be interpreted to impose on each Party responsibility for the negligence of their respective directors, officers, employees and duly authorized volunteers.

Insurance
The Learning Activity Site shall procure and maintain General Liability Insurance, comprehensive or commercial form with $1,000,000.00 minimum limit for each Occurrence and minimum limit of $2,000,000.00 General Aggregate, as mutually agreed upon for this placement.

The State of California has elected to be self-insured for its vehicle liability and Workers' Compensation and property exposures. As a State agency, the California State University, Office of the Chancellor, the Trustees, and the CSU system of campuses are included in this self-insured program.

The University shall provide professional and personal general liability coverage for students performing community service or volunteer work for academic credit, through the Student Academic Field Experience for Credit Liability Insurance Program (SAFECLIP). The coverage limits under this program are $2,000,000.00 for each Loss and $4,000,000.00 Aggregate for all Covered Parties, and not per student. Any affiliate institution to whom the Named Insured is obligated by written agreement to provide such coverage as is afforded by this policy, shall be named as an additional insured.

The University shall provide professional, personal general liability, and educator's errors and omissions liability coverage for students enrolled in a professional practicum, social welfare, social work or educational credential program who also community service or volunteer work for academic credit, through the Student Professional Liability Insurance Program (SPLIP). The coverage limits under this program are $2,000,000.00 for each Loss and $4,000,000.00 Aggregate for all Covered Parties, and not per student. Any affiliate institution to whom the Named Insured is obligated by written agreement to provide such coverage as is afforded by this policy, shall be named as an additional insured.

Status of Students
Students shall at no time throughout this agreement be considered officers, employees, agents or volunteers of the University.

Governing Law
All contracts and purchase orders shall be construed in accordance with, and their performance governed by, the laws of the State of California. Further, Learning Activity Site shall comply with any state or federal law applicable to Learning Activity Site's performance under this Contract.

Assignments
Without written consent of the CSU, this agreement is not assignable by the Learning Activity Site either in whole or in part.

Agreement Alterations & Integration
No alteration or variation of the terms of the agreement shall be valid unless made in writing and signed by the parties hereto, and no oral understanding or agreement not incorporated herein shall be binding on any of the parties hereto.

Endorsement
Nothing contained in this Agreement shall be construed as conferring on any Party hereto any right to use the other Party's name as an endorsement of product/service or to advertise, promote or otherwise market any product or service without the prior written consent of the other parties. Furthermore nothing in this Agreement shall be construed as endorsement of any commercial product or service by the University, its officers or employees.

Survival
Upon termination of this contract for any reason, the terms, provisions, representations and warranties contained in this agreement shall survive expiration or earlier termination of this agreement.

Severability
If any provision of this agreement is held invalid by any law, rule, order of regulation of any government or by the final determination of any state or federal court, such invalidity shall not affect the enforceability of any other provision not held to be invalid.

Entire Agreement
This agreement constitutes the entire agreement and understanding of the parties with respect to the subject matter hereof and supersedes all prior agreements, arrangements, and understandings with respect thereto. No representation, promise, inducement, or statement of intention has been made by any Party hereto that is not embodied herein, and no Party shall be bound by or liable for any alleged representation, promise, inducement, or statement not set forth herein.

ADDITIONAL LEARNING ACTIVITY SITE LOCATIONS
(Required only if students may participate in service learning at multiple locations)

City of Imperial - Library
Location Name (if other than Legal Business Name)

200 W. 9th Street
Street Address (no PO Box)

Imperial, CA 92251
City State Zip

HR@imperial.ca.gov
E-mail

760-355-3807
Phone

Human Resources Department
Site Contact Name

City of Imperial - Parks and Recreation
Location Name (if other than Legal Business Name)

101 E. 4th Street
Street Address (no PO Box)

Imperial, CA 92251
City State Zip

HR@imperial.ca.gov
E-mail

760-355-3807
Phone

Human Resources Department
Site Contact Name

City of Imperial - Community Development
Location Name (if other than Legal Business Name)

400 S. Imperial Ave., Suite 101
Street Address (no PO Box)

Imperial, CA 92251
City State Zip

HR@imperial.ca.gov
E-mail

760-355-3807
Phone

Human Resources Department
Site Contact Name

City of Imperial - Water Treatment Plant
Location Name (if other than Legal Business Name)

201 S 'B' Street
Street Address (no PO Box)

Imperial, CA 92251
City State Zip

HR@imperial.ca.gov
E-mail

760-355-3807
Phone

Human Resources Department
Site Contact Name

City of Imperial - City Shop & Wastewater Treatment Plant
Location Name (if other than Legal Business Name)

701 E. 14th Street
Street Address (no PO Box)

Imperial, CA 92251
City State Zip

HR@imperial.ca.gov
E-mail

760-355-3807
Phone

Human Resources Department
Site Contact Name

_____
Location Name (if other than Legal Business Name)

_____
Street Address (no PO Box)

_____
City State Zip

_____
E-mail

_____
Phone

_____
Site Contact Name

Signature: Samuel Palma
Samuel Palma (Mar 4, 2026 15:29:54 PST)

Email: spalma@sdsu.edu

Agenda Item No. B-5

DATE SUBMITTED	March 11, 2026	COUNCIL ACTION	(x)
		PUBLIC HEARING REQUIRED	( )
SUBMITTED BY	COMMUNITY DEVELOPMENT DIRECTOR	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
DATE ACTION REQUIRED	March 18, 2026	ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:

DOMESTIC WATER SERVICE TO PROPERTIES OUTSIDE CITY BOUNDARIES.

1. APPROVE RESOLUTION 2026-06 FOR THE EXTENSION OF SEWER AND WATER SERVICES FOR APN 064-020-046
2. APPROVE SERVICE AGREEMENT FOR SEWER AND WATER SERVICES

DEPARTMENT INVOLVED: COMMUNITY DEVELOPMENT

BACKGROUND/SUMMARY:

City staff received a request for sewer services for the property located at **2680 Nance Road (APN: 064-020-046).** An Encroachment Permit application was submitted on January 28, 2026.

For details, see the attached Exhibit "A" illustrating the proposed sewer and water connection and vicinity of the property. The fully executed "Will Serve" letter is attached as Exhibit "B". Staff have reviewed the proposed sewer connection and find the project to be feasible and recommend staff to approve the sewer connection via Resolution 2026-06 (Exhibit "C"). Service Agreement for Domestic Water Service is attached as Exhibit "D".

FISCAL IMPACT: NO FISCAL IMPACT	ADMIN SERVICES SIGN INITIALS VMS
STAFF RECOMMENDATION: 1. Staff recommends approval of Sewer service outside of city boundaries for APN 064-020-046. 2. Staff recommends approval of the Sewer Service Agreement	DEPT. INITIALS OM
MANAGER'S RECOMMENDATION: approve	CITY MANAGER's INITIALS AHM

MOTION:

SECONDED:	APPROVED	( )	REJECTED ( )
AYES:	DISAPPROVED	( )	DEFERRED ( )
NAYES:			
ABSENT:	REFERRED TO:		

EXHIBIT A

EXHIBIT "A"

CITY OF IMPERIAL - REQUEST FOR SEWER CONNECTION



Dynamic Consulting Engineers, Inc.
2415 Imperial Business Park Drive, Suite B
Imperial, CA 92251

EXHIBIT B

CITY COUNCIL
James Tucker - Mayor
Ida Obeso-Martinez - Mayor Pro-Tem
Robert Amparano – Council Member
Katherine Burnworth- Council Member
Stacy Mendoza - Council Member

CITY CLERK
Kristina Shields

February 27, 2026

RE: **Water & Sewer *"Will Serve" Letter***
For 2680 Nance Road
Imperial, CA 92251
APN 064-020-046

Dear Property Owner,

The City of Imperial has the capacity to provide adequate domestic water & sewer supply services to the property at **2680 Nance Rd, Imperial, CA 92251**, an unincorporated area within the County of Imperial.

Please consider this correspondence as a "Will-Serve" letter which warranties water capacity specifically for the above-referenced project up to February 27, 2027.

Should you have any questions, or need additional information, please do not hesitate to contact our office at your earliest convenience at any of the following numbers:

a) (760) 355-3336 - Public Services
b) (760) 355-1152 - Community Development

Sincerely,

Jeneil Guerrero
Interim Public Service Director

Othon Mora
Community Development Director

EXHIBIT C

RESOLUTION NO. 2026-06

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IMPERIAL AUTHORIZING DOMESTIC WATER AND SEWER SERVICE CONNECTION FOR 2680 NANCE ROAD (APN 064-020-046), PROPERTY LOCATED OUTSIDE OF THE CITY OF IMPERIAL

WHEREAS, there is currently no domestic water or sewer servicing 2680 Nance Road (APN 064-020-046) a property located outside of the City of Imperial; and

WHEREAS, **Golden Bear Development LLC**, owner of said property, has requested to connect to City water and sewer connections and, upon approval, the applicant must submit an application to the Local Agency Formation Commission (LAFCO); and

WHEREAS, Golden Bear Development LLC understands and accepts that the extension of domestic water and sewer services to the property at 2680 Nance Road is strictly for that property and will not extend to any other properties without LAFCO and City approvals; and

WHEREAS, a "Will Serve" letter was issued on February 27, 2026, stating that the City of Imperial has the capacity to provide adequate domestic water service for one (1) single family dwelling to the property at 2680 Nance Road after Public Services Department and Community Development Department reviewed the request.

NOW THEREFORE BE IT RESOLVED, that the City Council of the City of Imperial hereby agrees:

a. To authorize the City of Imperial to approve a water service connection for 2680 Nance Road, as outlined.

b. The City Attorney is authorized to make minor typographical changes to this Resolution that does not change the substance of this Resolution;

THE FOREGOING RESOLUTION was passed and adopted by the City Council of the City of Imperial on the 18th day of March 2026.

AYES:
NOES:
ABSTAIN:
ABSENT:

Signed: _____
Ida Obeso-Martinez, Mayor

ATTEST:

Signed: _____
Kristina Shields, City Clerk

EXHIBIT D

RECORDING REQUESTED AND
WHEN RECORDED MAIL TO:

CITY OF IMPERIAL
420 S. IMPERIAL AVENUE
IMPERIAL, CA 92251

This Space Reserved for Recorder Only Gov. Code 27361.6

AGREEMENT FOR SEWER AND WATER SERVICES

This agreement, made and entered into between the **City of Imperial**, a municipal corporation, hereinafter referred to as "City" and **Golden Bear Development LLC** for **2680 Nance Road** (APN 064-020-046), hereinafter referred to as "Consumer" collectively referred to as "Parties."

RECITALS

WHEREAS, Consumer is the owner of certain real property located outside the city limits of the City of Imperial ("Property"); and

WHEREAS, the Property is more particularly described in the attached **Exhibit A**; and

WHEREAS, Consumer is desirous of connecting to City's existing sewer and water service system for domestic use; and

WHEREAS, City is agreeable to providing sewer and water service to Consumer's real property, as more particularly described below, upon certain conditions.

NOW, THEREFORE, for and in consideration of the mutual covenants and conditions herein, City and consumer agree as follows:

1. The recitals set forth above are true and correct and are incorporated herein by this reference.

2. City hereby grants to Consumer permission to connect to the Sewer and Water Service Systems ("Systems") to the property of Consumer, more particularly described in the attached Exhibit A which is incorporated by this reference.

3. Consumer agrees to be bound by all the ordinances, rules and regulations of the City pertaining to Sewer and Water services, and to pay such rates for said services as set forth herein and as the City Council of the City may fix by ordinance, resolution or motion duly adopted or amended from time to time.

4. Parties agree that City will not extend its Systems or pay to allow extension of the Systems to enable Consumer to connect to the Systems, and that Consumer will, at Consumer's

own expense, install such infrastructure as may be required to connect to the Systems. Consumer agrees that all material and labor for installing any such infrastructures shall be at the expense of Consumer and that such infrastructures must be properly constructed to City specifications in a good and workmanlike manner and meet the reasonable satisfaction of the building inspector of the City. Plans for such installation shall be approved by City prior to installation. The design will be such that existing users will not be adversely impacted.

5. Consumer shall, at Consumer's sole expense, obtain all permits, including, but not limited to, any necessary encroachment permits. Additionally, Consumer shall, at Consumer's sole cost, obtain approval from the Imperial County Local Agency Formation Commission for obtaining the service described herein.

6. Upon application for a permit, Consumer shall pay to City a connection fee as set forth by the City Council in an amount as may be established from time to time and in effect at the time of payment. Additionally, Consumer shall pay any other applicable fees and charges, including, but not limited to, monthly fees and reimbursement for previously installed infrastructure as determined by City.

7. This agreement authorizes Sewer and Water Services for the real Property described in Exhibit A. In the event any portion of said property is sold, transferred, conveyed or occupied by any party and/or parties other than Consumer, this Agreement shall terminate as to the portion transferred and, said party and/or parties must apply to the City for a permit, pay the permit fee required by the City, and enter into an agreement with the City for Sewer. It is agreed that non-compliance with this paragraph by Consumer, or any person holding under or through Consumer or a grantee of Consumer, will justify the City in immediately terminating Consumer's sewer and water services.

8. Parties agree that the Domestic Sewer and Water services provided to Consumer under this agreement shall be for one single family dwelling only. In the event Consumer wishes to have City sewer to any additional residential dwelling, Consumer must make separate application and enter an agreement for Sewer and Water services. City may grant or deny such application in its sole and unfettered discretion. Parties further agree that the sewer service provided to Consumer under this agreement shall be used for domestic personal use only for Consumer's residence and not commercial or industrial use

9. Consumer agrees, as a condition of receiving Sewer and Water service from the City, to voluntarily participate in an assessment district, should one be formed, to construct infrastructure improvements. The infrastructure improvements anticipated to be constructed include sewer lines, water lines, storm drains, roadway improvement and street lighting improvement. Consumer is hereby put on notice that the assessment district improvement will be funded by an increase in property taxes for all parcels included within the boundary of the district. Further, by the execution of this agreement, Consumer hereby gives its irrevocable consent to the annexation of the real property described herein to the City of Imperial, when at such times as the City Council of the City determines it would be in the best interest of City to annex said property.

10. The parties agree that this agreement shall be recorded in the official records of the Imperial County Recorders office so that any successors in interest to Consumer of the real property described in Exhibit A shall have notice of the re-application provisions contained above.

IN WITNESS WHEREOF, the parties hereto set their hands on this 18th day of March 2026.

CITY:

CITY OF IMPERIAL

By: _____
Mayor

ATTEST:

By: _____
City Clerk

CONSUMER:

_____

_____

This item was revised. The revised copies of this item were presented to the Council during the meeting with copies provided to the public.

Agenda Item No. B-5

DATE SUBMITTED	March 11, 2026	COUNCIL ACTION	(x)
		PUBLIC HEARING REQUIRED	( )
SUBMITTED BY	COMMUNITY DEVELOPMENT DIRECTOR	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
DATE ACTION REQUIRED	March 18, 2026	ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:

DOMESTIC WATER AND SEWER SERVICES TO PROPERTIES OUTSIDE CITY BOUNDARIES.

1. APPROVE RESOLUTION 2026-06 FOR THE EXTENSION OF DOMESTIC WATER AND SEWER SERVICES FOR APN 064-020-046
2. APPROVE SERVICE AGREEMENT FOR DOMESTIC WATER AND SEWER SERVICES

DEPARTMENT INVOLVED: COMMUNITY DEVELOPMENT

BACKGROUND/SUMMARY:

City staff received a request for water and sewer services for the property located at **2680 Nance Road (APN: 064-020-046).** An Encroachment Permit application was submitted on January 28, 2026.

For details, see the attached Exhibit "A" illustrating the proposed water and sewer connection and vicinity of the property. The fully executed "Will Serve" letter is attached as Exhibit "B". Staff have reviewed the proposed water and sewer connection and find the project to be feasible and recommend staff to approve the water and sewer connection via Resolution 2026-06 (Exhibit "C"). Service Agreement for Domestic Water and Sewer Service is attached as Exhibit "D".

FISCAL IMPACT: NO FISCAL IMPACT	ADMIN SERVICES SIGN INITIALS _____
STAFF RECOMMENDATION: 1. Staff recommends approval of Water and Sewer service outside of City boundaries for APN 064-020-046. 2. Staff recommends approval of the Water and Sewer Service Agreement	DEPT. INITIALS _____
MANAGER'S RECOMMENDATION:	CITY MANAGER's INITIALS _____

MOTION:

SECONDED:	APPROVED	( )	REJECTED ( )
AYES:	DISAPPROVED	( )	DEFERRED ( )
NAYES:			
ABSENT:	REFERRED TO:		

EXHIBIT A

EXHIBIT "A"

CITY OF IMPERIAL – REQUEST FOR SEWER CONNECTION



Dynamic Consulting Engineers, Inc.
2415 Imperial Business Park Drive, Suite B
Imperial, CA 92251

EXHIBIT B

CITY COUNCIL
James Tucker - Mayor
Ida Obeso-Martinez - Mayor Pro-Tem
Robert Amparano – Council Member
Katherine Burnworth- Council Member
Stacy Mendoza - Council Member

CITY CLERK
Kristina Shields

February 27, 2026

RE: **Water & Sewer *"Will Serve" Letter***
For 2680 Nance Road
Imperial, CA 92251
APN 064-020-046

Dear Property Owner,

The City of Imperial has the capacity to provide adequate domestic water & sewer supply services to the property at **2680 Nance Rd, Imperial, CA 92251**, an unincorporated area within the County of Imperial.

Please consider this correspondence as a "Will-Serve" letter which warranties water capacity specifically for the above-referenced project up to February 27, 2027.

Should you have any questions, or need additional information, please do not hesitate to contact our office at your earliest convenience at any of the following numbers:

a) (760) 355-3336 - Public Services
b) (760) 355-1152 - Community Development

Sincerely,

Jeneil Guerrero
Interim Public Service Director

Othon Mora
Community Development Director

EXHIBIT C

RESOLUTION NO. 2026-06

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IMPERIAL AUTHORIZING DOMESTIC WATER AND SEWER SERVICE CONNECTION FOR 2680 NANCE ROAD (APN 064-020-046), PROPERTY LOCATED OUTSIDE OF THE CITY OF IMPERIAL

WHEREAS, there is currently no domestic water or sewer servicing 2680 Nance Road (APN 064-020-046) a property located outside of the City of Imperial; and

WHEREAS, **Golden Bear Development LLC**, owner of said property, has requested to connect to City water and sewer connections and, upon approval, the applicant must submit an application to the Local Agency Formation Commission (LAFCO); and

WHEREAS, Golden Bear Development LLC understands and accepts that the extension of domestic water and sewer services to the property at 2680 Nance Road is strictly for that property and will not extend to any other properties without LAFCO and City approvals; and

WHEREAS, a "Will Serve" letter was issued on February 27, 2026, stating that the City of Imperial has the capacity to provide adequate domestic water and sewer service for one (1) single family dwelling to the property at 2680 Nance Road after Public Services Department and Community Development Department reviewed the request.

NOW THEREFORE BE IT RESOLVED, that the City Council of the City of Imperial hereby agrees:

a. To authorize the City of Imperial to approve a water and sewer service connection for 2680 Nance Road, as outlined.

b. The City Attorney is authorized to make minor typographical changes to this Resolution that does not change the substance of this Resolution;

THE FOREGOING RESOLUTION was passed and adopted by the City Council of the City of Imperial on the 18th day of March 2026.

AYES:
NOES:
ABSTAIN:
ABSENT:

Signed: _____
Ida Obeso-Martinez, Mayor

ATTEST:

Signed: _____
Kristina Shields, City Clerk

EXHIBIT D

RECORDING REQUESTED AND
WHEN RECORDED MAIL TO:

CITY OF IMPERIAL
420 S. IMPERIAL AVENUE
IMPERIAL, CA 92251

This Space Reserved for Recorder Only Gov. Code 27361.6

AGREEMENT FOR DOMESTIC WATER AND SEWER SERVICES

This agreement, made and entered into between the **City of Imperial**, a municipal corporation, hereinafter referred to as "City" and **Golden Bear Development LLC** for **2680 Nance Road** (APN 064-020-046), hereinafter referred to as "Consumer" collectively referred to as "Parties."

RECITALS

WHEREAS, Consumer is the owner of certain real property located outside the city limits of the City of Imperial ("Property"); and

WHEREAS, the Property is more particularly described in the attached **Exhibit A**; and

WHEREAS, Consumer is desirous of connecting to City's existing water and sewer service system for domestic use; and

WHEREAS, City is agreeable to providing water and sewer services to Consumer's real property, as more particularly described below, upon certain conditions.

NOW, THEREFORE, for and in consideration of the mutual covenants and conditions herein, City and consumer agree as follows:

1. The recitals set forth above are true and correct and are incorporated herein by this reference.

2. City hereby grants to Consumer permission to connect to the Water and Sewer Service Systems ("Systems") to the property of Consumer, more particularly described in the attached Exhibit A which is incorporated by this reference.

3. Consumer agrees to be bound by all the ordinances, rules and regulations of the City pertaining to Water and Sewer services, and to pay such rates for said services as set forth herein and as the City Council of the City may fix by ordinance, resolution or motion duly adopted or amended from time to time.

4. Parties agree that City will not extend its Systems or pay to allow extension of the Systems to enable Consumer to connect to the Systems, and that Consumer will, at Consumer's

own expense, install such infrastructure as may be required to connect to the Systems. Consumer agrees that all material and labor for installing any such infrastructures shall be at the expense of Consumer and that such infrastructures must be properly constructed to City specifications in a good and workmanlike manner and meet the reasonable satisfaction of the building inspector of the City. Plans for such installation shall be approved by City prior to installation. The design will be such that existing users will not be adversely impacted.

5. Consumer shall, at Consumer's sole expense, obtain all permits, including, but not limited to, any necessary encroachment permits. Additionally, Consumer shall, at Consumer's sole cost, obtain approval from the Imperial County Local Agency Formation Commission for obtaining the service described herein.

6. Upon application for a permit, Consumer shall pay to City a connection fee as set forth by the City Council in an amount as may be established from time to time and in effect at the time of payment. Additionally, Consumer shall pay any other applicable fees and charges, including, but not limited to, monthly fees and reimbursement for previously installed infrastructure as determined by City.

7. This agreement authorizes Water and Services for the real Property described in Exhibit A. In the event any portion of said property is sold, transferred, conveyed or occupied by any party and/or parties other than Consumer, this Agreement shall terminate as to the portion transferred and, said party and/or parties must apply to the City for a permit, pay the permit fee required by the City, and enter into an agreement with the City for Water and Sewer. It is agreed that non-compliance with this paragraph by Consumer, or any person holding under or through Consumer or a grantee of Consumer, will justify the City in immediately terminating Consumer's water and sewer services.

8. Parties agree that the Domestic Water and Sewer services provided to Consumer under this agreement shall be for one single family dwelling only. In the event Consumer wishes to have City water and sewer to any additional residential dwelling(s), Consumer must make separate application and enter an agreement for Domestic Water and Sewer services. City may grant or deny such application in its sole and unfettered discretion. Parties further agree that the water and sewer services provided to Consumer under this agreement shall be used for domestic personal use only for Consumer's residence and not commercial or industrial use

9. Consumer agrees, as a condition of receiving Water and Sewer services from the City, to voluntarily participate in an assessment district, should one be formed, to construct infrastructure improvements. The infrastructure improvements anticipated to be constructed include sewer lines, water lines, storm drains, roadway improvement and street lighting improvement. Consumer is hereby put on notice that the assessment district improvement will be funded by an increase in property taxes for all parcels included within the boundary of the district. Further, by the execution of this agreement, Consumer hereby gives its irrevocable consent to the annexation of the real property described herein to the City of Imperial, when at such times as the City Council of the City determines it would be in the best interest of City to annex said property. Consumer shall be responsible to pay all annexation related fees for said property and other additional residential dwelling(s) the Consumer wishes to connect to City water and sewer services.

10. The parties agree that this agreement shall be recorded in the official records of the Imperial County Recorders office so that any successors in interest to Consumer of the real

property described in Exhibit A shall have notice of the re-application provisions contained above.

IN WITNESS WHEREOF, the parties hereto set their hands on this 18th day of March 2026.

CITY:

CITY OF IMPERIAL

By: _____
Mayor

ATTEST:

By: _____
City Clerk

CONSUMER:

_____

_____

RESOLUTION NO. 2026-06

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IMPERIAL AUTHORIZING DOMESTIC WATER AND SEWER SERVICE CONNECTION FOR 2680 NANCE ROAD (APN 064-020-046), PROPERTY LOCATED OUTSIDE OF THE CITY OF IMPERIAL

WHEREAS, there is currently no domestic water or sewer servicing 2680 Nance Road (APN 064-020-046) a property located outside of the City of Imperial; and

WHEREAS, **Golden Bear Development LLC**, owner of said property, has requested to connect to City water and sewer connections and, upon approval, the applicant must submit an application to the Local Agency Formation Commission (LAFCO); and

WHEREAS, Golden Bear Development LLC understands and accepts that the extension of domestic water and sewer services to the property at 2680 Nance Road is strictly for that property and will not extend to any other properties without LAFCO and City approvals; and

WHEREAS, a "Will Serve" letter was issued on February 27, 2026, stating that the City of Imperial has the capacity to provide adequate domestic water and sewer service for one (1) single family dwelling to the property at 2680 Nance Road after Public Services Department and Community Development Department reviewed the request.

NOW THEREFORE BE IT RESOLVED, that the City Council of the City of Imperial hereby agrees:

a. To authorize the City of Imperial to approve a water and sewer service connection for 2680 Nance Road, as outlined.

b. The City Attorney is authorized to make minor typographical changes to this Resolution that does not change the substance of this Resolution;

THE FOREGOING RESOLUTION was passed and adopted by the City Council of the City of Imperial on the 18th day of March 2026.

AYES:
NOES:
ABSTAIN:
ABSENT:

Signed: _____
Ida Obeso-Martinez, Mayor

ATTEST:

Signed: _____
Kristina Shields, City Clerk

Agenda Item No. B-6

DATE SUBMITTED	03/11/2026	COUNCIL ACTION	(x)
		PUBLIC HEARING REQUIRED	( )
SUBMITTED BY	COMMUNITY DEVELOPMENT DIRECTOR	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
DATE ACTION REQUIRED	03/18/2026	ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:

MONTERREY PARK SUBDIVISION No.2 UNIT 4C – PHASES 58-61

- LOTS 494 TO 511 PER FM 28/60
- LOTS 569 TO 575 PER FM 28/60

1. APPROVAL AND ACCEPTANCE OF OFF-SITE STREET IMPROVEMENTS.
2. AUTHORIZE PARTIAL RECONVEYANCE TO JUPITER VENTURES I, LP.

DEPARTMENT INVOLVED: COMMUNITY DEVELOPMENT

BACKGROUND/SUMMARY:

City staff conducted regular field inspections during the construction of the off-site street improvements for Monterrey Park Subdivision No. 2 Unit 4C – Phases 58–61. A final walk-through inspection was completed on August 13, 2025, at which time the improvements were found to be completed in accordance with City standards. The one-year warranty period for labor and materials will expire on August 13, 2026.

The developer is now requesting Partial Reconveyance of the above-referenced lots. The City will continue to retain the Deed of Trust for the remaining thirty-nine (39) lots, which represents a remaining secured value of approximately $916,787.43. Since the required subdivision improvements have already been completed, the City remains adequately secured. See FM 28-60 attached herewith for details. Now the developer is requesting Partial Reconveyance of the above-referenced lots. See FM 28-60 attached herewith for details.

FISCAL IMPACT: NO FISCAL IMPACT

ADMIN SERVICES SIGN INITIALS _____

STAFF RECOMMENDATION:

1. Staff recommends approval and acceptance of off-site street improvements of Monterrey Park Subdivision No.2 Unit 4C - Phases 58-61.
2. Staff recommends authorization of Partial reconveyance regarding Lots 494 to 511 per FM 28-60 and Lots 569 to 575 per FM 28-60 to Jupiter Ventures I, LP.

DEPT. INITIALS OM

MANAGER'S RECOMMENDATION: approve staff recommendation

CITY MANAGER's INITIALS

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

EXHIBIT B

RECORDING REQUESTED BY:
First American Title Company-HSD

AND WHEN RECORDED MAIL DOCUMENT TO:
Jupiter Ventures I, LP
32823 Temecula Pkwy, Ste A
Temecula, CA 92592

Vista del Valle
Monterrey Park Sub 2 Unit 4C
Partial Recoveyance

Phase 58

Space Above This Line for Recorder's Use Only

A.P.N.:

File No.: VDV-A (KS)

SUBSTITUTION OF TRUSTEE AND DEED OF PARTIAL RECONVEYANCE

The undersigned, The City of Imperial, California, as the owner and holder of the Note secured by that certain Deed of Trust dated May 30, 2023, made by Jupiter Ventures I, LP, as Trustor to First American Title, a California corporation as trustee for The City of Imperial, California, as beneficiary, which Deed of Trust was recorded on July 31, 2023, as Instrument No. 2023011799 of Official Records in the Office of the County Recorder of Imperial, California, hereby substitutes itself, The City of Imperial, California, as Trustee in place of the current Trustee thereunder.

The City of Imperial hereby accepts said appointment as trustee under the above Deed of Trust, and as successor Trustee, and pursuant to the request of said owner and holder and in accordance with the provisions of said Deed of Trust, DOES HEREBY PARTIALLY RECONVEY, WITHOUT WARRANTY, TO THE PERSON OR PERSONS LEGALLY ENTITLED THERETO, the estate as shown on Exhibit "A" attached hereto and made a part hereof, now held by it under said Deed of Trust.

The remaining property described in said Deed of Trust shall continue to be held by said Trustee under the terms thereof as provided in said Deed of Trust. This Partial Reconveyance is made without affecting the personal liability of any person or any entity for the payment of the indebtedness mentioned as secured thereby or the unpaid portion thereof, nor shall it affect any rights or obligations of any of the parties of said Deed of Trust as to the remaining property.

IN WITNESS WHEREOF The City of Imperial, California , as the owner and holder of the above described Note and beneficial interest, and as Successor Trustee, has caused this instrument to be executed, as to each respective interest.

Dated: _____

Beneficiary and Substituted Trustee:

The City of Imperial

By: _____
Authorized Signer

A.P.N.: Partial Reconveyance - continued File No.: **VDV-A (KS)**
Date: **July 19, 2024**

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 _____)SS

COUNTY OF _____)

On _____ before me, _____ , Notary Public, personally appeared _____

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. *This area for official notarial seal.*

_____

Notary Signature

EXHIBIT "A"
Legal Description

Real property in the City of Imperial, County of Imperial, State of California, described as follows:

Lot 569-575 of MONTERREY PARK SUBDIVISION NO. 2 – UNIT 4C, in the City of Imperial, County of Imperial, State of California, according to Map on file in Book 28, Page 60 through 62 of Final Maps, in the Office of the County Recorder of Imperial County.

APN: 064-295-075-000

Phase 58

See Sheet 18 of 18

RECORDING REQUESTED BY:
First American Title Company-HSD

AND WHEN RECORDED MAIL DOCUMENT TO:
Jupiter Ventures I, LP
32823 Temecula Pkwy, Ste A
Temecula, CA 92592

Vista del Valle
Monterrey Park Sub 2 Unit 4C
Partial Recoveyance

Phase 59

Space Above This Line for Recorder's Use Only

A.P.N.:

File No.: VDV-A (KS)

SUBSTITUTION OF TRUSTEE AND DEED OF PARTIAL RECONVEYANCE

The undersigned, The City of Imperial, California, as the owner and holder of the Note secured by that certain Deed of Trust dated May 30, 2023, made by Jupiter Ventures I, LP, as Trustor to First American Title, a California corporation as trustee for The City of Imperial, California, as beneficiary, which Deed of Trust was recorded on July 31, 2023, as Instrument No. 2023011799 of Official Records in the Office of the County Recorder of Imperial, California, hereby substitutes itself, The City of Imperial, California, as Trustee in place of the current Trustee thereunder.

The City of Imperial hereby accepts said appointment as trustee under the above Deed of Trust, and as successor Trustee, and pursuant to the request of said owner and holder and in accordance with the provisions of said Deed of Trust, DOES HEREBY PARTIALLY RECONVEY, WITHOUT WARRANTY, TO THE PERSON OR PERSONS LEGALLY ENTITLED THERETO, the estate as shown on Exhibit "A" attached hereto and made a part hereof, now held by it under said Deed of Trust.

The remaining property described in said Deed of Trust shall continue to be held by said Trustee under the terms thereof as provided in said Deed of Trust. This Partial Reconveyance is made without affecting the personal liability of any person or any entity for the payment of the indebtedness mentioned as secured thereby or the unpaid portion thereof, nor shall it affect any rights or obligations of any of the parties of said Deed of Trust as to the remaining property.

IN WITNESS WHEREOF The City of Imperial, California , as the owner and holder of the above described Note and beneficial interest, and as Successor Trustee, has caused this instrument to be executed, as to each respective interest.

Dated: _____

Beneficiary and Substituted Trustee:

The City of Imperial

By: _____
Authorized Signer

A.P.N.: Partial Reconveyance - continued File No.: **VDV-A (KS)**
Date: **October 16, 2024**

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 _____)SS

COUNTY OF _____)

On _____ before me, _____ , Notary Public, personally appeared _____

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. *This area for official notarial seal.*

_____

Notary Signature

EXHIBIT "A"
Legal Description

Real property in the City of Imperial, County of Imperial, State of California, described as follows:

Lot 569-575 of MONTERREY PARK SUBDIVISION NO. 2 – UNIT 4C, in the City of Imperial, County of Imperial, State of California, according to Map on file in Book 28, Page 60 through 62 of Final Maps, in the Office of the County Recorder of Imperial County.

APN: 064-295-075-000

File Number: I-Mont4-4C

Exhibit "A"

Legal Description

Real property in the City of Imperial, County of Imperial, State of California, described as follows:

Lots 500-505 of MONTERREY PARK SUBDIVISION NO. 2 – UNIT 4C, in the City of Imperial, County of Imperial, State of California, according to Map on file in Book 28, Page 60 through 62 of Final Maps, in the Office of the County Recorder of Imperial County.

APN: 064-295-075-000

Phase 59

See Sheet 18 of 18

RECORDING REQUESTED BY:
First American Title Company-HSD

AND WHEN RECORDED MAIL DOCUMENT TO:
Jupiter Ventures I, LP
32823 Temecula Pkwy, Ste A
Temecula, CA 92592

Vista del Valle
Monterrey Park Sub 2 Unit 4C
Partial Recoveyance

Phase 60

Space Above This Line for Recorder's Use Only

A.P.N.:

File No.: VDV-A (KS)

SUBSTITUTION OF TRUSTEE AND DEED OF PARTIAL RECONVEYANCE

The undersigned, The City of Imperial, California, as the owner and holder of the Note secured by that certain Deed of Trust dated May 30, 2023, made by Jupiter Ventures I, LP, as Trustor to First American Title, a California corporation as trustee for The City of Imperial, California, as beneficiary, which Deed of Trust was recorded on July 31, 2023, as Instrument No. 2023011799 of Official Records in the Office of the County Recorder of Imperial, California, hereby substitutes itself, The City of Imperial, California, as Trustee in place of the current Trustee thereunder.

The City of Imperial hereby accepts said appointment as trustee under the above Deed of Trust, and as successor Trustee, and pursuant to the request of said owner and holder and in accordance with the provisions of said Deed of Trust, DOES HEREBY PARTIALLY RECONVEY, WITHOUT WARRANTY, TO THE PERSON OR PERSONS LEGALLY ENTITLED THERETO, the estate as shown on Exhibit "A" attached hereto and made a part hereof, now held by it under said Deed of Trust.

The remaining property described in said Deed of Trust shall continue to be held by said Trustee under the terms thereof as provided in said Deed of Trust. This Partial Reconveyance is made without affecting the personal liability of any person or any entity for the payment of the indebtedness mentioned as secured thereby or the unpaid portion thereof, nor shall it affect any rights or obligations of any of the parties of said Deed of Trust as to the remaining property.

IN WITNESS WHEREOF The City of Imperial, California , as the owner and holder of the above described Note and beneficial interest, and as Successor Trustee, has caused this instrument to be executed, as to each respective interest.

Dated: _____

Beneficiary and Substituted Trustee:

The City of Imperial

By: _____
Authorized Signer

A.P.N.: Partial Reconveyance - continued File No.: **VDV-A (KS)**
Date: **October 16, 2024**

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 _____)SS

COUNTY OF _____)

On _____ before me, _____ , Notary Public, personally appeared _____

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. *This area for official notarial seal.*

_____

Notary Signature

EXHIBIT "A"
Legal Description

Real property in the City of Imperial, County of Imperial, State of California, described as follows:

Lot 569-575 of MONTERREY PARK SUBDIVISION NO. 2 – UNIT 4C, in the City of Imperial, County of Imperial, State of California, according to Map on file in Book 28, Page 60 through 62 of Final Maps, in the Office of the County Recorder of Imperial County.

APN: 064-295-075-000

File Number: I-Mont4-4C

Exhibit "A"

Legal Description

Real property in the City of Imperial, County of Imperial, State of California, described as follows:

Lots 497-499 and 506-508 of MONTERREY PARK SUBDIVISION NO. 2 – UNIT 4C, in the City of Imperial, County of Imperial, State of California, according to Map on file in Book 28, Page 60 through 62 of Final Maps, in the Office of the County Recorder of Imperial County.

APN: 064-295-075-000

Phase 60

See Sheet 18 of 18

RECORDING REQUESTED BY:
First American Title Company-HSD

AND WHEN RECORDED MAIL DOCUMENT TO:
Jupiter Ventures I, LP
32823 Temecula Pkwy, Ste A
Temecula, CA 92592

Space Above This Line for Recorder's Use Only

A.P.N.:

File No.: VDV-A (KS)

SUBSTITUTION OF TRUSTEE AND DEED OF PARTIAL RECONVEYANCE

The undersigned, The City of Imperial, California, as the owner and holder of the Note secured by that certain Deed of Trust dated May 30, 2023, made by Jupiter Ventures I, LP, as Trustor to First American Title, a California corporation as trustee for The City of Imperial, California, as beneficiary, which Deed of Trust was recorded on July 31, 2023, as Instrument No. 2023011799 of Official Records in the Office of the County Recorder of Imperial, California, hereby substitutes itself, The City of Imperial, California, as Trustee in place of the current Trustee thereunder.

The City of Imperial hereby accepts said appointment as trustee under the above Deed of Trust, and as successor Trustee, and pursuant to the request of said owner and holder and in accordance with the provisions of said Deed of Trust, DOES HEREBY PARTIALLY RECONVEY, WITHOUT WARRANTY, TO THE PERSON OR PERSONS LEGALLY ENTITLED THERETO, the estate as shown on Exhibit "A" attached hereto and made a part hereof, now held by it under said Deed of Trust.

The remaining property described in said Deed of Trust shall continue to be held by said Trustee under the terms thereof as provided in said Deed of Trust. This Partial Reconveyance is made without affecting the personal liability of any person or any entity for the payment of the indebtedness mentioned as secured thereby or the unpaid portion thereof, nor shall it affect any rights or obligations of any of the parties of said Deed of Trust as to the remaining property.

IN WITNESS WHEREOF The City of Imperial, California , as the owner and holder of the above described Note and beneficial interest, and as Successor Trustee, has caused this instrument to be executed, as to each respective interest.

Dated: _____

Beneficiary and Substituted Trustee:

The City of Imperial

By: _____
Authorized Signer

A.P.N.: Partial Reconveyance - continued File No.: **VDV-A (KS)**
Date: **October 16, 2024**

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 _____)SS

COUNTY OF _____)

On _____ before me, _____ , Notary Public, personally appeared _____

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. *This area for official notarial seal.*

_____

Notary Signature

EXHIBIT "A"
Legal Description

Real property in the City of Imperial, County of Imperial, State of California, described as follows:

Lot 569-575 of MONTERREY PARK SUBDIVISION NO. 2 – UNIT 4C, in the City of Imperial, County of Imperial, State of California, according to Map on file in Book 28, Page 60 through 62 of Final Maps, in the Office of the County Recorder of Imperial County.

APN: 064-295-075-000

File Number: I-Mont4-4C

Exhibit "A"

Legal Description

Real property in the City of Imperial, County of Imperial, State of California, described as follows:

Lots 494-496 and 509-511 of MONTERREY PARK SUBDIVISION NO. 2 – UNIT 4C, in the City of Imperial, County of Imperial, State of California, according to Map on file in Book 28, Page 60 through 62 of Final Maps, in the Office of the County Recorder of Imperial County.

APN: 064-295-075-000

Phase 61

See Sheet 18 of 18

FM B28 P60

MONTERREY PARK SUBDIVISION NO. 2 - UNIT 4C

A PORTION OF TRACT 46, T.15 S., R.13 E., S.B.M., IN THE CITY OF IMPERIAL, COUNTY OF IMPERIAL, STATE OF CALIFORNIA

SURVEYOR'S STATEMENT:

I, MATTHEW W. SPIRO, HEREBY CERTIFY THAT I AM A LICENSED LAND SURVEYOR OF THE STATE OF CALIFORNIA; THAT THIS MAP CONSISTING OF THREE (3) SHEETS CORRECTLY REPRESENTS A SURVEY MADE UNDER UNDER MY DIRECTION ON JANUARY 26, 2019; THAT THE SURVEY IS TRUE AND COMPLETE AS SHOWN; THAT THE MONUMENTS ARE OF THE CHARACTER AND OCCUPY THE POSITIONS INDICATED (OR THAT THEY WILL BE SET IN SUCH POSITIONS WITHIN SUCH TIME AS IS INDICATED ON THE ATTACHED SHEETS) AND THAT SAID MONUMENTS ARE OR WILL BE SUFFICIENT TO ENABLE THE SURVEY TO BE RETRACED.

LICENSED LAND SURVEYOR MATTHEW W. SPIRO LS8461 EXPIRES 12-31-24 STATE OF CALIFORNIA

MATTHEW W. SPIRO, L.S. 8461
LICENSE EXPIRES 12-31-2024

SURVEYOR'S STATEMENT:

THIS MAP WAS PREPARED BY ME OR UNDER MY DIRECTION AND IS BASED ON A FIELD SURVEY IN CONFORMANCE WITH THE REQUIREMENTS OF THE SUBDIVISION MAP ACT AND LOCAL ORDINANCE AT THE REQUEST OF PACIFIC WEST DEVELOPMENT ON JANUARY 26, 2019. I HEREBY STATE THAT THIS FINAL MAP SUBSTANTIALLY CONFORMS TO THE CONDITIONALLY APPROVED TENTATIVE MAP.

LICENSED LAND SURVEYOR MATTHEW W. SPIRO LS8461 EXPIRES 12-31-24 STATE OF CALIFORNIA

MATTHEW W. SPIRO, L.S. 8461
LICENSE EXPIRES 12-31-2024

ACTING CITY SURVEYOR'S STATEMENT:

I, DAVID BELTRAN, ACTING CITY SURVEYOR FOR THE CITY OF IMPERIAL, HEREBY STATE THAT I HAVE EXAMINED THIS MAP CONSISTING OF THREE (3) SHEETS, THAT THE SUBDIVISION SHOWN HEREWITH IS SUBSTANTIALLY AS IT APPEARED ON THE TENTATIVE MAP AS APPROVED ON JUNE 15, 2005; THAT ALL OF THE PROVISIONS OF LOCAL ORDINANCES AND REQUIREMENTS OF CHAPTER 2, ARTICLE 2 OF THE SUBDIVISION MAP ACT AS AMENDED JANUARY 1, 2016, HAVE BEEN COMPLIED WITH AND THAT I AM SATISFIED THAT THIS MAPS MAP IS TECHNICALLY CORRECT.

DATED THIS 30th DAY OF MAY, 2023

DAVID BELTRAN, PLS 8482
ACTING CITY SURVEYOR
LICENSE EXPIRES 12-31-2024

CITY CLERK'S CERTIFICATE:

I, HEREBY CERTIFY THAT THE CITY COUNCIL OF THE CITY OF IMPERIAL, BY RESOLUTION ADOPTED June 29, 2023, HAS APPROVED THIS MAP AND ACCEPTED ON BEHALF OF THE PUBLIC ALL STREETS AND PUBLIC UTILITIES EASEMENTS OFFERED FOR DEDICATION AS SHOWN HEREWITH.

KRISTINA SHIELDS
CLERK OF THE CITY COUNCIL

SIGNATURE OMISSIONS STATEMENT:

PURSUANT TO SECTION 66436 OF THE SUBDIVISION MAP ACT, THE SIGNATURES OF THE FOLLOWING OWNERS OF EASEMENTS AND/OR OTHER INTEREST HAVE BEEN OMITTED, AND THAT THEIR INTEREST CANNOT RIPEN INTO FEE TITLE.

(A) IMPERIAL LAND COMPANY, AN EASEMENT FOR A RIGHT OF WAY TO CONSTRUCT AND OPERATE IRRIGATION DITCHES, TELEPHONE AND TELEGRAPH LINES, A RAILROAD AND INCIDENTAL PURPOSES AS SET FORTH IN A DOCUMENT RECORDED AUGUST 25, 1909, IN BOOK 27, PAGE 307 OF DEEDS. THE EXACT EXTENT AND LOCATION OF SAID EASEMENT IS NOT DISCLOSED OR RECORD. (NOT PLOTTED)

(B) IMPERIAL LAND COMPANY, AN EASEMENT FOR A RIGHT OF WAY TO CONSTRUCT AND OPERATE IRRIGATION DITCHES, TELEPHONE LINES, A RAILROAD AND INCIDENTAL PURPOSES AS SET FORTH IN A DOCUMENT RECORDED AUGUST 25, 1909, IN BOOK 27, PAGE 308 OF DEEDS. THE EXACT EXTENT AND LOCATION OF SAID EASEMENT IS NOT DISCLOSED OR RECORD. (NOT PLOTTED)

(C) IMPERIAL IRRIGATION DISTRICT, AN EASEMENT FOR POWER LINES AND INCIDENTAL PURPOSES, AS SET FORTH IN A DOCUMENT RECORDED JANUARY 28, 1938, IN BOOK 478, PAGE 547 OF OFFICIAL RECORDS. THE EXACT EXTENT AND LOCATION OF SAID EASEMENT IS NOT DISCLOSED OR RECORD. (NOT PLOTTED)

(D) IMPERIAL IRRIGATION DISTRICT, AN EASEMENT FOR ELECTRICAL POWER, DRAINAGE AND/OR CANAL(S) FACILITIES AND INCIDENTAL PURPOSES, AS DEDICATED ON MAP OF MONTERREY PARK SUBDIVISION NO. 1, RECORDED IN BOOK 24, PAGE 63 OF FINAL MAPS. (PLOTTED HEREON)

(E) COUNTY OF IMPERIAL, AN OVERFLIGHT EASEMENT AS SHOWN ON MAP OF MONTERREY PARK SUBDIVISION NO. 1, RECORDED IN BOOK 24, PAGE 63 OF FINAL MAPS. (BLANKET EASEMENT- NOT PLOTTED)

(F) COUNTY OF IMPERIAL, AN EASEMENT FOR AVIGATION AND INCIDENTAL PURPOSES, RECORDED MAY 5, 2006 AS INST. NO. 2006-022403 OF OFFICIAL RECORDS. (BLANKET EASEMENT- NOT PLOTTED)

(G) UNKNOWN ENTITY(IES) RIGHTS OF THE PUBLIC IN AND TO THAT PORTION OF LAND LYING WIHIN ANY ROAD, STREET, ALLEY OR HIGHWAY. (PLOTTED HEREON)

(H) UNKNOWN ENTITY(IES) WATER RIGHTS, CLAIMS OR TITLE TO WATER, WHETHER OR NOT SHOWN BY THE PUBLIC RECORDS. (NOT PLOTTED)

OVERFLIGHT EASEMENT:

THIS PROPERTY IS IN THE AREA SUBJECT TO OVERFLIGHTS BY AIRCRAFT USING IMPERIAL COUNTY AIRPORT, AND AS A RESULT, RESIDENTS MAY EXPERIENCE INCONVENIENCE, ANNOYANCE OR DISCOMFORT ARISING FROM THE NOISE OF SUCH OPERATIONS. STATE LAW (PUBLIC UTILITIES CODE SECTION 21670 ET. SEQ.) ESTABLISHES THE IMPORTANCE OF PUBLIC USE AIRPORTS TO PROTECTION OF THE PUBLIC INTEREST OF THE PEOPLE OF THE STATE OF CALIFORNIA. RESIDENTS OF PROPERTY NEAR A PUBLIC USE AIRPORT SHOULD THEREFORE BE PREPARED TO ACCEPT SUCH INCONVENIENCE, ANNOYANCE OR DISCOMFORT FROM NORMAL AIRCRAFT OPERATIONS. ANY SUBSEQUENT DEED CONVEYING PARCELS OR LOTS SHALL CONTAIN A STATEMENT IN SUBSTANTIALLY THIS FORM.

SOILS REPORT:

A SOILS REPORT APPLICABLE TO THE LAND INCLUDED WITHIN THIS MAP WAS PREPARED BY LANDMARK CONSULTANTS INC., DATED APRIL1, 2004, UNDER THE DIRECTION OF JEFFREY O. LYON, REGISTERED CIVIL ENGINEER 31921 AS REPORT LE04066. SAID REPORT WAS UPDATED ON SEPTEMBER 16, 2010 AS REPORT UPDATE NO. LE10243, A COPY OF SAID REPORT AND UPDATE IS ON FILE IN THE DEPARTMENT OF PUBLIC WORKS.

SUPPORTING DOCUMENTS:

THE FOLLOWING DOCUMENTS WERE RECORDED AS OFFICIAL RECORDS OF THE COUNTY OF IMPERIAL IN SUPPORT OF THIS FINAL MAP.

TITLE:	SUBDIVISION GUARANTEE	INSTRUMENT NO.	2023011797
TITLE:	TAX CERTIFICATION	INSTRUMENT NO.	2023011796
TITLE:	~~RESOLUTION~~	INSTRUMENT NO.	
TITLE:	~~PUBLIC ROAD AND UTILITY EASEMENT~~	INSTRUMENT NO.	
TITLE:	Subdivision Agreement (Improvement security)	INSTRUMENT NO.	2023011798
TITLE:		INSTRUMENT NO.	
TITLE:	Short Form Deed of Trust (Assignment of Rents)	INSTRUMENT NO.	2023011799

LEGAL DESCRIPTION

BEING A SUBDIVISION OF A PORTION OF REMAINDER PARCEL "A" OF MONTERREY PARK SUBDIVISION NO. 2- UNIT 4A IN THE CITY OF IMPERIAL, AS PER MAP RECORDED IN BOOK 27, PAGE 54 OF FINAL MAPS, IN THE OFFICE OF THE COUNTY RECORDER OF IMPERIAL COUNTY, CALIFORNIA.

OWNER'S CERTIFICATE:

I, HEREBY CERTIFY THAT I AM THE ONLY PARTY HAVING ANY RECORD TITLE INTEREST IN THE LAND SUBDIVIDED AS SHOWN ON THIS MAP, AND WE CONSENT TO THE PREPARATION AND RECORDATION OF THIS FINAL MAP; THAT WE OFFER FOR DEDICATION TO PUBLIC USE ANY STREET AND OTHER PUBLIC EASEMENTS SHOWN UPON SAID MAP AND BEING WITHIN SAID SUBDIVISION.

JUPITER VENTURES I, LP, A CALIFORNIA LIMITED PARTNERSHIP

BY: DANIEL R. DOBZON DATE: 04/13/2023

TITLE: AUTHORIZED SIGNATORY

NOTARY ACKNOWLEDGEMENT

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

STATE OF CALIFORNIA)
COUNTY OF Riverside)

ON 4/13/2023 BEFORE ME: Diana K. Dean, Notary public
PERSONALLY APPEARED Daniel R. Dobzon
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 THE FOREGOING PARAGRAPH IS TRUE AND CORRECT.

WITNESS MY HAND AND OFFICIAL SEAL.

SIGNATURE OF NOTARY PUBLIC

MY PRINCIPLE PLACE OF BUSINESS IS IN Riverside COUNTY.
MY COMMISSION NUMBER: 2289733
MY COMMISSION EXPIRES ON: 6/20/2023

TITLE COMPANY CERTIFICATE:

I, HEREBY CERTIFY THAT THE PERSON(S) SPECIFIED IN THE CERTIFICATES HEREON ARE THE OWNERS, AND THE ONLY ONES WHOSE CONSENT IS NECESSARY TO PASS CLEAR TITLE.

FIRST AMERICAN TITLE COMPANY

TITLE OFFICER Jesus Duran

COUNTY RECORDER'S CERTIFICATE:

FILED THIS 31st DAY OF July, 2023, AT 2:33 O'CLOCK P.M. IN BOOK 28 AT PAGES 60-62, AT THE REQUEST OF RDS AND ASSOCIATES.
~~DOC. NO.~~
~~FEE~~

CHUCK STOREY
COUNTY RECORDER

RDS AND ASSOCIATES

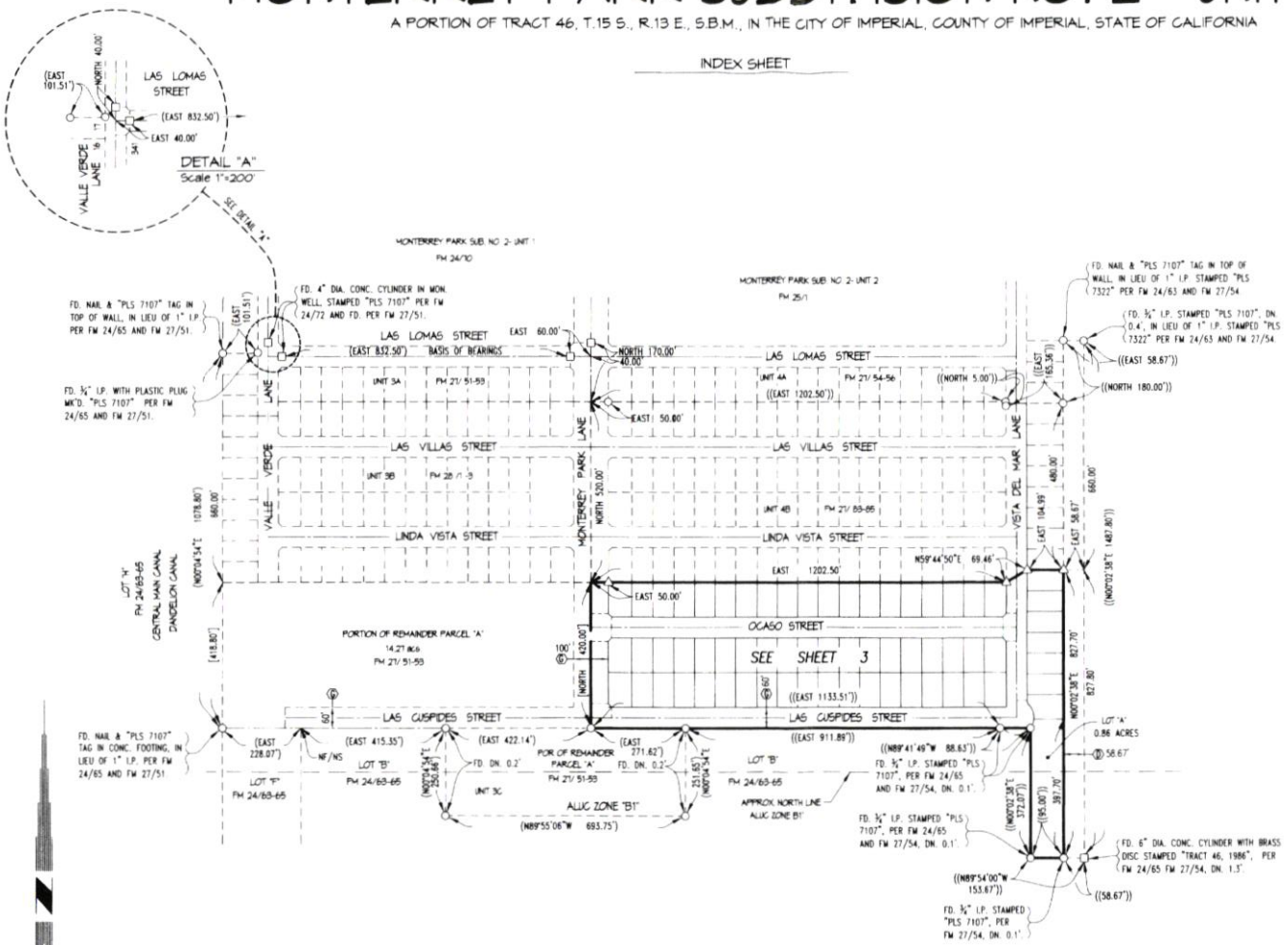
FM B28 P61

SHEET 2 OF 3 SHEETS

MONTERREY PARK SUBDIVISION NO. 2 - UNIT 4C

A PORTION OF TRACT 46, T.15 S., R.13 E., S.B.M., IN THE CITY OF IMPERIAL, COUNTY OF IMPERIAL, STATE OF CALIFORNIA

INDEX SHEET



SURVEYOR'S NOTES:

1. UNLESS SHOWN OTHERWISE ON THIS MAP, ALL LOT CORNERS WILL BE MONUMENTED WITH A 1" IRON PIPE TAGGED "LS 8461" WITHIN 90 DAYS OF THE COMPLETION OF PUBLIC IMPROVEMENTS. IF SAID CORNERS FALL IN AREAS OF CONCRETE, A LEAD AND BRASS TAG STAMPED "LS 8461" SHALL BE PLACED INSTEAD OF THE MENTIONED PIPE.

2. SOME INCREMENTAL DISTANCES INDICATED ON THIS MAP MAY NOT SUM TO THE OVERALL DISTANCES INDICATED DUE TO ROUND-OFF ERROR IN THE INCREMENTAL DISTANCES.

LEGEND:

- ● INDICATES SET 1" IRON PIPE TAGGED "LS 8461", FLUSH, UNLESS NOTED.
- ○ INDICATES FD. ¾" IRON PIPE WITH PLASTIC PLUG STAMPED "PLS 7107", FLUSH, PER FW 27/54-56, UNLESS NOTED.
- □ INDICATES FD. 4" DIA. CONC. CYLINDER STAMPED "PLS 7107", IN MON. WELL BOX, PER FW 27/51-53, UNLESS NOTED.
- △ INDICATES FD. 1" IRON PIPE TAGGED "LS 8461"", FLUSH, PER MONTERREY PARK SUBDIVISION NO. 2- UNIT 4B, PER FW 27/ 83-85, UNLESS NOTED.
- [ ] INDICATES MEASURED AND RECORD DATA PER FINAL MAP OF MONTERREY PARK SUBDIVISION NO. 2, UNIT 3B, AS RECORDED IN BOOK 28 OF FINAL MAPS, PAGES 1-3, IN THE OFFICE OF THE IMPERIAL COUNTY RECORDER.
- ( ) INDICATES MEASURED AND RECORD DATA PER FINAL MAP OF MONTERREY PARK SUBDIVISION NO. 2, UNIT 3A, AS RECORDED IN BOOK 27 OF FINAL MAPS, PAGES 51-53, IN THE OFFICE OF THE IMPERIAL COUNTY RECORDER.
- (( )) INDICATES MEASURED AND RECORD DATA PER FINAL MAP OF MONTERREY PARK SUBDIVISION NO. 2, UNIT 4A, AS RECORDED IN BOOK 27 OF FINAL MAPS, PAGES 54-56, IN THE OFFICE OF THE IMPERIAL COUNTY RECORDER.
- (ALUC) INDICATES AIRPORT LAND USE COMPATIBILITY PLAN WITH 1996 REVISIONS
- (A) INDICATES EASEMENT AS NOTED UNDER SIGNATURE OMISSION STATEMENT ON SHEET 1.
- ——— INDICATES SUBDIVISION BOUNDARY LINE

THE TOTAL AREA WITHIN THE DISTINCTIVE BOUNDARY LINE IS 15.22 ACRES.

BASIS OF BEARINGS

THE BASIS OF BEARINGS FOR THIS SURVEY IS BASED ON THE CENTERLINE OF LAS LOMAS STREET ACCORDING TO FINAL MAP FOR MONTERREY PARK SUBDIVISION NO. 2, UNIT 3A, AS RECORDED IN BOOK 27 OF FINAL MAPS, PAGES 51-53, IN THE OFFICE OF THE IMPERIAL COUNTY RECORDER; BEING "EAST".

GRAPHIC SCALE

200 0 100 200 400 600

(IN FEET)

1 inch = 200 ft

RDS AND ASSOCIATES

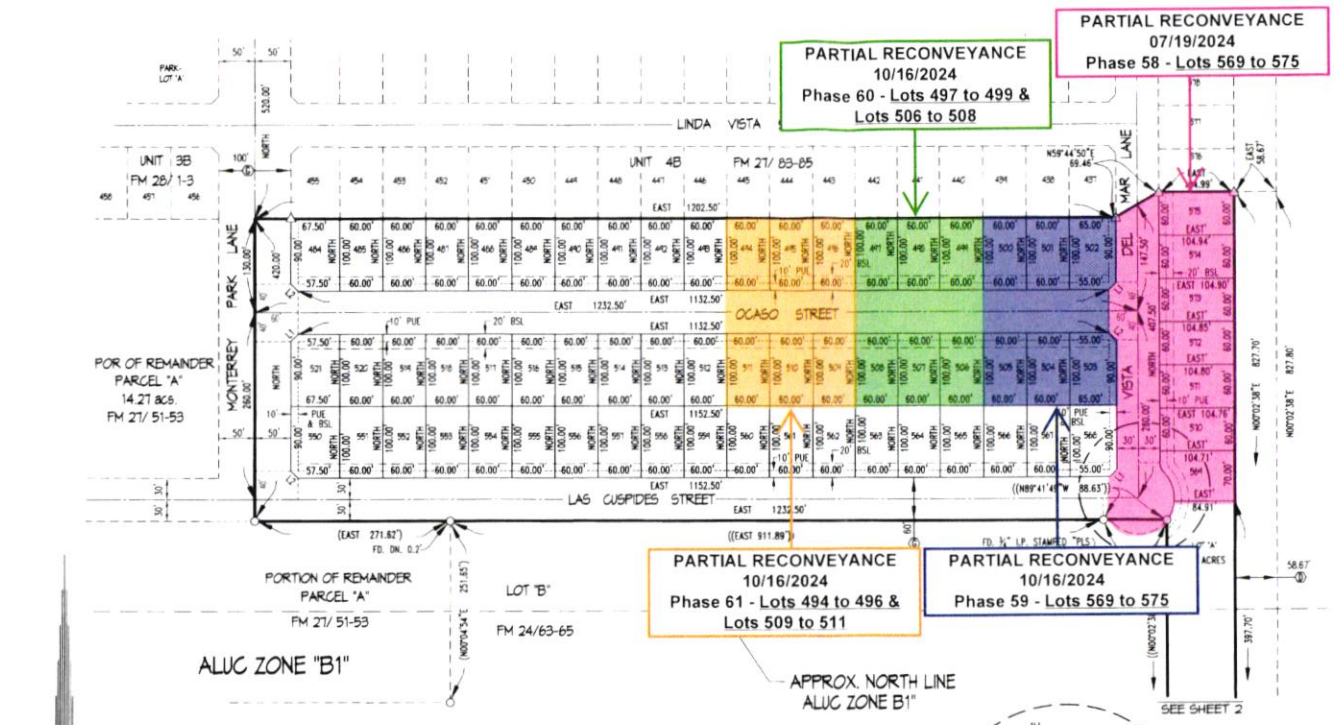
SHEET 17 OF 18

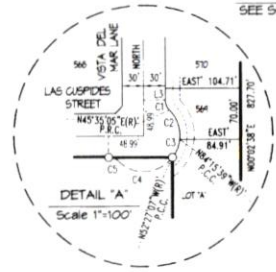
FM B28 P62

SHEET 3 OF 3 SHEETS

MONTERREY PARK SUBDIVISION NO. 2 - UNIT 4C

A PORTION OF TRACT 46, T.15 S., R.13 E., S.B.M., IN THE CITY OF IMPERIAL, COUNTY OF IMPERIAL, STATE OF CALIFORNIA





LINE DATA TABLE

LINE	BEARING	LENGTH
L1	N45°00'00"E	14.14'
L2	N45°00'00"W	14.14'
L3	NORTH	16.01'

CURVE DATA TABLE - See Detail "A"

CURVE	DELTA	RADIUS	LENGTH	
C1	Δ=44°24'56"	R=20.00'	L=15.50'	
C2	Δ=50°09'17"	R=50.00'	L=43.77'	
C3	Δ=31°48'55"	R=50.00'	L=27.76'	
C4	Δ=96°52'15"	R=50.00'	L=84.54'	M&R PER FM 24/73
C5	Δ=44°24'55"	R=20.00'	L=15.50'	M&R PER FM 24/73

Scale 1"=100'

GRAPHIC SCALE

100 0 50 100 200 300

(IN FEET)

1 inch = 100 ft.

SURVEYOR'S NOTES:

1. UNLESS SHOWN OTHERWISE ON THIS MAP, ALL LOT CORNERS WILL BE MONUMENTED WITH A 1" IRON PIPE TAGGED "LS 8461" WITHIN 90 DAYS OF THE COMPLETION OF PUBLIC IMPROVEMENTS. IF SAID CORNERS FALL IN AREAS OF CONCRETE, A LEAD AND BRASS TAG STAMPED "LS 8461" SHALL BE PLACED INSTEAD OF THE MENTIONED PIPE.

2. SOME INCREMENTAL DISTANCES INDICATED ON THIS MAP MAY NOT SUM TO THE OVERALL DISTANCES INDICATED DUE TO ROUND-OFF ERROR IN THE INCREMENTAL DISTANCES.

LEGEND:

- ● INDICATES SET 1" IRON PIPE TAGGED "LS 8461", FLUSH, UNLESS NOTED.
- ○ INDICATES FD. ¾" IRON PIPE WITH PLASTIC PLUG STAMPED "PLS 7107", FLUSH, PER FM 27/54-56, UNLESS NOTED.
- □ INDICATES FD. 4" DIA. CONC. CYLINDER STAMPED "PLS 7107", IN MON. WELL BOX, PER FM 27/51-53, UNLESS NOTED.
- △ INDICATES FD. 1" IRON PIPE TAGGED "LS 8461"", FLUSH, PER MONTERREY PARK SUBDIVISION NO. 2- UNIT 4B, PER FM 27/ 83-85, UNLESS NOTED.
- [ ] INDICATES MEASURED AND RECORD DATA PER FINAL MAP OF MONTERREY PARK SUBDIVISION NO. 2, UNIT 3B, AS RECORDED IN BOOK 28 OF FINAL MAPS, PAGES 1-3, IN THE OFFICE OF THE IMPERIAL COUNTY RECORDER.
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- (ALUC) INDICATES AIRPORT LAND USE COMPATIBILITY PLAN WITH 1996 REVISIONS
- PUE INDICATES PUBLIC UTILITY EASEMENT DEDICATED HEREON
- BSL INDICATES BUILDING SETBACK LINE SHOWN HEREON
- (A) INDICATES EASEMENT AS NOTED UNDER SIGNATURE OMISSION STATEMENT ON SHEET 1.
- ——— INDICATES SUBDIVISION BOUNDARY LINE

THE TOTAL AREA WITHIN THE DISTINCTIVE BOUNDARY LINE IS 15.22 ACRES.

BASIS OF BEARINGS

THE BASIS OF BEARINGS FOR THIS SURVEY IS BASED ON THE CENTERLINE OF LAS LOMAS STREET ACCORDING TO FINAL MAP FOR MONTERREY PARK SUBDIVISION NO. 2, UNIT 3A, AS RECORDED IN BOOK 27 OF FINAL MAPS, PAGES 51-53, IN THE OFFICE OF THE IMPERIAL COUNTY RECORDER, BEING "EAST".

RDS AND ASSOCIATES

SHEET 18 OF 18

Agenda Item No. C-1

DATE SUBMITTED	3/11/26	COUNCIL ACTION	(X)
SUBMITTED BY	City Manager's Office	PUBLIC HEARING REQUIRED	( )
DATE ACTION REQUIRED	3/18/26	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
		ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:

1. Appointment of three (3) members to the Library Board of Trustees.

DEPARTMENT INVOLVED:

BACKGROUND/SUMMARY:

There are three vacancies on the Library Board of Trustees.

Two of the vacancies are for expired terms currently held by Valentina Estes and Mia Hernandez. Both board members have expressed interest in being reappointed to new terms ending on June 30, 2028.

The third vacancy is for an unexpired term created by Ivonne Sotomayor's resignation. This appointment would fill the remainder of her term, ending on June 30, 2027.

In total, there are three vacancies and four interested applicants, including the two current board members seeking reappointment. Staff has verified that all applicants are registered voters in the City of Imperial. Their applications are attached.

FISCAL IMPACT: NOT TO EXCEED No fiscal impact	FINANCE INITIALS
STAFF RECOMMENDATION: Reappoint Board Members Estes and Hernandez to new terms ending on 6/30/2028 and appoint one new member to fill the unexpired vacancy with a term ending 6/30/2027.	DEPT. INITIALS A.D.
MANAGER'S RECOMMENDATION: Consider making three appointments or provide further direction.	CITY MANAGER's INITIALS

MOTION:

SECONDED:	APPROVED ( )	REJECTED ( )
AYES:	DISAPPROVED ( )	DEFERRED ( )
NAYES:		
ABSENT:	REFERRED TO:	

From: The City of Imperial
To: Aimee Osuna; Alissa Ulloa; City Clerk
Subject: [FORM]: Imperial Library Board Trustee Application
Date: Wednesday, June 11, 2025 6:25:34 PM

Submitted on Wed, 06/11/2025 - 18:25

Submitted by: Anonymous

Submitted values are:

Name
Susan Zarate-Sandoval

Telephone

Address

Email

Appointment Type
New Appointment

How many years have you lived in Imperial?
19

Are you a registered City of Imperial voter?
Yes

Are you presently employed?
Yes

Employer/Position
Imperial Unified School District/Library Clerk

Have you served on a city commission or committee before?
No

Summarize why you wish to serve on the Imperial Public Library Board of Trustees, include any special qualifications or education which are particularly appropriate to the position of Trustee.
I wish to serve on the Imperial Public Library Board of Trustees because I am passionate about literacy, lifelong learning, and ensuring equal access to resources for all members of our community. With over 25 years of experience running school book fairs and actively promoting reading programs, I have developed a strong understanding of how libraries can positively impact youth and families. I have also volunteered in various community events and held leadership roles that required collaboration, budgeting, and planning—skills that align

well with the responsibilities of a trustee. My commitment to education, community engagement, and public service makes me eager to contribute to the continued success and growth of our library.

What do you see as the objectives and goals of the Library Board?
The objectives and goals of the Library Board should focus on ensuring that the library remains a welcoming, accessible, and resource-rich environment for all members of the community. Key goals include:

Supporting literacy and lifelong learning by promoting programs and services that meet the educational and recreational needs of all age groups.

Ensuring equitable access to books, technology, and digital resources, especially for underserved populations.

Advocating for library funding and resources to maintain and improve facilities, staff, and programming.

Building strong community partnerships to enhance outreach and engagement.

Upholding transparency and accountability in governance and decision-making to ensure the library serves the public interest.

How would you help to achieve these objectives and goals?
To help achieve the objectives and goals of the Library Board, I would:

Advocate for community needs by listening to residents, library staff, and patrons to ensure decisions reflect the diverse needs of our community.

Support programming and outreach by volunteering time, promoting events, and helping to develop ideas that expand literacy and learning opportunities for all age groups.

Promote equity and access by working to ensure library services and resources are inclusive,

bilingual when needed, and accessible to all, especially underserved families.

Assist in fundraising and partnerships by seeking out grants, community sponsors, and local collaborations that help sustain and grow library services.

Stay informed and engaged by attending meetings, participating in training, and staying up to date on library trends and policies to make informed contributions.

By bringing my passion for education, community service, and literacy, I would actively support the board's mission and strengthen the library's role as a vital community resource.

Do you or immediate family members have any relationship (professional, financial, other) that may present a potential conflict of interest? (Please explain)
No.

From: The City of Imperial
To: Aimee Osuna; Alissa Ulloa; City Clerk
Subject: [FORM]: Imperial Library Board Trustee Application
Date: Tuesday, June 17, 2025 12:08:55 PM

Submitted on Tue, 06/17/2025 - 12:08

Submitted by: Anonymous

Submitted values are:

Name
Mia Hernandez

Telephone

Address

Appointment Type
Reappointment

How many years have you lived in Imperial?
17

Are you a registered City of Imperial voter?
Yes

Are you presently employed?
Yes

Employer/Position
BHE Renewables, Community Relations Representative

Have you served on a city commission or committee before?
Yes

If yes, which city and when
City of Imperial, 2022

Position
Imperial Public Library Board of Trustees

Summarize why you wish to serve on the Imperial Public Library Board of Trustees, include any special qualifications or education which are particularly appropriate to the position of Trustee.

I wish to continue serving on the Imperial Public Library Board of Trustees as we have made meaningful progress in the last three years. The library needs visionaries, supporters, and advocates to do what they do. Through this term, I've gained a deeper understanding of the trustee role and the broader responsibilities it entails. With the library facing critical funding challenges at both state and federal levels, it's clear that advocacy beyond the City of Imperial will be essential to help preserve and secure resources for libraries across the board. This work requires a combination of strategy, strong networks, and persistence. I am confident that I bring the right experience and dedication to continue being that advocate for both our library and community.

What do you see as the objectives and goals of the Library Board?
The mission and vision of the library is to serve all the patrons who walk through its doors, whether they are here to borrow a book or simply enjoying a welcoming space. Our library is continuously evolving, attracting new patrons with diverse and changing needs. As a library board, our role is to support and advocate for the library by understanding these needs and making informed recommendations for adjustment when necessary. Our goal is to always improve the library, ensuring that our team has the resources and support to do their best work. This could mean advocating for facility request or upgrades to our city council, identifying surplus items in the library, or even pushing for additional staff. The library board serves as the voice of the library to the city council, while also helping to mitigate risks and ensure the library remains a vital community resource.

How would you help to achieve these objectives and goals?
I will continue to help achieve these goals by doing what I've been doing: showing up, speaking up, and advocating for necessary changes. I visit the library regularly to assess how we can best support the team and think creatively about how to meet their needs. Being present and open to feedback is crucial, not only does it build trust, but it allows us to identify areas where support is truly needed. The real work happens when we take that feedback and figure out the best ways to provide that support. Already being in this space, I am committed to continuing this work. It's time to roll up our sleeves and advocate for the resources we need, ensuring our leaders understand the urgency of this issue and work with us to secure the necessary support.

Do you or immediate family members have any relationship (professional, financial, other) that may present a potential conflict of interest? (Please explain)
No

From: The City of Imperial
To: Aimee Osuna; Alissa Ulloa; City Clerk
Subject: [FORM]: Imperial Library Board Trustee Application
Date: Friday, June 20, 2025 4:05:40 PM

Submitted on Fri, 06/20/2025 - 16:05

Submitted by: Anonymous

Submitted values are:

Name
Madeline George

Telephone

Address

Email

Appointment Type
New Appointment

How many years have you lived in Imperial?
28

Are you a registered City of Imperial voter?
Yes

Are you presently employed?
Yes

Employer/Position
Imperial Unified School District

If you are retired, what was your previous occupation?
Teacher

Have you served on a city commission or committee before?
No

If yes, which city and when
Imperial

Summarize why you wish to serve on the Imperial Public Library Board of Trustees, include any special qualifications or education which are particularly appropriate to the position of Trustee.

I am an avid reader and a promoter of reading with my students and my peers

What do you see as the objectives and goals of the Library Board?
Provide programs as well as books to the community. Educate and support our community. Encourage reading and advocate for the library given current federal trends

How would you help to achieve these objectives and goals?
Create more contact points with the students / schools and community members of our town. Create more interest and opportunities for the students to come to the library. Classes. Tutoring.

Do you or immediate family members have any relationship (professional, financial, other) that may present a potential conflict of interest? (Please explain)
None

From: The City of Imperial
To: Aimee Osuna; Alissa Ulloa; City Clerk
Subject: [FORM]: Imperial Library Board Trustee Application
Date: Wednesday, June 25, 2025 10:41:30 AM

Submitted on Wed, 06/25/2025 - 10:41

Submitted by: Anonymous

Submitted values are:

Name
Valentina Estes Valentina Estes

Telephone

Address

Email

Appointment Type
Reappointment

How many years have you lived in Imperial?
5

Are you a registered City of Imperial voter?
Yes

Are you presently employed?
Yes

Employer/Position
Manager/owner

Have you served on a city commission or committee before?
Yes

If yes, which city and when
Imperial

Position
Library Trustee

Summarize why you wish to serve on the Imperial Public Library Board of Trustees, include any special qualifications or education which are particularly appropriate to the position of Trustee.

I’m proud of what we’ve accomplished so far, but there’s more to do. I want to keep contributing my experience, energy, and ideas to help the library adapt and grow especially as we face new challenges and opportunities in the years ahead.

What do you see as the objectives and goals of the Library Board?
To explore arts, culture, and global perspectives through books, films, music, and events.

How would you help to achieve these objectives and goals?
Align my personal goals with those of the institution.
To ensures my efforts support the library’s long-term direction.
Advocate for the library at community
meetings, local government events, or with stakeholders.
Promote the library’s services through word-of-mouth, social media, or local networks.

Do you or immediate family members have any relationship (professional, financial, other) that may present a potential conflict of interest? (Please explain)
No

Agenda Item No. C-2

DATE SUBMITTED	3/11/26	COUNCIL ACTION	(X)
SUBMITTED BY	PUBLIC SERVICES	PUBLIC HEARING REQUIRED	( )
DATE ACTION REQUIRED	3/18/26	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
		ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: **DISCUSSION/ACTION:**

Adopt Plans and Specifications and Authorize Public Re-Bidding for the City of Imperial Wastewater Treatment Plant Demolition Project; Bid 2025-19; CIP #849

BACKGROUND/SUMMARY:

On January 21, 2026, under Agenda Item C-2, the City Council approved rejecting all bids received for Project No. 2025-19 in the city's best interest and authorized staff to rebid the project.

Project estimate, plans, and specifications have since been updated. The scope of work includes demolition work at the City of Imperial Wastewater Treatment Plant and improvements to repair a minor channel leak at the Ultraviolet Disinfection Facility.

The project will be bid in accordance with the Public Contract Code (PCC). The project plans and specifications will be on file with the City Clerk at City Hall, 420 S. Imperial Ave., Imperial, CA 92251.

This item requests City Council approval to adopt the revised plans and specifications and authorize staff to advertise and solicit bids for Project No. 2025-19.

FISCAL IMPACT:

Funds to cover associated costs will be expended from enterprise funds. The project is in the Capital Improvement Plan. CIP Project No. 849

Account 54-849-5210

FINANCE INITIALS: VMS

STAFF RECOMMENDATION:

Approve request

DEPT. INITIALS:

MANAGER'S RECOMMENDATION:

authorize re-bid

CITY MANAGER's INITIALS: DHM

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

CITY OF IMPERIAL

WASTEWATER TREATMENT
PLANT DEMOLITION PROJECT

CONTRACT DOCUMENTS
SPECIAL CONDITIONS
CIVIL TECHNICAL SPECIFICATIONS
ELECTRICAL TECHNICAL SPECIFICATIONS

February 18, 2026



CITY OF IMPERIAL BID NO. 2025-019
THG PROJECT NUMBER: 173.138

CITY OF IMPERIAL

NOTICE INVITING SEALED BIDS

City of Imperial – Wastewater Treatment Plant Demolition Project

BID NO. 2025-19

PUBLIC NOTICE IS HEREBY GIVEN that the City of Imperial, as CITY, invites sealed bids for the above stated project and will receive such bids in the offices of the City Clerk at 420 S. Imperial Avenue, Imperial, California 92251 up to the hour of **3:00 P.M. Thursday, April 16, 2026**, at which time they will be publicly opened and read aloud. A bid summary will then be prepared and posted.

A **Mandatory** Pre-Bid meeting will be conducted at **10:00 AM on Tuesday, April 7, 2026** at City Hall located at 420 S. Imperial Ave., Imperial, California 92251 to be followed by a Field Walkthrough at the project site.

The work to be done consists of furnishing all materials, equipment, tools, labor and incidentals as required by the contract documents for demolition work at the City of Imperial Wastewater Treatment Plant. The project will also include improvements to repair a minor channel leak at the Ultraviolet Disinfection Facility.

Bid packages are available at City Hall, 420 S. Imperial Avenue, Imperial, California 92251 upon payment of a $175.00 non-refundable fee ($200.00 if mailed). Only those firms who have purchased the bid documents will be provided any addendums that may be issued for this project prior to the bid opening date.

Any contract entered into pursuant to this notice will incorporate the provisions of the State Labor Code of the State of California. Compliance with the State prevailing rates of wages and apprenticeship employment standards established by the State director of Industrial Relations will be required. Affirmative action to ensure against discrimination in employment practices on the basis of race, color, national origin, ancestry, sex, or religion will also be required.

This project is funded with local funds and does not have a specific contract Disadvantaged Businesses Enterprises (DBE) Contract Goal.

The Contractor's compliance with Executive Order 11246 and the regulations in 41 CFR Part 60-4 shall be based on its implementation of the Equal Opportunity Clause, specific affirmative action obligations required by the specifications set forth in 41 CFR 60-4.3(a), and its efforts to meet the goals established for the geographical area where the contract resulting from the solicitation is to be performed. The hours of minority and female employment and training must be substantially uniform through the duration of the contract, and in each trade, and the Contractor shall make a good faith effort to employ women and minority individuals evenly on each of its projects.

The transfer of minority or female employees or trainees from contractor to contractor or from project to project for the sole purpose of meeting the Contractor's goals shall be a violation of the contract, the Executive Order, and the regulations in 41 CFR Part 60-4. Compliance with the goals will be measured against the total work hours performed.

Each bid must be accompanied by a guaranty of cash, certified check, cashier's check or bid bond made payable to the City of Imperial for an amount equal to at least ten percent (10%) of the bid. Such guaranty to be forfeited should the bidder to whom the contract is awarded fails to enter the contract. All guaranties to be returned after the contract is awarded.

In conformance with the State of California Public Contract Code Section 22300, the contractor may substitute securities for any funds withheld by the City to ensure performance under the contract.

At request and expense of the contractor, securities equivalent to the amount withheld shall be deposited with the City or with a State or Federally chartered bank as the escrow agent who shall pay such funds to the contractor upon notification by the City of contractor's satisfactory completion of contract.

The type of securities deposited and the method of release shall be approved by the City Attorney's office.

As used in this notice, and in the contract resulting from this solicitation, the “covered area” is in the City of Imperial in Imperial County, State of California.

The contract documents call for monthly payments based upon the engineer’s estimate of the work completed. The City of Imperial will retain five (5) percent of each progress payment as security for completion of the balance of the work. At the request and expense of the successful bidder, the City will pay the amounts so retained upon compliance with the requirements of Public Contract Code Section 22300 and the provisions of the contract documents pertaining to Substitution of Securities.

Bids must be prepared on the approved proposal forms in conformance with the Instructions to Bidders and submitted in a sealed envelope plainly marked on the outside;

ATTN: CITY CLERK: SEALED BID FOR:

City of Imperial - Wastewater Treatment Plant Demolition Project

BID NO. 2025-19

The Proposal should be delivered in a sealed envelope no later than 3:00 P.M. **Thursday, April 16, 2026**, addressed as follows:

Jenell Guerrero, MPA – Public Services Manager
City of Imperial ● Public Services Department
420 S. Imperial Avenue, Imperial, CA 92251

Questions concerning the proposal should be directed to Jenell Guerrero, MPA – Public Services Manager with the City of Imperial at (760) 355-3336 or via email: jguerrero@cityofimperial.org.

Clarification desired by a proposer shall be requested in writing by 12:00 P.M. on April 10, 2026. Clarifications to plan holder questions will be responded to via Addendum. Oral explanation or instructions shall not be considered binding on behalf of the City.

Any modifications to this solicitation will be issued by the City as a written addendum.

The City will not consider proposals received after the specified time and date.

This RFP does not commit the City of Imperial to award a contract or pay any costs associated with the preparation of a Proposal.

The City of Imperial reserves the right to reject any or all bids, to award each item separately, delete portions of the work, and/or waive any informality on any bid. No bid may be withdrawn for 60 days after the time set for the opening thereof.

Failure by the successful bidder to enter into a contract with the City or to deliver goods and/or services in accordance with the bid may result in a declaration by the City that the bidder is not a responsible bidder, and elimination from consideration in future bidding.

No contractor or subcontractor may be listed on a bid proposal for a public works project (submitted on or after March 1, 2015) unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1 (a)]. No contractor or subcontractor may be awarded a contract for public work on a public works project (awarded on or after April 1, 2015) unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5. This project is subject to compliance monitoring and enforcement by the Department of Industrial Relations. Any bid submitted by a contractor or subcontractor not properly licensed and not registered with the Department of Industrial Relations shall be considered non-responsive and will be rejected.

At the time of contract award, the prime contractor shall possess a Class “A” contractor’s license and/or any combination of “C” specialty contractor’s license(s) sufficient to perform the work.

Dated this _____ day of _____, 2026.

By: _____
Kristina Shields – City Clerk

City of Imperial
420 S. Imperial Avenue
Imperial, CA 92251
(760) 355-4373

CITY OF IMPERIAL

INSTRUCTIONS TO BIDDERS

City of Imperial - Wastewater Treatment Plant Demolition Project

BID NO. 2025-19

PROPOSAL FORMS

Bids shall be submitted in writing on the Bid Proposal forms provided by the CITY. All information requested therein must be clearly and legibly set forth in the manner and form indicated. The CITY will not consider any bid proposal not meeting these requirements and/or not submitting all forms requested herein.

PROPOSAL GUARANTEE (BID BOND)

Proposals must be accompanied by a proposal guarantee consisting of a certified check or bid bond payable to the CITY in the amount of (10%) of the total amount Bid. Any proposal not accompanied by such a guarantee will not be considered. If a bidder to whom a contract is awarded fails or refuses to execute the contract documents or furnish the required insurance policies and bonds as set forth in those documents, the proposal guarantee shall be forfeited to the CITY. The proposal guarantees of all bidders will be held until the successful bidder has properly executed all contract documents.

NON-COLLUSION AFFIDAVIT

Bidder shall declare that the only persons or parties interested in the proposal as principals are those named therein; that no officer, agent, or employee of the CITY is personally interested, directly or indirectly, in the proposal; that the proposal is made without connection to any other individual, firm, or corporation making a bid for the same work; and that the proposal is in all respects fair and without collusion or fraud. The Non-Collusion Affidavit shall be executed and submitted with the proposal.

PROPOSAL BID SHEET

Bidders shall give a lump sum for each and all the items set forth. The bidder shall set forth for each item of work, in clearly legible figures, a lump sum price for the item in the respective spaces provided for this purpose. A portion of the Quantities for this project are contained in Special Conditions Table D to give an indication of the general scope of work, but the accuracy of figures is approximate, and the bidder is required to make his/her own estimates from the drawings and archived documents. If there is a discrepancy in the summation of the lump sum bid items Total Base Bid Amount between the Total Base Bid Amount listed by the contractor on the Bid Form and the mathematically correct Total Base Bid Amount, then the mathematically correct Total Base Bid Amount will prevail.

No bidder may withdraw his proposal for a period of sixty (60) days after the time set for opening thereof. However, the CITY will return all proposal guarantees within ten (10) days after the award of the contract or rejection of the bids, as the case may be, to the respective bidders whose proposals they accompany.

DELIVERY OF PROPOSAL

Proposals may be mailed or delivered by messenger. However, it is the bidder's responsibility alone to ensure delivery of the proposal to the hands of the CITY's designated official prior to the bid opening hour stipulated in the "Notice Inviting Sealed Bids." Late proposals will not be considered. Proposals shall be enclosed in a sealed envelope plainly marked on the outside**,**

ATTN: CITY CLERK: SEALED BID FOR:

WITHDRAWAL OF PROPOSALS

A proposal may be withdrawn by a written request signed by the bidder. Such requests must be delivered to the CITY's designated official prior to the bid opening hour stipulated in the "Notice Inviting Sealed Bids". The withdrawal of a proposal will not prejudice the right of the bidder to submit a new proposal, providing there is time to do so. Proposals may not be withdrawn after said hour without forfeiture of the proposal guarantee.

IRREGULAR PROPOSALS

Unauthorized conditions, limitations, or provisions attached to a proposal will render it irregular and may cause its rejection. The completed proposal forms shall be without interlineations, alterations, or erasures. Alternative proposals will not be considered unless specifically requested. No oral, telegraphic, or telephonic proposal, modification, or withdrawal will be considered.

TAXES

No mention shall be made in the proposal of Sales Tax, Use Tax, or any other tax, as all amounts bid will be deemed and held to include any such taxes, which may be applicable.

DISQUALIFICATION OF BIDDERS

In the event that any bidder acting as a prime contractor has an interest in more than one proposal, all such proposals will be rejected, and the bidder will be disqualified.

This restriction does not apply to subcontractors or suppliers who may submit quotations to more than one bidder, and while doing so, may also submit a formal proposal as a prime contractor.

No contract will be executed unless the bidder is licensed in accordance with the provisions of the State Business and Professions Code.

INTERPRETATION OF PLANS AND DOCUMENTS

If any person contemplates submission of a bid for the proposed contract and is in doubt as to the true meaning of any part of the services to be performed, he may submit to the Engineer of the CITY a written request for an interpretation or correction thereof. The person submitting the request will be responsible for its prompt delivery.

Any interpretation or correction of the proposed documents shall be made only by addendum duly issued and copy of such addendum will be mailed or delivered to each person receiving a set of such documents.

The Engineer will not be responsible for any other explanation or interpretations of the proposed documents.

ADDENDA OR BULLETINS

All bidders are advised as to the possibility of issuance of addenda affecting the items, scope or quantity of the work required for this project. Each bidder shall be fully responsible for informing himself as to whether or not any such addenda have been issued. The effect of all addenda to the Contract Documents shall be considered in the bid, and said addenda shall be made a part of the contract documents and shall be returned with them. Failure to cover in his bid any such addenda issued may render his bid irregular and may result in its rejection by the CITY.

LEGAL RESPONSIBILITIES

All proposals must be submitted, filed, made, and executed in accordance with State and Federal laws relating to bids for contracts of this nature whether the same are

expressly referred to herein or not.

Any Bidder submitting a proposal shall by such action thereby agree to each and all of the terms, conditions, provisions, and requirements set forth, contemplated, and referred to in the Contract Documents, and to full compliance therewith.

AWARD OF CONTRACT

Following a review of the bids, the CITY shall determine whether to award the contract or to reject all bids. The award of contract, if made, will be to the lowest responsible Bidder as determined solely by the CITY. At the time of contract award, the successful Bidder shall hold a Class A Contractors License or a combination of Class C license(s), as required to perform the work, issued by the State of California.

Additionally, the CITY reserves the right to reject any or all proposals, to accept any bid or portion thereof, to waive any irregularity, and to take the bids under advisement for the period of time stated in the "Notice Inviting Sealed Bids", all as may be required to provide for the best interests of the CITY. In no event will an award be made until all necessary investigations are made as to the responsibility and qualifications of the Bidder to whom the award is contemplated.

No bidder may withdraw his proposal for a period of sixty (60) days after the time set for opening thereof. However, the CITY will return all proposal guarantees within ten (10) days after the award of the contract and execution of the contract documents or rejection of the bids, as the case may be, to the respective bidders whose proposals they accompany.

LABOR CODE

Pursuant to the provisions of Section 1773 of the Labor Code of the State of California (herein referred to as Labor Code), the CITY has obtained the general provisions rate of per diem wages and the general prevailing rate for holiday and overtime work in this locality for each craft, classification or type of workman needed to execute the contract from the Director of the Department of Industrial Relations. These rates are on file with the Clerk of the CITY.

Travel and subsistence payments to each workman needed to execute the work shall be made as such travel and subsistence payments are defined in the applicable collective bargaining agreements filed in accordance with Section 1773.8 of the Labor Code.

The Contractor shall comply with the provisions of Section 1774 of the Labor Code. Failure to comply with the subject section will subject the Contractor to penalty and forfeiture provisions of Section 1775 of the Labor Code.

Pursuant to the provisions of Section 1770 of the Labor Code, the general prevailing rate of wages has been ascertained (which rate includes employer payments for health and welfare, vacation, pension and similar purposes) applicable to the work to be done, for straight time, overtime, Saturday, Sunday and holiday work. The holiday wage rate listed shall be applicable to all holidays recognized in the collective bargaining agreement of the particular craft, classification or type of workmen concerned.

The CITY will not recognize any claim for additional compensation because of the payment by the Contractor of any wage rate in excess of the prevailing wage rate set forth in the contract. The possibility of wage increases is one of the elements to be considered by the Contractor in determining his bid, and will not under any circumstances be considered as the basis of a claim against the CITY on the contract.

The CONTRACTOR and subcontractors shall comply with Section 1777.6 of the Labor Code which stipulates that it shall be unlawful to refuse to accept otherwise

qualified employees as registered apprentices solely on the grounds of race, religious creed, color, national origin, ancestry, sex, or age, of such employee, except as provided in Section 3077 of the Labor Code.

WORKMAN'S COMPENSATION CERTIFICATE

Section 3700 of the Labor Code requires that every employer shall secure the payment of compensation by either being insured against liability to pay compensation with one or more insurers or by securing a certificate of consent to self-insure from the State Director of Industrial Relations.

In accordance with this section and with Section 1861 of the Labor Code, the contractor shall sign a Compensation Insurance Certificate, which is included with the Contract Agreement, and submit same to City along with the other required contract documents, prior to performing any work. Reimbursement for this requirement shall be considered as included in the various items of work.

CLAYTON ACT AND CARTWRIGHT ACT

Section 4551 of the State Government Code specifies that in executing a public works contract with the CITY to supply goods, services or materials, the Contractor or Subcontractor offers and agrees to assign to the CITY all rights, title and interest in and to all causes of action it may have under Section 4 of the Clayton Act (15 U.S.C. Sec. 15) or under the Cartwright Act (Chapter 2 commencing with Sec. 16700) of Part 2 of Division 7 of the Business and Professions Code, arising from purchase of goods, services or materials pursuant to the contract or subcontract. This assignment shall become effective when the CITY tenders final payment to the Contractor without further acknowledgment by the parties.

SUBSTITUTION OF SECURITIES

In conformance with the State of California Public Contract Code Section 22300, the contractor may substitute securities for any funds withheld by the CITY to ensure performance under the contract.

At the request and expense of the contractor, securities equivalent to the amount withheld shall be deposited with the City or with a State or Federally chartered bank as the escrow agent who shall pay such funds to the contractor upon notification by CITY of Contractor's satisfactory completion of the contract.

The type of securities deposited and the method of release shall be approved by the City Attorney's office.

SUBLETTING AND SUBCONTRACTING

Pursuant to the Subletting and Subcontracting Fair Practices Act (commencing with Section 4100 of the Government Code), bidders are required to list in their proposal the name and location of place of business of each subcontractor who will perform work or labor or render services in or about the construction of the work or improvement or a subcontractor who specially fabricates and installs a portion of the work or improvement according to detailed drawings contained in the Plans and Specifications in excess of 1/2 of 1% of this prime contractor's total bid. Failure to list a subcontractor for a portion of the work means that the prime contractor will do that portion of the work. It is the Agency's intent for the Subletting and Subcontracting Fair Practices Act to apply to all phases of the work.

CITY BUSINESS LICENSE

The Contractor shall obtain a City of Imperial Business License prior to the City's issuing the Notice to Proceed. The annual fee for the Business License is ninety-six dollars ($96.00).

CITY OF IMPERIAL
BID PROPOSAL
For

City of Imperial - Wastewater Treatment Plant Demolition Project
BID NO. 2025-19

TO CITY OF IMPERIAL, as CITY:

In accordance with CITY's "Notice Inviting Sealed Bids", the undersigned BIDDER hereby proposes to furnish all materials, equipment, tools, labor, and incidentals required for the above stated project as set forth in the Contract Documents, and to perform all work in the manner and time prescribed.

BIDDER declares that this proposal is based upon careful examination of the work site, Plans, Specifications, Instructions to Bidders, and Contract Documents. If this proposal is accepted for award, BIDDER agrees to enter into a contract with the CITY at the unit and/or lump sum prices set forth in the following Proposal Bid Sheet. BIDDER understands that failure to enter into a contract in the manner and time prescribed will result in forfeiture to the CITY of the Bid Bond accompanying this proposal.

BIDDER understands that a bid is required for the entire work that the estimated quantities set forth in the Specifications are solely for the purpose of assisting in determining the work to be completed, and that final compensation under the contract will be based upon the lump sum work satisfactorily completed. It is agreed that the unit and/or lump sum prices bid include all appurtenant expenses, taxes, royalties, and fees. In the case of discrepancies in the amounts bid, unit prices shall govern over extended amounts and the mathematically correct sum of all items shall prevail over a mathematically incorrect sum written on the bid form.

BIDDER agrees and acknowledges that he is aware of the provisions of Section 3700 of the Labor Code which requires every employer to be insured against liability for workman's compensation or to undertake self-insurance in accordance with the provisions of that code, and that the BIDDER will comply with such provisions of that code before commencing the performance of this Contract if awarded it.

BIDDER certifies that in all previous contracts or subcontracts, all reports which may have been due under the requirements of any agency, State, or Federal equal employment opportunity orders have been satisfactorily filed, and that no such reports are currently outstanding.

BIDDER declares that the only persons or parties interested in this proposal as principals are those named herein; that no officer, agent, or employee of the CITY is personally interested, directly or indirectly, in this proposal; that this proposal is made without connection to any other individual, firm, or corporation making a bid for the same work; and that this proposal is in all respects fair and without collusion or fraud.

BIDDER certifies that affirmative action has been taken to seek out and consider disadvantaged business enterprises for those portions of the work to be subcontracted, and that such affirmative actions have been carefully documented, that said documentation is open to inspection, and that said affirmative action will remain in effect for the life of any contract awarded hereunder. Furthermore, BIDDER certifies that affirmative action will be taken to meet all equal employment opportunity requirements of the contract documents.

DATED:_____, 2026

BIDDER'S ADDRESS:

_____

_____

_____

TELEPHONE #:_____

FAX #:_____

BIDDER:_____

BY:_____

TITLE:_____

BIDDER'S INFORMATION

BIDDER certifies that the following information is true and correct:

Bidder's Name _____

Business Address _____

Telephone _____

State Contractor's License No. and Class _____

Original Date Issued _____ Expiration Date _____

The following are the names, titles, addresses, and phone numbers of all individuals, firm members, partners, joint ventures, and/or corporate officers having a principal interest in this proposal:

_____

_____

_____

_____

The dates of any voluntary or involuntary bankruptcy judgments against any principal having an interest in this proposal are as follows:

_____

_____

_____

_____

All current and prior DBA's, alias, and/or fictitious business names for any principal having an interest in this proposal are as follows:

_____

_____

_____

CONTRACTOR'S LICENSING STATEMENT

The undersigned is licensed in accordance with the laws of the State of California providing for the registration of Contractors.

Contractor's License Number:_____

Name of Individual Contractor (Print or type):_____

_____

Signature of Owner:_____

Business Address:_____

_____

Or

Name of Firm:_____

Business Address:_____

_____

Name:_____ Title:_____

Address:_____

_____

Or

Name of Corporation:_____

Corporation Address:_____

_____

Corporation organized under the laws of the State of_____

_____
Signature of President of Corporation

_____
Signature of Secretary of Corporation

LIST OF SUBCONTRACTORS

BIDDER proposes to subcontract certain portions of the work, and to procure materials and equipment from suppliers and vendors as follows:

Name Under Which Subcontractor Is Licensed	Specific License of No.	Address Office Mill/Shop	Percent of Total Contract	Description of Subcontract

LIST OF CONTRACTORS, SUBCONTRACTORS OR SUBCONTRACTORS TO SUBCONTRACTORS COMPLETING ASBESTOS ABATEMENT WORK ON THIS PROJECT

NAME AND ADDRESS OF CONTRACTOR, SUBCONTRACTOR OR SUBCONTRACTOR TO A SUBCONTRACTOR (INCLUDE TELEPHONE NUMBER AND EMAIL ADDRESS)	CONTRACTOR'S, SUBCONTRACTOR'S OR SUBCONTRACTOR TO A SUBCONTRACTOR STATE OF CALIFORNIA DEPARTMENT OF CONSUMER AFFAIRS LICENSE NUMBER (C-21, C-22, A OR B)	ASBESTOS CERTIFICATION NUMBER OF QUALIFYING INDIVIDUAL (IF NOT POSSESSING A C-22 LICENSE)	CAL/OSHA ASBESTOS REGISTRATION NUMBER	DIR NUMBER
COMPANY NAME ADDRESS PHONE EMAIL				

*LIST OF CONTRACTORS, SUBCONTRACTORS OR SUBCONTRACTORS TO SUBCONTRACTORS COMPLETING **LEAD** ABATEMENT WORK ON THIS PROJECT*

NAME AND ADDRESS OF CONTRACTOR, SUBCONTRACTOR OR SUBCONTRACTOR TO A SUBCONTRACTOR (INCLUDE TELEPHONE NUMBER AND EMAIL ADDRESS)	CONTRACTOR'S, SUBCONTRACTOR'S OR SUBCONTRACTOR TO A SUBCONTRACTOR STATE OF CALIFORNIA DEPARTMENT OF CONSUMER AFFAIRS LICENSE NUMBER (C-21, C-33, A OR B)	EPA RENOVATION, REPAIR AND PAINTING FIRM CERTIFICATION NUMBER	DIR NUMBER
COMPANY NAME ADDRESS PHONE EMAIL			

REFERENCES

The following are the names, addresses, and phone numbers for three public agencies for which BIDDER has performed similar work within the past two years:

DESIGNATION OF SURETIES

The following are the names, addresses, and phone numbers for all brokers and sureties from whom BIDDER intends to procure insurance and bonds:

CITY OF IMPERIAL

BID BOND

City of Imperial - Wastewater Treatment Plant Demolition Project
BID NO. 2025-19

KNOW ALL MEN BY THESE PRESENTS that _____, as BIDDER, and _____, as SURETY, are held and firmly bound unto the CITY OF IMPERIAL, as CITY, in the penal sum of _____ dollars ($_____), which is ten percent (10%) of the total amount bid by BIDDER to the CITY for the above stated project, for the payment of which sum, BIDDER and SURETY agree to be bound, jointly and severally, firmly by these presents.

THE CONDITIONS OF THIS OBLIGATION ARE SUCH that, whereas BIDDER is about to submit a bid to CITY for the above stated project, if said bid is rejected, or if said bid is accepted and a contract is awarded and entered into by BIDDER in the manner and time specified, then this obligation shall be null and void, otherwise it shall remain in full force and effect in favor of AGENCY.

WITNESS our hands this ____ day of _____, 2026.

(seal)

_____
CONTRACTOR (CORPORATION) – TYPE

By:_____
President

By_____
Secretary/Treasurer

NOTE: SIGNATURE OF CORPORATE OFFICIALS MUST BE NOTARIZED.

Subscribed and sworn to before me
this _____ day of _____, 2026.

Notary Public_____

(Page 1 of 2)

SURETY'S NAME-TYPE

Mailing Address

By:
Name

Title

NOTE: SIGNATURE OF SURETY MUST BE NOTARIZED.

Subscribed and sworn to before me
this _____ day of _____, 2026.

Notary Public

(seal)

NON-COLLUSION AFFIDAVIT

STATE OF CALIFORNIA)
) SS
COUNTY OF_____)

_____being first duly sworn deposes and says that he is_____ (sole owner, a partner, president, etc.) of _____the party making the foregoing bid; that such bid is not made in the interest of or behalf of any undisclosed person, partnership, company, association, organization or corporation, that such bid is genuine and not collusive or a sham, that said bidder has not directly or indirectly induced or solicited any other bidder to put in a sham bid, or that anyone shall refrain from bidding, that said bidder has not in any manner, directly or indirectly sought by agreements, communication or conference with anyone to fix the bid price of said bidder or of any other bidder, or to fix the overhead, profit, or cost element of such bid price, or of that of any other bidder, or to secure any advantage against the public body awarding the contract or anyone interested in the proposed contract; that all statements contained in such bid are true, and further, that said bidder has not, directly or indirectly submitted his bid price, or any breakdown thereof, or the contents thereof, or divulged information or data relative thereto, or paid and will not pay any fee in connection, organization, bid depository, or to any member or persons as have a partnership or other financial interest with said bidder in his general business.

Signed:_____

Title:_____

Subscribed and sworn to before me
this _____ day of _____,2026.

Notary Public_____

CITY OF IMPERIAL

BASE BID PROPOSAL (Items 1–8)

FOR

City of Imperial - Wastewater Treatment Plant Demolition Project
BID NO. 2025-19

Item No.	Description	Lump Sum Amount
1.	**Mobilization** including city business license per instruction for bidders, establishing a staging area as required, providing electrical power for the site as required, Payment Bond, Performance Bond, Insurance, moving equipment and materials to the project site, providing a potable water supply for construction personnel, providing night lighting as required; providing temporary restroom facilities for construction personnel, meeting attendance, administration items such as payment request, change orders, request for information forms, submittals and similar administrative items.	$_____
2.	Complete demolition and improvements to the **Operations Building** and area surrounding the Operations Building including the retaining wall in accordance with plan sheets 1, 2, 3, 10, 11, 12, 20, 21, 22, 23 and 29; Technical Specifications; Special Conditions: Notice Inviting Sealed Bids; Instruction to Bidders; Bid Proposal; Contract Agreement; General Specifications and any Addendum(a) complete in its entirety of the lump sum indicated.	$_____

Item No.	Description	Lump Sum Amount
3.	Complete demolition of **Clarifier Number 1** and the area surrounding Clarifier Number 1 in accordance with plan sheets 1, 2, 4, 13 and 29; Technical Specifications; Special Conditions; Notice Inviting Sealed Bids; Instruction to Bidders; Bid Proposal; Contract Agreement; General Specifications and any Addendum(a) complete in its entirety of the lump sum indicated.	$_____
4.	Complete demolition of **Clarifier Number 2** and the area surrounding Clarifier Number 2 in accordance with plan sheets 1, 2, 5, 14 and 29: Technical Specifications; Special Conditions; Notice Inviting Sealed Bids; Instruction to Bidders; Bid Proposal; Contract Agreement; General Specifications and any Addendum(a) complete in its entirety of the lump sum indicated.	$_____
5.	Complete demolition and improvements to the **Sludge Pump Station** and surrounding area including the scum pit in accordance with plan sheets 1, 2, 6, 7, 15, 16, 17, 24, 25, 26, 27 and 28; Technical Specifications; Special Conditions: Notice Inviting Sealed Bids; Instruction to Bidders; Bid Proposal; Contract Agreement; General Specifications and any Addendum(a) complete in its entirety of the lump sum indicated.	$_____

Item No.	Description	Lump Sum Amount
6.	Complete improvements to the **Ultraviolet Disinfection Facility** in accordance with plan sheets 1, 2, 8 and 18; Technical Specifications; Special Conditions: Notice Inviting Sealed Bids; Instruction to Bidders; Bid Proposal; Contract Agreement; General Specifications and any Addendum(a) complete in its entirety of the lump sum indicated.	$_____
7.	Complete demolition of the **Septic Dump Structure** and surrounding area in accordance with plan sheets 1, 2 and 9; Technical Specifications; Special Conditions: Notice Inviting Sealed Bids; Instruction to Bidders; Bid Proposal; Contract Agreement; General Specifications and any Addendum(a) complete in its entirety of the lump sum indicated.	$_____
8.	Complete **Site Grading** in accordance With plan sheets 1, 2 and 30; Technical Specifications; Special Conditions: Notice Inviting Sealed Bids; Instruction to Bidders; Bid Proposal; Contract Agreement; General Specifications and any Addendum(a) complete in its entirety of the lump sum indicated.	$_____

CITY OF IMPERIAL
BASE BID PROPOSAL

NOTE 1: IF THERE IS A DISCREPANCY IN THE SUMMATION OF THE LUMP SUM BID ITEMS TOTAL BASE BID AMOUNT BETWEEN THE TOTAL BASE BID AMOUNT LISTED BY THEIR CONTRACTOR ON THE BID FORM AND THE MATHEMATICALLY CORRECT TOTAL BASE BID, THEN THE MATHEMATICALLY CORRECT TOTAL BASE BID AMOUNT WILL PREVAIL.

***NOTE 2: THE LOWEST RESPONSIVE BID WILL BE BASED ON THE* LOWEST MATHEMATICALLY CORRECT TOTAL BASE BID PROPOSAL AMOUNT.**

TOTAL AMOUNT OF **BASE BID** PROPOSAL – ITEMS 1 THROUGH 8 (FIGURES)_____

_____

TOTAL AMOUNT OF **BASE BID** PROPOSAL – ITEMS 1 THROUGH 8 (WORDS)_____

_____

ADDENDUM ACKNOWLDGEMENT

City of Imperial – Wastewater Treatment Plant Demolition Project

The Bidder acknowledges receipt of the following agenda issued for the *City of Imperial Wastewater Treatment Plant Demolition Project*. The Bidder understands that all requirements, revisions, and clarifications contained in the addenda are incorporated into the Bid Documents and are included in the Bidder's proposal.

Addendum Number	Date Issued	Initial of Bidder
Addendum No. 1		
Addendum No. 2		
Addendum No. 3		
Addendum No. 4		
Addendum No. 5		

BID PROPOSAL

IN WITNESS WHEREOF, BIDDER executes and submits this bid proposal with the names, titles, hands, and seals of all forenamed principals this_____day of _____, 2026.

Bidder:_____

By:_____

Title:_____

Telephone No.:_____

Subscribed and sworn to this _____ day of _____, 2026.

NOTARY PUBLIC_____

AGENCY acknowledges this proposal was received and opened at the time and in the place specified, and that it was accompanied by the required guarantee in the amount of ten percent (10%) of the total bid.

By:_____

Title:_____

CITY OF IMPERIAL

CONTRACT AGREEMENT

City of Imperial - Wastewater Treatment Plant Demolition Project
BID NO. 2025-19

THIS CONTRACT AGREEMENT is made and entered into for the above stated project this _____day of _____, 2026, BY AND BETWEEN THE CITY OF Imperial, as the CITY, and _____, as CONTRACTOR.

WITNESSETH that the CITY and CONTRACTOR have mutually agreed as follows:

ARTICLE I

The contract documents for the aforesaid project shall consist of the Notice Inviting Sealed Bids, Instructions to Bidders, Proposal, General Specifications, Standard Specifications, Special Provisions, Technical Specifications, Special Conditions, Contract Agreement, General Specifications, Plans, and all referenced specifications and appendices; together with this Contract Agreement and all required bonds, insurance certificates, permits, notices, and affidavits; and also including any and all addenda or supplemental agreements clarifying, amending, or extending the work contemplated as may be required to insure its completion in an acceptable manner. All of the provisions of said contract documents are made a part hereof as though fully set forth herein.

ARTICLE II

For and in consideration of the payments and agreements to be made and performed by the CITY, the CONTRACTOR agrees to furnish all materials and perform all work required for the above stated project, and to fulfill all other obligations as set forth in the aforesaid contract documents.

ARTICLE III

CONTRACTOR agrees to receive and accept the lump sum prices set forth in the Proposal as the basis for compensation for furnishing all materials, performing all work, and fulfilling all obligations hereunder. Said compensation shall cover all expenses, losses, damages, and consequences arising out of the nature of work during its progress or prior to its acceptance including those for well and faithfully completing the work and the whole thereof in the manner and time specified in the aforesaid contract documents; and also including those arising from actions of the elements, unforeseen difficulties or obstructions encountered in the prosecution of the work, suspension or discontinuance of the work, and all other unknowns or risks of any description connected with the work.

ARTICLE IV

The CITY hereby promises and agrees to employ, and does hereby employ, CONTRACTOR to provide the materials, do the work, and fulfill the obligations according to the terms and conditions herein contained and referred to, for the lump sum amounts aforesaid, and hereby contracts to pay the same at the time, in the manner, and upon the conditions set forth in the contract documents.

ARTICLE V

CONTRACTOR acknowledges the provisions of the State Labor Code requiring every employer to be insured against liability for worker's compensation, or to undertake self-insurance in accordance with the provisions of that code, and certifies compliance with such provisions.

ARTICLE VI

CONTRACTOR agrees to indemnify and hold harmless the CITY and all of its officers and agents from any claims, demands, or causes of action, including related expenses, attorney's fees, and costs, based on, arising out of, or in any way related to the work undertaken by CONTRACTOR hereunder.

ARTICLE VII

CONTRACTOR affirms that the signatures, titles, and seals set forth hereinafter in execution of this Contract Agreement represent all individuals, firm members, partners, joint ventures, and/or corporate officers having a principal interest herein.

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

CITY:	CONTRACTOR:
_____	_____
_____ MAYOR – CITY OF IMPERIAL	_____ (CORPORATION NAME –TYPE)
ATTEST:_____	BY: _____
	TITLE:_____
	BY:_____
	TITLE:_____

_____
KRISTINA SHIELDS
CITY CLERK - CITY OF IMPERIAL

NOTE: SIGNATURES OF CORPORATE OFFICIALS AND SURETY MUST BE NOTARIZED.

Subscribed before me on this _____ day of _____, 2026.

_____
Notary Public

(SEAL)

My commission expires:_____

CONTRACT PERFORMANCE BOND

(CALIFORNIA PUBLIC WORK)

KNOW ALL MEN BY THESE PRESENTS:

THAT WHEREAS, the CITY OF IMPERIAL (sometimes referred to hereinafter as "Obligee") has awarded to _____(hereinafter designated as the "Contractor"), an agreement for the work described as follows:

City of Imperial - Wastewater Treatment Plant Demolition Project
BID NO. 2025-19

(hereinafter referred to as the "Public Work"); and

WHEREAS, the work to be performed by the Contractor is more particularly set forth in that certain contract for the said Public Work dated_____ ,(hereinafter referred to as the "Contract"), which Contract is incorporated herein by this reference; and

WHEREAS, the Contractor is required by said Contract to perform the terms thereof and to provide a bond both for the performance and guaranty thereof.

NOW, THEREFORE, we, _____, the undersigned Contractor, as Principal, and _____ _____, a corporation organized and existing under the laws of the State of _____, and duly authorized to transact business under the laws of the State of California, as Surety, are held and firmly bound unto the City of Imperial in the sum of_____ _____Dollars ($_____) said sum being not less than one hundred percent (100%) of the total amount payable by the said Obligee under the terms of the said Contract, for which amount will and truly to be made, we bind ourselves, our heirs, executors and administrators, successors and assigns, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION IS SUCH, that, if the bounden Contractor, his or its heirs, executors, administrators, successors or assigns, shall in all things stand to and abide by, and will and truly keep and perform the covenants, conditions and agreements in the said Contract and any alteration thereof made as therein provided, on his or its part, to be kept and performed at the time and in the manner therein specified, and in all respects according to their intent and meaning; and shall faithfully fulfill the one year guarantee of all materials and workmanship; and indemnify and save harmless the Obligee, its officers and agents, as stipulated in said Contract, then this obligation shall become null and void; otherwise it shall be and remain in full force and effect.

The said Surety, for value received, 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 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.

No final settlement between the Obligee and the Contractor shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

Contractor and Surety agree that if the Obligee is required to engage the services of an attorney in connection with enforcement of the bond, each shall pay Obligee's reasonable attorney's fees incurred, with or without suit, in addition to the above sum.

IN WITNESS WHEREOF, we have hereunto set our hands and seals this _____ day of _____, 2026.

PRINCIPAL/CONTRACTOR:

_____

By:_____

SURETY:

_____

By:_____
Attorney-in-Fact

The rate of premium on this bond is _____ per thousand.

The total amount of premium charged: $_____

(The above must be filled in by corporate surety).

IMPORTANT: Surety companies executing bonds must possess a certificate of authority from the California Insurance Commissioner authorizing them to write surety insurance defined in Section 105 of the California Insurance Code, and if the work or project is financed, in whole or in part, with federal, grant or loan funds, it must also appear on the Treasury Department's most current list (Circular 570 as amended). **THIS IS A REQUIRED FORM**.

Any claims under this bond may be addressed to:

(Name and Address of Surety) _____

_____

_____

_____

(Name and Address of agent or representative for service of process in California if different from above) _____

_____

_____

(Telephone Number of Surety and agent or representative for service of process in California). _____

STATE OF CALIFORNIA)
) ss.
COUNTY OF _____)

On this _____ day of _____, in the year 2026, before me, _____, a Notary Public in and for said State, personally appeared _____, known to me to be the person whose name is subscribed to the within instrument as the Attorney-in-Fact of the _____ (Surety) thereto and his own name as Attorney-in-Fact.

_____
Notary Public in and for said State

(SEAL)

My Commission expires: _____

NOTE: A copy of the power of attorney to local representatives of the bonding company must be attached hereto.

PAYMENT BOND
(CALIFORNIA PUBLIC WORK)

KNOW ALL MEN BY THESE PRESENTS:

THAT WHEREAS, the City of Imperial (sometimes referred to hereinafter as "Obligee") has awarded to(hereinafter designated as the "Contractor"), an agreement dated _____ _____, described as follows:

City of Imperial - Wastewater Treatment Plant Demolition Project
BID NO. 2025-19

(hereinafter referred to as the "Contract"): and

WHEREAS, said Contractor is required to furnish a bond in connection with said Contract, and pursuant to Section 3247 of the California Civil Code;

NOW, THEREFORE, We, _____, the undersigned Contractor, as Principal; and _____, a corporation organized and existing under the laws of the State of _____, and duly authorized to transact business under the laws of the State of California, as Surety, are held and firmly bound unto the City of Imperial and to any and all persons, companies or corporations entitled to file stop notices under Section 3181 of the California Civil Code, in the sum of _____ _____Dollars ($_____) said sum being not less than one hundred percent (100%) of the total amount payable by the said Obligee under the terms of the said Contract, for which payment will and truly to be made, we bind ourselves, our heirs, executors and administrators, successors and assigns, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION IS SUCH that, if said Contractor, his or its heirs, executors, administrators, successors or assigns, or Sub-contractors, shall fail to pay for any materials, provisions or other supplies, implements, machinery or power used in, upon for or about the performance of the Public Work contracted to be done, or to pay any person for any work or labor of any kind, or for bestowing skills or other necessary services thereon, or for amounts due under the Unemployment Insurance Code with respect to such work or labor, or for any amounts required to be deducted, withheld, and paid over to the Employment Development Department from the wages of employees of paid Contractor and his Subcontractors pursuant to Section 13020 of the Unemployment Insurance Code with respect to such work and labor as required by the provisions of Section 3247 through 3252 of the Civil Code, the Surety or Sureties hereon will pay for same in an amount not exceeding the sum specified in this bond, otherwise the above obligation shall be void. In addition to the provisions hereinabove, it is agreed that this bond will inure to the benefit of any and all persons, companies and corporations entitled to serve stop notices under Section 3181 of the Civil Code, so as to give a right of action to them or their assigns in any suit brought upon this bond.

The Surety, for value received, hereby stipulates and agrees that no change, extension of time, alteration or additions to the terms of the said Contract or to the work to be performed thereunder or 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.

No final settlement between the Obligee and the Contractor hereunder shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

Contractor and Surety agree that if the Obligee is required to engage the services of an attorney in connection with the enforcement of this bond, each shall pay Obligee's reasonable attorney's fees incurred, with or without suit, in addition to the above sum.

IN WITNESS WHEREOF, we have hereunto set our hands and seal this _____day of _____, 2026.

PRINCIPAL/CONTRACTOR:

_____

By:_____

SURETY:_____

By:_____
Attorney-in-Fact

IMPORTANT: Surety companies executing bonds must possess a certificate of authority from the California Insurance Commissioner authorizing them to write surety insurance defined in Section 105 of the California Insurance Code, and if the work or project is financed, in whole or in part, with federal, grant or loan funds, it must also appear on the Treasury Department's most current list (Circular 570 as amended). **THIS IS A REQUIRED FORM**.

Any claims under this bond may be addressed to:

(Name and Address of Surety) _____

_____

_____

_____

(Name and Address of agent or representative for service of process in California if different from above) _____

_____

_____

(Telephone Number of Surety and agent or representative for service of process in California). _____

STATE OF CALIFORNIA)
) ss.
COUNTY OF _____)

On this_____ day of_____, in the year 2026, before me, _____, a Notary Public in and for said State personally appeared_____ _____, known to me to be the person whose name is subscribed to the within instrument as the Attorney-in-Fact of the_____(Surety) and acknowledged to me that he subscribed the name of the _____ _____(Surety) thereto and his own name as Attorney-in-Fact.

_____
Notary Public in and for said State

(SEAL)

My Commission expires:_____

Note: A copy of the power of attorney to local representatives of the bonding company must be attached hereto.

GENERAL LIABILITY ENDORSEMENT

CITY OF IMPERIAL
420 S. Imperial Ave.
Imperial, CA 92251

A. POLICY INFORMATION Endorsement #_____

1. Insurance Company:_____

   Policy Number:_____

2. Policy Term: (From)_____(To)_____

   Endorsement Effective Date:_____

3. Named Insured:_____

4. Address of Named Insured:_____

   _____

5. Limit of Liability Any One Occurrence/Aggregate:
   $_____

6. Deductible or Self-Insured Retention (Nil unless otherwise specified):
   $_____

7. Coverage is equivalent to:

   Comprehensive General Liability form GL0002_____

   _____

   Commercial General Liability "Occurrence" form CG0001_____

   _____

8. Bodily Injury and Property Damage Coverage is:_____"occurrence"

Note: The City of Imperial standard insurance requirements specify "occurrence" coverage. "Claims-made" coverage is not acceptable. If commercial general liability form or equivalent is used, the general aggregate must apply separately to this location/project or the general aggregate must be twice the occurrence limit.

9. Description of Project:_____

   _____

   _____

B. POLICY AMENDMENTS

This endorsement is issued in consideration of the policy premium. Notwithstanding any inconsistent statement in the policy to which this endorsement is attached or any other endorsement attached thereto, it is agreed as follows:

1. INSURED. As respects any work performed on the above-described Project, the City of Imperial, its elected or appointed officers, officials, employees, consulting engineers, and volunteers are included as insured with regard to damages and defense of claims arising from: (a) activities performed by or on behalf of the Named Insured, (b) products and completed operations of the Named Insured, or (c) premises owned, leased or used by the Named Insured.

1. CONTRIBUTION NOT REQUIRED. As respects: (a) work performed by the Named Insured on the above-described Project for or on behalf of the City of Imperial; or (b) products sold by the Named Insured to the City of Imperial for use on the Project; or (c) premises leased by the Named Insured from the City of Imperial, the insurance afforded by this policy shall be primary insurance as respects the City of Imperial, its elected or appointed officers, officials, employees, consulting engineers, or volunteers; or stand in an unbroken chain of coverage excess of the Named Insured schedule underlying primary coverage. In either event, any other insurance maintained by the City of Imperial, its elected or appointed officers, officials, employees, consulting engineers, or volunteers shall be in excess of this insurance and shall not contribute with it.

3. SCOPE OF COVERAGE. This policy, if primary, affords coverage at least as broad as:

   (1) Insurance Services Office form number GL 0002 (Ed. 1/73), Comprehensive General Liability Insurance and Insurance Services Office form number GL 0404 Broad Form Comprehensive General Liability endorsement; or

   (2) Insurance Services Office Commercial General Liability Coverage, "occurrence" form CG 0001; or

   (3) If excess, affords coverage which is at least as broad as the primary insurance forms referenced in the preceding sections (1) and (2).

4. SEVERABILITY OF INTEREST. The insurance afforded by this policy applies separately to each insured who is seeking coverage or against whom a claim is made or a suit is brought, except with respect to the Company's limit of liability.

5. PROVISIONS REGARDING THE INSURED'S DUTIES AFTER ACCIDENT OR LOSS. Any failure to comply with reporting provisions of the policy shall not affect coverage provided to the City Imperial, its elected or appointed officer, officials, employees, consulting engineers or volunteers.

6. CANCELLATION NOTICE. The insurance afforded by this policy shall not be suspended, voided, canceled, reduced in coverage or in limits except after thirty (30) days prior written notice by certified mail return receipt requested has been given to the City of Imperial. Such notice shall be addressed as shown in the heading of this endorsement.

C. INCIDENT AND CLAIM REPORTING PROCEDURE

Incidents and claims are to be reported to the insurer at:

ATTN:_____
(Title) (Department)

_____
(Company)

_____
(Street Address)

_____
(City) (State) (Zip Code)

_____
(Telephone Number)

D. SIGNATURE OF INSURER OR AUTHORIZED REPRESENTATIVE OF THE INSURER

I, _____, warrant that I have authority to bind the listed Insurance company and by my signature hereon do so bind this company.
(print/type name)

_____
SIGNATURE OF AUTHORIZED REPRESENTATIVE (Original Signature required on endorsement furnished to the City of Imperial)

ORGANIZATION:_____

TITLE:_____

ADDRESS:_____

TELEPHONE:_____

AUTOMOBILE LIABILITY ENDORSEMENT

CITY OF IMPERIAL
420 S. Imperial Ave.
Imperial, CA 92251

A. POLICY INFORMATION Endorsement #_____

1. Insurance Company:_____

   Policy Number:_____

2. Policy Term: (From) _____(To)_____

   Endorsement Effective Date:_____

3. Named Insured:_____

4. Address of Named Insured:_____

5. Limit of Liability Any One Occurrence/Aggregate
   $_____

6. Deductible or Self-Insured Retention (Nil unless otherwise specified):
   _____

B. POLICY AMENDMENTS

This endorsement is issued in consideration of the policy premium. Notwithstanding any inconsistent statement in the policy to which this endorsement is attached or any other endorsement attached thereto, it is agreed as follows:

1. *INSURED*. The City of Imperial, its elected or appointed officers, officials, consulting engineers, employees and volunteers are included as insured with regard to damages and defense of claims arising from: the ownership, operation, maintenance, use, loading or unloading of any auto owned, leased, hired or borrowed by the Named Insured, regardless of whether liability is attributable to the Named Insured or a combination of the Named Insured and the City of Imperial, its elected or appointed officers, officials, employees, consulting engineers or volunteers.

2. CONTRIBUTION NOT REQUIRED. As respects work performed by the Named Insured for or on behalf of the City of Imperial, the insurance afforded by this policy shall:

(a) be primary insurance as respects the City of Imperial, its elected or appointed officers, officials, employees, consulting engineers or volunteers;

or

(b) stand in an unbroken chain of coverage in excess of the Named Insured's primary coverage. In either event, any other insurance maintained by the City of Imperial, its elected or appointed officers, officials, employees or volunteers shall be in excess of this insurance and shall not contribute with it.

3. SCOPE OF COVERAGE. This policy, if primary, affords coverage to the Named Insured at least as broad as:

(1) Insurance Services Office form number CA 00001 (Ed. 1/78), Code 1 ("any auto") and endorsement CA 0025.
(2) If excess, affords coverage which is at least as broad as the primary insurance forms referenced in the preceding section (1).

4. SEVERABILITY OF INTEREST. The insurance afforded by this policy applies separately to each insured who is seeking coverage or against whom a claim is made or a suit is brought, except with respect to the Company's limit of liability.

5. PROVISIONS REGARDING THE INSURED'S DUTIES AFTER ACCIDENT OR LOSS. Any failure to comply with reporting provisions of the policy shall not affect coverage provided to the City of Imperial, its elected or appointed officer, officials, employees, consulting engineers or volunteers.

6. CANCELLATION NOTICE. The insurance afforded by this policy shall not be suspended, voided, canceled, reduced in coverage or in limits except after thirty (30) days prior written notice by certified mail return receipt requested has been given to the City of Imperial. Such notice shall be addressed as shown in the heading of this endorsement.

C. INCIDENT AND CLAIM REPORTING PROCEDURE

Incidents and claims are to be reported to the insurer at:

ATTN: _____
(Title) (Department)

_____
(Company)

_____
(Street Address)

_____
(City) (State) (Zip Code)

_____
(Telephone)

D. SIGNATURE OF INSURER OR AUTHORIZED REPRESENTATIVE OF THE INSURER

I, _____, warrant that I have authority to bind the listed Insurance company and by my signature hereon do so bind this company.
(print/type name)

_____

SIGNATURE OF AUTHORIZED REPRESENTATIVE (Original Signature required on endorsement furnished to the City of Imperial)

ORGANIZATION: _____

TITLE: _____

ADDRESS: _____

TELEPHONE: _____

WORKER'S COMPENSATION/EMPLOYERS LIABILITY ENDORSEMENT

CITY OF IMPERIAL
420 S. Imperial Ave.
Imperial, CA 92251

A. POLICY INFORMATION Endorsement #_____

1. Insurance Company:_____

   Policy Number:_____

2. Effective Date of This Endorsement:_____

3. Named Insured:_____

4. Employer's Liability Limit (Coverage B)_____

B. POLICY AMENDMENTS

In consideration of the policy premium and notwithstanding any inconsistent statement in the policy to which this endorsement is attached or any other endorsement attached thereto, it is agreed as follows:

1. CANCELATION NOTICE. The insurance afforded by this policy shall not be suspended, voided, canceled, reduced in coverage or in limits except after thirty (30) days prior written notice by certified mail return receipt requested has been given to the City of Imperial. Such notice shall be addressed as shown in the heading of this endorsement.

2. WAIVER OF SUBGROGATION. The Insurance Company agrees to waive all rights of subrogation against the City of Imperial, its elected or appointed officers, officials, agents and employees for losses paid under the terms of this policy which arise from work performed by the Named Insured for the City of Imperial.

C. SIGNATURE OF INSURER OR AUTHORIZED REPRESENTATIVE OF THE INSURER

I, _____, warrant that I have authority to bind the listed Insurance company and by my signature hereon do so bind this company.
(print/type name)

_____

SIGNATURE OF AUTHORIZED REPRESENTATIVE (Original Signature required on endorsement furnished to the City of Imperial)

ORGANIZATION: _____

TITLE: _____

ADDRESS: _____

TELEPHONE: _____

CITY OF IMPERIAL
GENERAL SPECIFICATIONS
F0R
City of Imperial - Wastewater Treatment Plant Demolition Project

BID NO. 2025-19

SCOPE OF WORK
The work to be done consists of furnishing all materials, equipment, tools, labor and incidentals as required by the contract documents to construct the above stated project.

The scope of work includes demolition work at the City of Imperial Wastewater Treatment Plant. The project will also include improvements to repair a minor channel leak at the Ultraviolet Disinfection Facility. See the Special Conditions for a detailed project description.

LOCATION OF WORK
1. The work is located at the City of Imperial Wastewater Treatment Plant at 701 West 14th Street, Imperial, CA 92251.

TIME OF COMPLETION
The Contractor shall complete all work in every detail within Sixty-Five (65) Working days after the date of the Notice to Proceed, exclusive of maintenance periods.

TRAFFIC REQUIREMENTS
Apart from transporting borrowed material between the City of Imperial Wastewater Treatment Plant and the City of Imperial Wastewater Treatment Plant, no traffic impacts will be resultant from this project. See Special Condition Section 4.

UTILITY REQUIREMENTS
The Contractor is advised of the existence of the utility notification service provided by UNDERGROUND SERVICE ALERT (USA). USA member utilities will provide the Contractor with approximate locations of their substructures in the construction area when the Contractor gives at least 48 hours' notice to the Underground Service Alert by calling 811. Contractor shall contact USA as specified and shall provide the City with proof of contact with USA upon request.

Prior to begin of construction, the Contractor shall "pot hole" and/or excavate to determine the depth of existing underground utilities. Any "pot hole" and/or excavation shall be performed in presence of the utility company representative. Contractor shall notify the following agencies at least 48 hours in advance of excavating around any of their utilities or structures.

1. Imperial Irrigation District Power: Maricruz Salcedo (760) 339-9493
2. Imperial Irrigation District Water: Olivia Alcaraz (760) 339-9108
2. Southern California Gas: J.Montenegro, (760) 352-6100 / E.Cuevas (760) 370-5812
3. SBC - Telephone Company: Mike Ormand, (760) 337-3358
4. Time Warner (Cable TV): Keith Johnson, (760) 352-8835
5. Imperial County Public Works Department: John Gay, Deputy Director, (760) 482-4462
6. City of Imperial Water Department: Robert Emmitt, (760) 355-2155
7. City of Imperial Wastewater Department: Chris Kemp, (760) 355-2718
8. City of Imperial Public Works Department: Jenell Guerrero, (760) 355-1152

The Contractor shall exercise extreme care to protect all existing utilities in place whether shown on the plans or not, and shall assume full responsibility for all damage resulting from his operations. The Contractor shall coordinate with each utility company as to the

requirements and methods for protection of their facilities during the construction period, and shall be responsible for preparation and processing of any required plans or permits. The Contractor shall assume full responsibility to maintain uninterrupted service for all utilities, including temporary service connections. Payment for protection in place shall be deemed as included in the items of work as shown on the proposal bid sheet and no additional compensation will be allowed.

FLOW AND ACCEPTANCE OF WATER

It is anticipated that storm, surface or other waters may be encountered at various times and locations during the work herein contemplated. The Contractor, by submitting a bid, acknowledges that he has investigated the risk arising from such waters and has prepared his bid accordingly, and Contractor, by submitting a bid, assumes all of said risk.

The Contractor shall conduct his operations in such a manner that storm or other waters may proceed uninterrupted along their existing street or drainage courses. Diversion of water for short reaches to protect construction in progress will be permitted if public and/or private properties, in the opinion of the Engineer, are not subject to the probability of damage. The Contractor shall obtain written permission from the applicable public agency or property owner before any diversion of water outside of street right of way will be permitted.

REMOVAL OF WATER

The Contractor shall provide and maintain at all times during construction ample means and devices to promptly remove and properly dispose of all water entering the excavations or other parts of the work. Dewatering for the structures undergoing demolition shall commence when ground water is first encountered, and shall be continuous until such time as the excavated demolition area is properly backfilled. Dewatering shall be accomplished by well points or some other method which will insure a preservation of final lines and grade of the bottoms of excavation, all subject to the approval of the Engineer.

Disposal of water from dewatering operations shall be the sole responsibility of the Contractor. Disposal methods shall conform to the Porter-Cologne Water Quality Control Act, 1974, the Federal Water Pollution Control Act Amendments of 1972, and the California Administrative Code, Title 23, Chapter 3.

Full compensation of dewatering shall be considered as included in the contract prices paid for the related items of work, and no additional compensation will be allowed therefore.

TRENCH EXCAVATION AND SHORING

For any contract for public works for excavation of any trench or trenches five (5) feet of more in depth, the Agency shall require submission by the Contractor and acceptance by the awarding body or by a Registered Civil or Structural Engineer to whom authority to accept has been delegated, in advance of excavation, a detailed plan showing the design of shoring, bracing, sloping, or other provisions to be made for worker protection from the hazard of caving ground during the excavation of such trench or trenches. This plan shall be prepared by a Registered Civil or Structural Engineer.

Nothing in this Section shall be deemed to allow the use of a shoring, sloping, or protective system less effective than that required by the safety standards set forth by the State of California Safety Requirements. Nothing in this Section shall be construed to impose tort liability on the awarding body or any of its employees.

STANDARD SPECIFICATIONS

The Standard Specifications of the Agency are contained in the latest edition of the *STANDARD SPECIFICATIONS FOR PUBLIC WORKS CONSTRUCTION*, as written and promulgated by the Joint Cooperative Committee of the Southern California Chapter of the American Public Works Association and the Southern California District of the Associated General Contractors of California (The Greenbook).

Copies of these Standard Specifications are available from the publisher:

Building News, Incorporated
P.O. Box 3031 Terminal Annex
Los Angeles, California 90051
(213) 202-7775

The Standard Specifications set forth above will control the general provisions for this contract except as amended by the Plans, Special Provisions, or other contract documents.

The section numbers of the following Special Provisions coincide with those of the said Standard Specifications. Only those sections requiring amendment or elaboration, or specifying options, are called out.

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

References in the Special Provisions to "CALTRANS Standard Specifications" shall mean the latest edition of the Standard Specifications of the State of California, Department of Transportation. Copies of these specifications and standard drawings may be obtained from:

State of California
Department of Transportation
Central Publication Distribution Unit
6002 Folsom Boulevard
Sacramento, California 95819

References in the Special Provisions to Standard Plans shall mean the Standard Plans of the City of Imperial or other governing agency as specified.

Where the Plans or Specifications 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 complete and in place and that only the best general practice is to prevail and that only materials and workmanship of the first quality are 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.

WAGE RATES AND LABOR CODE REQUIREMENTS

Wage Rates

The Contractor and all Subcontractors shall be required to adhere to State general prevailing rate of per diem wages as determined and published by the State Director of the Department of Industrial Relations, pursuant to Sections 1770, 1773, and 1773.2 of the California Labor Code. Copies of these rates and the latest revisions thereto are on file in the Office of the Clerk of the Agency and are available for review upon request.

Attention is directed to the provisions of Sections 1774, 1775, 1776, 1777.5, and 1777.6 of the State Labor Code. Sections 1774 and 1775 require the Contractor and all subcontractors to pay not less than the state prevailing wage rates to all workmen employed in the execution of the contract and specify forfeitures and penalties for failure to do so. The minimum state wage rates to be paid are those determined by the State Director of the Department of Industrial Relations. Section 1776 requires the Contractor and all Subcontractors to keep accurate payroll records, specifies the contents thereof, their inspection and duplication procedures, and certain notices required of the Contractor pertaining to their location.

Apprentices

Section 1777.5 requires the Contractor or Subcontractor employing tradesmen in any apprentice able occupation to apply to the Joint Apprenticeship Committee nearest the site of the public works project and which administers the apprenticeship program in that trade for a certificate of approval. The certificate will also fix the ratio of apprentices to journeymen to be used in the performance of the contract.

The Contractor is required to make contributions to funds established for the administration of apprenticeship programs if he employs registered apprentices or journeymen in any apprentice able trade and if other Contractors on the public works site are making such contributions.

Information relative to apprenticeship standards, contributions, wage schedules and other requirements may be obtained from the State Director of Industrial Relations or from the Division of Apprenticeship Standards.

Clayton Act and Cartwright Act

Section 4551 of the State Government Code specifies that in executing a public works contract with the Agency to supply goods, services or materials, the Contractor or Subcontractors offers and agrees to assign to the Agency all rights, title and interest in and to all causes of action it may have under Section 4 of the Clayton Act (15 U.S.C. Sec. 15) or under the Cartwright Act (Chapter 2 commencing with Sec. 16700) of Part 2 of Division 7 of the Business and Professions Code, arising from purchase of goods, services or materials pursuant to the contract or subcontract. This assignment shall become effective when the Agency tenders final payment to the contractor without further acknowledgment by the parties.

CITY OF IMPERIAL
SPECIAL PROVISIONS

for

City of Imperial - Wastewater Treatment Plant Demolition Project
BID NO. 2025-19

MODIFICATIONS TO: STANDARD SPECIFICATIONS FOR PUBLIC WORKS CONSTRUCTION

PART I - GENERAL PROVISIONS

SECTION 1 - TERMS, DEFINITIONS, ABBREVIATIONS AND SYMBOLS

1-2 *DEFINITIONS*.

City	- City of Imperial
Board	- City Council
Caltrans	- California Department of Transportation
County	- County of Imperial
Engineer	- City Engineer
Federal	- United States of America
State	- State of California

SECTION 2 - SCOPE AND CONTROL OF THE WORK

2-1 *AWARD AND EXECUTION OF CONTRACT*.
Is amended as follows:

Within ten (10) working days after the date of the Notice of Award, the Contractor shall execute and return the following contract documents to the Agency:

~ Contract Agreement
~ Faithful Performance Bond
~ Payment Bond
~ General Liability Endorsement
~ Automobile Liability Endorsement
~ Worker's Compensation/Employers Liability Endorsement

Failure to comply with the above will result in annulment of the award and forfeiture of the Proposal Guarantee.
The Contract Agreement shall not be considered binding upon the City until executed by the authorized City officials.
A corporation to which an award is made may be required, before the Contract Agreement is executed by the City, to furnish evidence of its corporate existence, of its right to enter into contracts in the State of California, and that the officers signing the contract and bonds for the corporation have the authority to do so.

2-4 *CONTRACT BONDS*.
add the following:
Both the Faithful Performance Bond and the Payment Bond shall each be for not less than one hundred percent (100%) of the total contract amount. The Payment Bond shall remain in force until thirty-five (35) days after the date of recordation of the Notice of Completion. The Faithful Performance Bond will not be released until one year after said date.

2-5 *PLANS AND SPECIFICATIONS*.

2-5.1 *General*.

the first paragraph is amended as follows:

The Contractor shall maintain a control set of Plans and Specifications on the project site at all times. All final locations determined in the field, and any deviations from the Plans and Specifications, shall be marked in red on this control set to show the record conditions. Upon completion of all work, the Contractor shall return the control set to the Engineer. Final payment will not be made until this requirement is met.

2-9 *SURVEYING*

2-9.3 Survey Service.

Contractor shall be responsible for all construction staking and shall protect all existing survey monuments.

SECTION 3 - CHANGES IN WORK

3-2 *CHANGES INITIATED BY THE AGENCY*

3-2.1 General.

add the following:

The term "Contract Price" as specified herein shall serve to mean the total dollar value of the Contractor's original bid for all of the various items of work combined and shall not be construed to mean the subtotal shown for any singular item of work.

3-3 *EXTRA WORK*

3-3.2 Payment

3-3.2.3 *Markup*.

add the following as the first paragraph:

The markups mentioned hereinafter shall include, but are not limited to, all costs for the services of superintendents, project managers, timekeepers, and other personnel not working directly on the change order and pickup or yard trucks used by the above personnel. These costs shall not be reported as labor or equipment elsewhere except when actually performing work directly on the change order and then shall not be reported at the labor classification of the work performed.

SECTION 4 - CONTROL OF MATERIALS

4-1 *MATERIALS AND WORKMANSHIP*

4-1.4 *Test of Materials*.

add the following:

TESTING LABORATORY SERVICES

All tests which require the services of a laboratory to determine compliance with the Contract Documents shall be performed by an independent commercial testing laboratory acceptable to the Engineer, according to the City's Quality Assurance Program (QAP).

TESTING SERVICES FURNISHED BY CITY

The Contractor shall pay for all testing services for this project including soils testing, asbestos testing and lead testing as required.

TRANSMITTAL OF TEST REPORTS

Written reports of tests and engineering data furnished by Contractor for Engineer's review of materials and equipment proposed to be used in the Work shall be submitted as specified for Shop Drawings.

The testing laboratory retained by the Engineer will furnish three copies of a written report of each test performed by laboratory personnel. Two copies of each test report will be transmitted to the engineer and one copy to the Contractor within three working days after each test is completed.

SECTION 5 - UTILITIES

5-1 *LOCATION*.

add the following paragraph:

The Contractor shall notify the utilities designated in the General Specifications at least 48 hours in advance of excavating around any of their structures.

SECTION 6 - PROSECUTION, PROGRESS, AND ACCEPTANCE OF THE WORK

6-1 *CONSTRUCTION SCHEDULE AND COMMENCEMENT OF WORK*.

is amended as follows:

The Contractor's proposed Construction Schedule shall be submitted to the Engineer at the Pre-Construction Conference. The schedule shall be supported by written statements from each supplier of materials or equipment indicating that all orders have been placed and acknowledged and setting forth the dates that each item will be delivered.

Prior to issuing the Notice to Proceed, the Engineer will schedule a pre-construction meeting with the Contractor to review the proposed Construction Schedule and delivery dates, arrange the utility coordination, discuss construction methods, and clarify inspection procedures, including City's Quality Assurance Program, City Staff and/or City Consultants designated to the project, etc.

The Contractor shall submit periodic Progress Reports to the Engineer by the tenth day of each month. The report shall include an updated Construction Schedule. Any deviations from the original schedule shall be explained. Progress payments

will be withheld pending receipt of any outstanding reports.

6-7 *TIME OF COMPLETION*.

6-7.1 *General*.

add the following:

The time for completion shall be **65** Working days from the issuance date of the Notice to Proceed.

6-7.2 *Working Day*.

is amended as follows:

The Contractor's activities shall be confined to the hours between 7:00 AM and 6:00 PM, Monday through Friday, excluding holidays. Deviation from these hours will not be permitted without the prior consent of the Engineer, except in emergencies involving immediate hazard to persons or property.

In the event of either a requested or emergency deviation, inspection service fees will be charged against the Contractor. The service fees will be calculated at overtime rates including benefits, overhead, and travel time. The service fees will be deducted from any amounts due the Contractor.

6-9 *LIQUIDATED DAMAGES*.

the last sentence is amended as follows:

For each consecutive calendar day in excess of the time specified, as adjusted in accordance with Subsection 6-6, for completion of the work the Contractor shall pay to the Agency, or have withheld from monies due it, the sum of **$2,000.00** per day.

SECTION 7 - RESPONSIBILITIES OF THE CONTRACTOR

7-1 *CONTRACTOR'S EQUIPMENT AND FACILITIES*.

add the following:

A noise level limit of 86 db at a distance of fifty feet (50') shall apply to all construction equipment on or related to the job whether owned by the Contractor or not. The use of excessively loud warning signals shall be avoided except in those cases required for the protection of personnel.

7-2 *LABOR*.

7-2.2 *Laws*.

add the following:

The Contractor, and all subcontractors, suppliers and vendors, shall comply with all Agency, State, and Federal orders regarding affirmative action to ensure equal employment opportunities and fair employment practices. Failure to file any report due under said orders will result in suspension of periodic progress payments.

The Contractor shall ensure unlimited access to the job site for all equal employment opportunity compliance officers.

7-3 *LIABILITY INSURANCE*.

the entire Subsection is amended as follows:

7-3.1 Indemnification. The Contractor shall indemnify and save harmless the CITY OF IMPERIAL and the County of Imperial from all claims or suits for damages arising from his prosecution of the contract work, as more fully described in Subsection 7-3.2 "Contractor's Liability".

The Contractor shall maintain during the life of the contract a protective liability policy. The policy shall provide for not less than the following amounts;

Bodily Injury	$1,000,000	each person
	$2,000,000	each accident
	$2,000,000	aggregate products and completed operations
Property Damage	$ 500,000	each accident
		Worker's Compensation Statutory

All liability insurance policies shall bear an endorsement or shall have attached a rider whereby it is provided that, in the event of expiration or proposed cancellation of such policies for any reason whatsoever, the Agency shall be notified by registered mail, return receipt requested, giving a sufficient time before the date thereof to comply with any applicable law or statute, but in no event less than 30 days before expiration or cancellation is effective. The following statement shall be included on the insurance certificate:

> *"Additional Insured: The insurer agrees that the City and its City Council, and/or all City Council appointed groups, committees, boards and any other City Council appointed body, and/or elective and appointive officers, servants or employees of the City when acting as such are additional insured hereunder, for the acts of the insured, and such insurance shall be primary to any insurance of the City."*

The Contractor agrees to protect, defend and indemnify the CITY OF IMPERIAL against loss, damage or expense by reason of any suit, claims, demands, judgments and causes of action caused by the Contractor, his employees, agents or any subcontractor or by any third party arising out of or in consequence of the performance of all or any operations covered by the Certificate of Insurance. The Contractor, at his option, may include such coverage under his Public Liability coverage**.**

7-3.2 *Contractor's Liability*.

The CITY OF IMPERIAL, its City Council, or the Engineer shall not be answerable or accountable in any manner, for any loss or damage that may happen to the work or any part thereof; or for any of the materials or other things used or employed in performing the work; or for injury to any person or persons, either workmen or the public; or for damage to adjoining property from any cause which might have been prevented by the Contractor, or his workmen, or any one employed by him; against all of which injuries or damages to persons and property the Contractor having control over such work must properly guard. The Contractor shall be responsible for any damage to any person or property resulting from defects or obstructions at any time before its completion and final acceptance, and shall indemnify and save harmless the CITY OF IMPERIAL, its City Council, and the Engineer from all suits or actions of every name and description, brought for, or on account of, any injuries or damages received or sustained by any person or

persons, or by the Contractor, his servants or agents, in the construction of the work or by or in consequence of any negligence in guarding the same, in improper materials used in its construction, or by or on account of any act or omission of the Contractor or his agents, and so much of the money due the Contractor under and by virtue of the Contract as shall be considered necessary by the City may be retained by the City until disposition has been made of such suits or claims for damages aforesaid.

If, in the opinion of the Engineer, the precautions taken by the Contractor are not safe or adequate at any time during the life of the Contract, he may order the Contractor to take further precautions, and if the Contractor shall fail to do so, the Engineer may order the work done by others and charge the Contractor for the cost thereof, such cost to be deducted from any moneys due or becoming due the Contractor. Failure of the Engineer to order such additional precautions, however, shall not relieve the Contractor from his full responsibility for public safety.

7-5 *PERMITS*.

the first sentence is amended as follows:

Prior to the start of any work, including “pot holes” and excavation to determine depth of existing underground utilities, the Contractor shall take out the applicable Agencies’ permits and make arrangements for Agencies inspections, i.e. County of Imperial, City of Imperial, Imperial Irrigation District. The Contractor and all subcontractors shall each obtain any and all other permits, licenses, inspections, certificates, or authorizations required by any governing body, public utility or s stipulated in the Special Conditions and Technical Specifications. The City of Imperial will reimburse the permit fees paid by Contractor to said agencies or public utilities.

7-10 *PUBLIC CONVENIENCE AND SAFETY*.

7-10.1 *Traffic and Access*.

add the following:

When entering or leaving roadways carrying public traffic, the Contractor's equipment, whether empty or loaded, shall in all cases yield to public traffic.

The Contractor shall notify all affected property owners of the proposed schedule a minimum of 48 hours, but not more than 72 hours, in advance of any limitation or closure of access to their property. Form of said notice shall be as approved by the Engineer and shall contain the date and time of the closure. In the event of delay, whether beyond the control of the Contractor or not, the Contractor shall notify all affected property owners as to the extent of the delay and his revised schedule. In the event of delay over 72 hours, the Contractor shall re-notify the property owners as described above.

The Contractor shall notify the following public agencies –but not limited to: California Highway Patrol, County Fire Department, County Sheriff, Imperial County Department of Public Works, Imperial County Airport, Imperial Valley

College, other, of the proposed project schedule, a minimum of 48 hours, but not more than 72 hours, in advance of any access limitation, detour or closure of the project site.

Payment for notification and coordination as per Section 7-10 as modified herein shall be included in the compensation paid for the various items of work and no additional compensation will be allowed.

7-10.2 *Storage of Equipment and Materials in Public Streets*.

add the following:

The Contractor shall assume full responsibility for any damage caused by stockpiling and shall repair same at his expense. The Contractor shall also be responsible for providing traffic control as required to protect the public from hazards caused by stockpiling within the right of way. Payment for the above, if any, will be deemed as included in the items of work and no additional compensation will be allowed.

The Contractor may, at his own expense, maintain and operate a work and storage area outside of the public right-of-way.

In such case the Contractor shall submit to Agency written authorization from the owners of the subject property prior to occupation. Occupation of site without written authorization shall be grounds for immediate suspension of work.

Location of site to be approved by Agency. Condition and operation of yard shall conform to these specifications. The Contractor shall assume full responsibility for all damage to the site resulting from his operations and shall repair and/or replace same, at his own expense, to the satisfaction of the owner of the subject property. The Contractor shall vacate site and return it to pre-project condition within five (5) working days following application for Notice of Completion. The Contractor shall obtain a written release from the property owner accepting the condition of the vacated site and releasing the Contractor from any further clean-up or restoration work and shall submit a copy of such release to Agency. The Notice of Completion will not be issued until said release is submitted.

7-10.3 *Street Closures, Detours, and Barricades*.

add the following:
The Contractor shall maintain the minimum traffic requirements designated in the General Specifications. It shall be the Contractor's responsibility to furnish a detailed detour signing and barricade plan for Agency approval.

The Contractor shall be responsible for providing temporary access to all driveways at the end of each workday.

The Contractor shall provide and maintain all other signs, barricades, pedestals, flashers, delineators and other necessary facilities for the protection of the public within the limits of the construction area. He shall also post proper signs to notify the public regarding detours and the

condition of the roadway, all in accordance with the provisions of the Vehicle Code and the current State of California Department of Transportation Manual of Warning Signs, Lights and Devices for Use in Performance of Work Upon Highways.

The Contractor shall furnish competent flagmen as are necessary to give adequate warning to traffic or to the public of any dangerous conditions to be encountered. Flagmen, while on duty and assigned to give warnings to the public of construction and of any dangerous conditions to be encountered as a result thereof, shall perform their duties and shall be provided with the necessary equipment in accordance with the current "Instructions to Flagmen," of the Department of Transportation. The equipment shall be furnished and kept clean and in good repair by the Contractor, at his expense.

Should the Contractor appear to be neglectful or negligent in furnishing warning and protective measures as provided, the Engineer may direct attention to the existence of a hazard and the necessary warning and protective measures shall be furnished and installed by the Contractor at his expense. Should the Engineer point out the inadequacy of warning and protective measures, such action on the part of the Engineer shall not relieve the Contractor from responsibility for public safety or abrogate his obligation to furnish any pay for these devices.

The Contractor shall distribute notices to all affected residents and businesses at the stated minimum time prior to the start of work:

Excavations and miscellaneous repairs – 36 hours

The Contractor shall notify the following entities at least forty-eight (48) hours in advance of any street closure, detour or restriction to access:

1. City Engineer at 760-355-1152
2. Fire Department at 760-355-1191
3. Imperial Police Dept. at 760-355-4327
4. Imperial County Sheriff's Dept.760-482-6301
5. Imperial County Public Works Dept.442-265-1818
5. Imperial County Airport.442-265-3220

Full compensation for conforming to this article shall be considered as included in the various items of work involved, and no additional compensation will be allowed therefore.

7-10.4 *Safety*.

7-10.4.1 *Safety Orders*.
add the following:

CONSTRUCTION SAFETY ORDERS

The Construction Safety orders of the State of California, Department of Industrial Relations, effective November 15, 1975, and as amended, shall be applicable to the work in this contract. The Contractor's special attention is directed to:

Article 6
Excavations, Trenches and Earthwork

Article 11
Traffic Control, Flagmen, Barriers and Warning signs; and

**Article 28 **
Miscellaneous Construction Equipment prior to the start of work, the Contractor will be required to obtain a permit from the Office of the Division of Occupational Safety and Health. The office serving the Imperial area is at 7807 Convoy court, Suite 140, San Diego, California 92111, Telephone Number; (619) 637-5534.

The Contractor shall provide the City Engineer's office with a copy of the permit prior to the start of excavation, and the permit shall be maintained on the job site at any timework requiring trenching or shoring operations exist.

Where excavation of any trench 5 feet or more in depth is required, the Contractor shall submit to the City Engineer for approval, in writing, two weeks in advance of excavations, a detailed plan showing the design of shoring bracing, sloping, protection of existing utilities, or other provisions to be made for worker protection from the hazard of caving ground during the excavation of such trench. If such plan varies from shoring system standards established by the Construction Safety Order. The plan shall be prepared by a Registered Civil or Structural Engineer.

Copies of said regulations are available from the documents Section, P.O. box 20191, Sacramento, California 95820. The cost of furnishing labor, tools, equipment, services and items required thereby shall be borne by the Contractor as part of this contract work and he shall not be entitled to additional compensation for compliance with said regulations.

7-15 *PAYROLL RECORDS*.
add the following paragraph:
Payroll records shall be submitted to the Agency by the tenth day of each month. Progress payments will be withheld pending receipt of any outstanding reports.

SECTION 9 - MEASUREMENT AND PAYMENT

9-3 *PAYMENT*.
9-3.2 *Partial and Final Payment*.

the last paragraph is amended as follows:

The closure date for periodic progress payments will be five (5) working days prior to the first Monday of each month.

The final progress payment will not be released until the Contractor returns

the control set of Plans and Specifications showing the as-built conditions.

The full five percent (5%) retention will be deducted from all payments. The final retention will be authorized for payment thirty-five (35) days after the date of recordation of the Notice of Completion.

In conformance with the Public Contracts Code, Section 22300, the Contractor may substitute securities for any monies withheld by the Agency to secure performance under the contract.

At the request and expense of the Contractor, securities equivalent to the amount withheld shall be deposited with the Agency or with a State or Federally chartered bank as the escrow agent who shall pay such monies to the Contractor upon notification by Agency of Contractor's satisfactory completion of the contract. Actual pay quantity measurements will be done at the end of each working day and agreed upon by both the Contractor and the Engineer's representative**.**
The type of securities deposited and the method of release shall be approved by the City Attorney's office.

9-3.3 *Delivered Materials*.
is amended as follows:

Materials and equipment delivered but not incorporated into the work will not be included in the estimate for progress payment, subject to the discretion of the City Engineer.

9-3.4 *Dewatering*.
is amended as follows:

The Contractor may encounter groundwater or water from other sources during excavation. The Contractor shall provide and maintain at all times during construction, ample means and devices with which to promptly remove and properly dispose of all water from any source entering the excavations or other parts of the work. Dewatering shall be accomplished by methods, which will ensure a dry excavation and preservation of the final lines and grades of the bottoms of excavations.

Dewatering shall commence when groundwater is first encountered, and shall be continuous until such times as water can be allowed to rise in accordance with the provisions of this section or other requirements.

Disposal of watering from dewatering operations shall be the sole responsibility of the Contractor. Disposal methods shall conform to the Porter-Cologne Water quality control Act, 1974, the Federal Water Pollution Control Act Amendment of 1972; and the California Administrating code, Title 23, Chapter 3.

The Contractor shall dispose of the water from the work in a suitable manner without damage to adjacent property. Conveyance of the water shall be such as to not interfere with traffic flow or other construction. No water shall be drained into work built or under construction without prior consent of the City Engineer.

Water shall be desanded before disposal in any storm drain system. The system used for desanding the water shall be a baffled structure and shall provide not less than five minutes detention time and shall have a "flow-through" velocity not exceeding 0.2 feet per second at the anticipated peak flow. The desanding box shall be cleaned as required to maintain the detention time and flow-through limitations specified above.

9-3.5 *Mobilization*.
is amended as follows:

Mobilization shall consist of preparatory work and operations, including but not limited to those necessary for the movement of personnel, equipment, supplies, and incidentals to the project site; for the establishment of all offices, buildings and other facilities necessary for the work on this project; and for all work and operations which must be performed or cost incurred prior to beginning work on the various contract items on the project site. Mobilization shall also include obtaining a City business license, establishing a staging area as required, providing electrical power as required, payment bond costs, performance bond costs, insurance costs, providing a potable water supply to the project site, providing night lighting as required, providing temporary restroom facilities, meeting attendance and administrative item costs for involvement with payment requests, change orders, request for information forms and similar administrative items.
The compensation paid for mobilization shall be paid as a lump sum item included on the **BID PROPOSAL**.

PART II – CONSTRUCTION MATERIALS

All CONSTRUCTION MATERIALS AND CONSTRUCTION METHODS shall be according to the latest edition of the “Standard Specifications for Public Works Construction” Greenbook, Specifications and according to the CONSTRUCTION PROJECT PLANS called for in APPENDIX C.

PART III - CONSTRUCTION METHODS

All CONSTRUCTION MATERIALS AND CONSTRUCTION METHODS shall be according to the latest edition of the “Standard Specifications for Public Works Construction” Greenbook, Specifications and according to the CONSTRUCTION PROJECT PLANS called for in APPENDIX C.

Miscellaneous Provisions

TRAFFIC CONTROL
All traffic control for the project shall be in accordance with the Special Provisions and the latest edition of the California Manual on Uniform Traffic Control Devices (California MUTCD) and the latest edition of the “Construction Area Traffic Control Devices” of CALTRANS Standard Specifications.

SUBMITTALS

The Contractor shall forward submittal documents to the Engineer for review as described in item 18 of the Special Conditions section of the Specifications.

PRESERVATION OF MONUMENTATION

The Contractor shall be responsible for protecting all existing horizontal and vertical survey controls, monuments, ties and benchmarks located within the limits of the project. If any of the above require any removal, relocating or resetting, the Contractor shall, prior to any construction work and under the supervision of a California-licensed surveyor or pre-1972 licensed civil engineer, establish sufficient temporary ties and benchmarks to enable the points to be reset by the Contractor after completion of construction.

Any ties, monuments and benchmarks disturbed during construction shall be reset after construction per City of Imperial or County of imperial standards, as applicable, and the tie notes submitted to the City of Imperial or County of Imperial on 8-1/2" x 11" note paper. The Contractor and its sureties shall be liable for, at its expense, any resurvey required due to its negligence in protecting existing ties, monuments, benchmarks or any such horizontal and vertical controls.

The Contractor shall comply with The Land Surveyors Acts #9771 (Record of Surveys-Monumentation) and #8773 (Corner Records-Records of Survey for "Lost Corners").

NOTES

Appendix A has been prepared by the City's Projects Manager / Consultant, as certified below, for the:

City of Imperial - Wastewater Treatment Plant Demolition Project
BID NO. 2025-19

Appendix A
California State General Prevailing Wage Rates

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Asbestos Worker, Heat and Frost Insulator [#]

Determination:
SC-3-5-1-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
July 5, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director - Research Unit at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Daily Overtime Hourly Rate (2 X)	Saturday Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (2 X)	Sunday/ Holiday Overtime Hourly Rate
Mechanic	$60.27[a]	$12.28[b]	$8.12[c]	$4.54	$2.14	$0.00	8.0	$87.35	$117.485[d]	$147.62[e]	$117.485[f]	$147.62[e]	$147.62[g]

Determination:
SC-3-5-3-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
July 5, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate
Hazardous Material Handler Mechanic	$34.49[h]	$6.88[i]	$6.17	$0.00	$0.82	$0.00	8.0	$48.36	$65.61	$65.61	$65.61[j]

Note:
Asbestos removal workers must be trained and the work conducted according to the Code of Federal Regulations 29 CFR 1926.58, the California Labor Code 6501.5 and the California Code of Regulations, Title 8, Section 5208. Contractors must be certified by the Contractors' State License Board and registered with the Division of Occupational Safety and Health (DOSH). For further information, contact the Asbestos Contractors' Registration Unit, DOSH at (916) 574-2993.

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).

[a] Includes 5.5% of employee's gross wage for dues/service fee check-off plus $0.25 for supplemental dues.

[b] Includes $0.01 for Occupational Health Plan.

[c] Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for the employer payment may vary resulting in a lower taxable Basic Hourly Rate, but the Total Hourly Rates for Straight Time and Overtime may not be less than the general prevailing rate of per diem wages.

[d] Rate applies to the first 2 overtime hours. Applies to all daily overtime hours on maintenance and asbestos abatement projects.

[e] Rate applies to all other Daily and Saturday overtime hours.

[f] Rate applies to first 8 hours worked on new construction. Applies to all Saturday hours on maintenance and asbestos abatement projects.

[g] $207.89 per hour for work on Labor Day. For maintenance and asbestos abatement projects, Sundays and observed holidays may be worked at the time and one half rate.

[h] Includes 5.5% of employee's gross wage for dues/service fee check-off plus $0.06 for supplemental dues.

[i] Includes $0.40 for medical monitoring in compliance with industry regulations procedures and $0.01 for Occupational Health Plan.

[j] $117.34 per hour for work on Labor Day.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Fire Safety and Miscellaneous Sealing

Determination:
SC-3-5-4-2025-2

Issue Date:
August 22, 2025

Expiration date of determination:
August 31, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate [d]	Health and Welfare [e]	Pension	Vacation and Holiday	Other	Hours	Total Hourly Rate	Daily and Saturday Overtime Hourly Rate (1 ½ X) [a]	Sunday/ Holiday Overtime Hourly Rate (2 X)	Sunday/ Holiday Overtime Hourly Rate (3 X) [b]
Asbestos Worker, Fire Safety Technician – Class I (0-2000 hrs) [c]	$25.00	$11.01	$0.00	$0.90	$0.05	8.0	$36.96	$49.46	$61.96	$86.96
Asbestos Worker, Fire Safety Technician – Class II (2001-4000 hrs) [c]	$31.83	$11.01	$0.00	$1.26	$0.05	8.0	$44.15	$60.065	$75.98	$107.81
Asbestos Worker, Fire Safety Technician – Class III (4001-6000 hrs) [c]	$36.64	$11.01	$8.12	$1.33	$0.05	8.0	$57.15	$75.47	$93.79	$130.43
Asbestos Worker, Fire Safety Technician – Class IV (6001 or more hrs) [c]	$43.28	$11.01	$8.12	$1.53	$0.05	8.0	$63.99	$85.63	$107.27	$150.55

Wages and Employer Payments (Shift):

Classification (Journeyperson) (Shift)	Basic Hourly Rate [d]	Health and Welfare [e]	Pension	Vacation and Holiday	Other	Hours	Total Hourly Rate	Daily and Saturday Overtime Hourly Rate (1 ½ X) [f]	Sunday/ Holiday Overtime Hourly Rate (2 X)	Sunday/ Holiday Overtime Hourly Rate (3 X) [b]
Asbestos Worker, Fire Safety Technician – Class I (0-2000 hrs) [c]	$25.00	$11.01	$0.00	$0.90	$0.05	[g]	$36.96	$49.46	$61.96	$86.96
Asbestos Worker, Fire Safety Technician – Class II (2001-4000 hrs) [c]	$31.83	$11.01	$0.00	$1.26	$0.05	[g]	$44.15	$60.065	$75.98	$107.81
Asbestos Worker, Fire Safety Technician – Class III (4001-6000 hrs) [c]	$36.64	$11.01	$8.12	$1.33	$0.05	[g]	$57.15	$75.47	$93.79	$130.43
Asbestos Worker, Fire Safety Technician – Class IV (6001 or more hrs) [c]	$43.28	$11.01	$8.12	$1.53	$0.05	[g]	$63.99	$85.63	$107.27	$150.55

Determination:
SC-204-X-18-2025-2

Issue Date:
August 22, 2025

Expiration date of determination:
August 31, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate [d]	Health and Welfare	Pension	Vacation and Holiday [h]	Training	Other	Hours	Total Hourly Rate	Daily and Saturday Overtime Hourly Rate (1 ½ X) [i]	Sunday/ Holiday Overtime Hourly Rate (2 X)	Sunday/ Holiday Overtime Hourly Rate (3 X) [b]
Plumber, Fire Safety Technician – Class I (0-2000 hrs) [c]	$26.23	$8.55	$0.00	$0.00	$0.10	$2.10	8.0	$36.98	$50.095	$63.21	$89.44
Plumber, Fire Safety Technician – Class II (2001-4000 hrs) [c]	$33.42	$8.55	$0.00	$0.00	$0.10	$2.10	8.0	$44.17	$60.88	$76.88	$108.88
Plumber, Fire Safety Technician – Class III (4001-6000 hrs) [c]	$37.93	$8.55	$7.82	$0.00	$0.10	$2.10	8.0	$56.50	$75.465	$93.47	$129.48
Plumber, Fire Safety Technician – Class IV (6001 or more hrs) [c]	$44.74	$8.55	$7.82	$0.00	$0.10	$2.10	8.0	$63.31	$85.68	$106.59	$148.41

Wages and Employer Payments (Shift):

Classification (Journeyperson) (Shift)	Basic Hourly Rate [d]	Health and Welfare	Pension	Vacation and Holiday [h]	Training	Other	Hours	Total Hourly Rate	Daily and Saturday Overtime Hourly Rate (1 ½ X) [i]	Sunday/ Holiday Overtime Hourly Rate (2 X)	Sunday/ Holiday Overtime Hourly Rate (3 X) [b]
Plumber, Fire Safety Technician – Class I (0-2000 hrs) [c]	$27.54	$8.55	$0.00	$0.00	$0.10	$2.10	8.0	$38.29	$52.06	$65.83	$93.37
Plumber, Fire Safety Technician – Class II (2001-4000 hrs) [c]	$35.02	$8.55	$0.00	$0.00	$0.10	$2.10	8.0	$45.77	$63.28	$80.08	$113.68
Plumber, Fire Safety Technician – Class III (4001-6000 hrs) [c]	$39.73	$8.55	$7.82	$0.00	$0.10	$2.10	8.0	$58.30	$78.165	$97.07	$134.88
Plumber, Fire Safety Technician – Class IV (6001 or more hrs) [c]	$46.83	$8.55	$7.82	$0.00	$0.10	$2.10	8.0	$65.40	$88.815	$110.77	$154.68

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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[a] Rate applies to the first 2 daily overtime hours and the first 8 hours worked on Saturday. All other overtime is at the Sunday & Holiday rate.
[b] No work shall be performed on Labor Day, except in special cases of extreme emergency and then only when triple (3) times is paid.
[c] The 1st man on a job site shall be a Class IV Fire Safety Technician. A Class IV must be on a job site at all times.
[d] Includes an amount per hour worked for Administrative Dues.

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[e] Includes an amount for Occupational Health and Research.
[f] Rate applies to the first 2.5 daily overtime hours on the 2nd shift; first 3 daily overtime hours on the 3rd shift; and the first 7.5 hours (2nd shift) and first 7 hours (3rd shift) worked on Saturday. All other overtime is at the Sunday & Holiday rate.
[g] When 2 or 3 shifts are employed, the 2nd shift shall work 7.5 hours for 8 hours pay; the 3rd shift shall work 7 hours for 8 hours pay.
[h] Vacation/Holiday is included in the Basic Hourly Rate (no Vacation/Holiday amount for Class I Technician only) and shall be paid at time and one half for all overtime hours.
[i] Rate applies to the first 2 daily overtime hours and the first 10 hours worked on Saturday. All other overtime is at the Sunday & Holiday rate.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Carpenter and Related Trades[#]

Determination:
SC-23-31-2-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [a]	Training	Other [b]	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Saturday Overtime Hourly Rate (1 ½ X) [d]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Carpenter [e] [f], Cabinet Installer, Insulation Installer, Hardwood Floor Worker, Acoustical Installer	$52.24	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.32	$107.44	$107.44	$133.56
Pile Driverman [g], Derrick Bargeman, Rockslinger, Bridge or Dock Carpenter, Cable Splicer	$52.37	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.45	$107.635	$107.635	$133.82
Bridge Carpenter [e]	$52.37	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.45	$107.635	$107.635	$133.82
Shingler [e]	$52.37	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.45	$107.635	$107.635	$133.82
Saw Filer	$52.34	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.42	$107.59	$107.59	$133.76
Table Power Saw Operator	$52.34	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.42	$107.59	$107.59	$133.76
Pneumatic Nailer or Power Stapler	$52.37	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.45	$107.635	$107.635	$133.82
Roof Loader of Shingles	$36.67	$9.50	$6.41	$7.46	$0.77	$4.86	8.0	$65.67	$84.005	$84.005	$102.34

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [a]	Training	Other [b]	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Saturday Overtime Hourly Rate (1 ½ X) [d]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Scaffold Builder	$45.37	$9.25	$6.41	$7.53	$0.77	$4.44	8.0	$73.77	$96.455	$96.455	$119.14
Millwright [e]	$52.24	$9.50	$6.41	$7.46	$0.77	$5.64	8.0	$82.02	$110.64	$110.64	$139.26
Head Rockslinger	$52.47	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.55	$107.785	$107.785	$134.02
Rock Bargeman or Scowman	$52.27	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.35	$107.485	$107.485	$133.62
Diver, Wet (Up To 50 Ft. Depth) [h i]	$112.74	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$141.82	$198.19	$198.19	$254.56
Diver, (Stand-By) [h i]	$56.37	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$85.45	$113.635	$113.635	$141.82
Diver's Tender [h]	$55.37	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$84.45	$112.135	$112.135	$139.82
Assistant Tender (Diver's) [h]	$52.37	$9.50	$6.41	$7.46	$0.77	$4.94	8.0	$81.45	$107.635	$107.635	$133.82

Determination:
SC-31-741-1-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
May 31, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [a]	Training	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) [j]	Holiday Overtime Hourly Rate (2 X)
Terrazzo Installer	$48.89	$8.50	$6.41	$5.84	$0.67	8.0	$70.31	$94.755	$94.755	$119.20
Terrazzo Finisher	$42.39	$8.50	$6.41	$5.84	$0.67	8.0	$63.81	$85.005	$85.005	$106.20

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Includes amounts for Vacation and Supplemental Dues. For Millwright only, Vacation is factored at the applicable overtime multiplier.
[b] Includes an amount for Annuity.
[c] All overtime worked Mon - Fri shall be paid at 1 1/2 times the straight time rate for the first four (4) hours and double (2x) the straight time for work performed after twelve (12) hours.
[d] First eight (8) hours worked paid at 1 1/2 times the straight time rate, all hours after that paid at double (2x) the straight time rate. Saturdays in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather, major mechanical breakdown or lack of materials beyond the control of the Employer.
[e] When performing welding work requiring certification, classification will receive an additional $1.00 per hour.
[f] A Carpenter who performs work of forming in the construction of open cut sewers or storm drains shall receive a premium of thirteen cents ($0.13) per hour in addition to his Carpenter's scale. This premium shall apply only on an operation in which horizontal lagging is used in conjunction with Steel H-Beams driven or placed in pre-drilled holes, for that portion of a lagged trench against which concrete is poured, namely, as a substitute for back forms, which work is performed by pile drivers.
[g] When performing welding work requiring certification, classification will receive an additional $1.00 per hour. An additional $0.50 per hour when handling or working with new pressure-treated creosote piling or timber, or driving of used pressure-treated creosote piling.
[h] Shall receive a minimum of 8 hours pay for any day or part thereof.
[i] For specific rates over 50 ft depth, contact the Office of the Director – Research Unit. Rates for Technicians, Manifold Operators, Pressurized Submersible Operators, Remote Control Vehicle Operators, and Remote Operated Vehicle Operators, as well as rates for Pressurized Bell Diving and Saturation Diving are available upon request.
[j] Saturdays in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather, major mechanical breakdown or lack of materials beyond the control of the Employer. Work on Sunday, if it is the 7th consecutive workday, shall be paid at double (2x) the straight-time rate.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Modular Furniture Installer (Carpenter)[#]

Determination:
SC-23-31-16-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday[a]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1 ½ X)	6th Workday Overtime Hourly Rate[b] (1 ½ X)	7th Workday/ Holiday Overtime Hourly Rate (2 X)
Modular Installer: Installer	$25.00	$7.80	$3.00	$3.85	$0.10	$0.03	8.0	$39.78	$52.28	$52.28	$64.78
Modular Installer: Lead Installer	$27.00	$7.80	$3.00	$3.85	$0.10	$0.03	8.0	$41.78	$55.28	$55.28	$68.78

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).

[a] Includes an amount for Supplemental Dues.
[b] Rate applies to the first 4 daily overtime hours and first 12 hours worked on a sixth (6^{th}) consecutive day. All other daily overtime is paid the 7^{th} Workday/Holiday rate.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Fence Builder (Carpenter)[#]

Determination:
SC-23-31-20-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other [a]	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [b]	Saturday Overtime Hourly Rate (1 ½ X) [c]	Sunday/ Holiday Overtime Hourly Rate
Fence Builder	$48.25	$9.50	$6.25	$7.21	$0.72	$4.26	8.0	$76.19	$100.315	$100.315	$124.44

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Includes an amount for Annuity.
[b] Rate applies to the first 4 overtime hours. All other time is paid at the Sunday and Holiday overtime hourly rate.
[c] Saturdays in the same work week may be worked at straight-time for the first 8 hours if the job is shut down during the normal work week due to inclement weather, or reasons beyond the control of the employer.

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: CRANES, PILE DRIVER AND HOISTING EQUIPMENT (OPERATING ENGINEER) #

Determination:
SC-23-63-2-2026-1B

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	$64.75	8	$100.10	$132.475	$132.475	$164.85
Group 2	$65.53	8	$100.88	$133.645	$133.645	$166.41
Group 3	$65.82	8	$101.17	$134.080	$134.080	$166.99
Group 4	$65.96	8	$101.31	$134.290	$134.290	$167.27
Group 5	$66.18	8	$101.53	$134.620	$134.620	$167.71
Group 6	$66.29	8	$101.64	$134.785	$134.785	$167.93
Group 7	$66.41	8	$101.76	$134.965	$134.965	$168.17
Group 8	$66.58	8	$101.93	$135.220	$135.220	$168.51
Group 9	$66.75	8	$102.10	$135.475	$135.475	$168.85
Group 10	$67.75	8	$103.10	$136.975	$136.975	$170.85
Group 11	$68.75	8	$104.10	$138.475	$138.475	$172.85
Group 12	$69.75	8	$105.10	$139.975	$139.975	$174.85
Group 13	$70.75	8	$106.10	$141.475	$141.475	$176.85

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$15.20
Pension[d]	$15.65
Vacation and Holiday[e]	$2.95
Training	$1.10
Other	$0.45

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: CRANES, PILE DRIVER AND HOISTING EQUIPMENT
(OPERATING ENGINEER, SPECIAL SHIFT) #

Determination:
SC-23-63-2-2026-1B

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	$65.75	8	$101.10	$133.975	$133.975	$166.85
Group 2	$66.53	8	$101.88	$135.145	$135.145	$168.41
Group 3	$66.82	8	$102.17	$135.580	$135.580	$168.99
Group 4	$66.96	8	$102.31	$135.790	$135.790	$169.27
Group 5	$67.18	8	$102.53	$136.120	$136.120	$169.71
Group 6	$67.29	8	$102.64	$136.285	$136.285	$169.93
Group 7	$67.41	8	$102.76	$136.465	$136.465	$170.17
Group 8	$67.58	8	$102.93	$136.720	$136.720	$170.51
Group 9	$67.75	8	$103.10	$136.975	$136.975	$170.85
Group 10	$68.75	8	$104.10	$138.475	$138.475	$172.85
Group 11	$69.75	8	$105.10	$139.975	$139.975	$174.85
Group 12	$70.75	8	$106.10	$141.475	$141.475	$176.85
Group 13	$71.75	8	$107.10	$142.975	$142.975	$178.85

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$15.20
Pension[d]	$15.65
Vacation and Holiday[e]	$2.95
Training	$1.10
Other	$0.45

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: CRANES, PILE DRIVER AND HOISTING EQUIPMENT
(OPERATING ENGINEER, MULTI-SHIFT) #

Determination:
SC-23-63-2-2026-1B

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours[f]	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	$65.75	8	$101.10	$133.975	$133.975	$166.85
Group 2	$66.53	8	$101.88	$135.145	$135.145	$168.41
Group 3	$66.82	8	$102.17	$135.580	$135.580	$168.99
Group 4	$66.96	8	$102.31	$135.790	$135.790	$169.27
Group 5	$67.18	8	$102.53	$136.120	$136.120	$169.71
Group 6	$67.29	8	$102.64	$136.285	$136.285	$169.93
Group 7	$67.41	8	$102.76	$136.465	$136.465	$170.17
Group 8	$67.58	8	$102.93	$136.720	$136.720	$170.51
Group 9	$67.75	8	$103.10	$136.975	$136.975	$170.85
Group 10	$68.75	8	$104.10	$138.475	$138.475	$172.85
Group 11	$69.75	8	$105.10	$139.975	$139.975	$174.85
Group 12	$70.75	8	$106.10	$141.475	$141.475	$176.85
Group 13	$71.75	8	$107.10	$142.975	$142.975	$178.85

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$15.20
Pension[d]	$15.65
Vacation and Holiday[e]	$2.95
Training	$1.10
Other	$0.45

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Classifications:

Group 1
Engineer Oiler

Group 2
Truck Crane Oiler

Group 3
A-Frame or Winch Truck Operator
Ross Carrier Operator (Jobsite)

Group 4
Bridge-Type Unloader and Turntable Operator
Helicopter Hoist Operator
Ojjo Earth Truss Driver Machine Operator or similar types
Snobble Unit (pin-n-go or similar type)

Group 5
Hydraulic Boom Truck/Knuckleboom
Stinger Crane (Austin-Western or similar type)
Tugger Hoist Operator (1 drum)

Group 6
Bridge Crane Operator
Cretor Crane Operator
Hoist Operator (Chicago Boom and similar type)
Lift Mobile Operator
Lift Slab Machine Operator (Vagtborg and similar types)
Material Hoist and/or Manlift Operator
Polar Gantry Crane Operator
Prentice Self-Loader
Self Climbing Scaffold (or similar type)
Shovel, Dragline, Clamshell Operator (over ¾ yd and up to 5 cu yds, M.R.C.)
Silent Piler (Giken or similar types)
Tugger Hoist Operator (2 drum)

Group 7
Pedestal Crane Operator
Shovel, Dragline, Clamshell Operator (over 5 cu yds, M.R.C.)
Tower Crane Repairman
Tugger Hoist Operator (3 drum)

Group 8
Crane Operator (up to and including 25 ton capacity)
Crawler Transporter Operator
Derrick Barge Operator (up to and including 25 ton capacity)
Hoist Operator, Stiff Legs, Guy Derrick or similar type (up to and including 25 ton capacity)
Rotational Telehandler Operator
Self-Propelled Modular Transporter (Schuerle, Goldhofer or similar types)
Shovel, Dragline, Clamshell Operator (over 7 cu yds M.R.C.)
Timber Handler - Sennebogen or similar types (tree hoisting/removal/site clearing)

Group 9
Crane Operator (over 25 tons, up to and including 50 ton M.R.C.)
Derrick Barge Operator (over 25 tons, up to and including 50 ton M.R.C.)

Highline Cableway Operator
Hoist Operator, Stiff Legs, Guy Derrick or similar type (over 25 tons, up to and including 50 ton M.R.C.)
K-Crane
Polar Crane Operator
Self Erecting Tower Crane Operator Maximum Lifting Capacity ten (10) tons

Group 10
ABI/Fundex Machine
Crane Operator (over 50 tons, up to and including 100 ton M.R.C.)
Derrick Barge Operator (over 50 tons, up to and including 100 ton M.R.C.)
Hoist Operator, Stiff Legs, Guy Derrick or similar type (over 50 tons, up to and including 100 ton M.R.C.)
Mobile Tower Crane Operator (over 50 tons, up to and including 100 ton M.R.C.)
Shovel, Dragline, Clamshell Operator (over 10 cu. yrds.)

Group 11
Crane Operator (over 100 tons, up to and including 200 ton M.R.C.)
Derrick Barge Operator (over 100 tons, up to and including 200 ton M.R.C.)
Hoist Operator, Stiff Legs, Guy Derrick or similar type (over 100 tons, up to and including 200 ton M.R.C.)
Mobile Tower Crane Operator (over 100 tons, up to and including 200 ton M.R.C.)
Tower Crane Operator and Tower Gantry

Group 12
Crane Operator (over 200 tons, up to and including 300 ton M.R.C.)
Derrick Barge Operator (over 200 tons, up to and including 300 ton M.R.C.)
Hoist Operator, Stiff Legs, Guy Derrick or similar type (over 200 tons, up to and including 300 ton M.R.C.)
Mobile Tower Crane Operator (over 200 tons, up to and including 300 ton M.R.C.)

Group 13
Crane Operator (over 300 tons)
Derrick Barge Operator (over 300 tons)
Helicopter Pilot
Hoist Operator, Stiff Legs, Guy Derrick or similar type (over 300 tons)
Hydraulically Controlled Lift Gantry Operator BCR Lift System (over 300 tons)
Mobile Tower Crane Operator (over 300 tons)

MISCELLANEOUS PROVISIONS:

1. Operators on hoists with three drums shall receive fifty cents (50¢) per hour additional pay to the regular rate of pay. The additional pay shall be added to the regular rate and become the base rate for the entire shift.
2. All heavy duty repairman and heavy duty combination shall receive one dollar ($1.00) per hour tool allowance in addition to their regular rate of pay and this shall become their base rate of pay.
3. Employees required to suit up and work in a hazardous material environment, shall receive two dollars per hour in addition to their regular rate of pay, and that rate shall become the basic hourly rate of pay.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] For classifications within each group, see Pages 4 and 5.
[b] Rate applies to the first 4 overtime hours. All other daily overtime is paid at the Sunday rate.
[c] Rate applies to the first 12 hours worked. All other time is paid at the Sunday rate.
[d] Includes an amount for Annuity.
[e] Includes an amount withheld for supplemental dues.
[f] The Third Shift shall work 6.5 hours, exclusive of meal period, for which 8 hours straight-time shall be paid at the non-shift rate, Monday through Friday.

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TUNNEL (OPERATING ENGINEER) #

Determination:
SC-23-63-2-2026-1C

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	$65.25	8	$100.60	$133.225	$133.225	$165.85
Group 2	$66.03	8	$101.38	$134.395	$134.395	$167.41
Group 3	$66.32	8	$101.67	$134.830	$134.830	$167.99
Group 4	$66.46	8	$101.81	$135.040	$135.040	$168.27
Group 5	$66.68	8	$102.03	$135.370	$135.370	$168.71
Group 6	$66.79	8	$102.14	$135.535	$135.535	$168.93
Group 7	$66.91	8	$102.26	$135.715	$135.715	$169.17
Group 8	$68.26	8	$103.61	$137.740	$137.740	$171.87
Group 9	$67.21	8	$102.56	$136.165	$136.165	$169.77

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$15.20
Pension[d]	$15.65
Vacation and Holiday[e]	$2.95
Training	$1.10
Other	$0.45

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TUNNEL (OPERATING ENGINEER) (MULTI-SHIFT) #

Determination:
SC-23-63-2-2026-1C

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	$65.25	7.5	$100.60	$133.225	$133.225	$165.85
Group 2	$66.03	7.5	$101.38	$134.395	$134.395	$167.41
Group 3	$66.32	7.5	$101.67	$134.830	$134.830	$167.99
Group 4	$66.46	7.5	$101.81	$135.040	$135.040	$168.27
Group 5	$66.68	7.5	$102.03	$135.370	$135.370	$168.71
Group 6	$66.79	7.5	$102.14	$135.535	$135.535	$168.93
Group 7	$66.91	7.5	$102.26	$135.715	$135.715	$169.17
Group 8	$68.26	7.5	$103.61	$137.740	$137.740	$171.87
Group 9	$67.21	7.5	$102.56	$136.165	$136.165	$169.77

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$15.20
Pension[d]	$15.65
Vacation and Holiday[e]	$2.95
Training	$1.10
Other	$0.45

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Classifications:

Group 1
Heavy Duty Repairman Helper

Group 2
Skiploader (wheel type up to ¾ yd. without attachment)

Group 3
Chainman
Power-Driver Jumbo Form Setter Operator

Group 4
Dinkey Locomotive or Motorman (up to and including 10 tons)
Rodman

Group 5
Bit Sharpener
Equipment Greaser (Grease Truck)
Instrumentman
Slip Form Pump Operator (power driven hydraulic lifting device for concrete forms)
Tugger Hoist Operator (1 drum)
Tunnel Locomotive Operator (over 10 and up to and including 30 tons)
Welder-General

Group 6
Backhoe Operator (up and including 3/4 yd.) Small Ford, Case or similar types
Drill Doctor
Grouting Machine Operator
Heading Shield Operator
Heavy Duty Repairman
Jumbo Pipe Carrier
Loader Operator (Athey, Euclid, Sierra and similar types)
Mucking Machine Operator (1/4 yd rubber tired, rail or track type)
Pneumatic Concrete Placing Machine Operator (Hackley-Presswell or similar type)
Pneumatic Heading Shield (Tunnel)
Pumpcrete Gun Operator
Tractor Compressor Drill Combination Operator
Tugger Hoist Operator (2 drum)
Tunnel Locomotive Operator (over 30 tons)

Group 7
Heavy Duty Repairman-Welder Combination

Group 8
Party Chief

Group 9
Tunnel Mole Boring Machine Operator

MISCELLANEOUS PROVISIONS:

1. Operators on hoists with three drums shall receive fifty cents (50¢) per hour additional pay to the regular rate of pay. The additional pay shall be added to the regular rate and become the base rate for the entire shift.
2. All heavy duty repairman and heavy duty combination shall receive one dollar ($1.00) per hour tool allowance in addition to their regular rate of pay and this shall become their base rate of pay.
3. Employees required to suit up and work in a hazardous material environment, shall receive Two Dollars ($2.00) per hour in addition to their regular rate of pay, and that rate shall become the basic hourly rate of pay.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] For classifications within each group, see Page 3.
[b] Rate applies to the first 4 overtime hours. All other daily overtime is paid at the Sunday rate.
[c] Rate applies to the first 12 hours worked. All other time is paid at the Sunday rate.
[d] Includes an amount for Annuity.
[e] Includes an amount withheld for supplemental dues.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER[#]

Determination:
SC-23-63-2-2026-1D

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification[a] (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension[b]	Vacation and Holiday[c]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[d] (1½ x)	Saturday Overtime Hourly Rate[e] (1½ x)	Sunday/ Holiday Overtime Hourly Rate (2 x)
Group 1	$64.18	$15.20	$15.65	$2.95	$1.10	$0.45	8	$99.53	$131.62	$131.62	$163.71
Group 2	$65.96	$15.20	$15.65	$2.95	$1.10	$0.45	8	$101.31	$134.29	$134.29	$167.27
Group 3	$67.96	$15.20	$15.65	$2.95	$1.10	$0.45	8	$103.31	$137.29	$137.29	$171.27

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER[#]
(SPECIAL SHIFT)

Determination:
SC-23-63-2-2026-1D

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification[a] (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension[b]	Vacation and Holiday[c]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[d] (1½ x)	Saturday Overtime Hourly Rate[e] (1½ x)	Sunday/ Holiday Overtime Hourly Rate (2 x)
Group 1	$65.18	$15.20	$15.65	$2.95	$1.10	$0.45	8	$100.53	$133.12	$133.12	$165.71
Group 2	$66.96	$15.20	$15.65	$2.95	$1.10	$0.45	8	$102.31	$135.79	$135.79	$169.27
Group 3	$68.96	$15.20	$15.65	$2.95	$1.10	$0.45	8	$104.31	$138.79	$138.79	$173.27

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER #
(MULTI-SHIFT)

Determination:
SC-23-63-2-2026-1D

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification [a] (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension [b]	Vacation and Holiday [c]	Training	Other	Hours[f]	Total Hourly Rate	Daily Overtime Hourly Rate [d] (1½ x)	Saturday Overtime Hourly Rate [e] (1½ x)	Sunday/ Holiday Overtime Hourly Rate (2 x)
Group 1	$65.18	$15.20	$15.65	$2.95	$1.10	$0.45	8	$100.53	$133.12	$133.12	$165.71
Group 2	$66.96	$15.20	$15.65	$2.95	$1.10	$0.45	8	$102.31	$135.79	$135.79	$169.27
Group 3	$68.96	$15.20	$15.65	$2.95	$1.10	$0.45	8	$104.31	$138.79	$138.79	$173.27

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Classifications:

Group 1
Field Soils and Materials Tester
Field Asphaltic Concrete (Soils and Materials Tester)
Field Earthwork (Grading Excavation and Filling)
Roof Inspector
Load Testing Inspector
Water Proofer/Methane
Structural Steel and Welding Inspector
Glue-Lam and truss Joints
Truss-Type Joint Construction
Shear Wall and Floor System used as diaphragms
Concrete batch Plant
Spray-Applied Fireproofing
Structural masonry

Group 2
AWS-CWI Welding Inspector
Building/Construction Inspector
Reinforcing Steel
Reinforced Concrete
Pre-Tension Concrete
Post-Tension Concrete

Group 3
Licensed Grading Inspector
Nondestructive Testing (NDT)
Unmanned Aircraft Systems (UAS Drones) Operator (when used in conjunction with field soils and material testing – building/construction inspection

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[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] For classifications within each group, see Page 4.
[b] Includes an amount for Annuity.
[c] Includes an amount withheld for supplemental dues.
[d] Rate applies to the first 4 overtime hours. All other daily overtime is paid at the Sunday rate.
[e] Rate applies to the first 12 hours worked. All other time is paid at the Sunday rate.
[f] The Third Shift shall work 6.5 hours, exclusive of meal period, for which 8 hours straight-time shall be paid at the non-shift rate, Monday through Friday.

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: OPERATING ENGINEER[#]

Determination:
SC-23-63-2-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	$63.40	8	$98.75	$130.450	$130.450	$162.15
Group 2	$64.18	8	$99.53	$131.620	$131.620	$163.71
Group 3	$64.47	8	$99.82	$132.055	$132.055	$164.29
Group 4	$65.96	8	$101.31	$134.290	$134.290	$167.27
Group 6	$66.18	8	$101.53	$134.620	$134.620	$167.71
Group 8	$66.29	8	$101.64	$134.785	$134.785	$167.93
Group 10	$66.41	8	$101.76	$134.965	$134.965	$168.17
Group 12	$66.58	8	$101.93	$135.220	$135.220	$168.51
Group 13	$66.68	8	$102.03	$135.370	$135.370	$168.71
Group 14	$66.71	8	$102.06	$135.415	$135.415	$168.77
Group 15	$66.79	8	$102.14	$135.535	$135.535	$168.93
Group 16	$66.91	8	$102.26	$135.715	$135.715	$169.17
Group 17	$67.08	8	$102.43	$135.970	$135.970	$169.51
Group 18	$67.18	8	$102.53	$136.120	$136.120	$169.71
Group 19	$67.29	8	$102.64	$136.285	$136.285	$169.93
Group 20	$67.41	8	$102.76	$136.465	$136.465	$170.17
Group 21	$67.58	8	$102.93	$136.720	$136.720	$170.51
Group 22	$67.68	8	$103.03	$136.870	$136.870	$170.71
Group 23	$67.79	8	$103.14	$137.035	$137.035	$170.93
Group 24	$67.91	8	$103.26	$137.215	$137.215	$171.17
Group 25	$68.08	8	$103.43	$137.470	$137.470	$171.51

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	$15.20
Pension[d]	$15.65
Vacation and Holiday[e]	$2.95
Training	$1.10
Other	$0.45

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: OPERATING ENGINEER (SPECIAL SHIFT) #

Determination:
SC-23-63-2-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	$64.40	8	$99.75	$131.950	$131.950	$164.15
Group 2	$65.18	8	$100.53	$133.120	$133.120	$165.71
Group 3	$65.47	8	$100.82	$133.555	$133.555	$166.29
Group 4	$66.96	8	$102.31	$135.790	$135.790	$169.27
Group 6	$67.18	8	$102.53	$136.120	$136.120	$169.71
Group 8	$67.29	8	$102.64	$136.285	$136.285	$169.93
Group 10	$67.41	8	$102.76	$136.465	$136.465	$170.17
Group 12	$67.58	8	$102.93	$136.720	$136.720	$170.51
Group 13	$67.68	8	$103.03	$136.870	$136.870	$170.71
Group 14	$67.71	8	$103.06	$136.915	$136.915	$170.77
Group 15	$67.79	8	$103.14	$137.035	$137.035	$170.93
Group 16	$67.91	8	$103.26	$137.215	$137.215	$171.17
Group 17	$68.08	8	$103.43	$137.470	$137.470	$171.51
Group 18	$68.18	8	$103.53	$137.620	$137.620	$171.71
Group 19	$68.29	8	$103.64	$137.785	$137.785	$171.93
Group 20	$68.41	8	$103.76	$137.965	$137.965	$172.17
Group 21	$68.58	8	$103.93	$138.220	$138.220	$172.51
Group 22	$68.68	8	$104.03	$138.370	$138.370	$172.71
Group 23	$68.79	8	$104.14	$138.535	$138.535	$172.93
Group 24	$68.91	8	$104.26	$138.715	$138.715	$173.17
Group 25	$69.08	8	$104.43	$138.970	$138.970	$173.51

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	$15.20
Pension[d]	$15.65
Vacation and Holiday[e]	$2.95
Training	$1.10
Other	$0.45

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: OPERATING ENGINEER (MULTI-SHIFT)#

Determination:
SC-23-63-2-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours[f]	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	$64.40	8	$99.75	$131.950	$131.950	$164.15
Group 2	$65.18	8	$100.53	$133.120	$133.120	$165.71
Group 3	$65.47	8	$100.82	$133.555	$133.555	$166.29
Group 4	$66.96	8	$102.31	$135.790	$135.790	$169.27
Group 5	$67.06	8	$102.41	$135.940	$135.940	$169.47
Group 6	$67.18	8	$102.53	$136.120	$136.120	$169.71
Group 7	$67.28	8	$102.63	$136.270	$136.270	$169.91
Group 8	$67.29	8	$102.64	$136.285	$136.285	$169.93
Group 9	$67.39	8	$102.74	$136.435	$136.435	$170.13
Group 10	$67.41	8	$102.76	$136.465	$136.465	$170.17
Group 11	$67.51	8	$102.86	$136.615	$136.615	$170.37
Group 12	$67.58	8	$102.93	$136.720	$136.720	$170.51
Group 13	$67.68	8	$103.03	$136.870	$136.870	$170.71
Group 14	$67.71	8	$103.06	$136.915	$136.915	$170.77
Group 15	$67.79	8	$103.14	$137.035	$137.035	$170.93
Group 16	$67.91	8	$103.26	$137.215	$137.215	$171.17
Group 17	$68.08	8	$103.43	$137.470	$137.470	$171.51
Group 18	$68.18	8	$103.53	$137.620	$137.620	$171.71
Group 19	$68.29	8	$103.64	$137.785	$137.785	$171.93
Group 20	$68.41	8	$103.76	$137.965	$137.965	$172.17
Group 21	$68.58	8	$103.93	$138.220	$138.220	$172.51
Group 22	$68.68	8	$104.03	$138.370	$138.370	$172.71
Group 23	$68.79	8	$104.14	$138.535	$138.535	$172.93
Group 24	$68.91	8	$104.26	$138.715	$138.715	$173.17

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours[f]	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[c] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 25	$69.08	8	$104.43	$138.970	$138.970	$173.51

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	$15.20
Pension[d]	$15.65
Vacation and Holiday[e]	$2.95
Training	$1.10
Other	$0.45

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Classifications:

Group 1
Bargeman
Brakeman
Compressor Operator
Ditchwitch, with seat or similar type equipment
Elevator Operator - Inside
Engineer Oiler
Forklift Operator (includes loed, lull or similar types – under 5 tons)
Generator Operator
Generator, Pump or Compressor Plant Operator
Heavy Duty Repairman Helper
Inertial Profiler Operator
Pump Operator
Signalman
Switchman

Group 2
Asphalt-Rubber Plant Operator (Nurse Tank Operator)
Coil Tubing Rig Operator
Concrete Mixer Operator – Skip Type
Conveyor Operator
Fireman
Forklift Operator (includes loed, lull or similar types – over 5 tons)
Hydrostatic Pump Operator
Oiler Crusher (Asphalt or Concrete Plant)
Petromat Laydown Machine
PJU Side Dump Jack
Rotary Drill Helper (Oilfield)
Screening and Conveyor Machine Operator (or similar types)
Skiploader (Wheel type up to ¾ yd. without attachment)
Tar Pot Fireman
Temporary Heating Plant Operator
Trenching Machine Oiler

Group 3
Asphalt Rubber Blend Operator
Bobcat or similar type (Skid Steer, with all attachments)
Equipment Greaser (rack)
Ford Ferguson (with dragtype attachments)
Helicopter Radioman (ground)
Stationary Pipe Wrapping and Cleaning Machine Operator

Group 4
Asphalt Plant Fireman
Backhoe Operator (mini-max or similar type)
Boring Machine Operator
Boring System Electronic Tracking Locator
Boxman or Mixerman (asphalt or concrete)
Chip Spreading Machine Operator
Concrete Cleaning Decontamination Machine Operator
Concrete Pump Operator (small portable)
Drilling Machine Operator, Small Auger types (Texoma Super Economatic, or similar types – Hughes 100 or 200, or similar types – drilling depth of 30 maximum)
Equipment Greaser (grease truck)
Excavator Track/Rubber-Tired-with all attachments (Operating weight under 21,000 lbs)
Guard Rail Post Driver Operator
Highline Cableway Signalman
Hydra-Hammer-Aero Stomper
Hydraulic Casing Oscillator Operator – drilling depth of 30’ maximum
Micro Tunneling Operator (above ground tunnel)
Power Concrete Curing Machine Operator
Power Concrete Saw Operator
Power – Driver Jumbo Form Setter Operator
Power Sweeper Operator
Rock Wheel Saw/Trencher
Roller Operator (compacting)
Screed Operator (asphalt or concrete)
Trenching Machine Operator (up to 6 ft.)
Vacuum or Muck Truck

Group 5 (for multi-shift rate, see Pages 5 and 6)
Equipment Greaser (Grease Truck/Multi-Shift)

Group 6
Articulating Material Hauler
Asphalt Plant Engineer
Batch Plant Operator
Bit Sharpener
Concrete Joint Machine Operator (canal and similar type)
Concrete Placer Operator
Concrete Planer Operator

Dandy Digger
Deck Engine Operator
Deck Engineer
Derrickman (oilfield type)
Drilling Machine Operator, Bucket or Auger types (Calweld 100 bucker or similar types – Watson 1000 auger or similar types – Texoma 330, 500 or 600 auger or similar types – drilling depth of 45' maximum)
Drilling Machine Operator (including water wells)
Forced Feed Loader
Hydraulic Casing Oscillator Operator – drilling depth of 45' maximum
Hydro Seeder Machine Operator (straw, pulp or seed)
Jackson Track Maintainer, or similar type
Machine Tool Operator
Maginnis Internal Full Slab Vibrator
Mechanical Berm, Curb or Gutter (concrete or asphalt)
Mechanical Finisher Operator (concrete, Clary-Johnson-Bidwell or similar types)
Micro Tunnel System Operator (below ground)
Pavement Breaker Operator
Railcar Mover
Road Oil Mixing Machine Operator
Roller Operator (asphalt or finish)
Rubber-Tired Earthmoving Equipment (single engine, up to and including 25 yds. struck)
Self-Propelled Tar Pipelining Machine Operator
Skiploader Operator (crawler and wheel type, over ¾ yds. and up to and including 1½ yds.)
Slip Form Pump Operator (power driven hydraulic lifting device for concrete forms)
Tractor Operator – Bulldozer, Tamper-Scraper (single engine, up to 100 H.P. flyweel and similar types, up to and including D-5 and similar types)
Tugger Hoist Operator (1 drum)
Ultra High Pressure Waterjet Cutting Tool System Operator
Vacuum Blasting Machine Operator
Volumetric Mixer Operator
Welder - General

Group 7 (for multi-shift rate, see Pages 5 and 6)
Welder - General (Multi-Shift)

Group 8

Allroad Mobile Timber Harvester (Albach or similar types)
Asphalt or Concrete Spreading Operator (tamping or finishing)
Asphalt Paving Machine Operator (barber greene or similar type, one (1) Screedman)
Asphalt-Rubber Distributor Operator
Backhoe Operator (up to and including ¾ yds.) small ford, case or similar types
Backhoe Operator (over ¾ yd. and up to 5 cu. yds. M.R.C.)
Barrier Rail Mover (BTM Series 200 or similar types)
Cast in Place Pipe Laying Machine Operator
Cold Foamed Asphalt Recycler
Combination Mixer and Compressor Operator (gunite work)
Compactor Operator – Self Propelled
Concrete Mixer Operator – Paving
Crushing Plant Operator
Drill Doctor
Drilling Machine Operator, Bucket or Auger types (Calweld 150 bucker or similar types – Watson 1500, 2000, 2500 auger or similar types – Texoma 700, 800 auger or similar types – drilling depth of 60' maximum)
Elevating Grader Operator
Excavator Track/Rubber-Tired with all attachments (Operating Weight 21,000 lbs – 100,000 lbs)
Global Positioning System/GPS (or Technician)
Grade Checker
Gradall Operator
Grouting Machine Operator
Heavy Duty Repairman/Pump Installer
Heavy Equipment Robotics Operator
Hydraulic Casing Oscillator Operator – drilling depth of 60' maximum
Hydraulic Operated Grout Plant (excludes hand loading)
Kalamazoo Ballast Regulator or similar type
Kalamazoo Switch Tamper, or similar type
Klemm Drill Operator or similar types
Kolman Belt Loader and similar type
Le Tourneau Blob Compactor or similar type
Lo Drill
Loader Operator (Athey, Euclid, Sierra and similar types)

Master Environmental Maintenance Mechanic
Mobark Chipper or similar types
Ozzie Padder or similar types
P.C. 490 Slot Saw
Pneumatic Concrete Placing Machine Operator (Hackley-Presswell or similar type)
Prentice 721E Hydro-Ax
Pumpcrete Gun Operator
Rail Tie Crane (Kershaw or similar types)
Rock Drill or Similar Types (see Miscellaneous Provision #4 for additional information regarding this classification)
Rotary Drill Operator (excluding caison type)
Rubber-Tired Earth Moving Equipment Operator (single engine, caterpillar, euclid, athey wagon, and similar types with any and all attachments over 25 yds. and up to and including 50 cu yds. struck)
Rubber-Tired Earth Moving Equipment Operator (multiple engine – up to and including 25 yds. struck)
Rubber-Tired Scraper Operator (self-loading paddle wheel type – John Deere, 1040 and similar single unit)
Self-Propelled Curb and Gutter Machine Operator
Shuttle Buggy
Skiploader Operator (crawler and wheel type over 1 ½ yds. up to and including 6 ½ yds.)
Soil Remediation Plant Operator (CMI, Envirotech or Similar types)
Soil Stabilizer and Reclaimer (WR-2400)
Somero SXP Laser Screed
Speed Swing Operator
Surface Heaters and Planer Operator
Tractor Compressor Drill Combination Operator
Tractor Operator (any type larger than D-5 – 100 flyweel H.P. and over, or similar types – bulldozer, tamper, scraper and push tractor, single engine)
Tractor Operator (boom attachments)
Traveling Pipe Wrapping, Cleaning and Bending Machine Operator)
Trenching Machine Operator (over 6 ft. depth capacity, manufacturer's rating)
Trenching Machine with Road Miner Attachment (over 6ft. depth capacity, manufacturer's rating – Oiler or Journeyman Trainee required)
Ultra High Pressure Waterjet Cutting Tool System Mechanic
Water Pull (compaction)

Group 9 (for multi-shift rate, see Pages 5 and 6)
Heavy Duty Repairman (Multi-Shift)

Group 10
Backhoe Operator (over 5 cu. yds. M.R.C.)
Drilling Machine Operator, Bucket or Auger types (Calweld 200 B bucket or similar types – Watson 3000 or 5000 auger or similar types – Texoma 900 auger or similar types – drilling depth of 105' maximum)
Dual Drum Mixer
Dynamic Compactor LDC350 or similar types
Heavy Duty Repairman-Welder combination
Hydraulic Casing Oscillator Operator – drilling depth of 105' maximum
Monorail Locomotive Operator (diesel, gas or electric)
Motor Patrol – Blade Operator (single engine)
Multiple Engine Tractor Operator (euclid and similar type – except quad 9 cat.)
Pneumatic Pipe Ramming Tool and similar types
Pre-stressed Wrapping Machine Operator (2 Operators required)
Production Tamper - Harsco or similar types
Rail Dynamic Stabilizer
Rubber – Tired Earth Moving Equipment Operator (single engine, over 50 yds. struck)
Rubber – Tired Earth Moving Equipment Operator (multiple engine, euclid caterpillar and similar types – over 25 yds. and up to 50 yds. struck)
Tower Crane Repairman
Tractor Loader Operator (crawler and wheel-type over 6 ½ yds.)
Unmanned Aircraft Systems (UAS Drones) Operator (when used in conjunction with hoisting and placing materials)
Welder – Certified
Woods Mixer Operator (and similar pugmill equipment)

Group 11 (for multi-shift rate, see Pages 5 and 6)
Heavy Duty Repairman – Welder Combination (Multi-Shift)
Welder – Certified (Multi-Shift)

Group 12
Auto Grader Operator
Automatic Slip Form Operator
Backhoe Operator (over 7 cu. yds. M.R.C.)
Drilling Machine Operator, Bucket or Auger types (Calweld, auger 200 CA or similar types – Watson, auger 6000 or similar types – hughes super duty, auger 200 or similar types – drilling depth of 175' maximum)
Excavator Track/Rubber Tired- with all attachments (Operating Weight 100,000 lbs. – 200,000 lbs.)
Hoe Ram or similar types with compressor
Hydraulic Casing Oscillator Operator – drilling depth of 175' maximum
Mass Excavator Operator – less than 750 cu. yds.
Mechanical Finishing Machine Operator
Mobile Form Traveler Operator
Motor Patrol Operator (multi-engine)
Pipe Mobile Machine Operator
Rubber-Tired Earth Moving Equipment Operator (multiple engine, euclid, caterpillar and similar type, over 50 cu. yds. struck)
Rubber-Tired Self-Loading Scraper Operator (paddle-wheel-auger type self-loading – (two (2) or more units)

Group 13
Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Push-Pull System (single engine, up to and including 25 yds. struck)

Group 14
Canal Liner Operator
Canal Trimmer Operator
Drilling Machine Operator, Bucket or Auger types (Calweld, auger 200 CA or similar types – watson, auger 6000 or similar types – hughes super duty, auger 200 or similar types – drilling depth of 300' maximum)
Remote Controlled Earth Moving Operator ($1.00 per hour additional to base rate)
Wheel Excavator Operator (over 750 cu. yds. per hour)

Group 15
Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Push-Pull System (single engine, caterpillar, euclid, athey wagon, and similar types with any and all attachments over 25 and up to and including 50 cu. yds. struck)
Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Push-Pull System (multiple engine - up to and including 25 yds. struck)

Group 16
Excavator Track/Rubber Tired – with all attachments (Operating Weight exceeding 200,000 lbs.)
Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Push-Pull System (single engine, over 50 yds. struck)
Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Push-Pull System (multiple engine, euclid, caterpillar, and similar, over 25 yds. and up to 50 yds. struck)

Group 17
Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Push-Pull System (multiple engine, euclid, caterpillar, and similar type, over 50 cu. yds. struck)
Tandem Tractor Operator (operating crawler type tractors in tandem – Quad 9 and similar type)

Group 18
Rubber-Tired Earth Moving Equipment Operator, Operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units - single engine, up to and including 25 yds. struck)

Group 19
Rotex Concrete Belt Operator
Rubber-Tired Earth Moving Equipment Operator, Operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units - single engine, caterpillar, euclid, athey wagon, and similar types with any and all attachments over 25 yds. and up to and including 50 cu. yds. struck)
Rubber-Tired Earth Moving Equipment Operator, Operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units - multiple engines, up to and including 25 yds. struck)

Group 20

Rubber-Tired Earth Moving Equipment Operator, Operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units - single engine, over 50 yds. struck)

Rubber-Tired Earth Moving Equipment Operator, Operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units - multiple engine, euclid, caterpillar and similar, over 25 yds. and up to 50 yds. struck)

Group 21

Rubber-Tired Earth Moving Equipment Operator, Operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units - multiple engine, euclid, caterpillar and similar type, over 50 cu. yds. struck)

Group 22

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (single engine, up to and including 25 yds. struck)

Group 23

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (single engine, caterpillar, euclid, athey wagon, and similar types with any and all attachments over 25 yds. and up to and including 50 cu. yds. struck)

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (multiple engine, up to and including 25 yds. struck)

Group 24

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (single engine, over 50 yds. Struck)

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (multiple engine, euclid, caterpillar and similar, over 25 yds. and up to 50 yds. struck)

Group 25

Concrete Pump Operator-Truck Mounted

Pedestal Concrete Pump Operator

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (multiple engine, euclid, caterpillar and similar over 50 cu. yds struck

MISCELLANEOUS PROVISIONS:

1. Operators on hoists with three drums shall receive fifty cents (50¢) per hour additional pay to the regular rate of pay. The additional pay shall be added to the regular rate and become the base rate for the entire shift.

2. All heavy duty repairman and heavy duty combination shall receive one dollar ($1.00) per hour tool allowance in addition to their regular rate of pay and this shall become their base rate of pay.

3. Employees required to suit up and work in a hazardous material environment, shall receive Two Dollars ($2.00) per hour in addition to their regular rate of pay, and that rate shall become the basic hourly rate of pay.

4. A review of rock drilling is currently pending. The minimum acceptable rate of pay for this classification or type of work on public works projects is Laborer and Related Classifications/Group 5 (Driller) as published in the Director's General Prevailing Wage Determinations. However, the published rate for the craft/classification of Operating Engineer/Group 8 (Rock Drill or Similar Types) may be used by contractors to perform rock drilling on public works projects.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).

[a] For classifications within each group, see Pages 7 through 11.

[b] Rate applies to the first 4 overtime hours. All other daily overtime is paid at the Sunday rate.

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[c] Rate applies to the first 12 hours worked. All other time is paid at the Sunday rate.
[d] Includes an amount for Annuity.
[e] Includes an amount withheld for supplemental dues.
[f] The Third Shift shall work 6.5 hours, exclusive of meal period, for which 8 hours straight-time shall be paid at the non-shift rate, Monday through Friday.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Laborer and Related Classifications #

Determination:
SC-23-102-2-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura counties.

Wages and Employer Payments:

Classification[a] (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [b]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Saturday Overtime Hourly Rate (1 ½ X) [cd]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group 1	$46.48	$9.55	$12.57	$5.02	$0.80	$0.67	8.0	$75.09	$98.330	$98.330	$121.570
Group 2	$47.03	$9.55	$12.57	$5.02	$0.80	$0.67	8.0	$75.64	$99.155	$99.155	$122.670
Group 3	$47.58	$9.55	$12.57	$5.02	$0.80	$0.67	8.0	$76.19	$99.980	$99.980	$123.770
Group 4	$49.13	$9.55	$12.57	$5.02	$0.80	$0.67	8.0	$77.74	$102.305	$102.305	$126.870
Group 5	$49.48	$9.55	$12.57	$5.02	$0.80	$0.67	8.0	$78.09	$102.830	$102.830	$127.570

Group 1

Boring Machine Helper (Outside)
Certified Confined Space Laborer
Cleaning and Handling of Panel Forms
Concrete Screeding for Rough Strike-Off
Concrete, Water Curing
Demolition Laborer, the cleaning of brick if performed by an employee performing any other phase of demolition work, and the cleaning of lumber
Fiberoptic Installation, Blowing, Splicing, and Testing Technician on public right-of-way only
Fire Watcher, Limbers, Brush Loaders, Pilers and Debris Handlers
Flagman
Gas, Oil and/or Water Pipeline Laborer
Laborer, Asphalt-Rubber Material Loader
Laborer, General or Construction
Laborer, General Cleanup
Laborer, Jetting
Laborer, Temporary Water and Air Lines
Plugging, Filling of Shee-Bolt Holes; Dry Packing of Concrete and Patching
Post Hole Digger (Manual)
Railroad Maintenance, Repair Trackman and Road Beds; Streetcar and Railroad Construction Track Laborers
Rigging and Signaling
Scaler
Slip Form Raisers
Tarman and Mortar Man
Tool Crib or Tool House Laborer
Traffic Control by any method
Water Well Driller Helper
Window Cleaner
Wire Mesh Pulling - All Concrete Pouring Operations

Group 2

Asphalt Shoveler
Cement Dumper (on 1 yard or larger mixer and handling bulk cement)
Cesspool Digger and Installer
Chucktender
Chute Man, pouring concrete, the handling of the chute from readymix trucks, such as walls, slabs, decks, floors, foundations, footings, curbs, gutters and sidewalks
Concrete Curer-Impervious Membrane and Form Oiler
Cutting Torch Operator (Demolition)
Fine Grader, Highways and Street Paving, Airport, Runways, and similar type heavy construction
Gas, Oil and/or Water Pipeline Wrapper-Pot Tender and Form Man
Guinea Chaser
Headerboard Man-Asphalt
Installation of all Asphalt Overlay Fabric and Materials used for Reinforcing Asphalt
Laborer, Packing Rod Steel and Pans
Membrane Vapor Barrier Installer
Power Broom Sweepers (small)
Riprap, Stonepaver, placing stone or wet sacked concrete
Roto Scraper and Tiller
Sandblaster (Pot Tender)
Septic Tank Digger and Installer (leadman)
Tank Scaler and Cleaner
Tree Climber, Faller, Chain Saw Operator, Pittsburgh Chipper and similar type Brush Shredders
Underground Laborer, including Caisson Bellower

Group 3

Asphalt Installation of all fabrics
Buggymobile Man
Compactor (all types including Tampers, Barko, Wacker)
Concrete Cutting Torch
Concrete Pile Cutter
Driller, Jackhammer, 2 1/2 ft. drill steel or longer
Dri Pak-it Machine
Gas, Oil and/or Water Pipeline Wrapper - 6-inch pipe and over by any method, inside and out
Impact Wrench, Multi-Plate
Kettlemen, Potmen and Men applying asphalt, lay-kold, creosote, lime caustic and similar type materials
Laborer, Fence Erector
Material Hoseman (Walls, Slabs, Floors and Decks)
Operators of Pneumatic, Gas, Electric Tools, Vibrating Machines, Pavement Breakers, Air Blasting, Come-Alongs, and similar mechanical tools not separately classified herein; operation of remote controlled robotic tools in connection with Laborers work
Pipelayer's backup man, coating, grouting, making of joints, sealing, caulking, diapering and including rubber gasket joints, pointing and any and all other services
Power Post Hole Digger
Rock Slinger
Rotary Scarifier or Multiple Head Concrete Chipping Scarifier
Steel Headerboard Man and Guideline Setter
Trenching Machine, Hand Propelled

Group 4

Any Worker Exposed to Raw Sewage
Asphalt Raker, Luteman, Ironer, Asphalt Dumpman, and Asphalt Spreader Boxes (all types)
Concrete Core Cutter (walls, floors or ceilings), Grinder or Sander
Concrete Saw Man, Cutting Walls or Flat Work, Scoring old or new concrete
Cribber, Shorer, Lagging, Sheeting and Trench Bracing, Hand-Guided Lagging Hammer
Head Rock Slinger
High Scaler (including drilling of same)
Laborer, Asphalt-Rubber Distributor Bootman
Laser Beam in connection with Laborer's work
Oversize Concrete Vibrator Operator, 70 pounds and over
Pipelayer
Prefabricated Manhole Installer
Sandblaster (Nozzleman), Water Blasting, Porta Shot-Blast
Subsurface Imaging Laborer
Traffic Lane Closure, certified

Group 5

Blasters Powderman
Driller
Toxic Waste Removal
Welding, certified or otherwise in connection with Laborers' work

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] For classification within each group, see page 2.
[b] Includes an amount per hour worked for supplemental dues.
[c] Any hours worked over 12 hours in a single workday are double (2) time.
[d] Saturdays in the same work week may be worked at straight-time if job is shut down during work week due to inclement weather or similar Act of God, or a situation beyond the employer's control.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Parking and Highway Improvement (Striping, Slurry and Seal Coat Operations-Laborer)#

Determination:
SC-23-102-6-2025-2

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification[a] (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday[b]	Training	Other	Hours[c]	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	6th & 7th Day Overtime Hourly Rate[d] (1½ x)	Holiday Overtime Hourly Rate (2 X)
Group 1	$49.30	9.55	9.52	5.26	$1.47	$0.56	8.0	$75.66	$100.310	$100.310	$124.96
Group 2	$50.60	9.55	9.52	5.26	$1.47	$0.56	8.0	$76.96	$102.260	$102.260	$127.56
Group 3	$52.61	9.55	9.52	5.26	$1.47	$0.56	8.0	$78.97	$105.275	$105.275	$131.58
Group 4	$54.35	9.55	9.52	5.26	$1.47	$0.56	8.0	$80.71	$107.885	$107.885	$135.06

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing

Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

CLASSIFICATION GROUPS:

Group 1
Protective coating, Pavement sealing (repairs and filling of cracks by any method to parking lots, game courts and playgrounds, and tracks, whether indoor or outdoor)
Truck Mounted Attenuator
Automatous Truck Mounted Attenuator
Installation of carstops
Traffic Control Person & Serviceman; including work of installing and protecting utility covers, traffic delineating devices, posting of no parking and notifications for public convenience
Asphalt Repair
Equipment Repair Technician
Truncated Dome Assitant
Decorative Asphalt Surfacing Applicator Assistant

Group 2
Traffic Surface Abrasive Blaster
Pot Tender
Traffic Control Person/Certified Traffic Control Person
Repairing and filling of cracks and surface cleaning on streets, highways, and airports by any means, and other work not directly connected with the application of slurry seal
Slurry Seal Squeegeeman (finisher)
Bob Cat/Skid Steer
Seal Roller
Forklift

Group 3
Traffic Delineating Device Applicator
Traffic Protective System Installer
Pavement Marking Applicator
Slurry Seal Applicator Operator (Line Driver-including self-contained distribution units, aggregate spreader truck)
Shuttleman (loader/slurry machine operations) operation of all related machinery and equipment; handling of related materials
Truncated Dome Technician
Decorative Asphalt Surfacing Applicator

Group 4
Traffic Striping Applicator
Slurry Seal Mixer Operator
Power Broom Sweeper (operation of all related trucks, machinery and equipment; Handling of related materials)

# Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] For classifications within each group, see Page 2.
[b] Includes an amount per hour worked for Supplemental Dues.
[c] Straight-time hours: 8 consecutive hours per day. 40 hours over 5 consecutive days, Monday through Sunday shall constitute a week's work at straight time.
[d] The sixth consecutive day in the same work week may be worked at straight-time if job is shut down during work week due to inclement weather.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TUNNEL WORKER (LABORER)

Determination:
SC-23-102-12-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

Wages and Employer Payments:

Classification[a] (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday[b]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[c] (1½ X)	Saturday Overtime Hourly Rate[c] (1½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group I	$53.53	$9.55	$12.57	$5.02	$0.80	$0.67	8	$82.140	$108.905	$108.905	$135.670
Group II	$53.85	$9.55	$12.57	$5.02	$0.80	$0.67	8	$82.460	$109.385	$109.385	$136.310
Group III	$54.31	$9.55	$12.57	$5.02	$0.80	$0.67	8	$82.920	$110.075	$110.075	$137.230
Group IV	$55.00	$9.55	$12.57	$5.02	$0.80	$0.67	8	$83.610	$111.110	$111.110	$138.610
Group V	$55.85	$9.55	$12.57	$5.02	$0.80	$0.67	8	$84.460	$112.385	$112.385	$140.310

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Classifications:

Group I
Batch Plant Laborer
Bottom Lander
Changehouseman
Dumpman
Outside Dumpman
Loading and Unloading Agitator Cars
Nipper
Pot Tender using mastic or other materials
Rollover Dumpman
Shotcrete Man (helper)
Subsurface Laborer (non-miner)
Swamper/Brakemen (Brakeman and Switchman on tunnel work)
Tool Man
Top Lander
Tunnel Materials Handling Man

Group II
Chemical Grout Jetman
Chucktender, Cabletender
Concrete crew-include Rodders and Spreaders
Grout Mixerman
Grout Pumpman
Operating of Troweling and/or Grouting Machines
Vibratorman, Jack Hammer Pneumatic Tools (except driller)

Group III
Blaster, Driller, Powderman
Bull Gang Mucker, Trackman
Cherry Pickerman
Grout Gunman
Jackleg Miner
Jumbo Man
Kemper and other Pneumatic Concrete Placer Operator
Micro-Tunneling, Micro-Tunneling Systems
Nozzleman
Powderman-Primer House
Primer Man
Sandblaster
Segment Erector
Steel Form Raiser and Setter
Timberman, Retimberman, wood or steel
Tunnel Concrete Finisher

Group IV
Shaft and Raise Work[d]
Diamond Driller
HDPE Membrane Vapor Barrier Welder
Miner - Tunnel (hand or machine)

Group V
Welder, certified as required

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[a] For classifications within each group, see Page 2.
[b] Includes an amount per hour worked for supplemental dues.
[c] All work performed over 12 hours in a single work day shall be paid for at double time (2x).
[d] The classification “Shaft and Raise Work” shall be applicable to all work from the entrance to the shaft or raise and including surge chambers. This classification shall apply to all work involving surge chambers up to the ground level.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Cement Mason[#]

Determination:
SC-23-203-2-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [a]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [b]	Saturday Overtime Hourly Rate (1 ½ X) [b] [c]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Cement Mason, Curb and Gutter Machine Operator; Clary and Similar Type of Screed Operator (Cement only); Grinding Machine Operator (all types); Jackson Vibratory, Texas Screed and Similar Type Screed Operator; Scoring Machine Operator	$47.70	$9.08	$12.35	$7.52	$0.64	$0.24	8.0	$77.53	$101.38	$101.38	$125.230
Magnesite, magnesite-terrazzo and mastic composition, Epoxy, Urethanes and exotic coatings, Dex-O-Tex	$47.82	$9.08	$12.35	$7.52	$0.64	$0.24	8.0	$77.65	$101.56	$101.56	$125.470

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [a]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [b]	Saturday Overtime Hourly Rate (1 ½ X) [b] [c]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Floating and Troweling Machine Operator	$48.70	$9.08	$12.35	$7.52	$0.64	$0.24	8.0	$78.53	$102.880	$102.880	$127.230

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Includes an amount for supplemental dues.
[b] Rate applies to the first 4 daily overtime hours and the first 12 hours worked on Saturday. All other time is paid at the double time (2X) rate.
[c] Saturday in the same work week may be worked at straight-time rate, up to 8 hours on Saturday or when the employee has worked a total of 40 hours in the work week, if it is not reasonably possible for any individual employee on a particular job site to complete 40 hours of work on a 8 hour day, Monday through Friday, due to inclement weather or similar act of God or a situation beyond the control of the contractor.

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #TEAMSTER (APPLIES ONLY TO WORK ON THE CONSTRUCTION SITE)

Determination:
SC-23-261-2-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[b] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group I	$41.59	8	$78.54	$99.335	$99.335	$120.13
Group II	$41.74	8	$78.69	$99.56	$99.56	$120.43
Group III	$41.87	8	$78.82	$99.755	$99.755	$120.69
Group IV	$42.06	8	$79.01	$100.04	$100.04	$121.07
Group V	$42.09	8	$79.04	$100.085	$100.085	$121.13
Group VI	$42.12	8	$79.07	$100.13	$100.13	$121.19
Group VII	$42.37	8	$79.32	$100.505	$100.505	$121.69
Group VIII	$42.62	8	$79.57	$100.88	$100.88	$122.19
Group IX	$42.82	8	$79.77	$101.18	$101.18	$122.59
Group X	$43.12	8	$80.07	$101.63	$101.63	$123.19
Group XI	$43.62	8	$80.57	$102.38	$102.38	$124.19

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	$20.37
Pension	$9.00
Vacation and Holiday[c]	$4.95
Training	$2.02
Other	$0.61

Wages and total hourly rates (including employer payments):

Classification[d] (Subjourneyman)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[b] (1½x)	Sunday/Holiday Overtime Hourly Rate (2 x)
0-2000 hours	$27.80	8	$63.60	$77.50	$77.50	$91.40
2001-4000 hours	$29.80	8	$65.85	$80.75	$80.75	$95.65
4001-6000 hours	$31.80	8	$68.10	$84.00	$84.00	$99.90

Over 6000 hours and thereafter at journeyman rates.

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$20.37
Pension	$9.00
Vacation and Holiday[c]	$3.80 ($4.05 for 2001-4000 hours; $4.30 for 4001-6000 hours)
Training	$2.02
Other	$0.61

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #TEAMSTER (SPECIAL SHIFT)
(APPLIES ONLY TO WORK ON THE CONSTRUCTION SITE)

Determination:
SC-23-261-2-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[b] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group I	$42.59	8	$79.54	$100.835	$100.835	$122.13
Group II	$42.74	8	$79.69	$101.06	$101.06	$122.43
Group III	$42.87	8	$79.82	$101.255	$101.255	$122.69
Group IV	$43.06	8	$80.01	$101.54	$101.54	$123.07
Group V	$43.09	8	$80.04	$101.585	$101.585	$123.13
Group VI	$43.12	8	$80.07	$101.63	$101.63	$123.19
Group VII	$43.37	8	$80.32	$102.005	$102.005	$123.69
Group VIII	$43.62	8	$80.57	$102.38	$102.38	$124.19
Group IX	$43.82	8	$80.77	$102.68	$102.68	$124.59
Group X	$44.12	8	$81.07	$103.13	$103.13	$125.19
Group XI	$44.62	8	$81.57	$103.88	$103.88	$126.19

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	$20.37
Pension	$9.00
Vacation and Holiday[c]	$4.95
Training	$2.02
Other	$0.61

Wages and total hourly rates (including employer payments):

Classification[d] (Subjourneyman)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[b] (1½x)	Sunday/Holiday Overtime Hourly Rate (2 x)
0-2000 hours	$27.80	8	$63.60	$77.50	$77.50	$91.40
2001-4000 hours	$29.80	8	$65.85	$80.75	$80.75	$95.65
4001-6000 hours	$31.80	8	$68.10	$84.00	$84.00	$99.90

Over 6000 hours and thereafter at journeyman rates.

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$20.37
Pension	$9.00
Vacation and Holiday[c]	$3.80 ($4.05 for 2001-4000 hours; $4.30 for 4001-6000 hours)
Training	$2.02
Other	$0.61

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY
THE DIRECTOR OF INDUSTRIAL RELATIONS PURSUANT TO CALIFORNIA LABOR CODE
PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #TEAMSTER (SECOND SHIFT)
(APPLIES ONLY TO WORK ON THE CONSTRUCTION SITE)

Determination:
SC-23-261-2-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

Wages and total hourly rates (including employer payments):

Classification[a] (Journeyperson)	Basic Hourly Rate	Hours[e]	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[b] (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group I	$43.59	8	$80.54	$102.335	$102.335	$124.13
Group II	$43.74	8	$80.69	$102.56	$102.56	$124.43
Group III	$43.87	8	$80.82	$102.755	$102.755	$124.69
Group IV	$44.06	8	$81.01	$103.04	$103.04	$125.07
Group V	$44.09	8	$81.04	$103.085	$103.085	$125.13
Group VI	$44.12	8	$81.07	$103.13	$103.13	$125.19
Group VII	$44.37	8	$81.32	$103.505	$103.505	$125.69
Group VIII	$44.62	8	$81.57	$103.88	$103.88	$126.19
Group IX	$44.82	8	$81.77	$104.18	$104.18	$126.59
Group X	$45.12	8	$82.07	$104.63	$104.63	$127.19
Group XI	$45.62	8	$82.57	$105.38	$105.38	$128.19

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$20.37
Pension	$9.00
Vacation and Holiday[c]	$4.95
Training	$2.02
Other	$0.61

Wages and total hourly rates (including employer payments):

Classification[d] (Subjourneyman)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1½ x)	Saturday Overtime Hourly Rate[b] (1½x)	Sunday/Holiday Overtime Hourly Rate (2 x)
0-2000 hours	$27.80	8	$63.60	$77.50	$77.50	$91.40
2001-4000 hours	$29.80	8	$65.85	$80.75	$80.75	$95.65
4001-6000 hours	$31.80	8	$68.10	$84.00	$84.00	$99.90

Over 6000 hours and thereafter at journeyman rates.

Employer Payments:

Type of Fund	**Amount per Hour**
Health and Welfare	$20.37
Pension	$9.00
Vacation and Holiday[c]	$3.80 ($4.05 for 2001-4000 hours; $4.30 for 4001-6000 hours)
Training	$2.02
Other	$0.61

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Classifications:

Group I
Warehouseman and Teamster

Group II
Driver of Vehicle or Combination of Vehicles - 2 axles
Traffic Control Pilot Car, excluding moving heavy equipment permit load
Truck Mounted Power Broom

Group III
Driver of Vehicle or Combination of Vehicles - 3 axles
Bootman
Cement Mason Distribution Truck
Fuel Truck Driver
Water Truck - 2 axles
Dump Truck of less than 16 yards water level
Erosion Control Driver

Group IV
Driver of Transit Mix Truck-Under 3 yds
Dumpcrete Truck Less than 6½ yards water level
Truck Repairman Helper

Group V
Water Truck 3 or more axles
Warehouseman Clerk
Slurry Truck Driver

Group VI
Driver of Transit Mix Truck - 3 yds or more
Dumpcrete Truck 6½ yds water level and over
Driver of Vehicle or Combination of Vehicles - 4 or more axles
Driver of Oil Spreader Truck
Dump Truck 16 yds to 25 yds water level
Side Dump Trucks
Flow Boy Dump Trucks

Group VII
A Frame, Swedish Crane or Similar
Forklift Driver
Ross Carrier Driver

Group VIII
Dump Truck of 25 yds to 49 yards water level
Truck Repairman
Water Pull Single Engine
Welder

Group IX
Truck Repairman Welder
Low Bed Driver, 9 axles or over

Group X
Working Truck Driver
Truck Greaser and Tireman - $0.50 additional for Tireman
Pipeline and Utility Working Truck Driver, including Winch Truck and Plastic Fusion, limited to Pipeline and Utility Work
Dump Truck and Articulating - 50 yards or more water level
Water Pull Single Engine with attachment

Group XI
Water Pull Twin Engine
Water Pull Twin Engine with attachments
Winch Truck Driver - $0.25 additional when operating a Winch or similar special attachment

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[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] For classifications within each group, see Page 7.
[b] Rate applies to the first 4 daily overtime hours on weekdays and the first 12 hours on Saturday. All other overtime is paid at the Sunday/Holiday double-time rate.
[c] Includes an amount for Supplemental Dues.
[d] Subjourneymen may be employed at a ratio of one subjourneyman for every five journeymen.
[e] The third shift shall work 6.5 hours, exclusive of meal period, for which 8-hours straight time shall be paid at the non-shift rate, Monday through Friday.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Drywall Installer/Lather (Carpenter)[#]

Determination:
SC-31-X-41-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director - Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [a]	Training	Other [b]	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Saturday Overtime Hourly Rate (1 ½ X) [c]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Drywall Installer/Lather	$52.24	$9.50	$6.41	$7.46	$0.77	$5.27	8.0	$81.65	$107.770	$107.770	$133.89

Determination:
SC-31-X-41-2026-1A

Issue Date:
February 22, 2026

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director - Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura counties

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [a]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Saturday Overtime Hourly Rate (1 ½ X) [c]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Stocker, Scrapper	$21.97	$5.50	$0.00	$8.46	$0.77	$0.00	8.0	$36.70	$47.685	$47.685	$58.67

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Includes an amount per hour worked for supplemental dues.
[b] Includes an amount for Annuity.
[c] Rate applies to the first 4 daily overtime hours and to the first 8 hours on Saturday. All other overtime will be paid the Sunday and Holiday double time rate. Saturdays in the same workweek may be worked at straight-time if job is shut down during the normal work week due to inclement weather.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Elevator Constructor[#]

Determination:
SC-62-X-999-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
December 31, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-477.

Localities:
All localities within Imperial, Los Angeles, Orange, Riverside, San Diego, Santa Barbara and Ventura counties. Portions of Kern, San Bernardino and San Luis Obispo counties are detailed below [a].

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension [b]	Vacation and Holiday [c]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [d]	Saturday Overtime Hourly Rate (1 ½ X) [d]	Sunday/ Holiday Overtime Hourly Rate
Mechanic	$72.36	$16.375	$21.76	$6.57	$0.85	$1.90	8.0	$119.815	$155.995	$155.995	$192.175
Mechanic (employed in industry more than 5 years)	$72.36	$16.375	$21.76	$8.02	$0.85	$1.90	8.0	$121.265	$157.445	$157.445	$193.625
Helper [e]	$50.65	$16.375	$21.76	$4.60	$0.85	$1.90	8.0	$96.135	$121.460	$121.460	$146.785
Helper (employed in industry more than 5 years) [e]	$50.65	$16.375	$21.76	$5.61	$0.85	$1.90	8.0	$97.147	$122.472	$122.472	$147.797

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

# Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Applies to that portion of these counties south of the Tehachapi Line. For more information contact the Office of the Director – Research Unit.
[b] Includes an amount for Annuity Trust Fund.
[c] Includes an amount for 8 paid holidays.
[d] For Contract Service work only. All other overtime is paid at the Sunday/Holiday rate.
[e] Ratio: The total number of Helpers employed shall not exceed the number of Mechanics on any one job. When removing old and installing new cables on existing elevator installations, the Company may use two (2) Helpers, Apprentices or Assistant Mechanics to one (1) Mechanic. Two (2) Helpers, Apprentices or Assistant Mechanics to each three (3) Mechanics may be employed in Contract Service work only. For more information on the use of Helpers, contact the Office of the Director – Research Unit.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Dredger (Operating Engineer)#

Determination:
SC-63-12-23-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
July 31, 2026** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura counties.

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension [a]	Vacation and Holiday [b]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Saturday Overtime Hourly Rate (1 ½ X) [c]	Sunday Overtime Hourly Rate (2 X)	Holiday Overtime Hourly Rate (3X)
Chief Engineer, Deck Captain	$64.90	$15.20	$19.65	$6.70	$1.10	$0.15	8	$107.70	$140.150	$140.150	$172.60	$237.50
Leverman	$67.90	$15.20	$19.65	$6.70	$1.10	$0.15	8	$110.70	$144.65	$144.65	$178.60	$246.50
Watch Engineer, Deckmate	$61.82	$15.20	$19.65	$6.70	$1.10	$0.15	8	$104.62	$135.53	$135.53	$166.44	$228.26
Winchman (Stern Winch on Dredge)	$61.27	$15.20	$19.65	$6.70	$1.10	$0.15	8	$104.07	$134.71	$134.71	$165.34	$226.61
Fireman-Oiler, Leveehand, Deckhand (can operate anchor scow under direction of mate), Bargeman	$60.73	$15.20	$19.65	$6.70	$1.10	$0.15	8	$103.53	$133.90	$133.90	$164.26	$224.99

Classification	Basic Hourly Rate	Health and Welfare	Pension [a]	Vacation and Holiday [b]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Saturday Overtime Hourly Rate (1 ½ X) [c]	Sunday Overtime Hourly Rate (2 X)	Holiday Overtime Hourly Rate (3X)
Dozer Operator	$61.93	$15.20	$19.65	$6.70	$1.10	$0.15	8	$104.73	$135.70	$135.70	$166.66	$228.59
Hydrographic Surveyor	$63.36	$15.20	$19.65	$6.70	$1.10	$0.15	8	$106.16	$137.84	$137.84	$169.52	$232.88
Barge Mate	$61.34	$15.20	$19.65	$6.70	$1.10	$0.15	8	$104.14	$134.81	$134.81	$165.48	$226.82
Welder	$63.32	$15.20	$19.65	$6.70	$1.10	$0.15	8	$106.12	$137.78	$137.78	$169.44	$232.76

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

MISCELLANEOUS PROVISION:
Employees required to suit up and work in a hazardous material environment, shall receive Two Dollars ($2.00) per hour in addition to their regular rate of pay, and that rate shall become the basic hourly rate of pay.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Includes an amount for annuity.
[b] Includes an amount for supplemental dues.
[c] Rate applies to the first 4 daily overtime hours and first 12 hours on Saturdays. All other time is paid at the Sunday overtime rate.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Landfill Worker (Operating Engineer)

Determination:
SC-63-12-41-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura Counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare [a]	Pension	Vacation and Holiday [b]	Hours	Total Hourly Rate [c]	Daily/Holiday Overtime Hourly Rate (1 ½ X) [d]	Sunday Overtime Hourly Rate (2 X)
Heavy Duty Repairman and/or Welder	$40.75	$6.32	$9.65	$0.78[e]	8.0	$57.50	$70.775	$91.15
Equipment Operator II	$31.25	$6.14	$9.65	$0.60[f]	8.0	$47.64	$56.525	$72.15
Equipment Operator III	$32.25	$6.16	$9.65	$0.62[g]	8.0	$48.68	$58.025	$74.15
PM Tech	$33.50	$6.18	$9.65	$0.64[h]	8.0	$49.97	$59.900	$76.65
Laborer/Spotter	$23.60	$5.99	$4.07	$0.45[i]	8.0	$34.11	$39.470	$51.27

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing

Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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[a] Includes amounts for Sick Leave and Health Insurance that apply to the first 173.33 hours worked per month.
[b] This amount applies to the first 173.33 hours worked per month.
[c] Computation is based on the first year of employment. This rate should be increased by any applicable vacation increase as stated in the other footnotes.
[d] Rate applies to all hours worked in excess of forty (40) hours in a workweek or in excess of eight (8) hours in any one day. Rate also applies to sixth consecutive day of work. For any daily hours worked in excess of twelve (12) hours, the Sunday overtime rate would apply.
[e] $1.57 after 2 years of service; $2.35 after 5 years of service.
[f] $1.20 after 2 years of service; $1.80 after 5 years of service.
[g] $1.24 after 2 years of service; $1.86 after 5 years of service.
[h] $1.29 after 2 years of service; $1.93 after 5 years of service.
[i] $0.91 after 2 years of service; $1.36 after 5 years of service.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Gunite Worker (Laborer)

Determination:
SC-102-345-1-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, and Ventura counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate [a]	Health and Welfare	Pension	Vacation and Holiday [b]	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Daily Overtime Hourly Rate (2 X)	Saturday Overtime Hourly Rate (1 ½ X) [d e]	Saturday Overtime Hourly Rate (2 X) [e]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Ground Wire Man, Nozzleman, Rodman	$55.88	$9.55	$10.00	$6.35	$0.21	8.0	$81.99	$109.93	$137.87	$109.93	$137.87	$137.87
Gunman	$54.93	$9.55	$10.00	$6.35	$0.21	8.0	$81.04	$108.505	$135.97	$108.505	$135.97	$135.97
Reboundman	$51.39	$9.55	$10.00	$6.35	$0.21	8.0	$77.50	$103.195	$128.89	$103.195	$128.89	$128.89
Entry-Level Gunite Worker Step 1 [f] (0-1000 hours)	$38.24	$6.48	$10.00	$6.35	$0.18	8.0	$61.25	$80.37	$99.49	$80.37	$99.49	$99.49
Entry-Level Gunite Worker Step 2 [f] (1001-2000 hours)	$40.24	$6.48	$10.00	$6.35	$0.18	8.0	$63.25	$83.37	$103.49	$83.37	$103.49	$103.49

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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[a] Employees working from a Bos'n's Chair or suspended from a rope or cable shall receive $0.40/hour above this rate.
[b] Includes an amount per hour worked for Supplemental Dues.
[c] Rate applies to the first 3 overtime hours.
[d] Rate applies to the first 11 overtime hours.
[e] In the event it is not reasonably possible to complete forty (40) hours of work on an eight (8) hour day shift, Monday through Friday, then the balance of the forty (40) hours may be worked on Saturday at the straight time rate.
[f] Ratio is one Entry-Level Gunite Worker for the 1st 4 Journeymen on the job (although the Entry-Level Gunite Worker may be the 2nd worker on the job) and 1 Entry-Level Gunite Worker for every 4 Journeymen thereafter (the Entry-Level Gunite Worker may not be on the job until after all 4 Journeymen are on the job).

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Housemover (Laborer)

Determination:
SC-102-507-1-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday [a]	Training	Other [b]	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) [c]	Saturday Overtime Hourly Rate (1 ½ X) [c] [d]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Housemover	$46.53	$9.55	$12.57	$5.02	$0.80	$0.57	8.0	$75.04	$98.305	$98.305	$121.57

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[a] Includes Supplemental Dues contribution.
[b] Include an amount for Contract Administration Fund ($0.09), Contract Compliance Trust Fund ($0.30), Industry Fund ($0.12), and Laborers Trusts' Administrative Trust Fund ($0.06).
[c] Any hours over 12 hours in a single workday are double time.
[d] If the employee is unable to complete the forty (40) hours during the normal workweek, Monday through Friday, due to inclement weather or a situation beyond the employers control, then the balance of the forty (40) hours may be worked on Saturday at the straight-time rate in the same workweek.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Asbestos and Lead Abatement (Laborer) #

Determination:
SC-102-882-1-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
July 31, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relation. Contact the Office of the Director - Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday[a]	Training	Other[b]	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate[c] (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Asbestos and Lead Abatement Worker	$46.48	$9.55	$12.57	$5.02	$0.85	$0.51	8.0	$74.98	$98.22	$98.22	$121.46

Note:
Asbestos Abatement must be trained and the work conducted according to the Code of Federal Regulations 29 CFR 1926.58, the California Labor Code 6501.5 and the California Code of Regulations Title 8, Section 5208. Contractors must be certified by the Contractors' State License Board and registered with the Division of Occupational Safety and Health (DOSH). For further information, contact the Asbestos Contractors Abatement Registration Unit, DOSH at (916) 574-2993.

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the

Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Includes an amount for supplemental dues.
[b] Includes amounts for Center for Contract Compliance, Contract Administration Fund, Industry Fund, and Laborers' Trust Administrative Trust Fund.
[c] Saturdays in the same work week may be worked at straight-time if the job is shut down during the normal work week due to inclement weather, or reasons beyond the control of the employer.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Horizontal Directional Drilling (Laborer)[#]

Determination:
SC-102-1184-1-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday[a]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)[b]	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group 1 (Drilling Crew Laborer)	$47.94	$9.55	$8.92	$3.55	$0.46	$1.08	8.0	$71.50	$95.47	$95.47	$119.44
Group 2 (Vehicle Operator/ Hauler)	$48.11	$9.55	$8.92	$3.55	$0.46	$1.08	8.0	$71.67	$95.725	$95.725	$119.78
Group 3 (Horizontal Directional Drill Operator)	$49.96	$9.55	$8.92	$3.55	$0.46	$1.08	8.0	$73.52	$98.50	$98.50	$123.48
Group 4 (Electronic Tracking Locator, Subsurface Imaging Laborer)	$51.96	$9.55	$8.92	$3.55	$0.46	$1.08	8.0	$75.52	$101.50	$101.50	$127.48

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the

Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Includes an amount for Supplemental Dues.
[b] In the event, due to inclement weather, major equipment breakdown, or similar Act of God, it is not reasonably possible to complete forty (40) hours of work Monday through Friday, then the balance of the forty (40) hours may be worked on Saturday at the straight-time rate.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: LANDSCAPE/IRRIGATION LABORER/TENDER#

Determination:
SC-102-X-14-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
July 31, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday[a]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1 ½ X)	Saturday Overtime Hourly Rate[b c] (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Landscape/Irrigation Laborer	$44.67	$9.55	$12.57	$5.02	$0.80	$0.50	8.0	$73.11	$95.445	$95.445	$117.780
Landscape Hydro Seeder	$45.77	$9.55	$12.57	$5.02	$0.80	$0.50	8.0	$74.21	$97.095	$97.095	$119.980

Determination:
SC-102-X-14-2026-1A

Issue Date:
February 22, 2026

Expiration date of determination:
July 31, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday[a]	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1 ½ X)	Saturday Overtime Hourly Rate[b c] (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Landscape/Irrigation Tender [d]	$21.97	$4.20	$2.19	$1.18	$0.00	$0.00	8.0	$29.54	$40.525	$40.525	$51.510

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Prevailing Wage Apprentice Determinations Website (http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp).
[a] Includes an amount per hour worked for Supplemental Dues.
[b] Rate applies to first 4 daily overtime hours and the first 12 hours on Saturday. All other time is paid at the Sunday and Holiday double-time rate.
[c] Saturdays in the same work week may be worked at straight-time if adverse weather or jobsite ground conditions require that the job be shut down for one or more workdays during the regular workweek.
[d] The first employee on the jobsite shall be a Landscape/Irrigation Laborer; the second employee on the jobsite must be an Apprentice or a Landscape/Irrigation Laborer; and the third and fourth employees may be Tenders. The fifth employee on the jobsite shall be a Landscape/Irrigation Laborer; the sixth employee must be an Apprentice or a Landscape/Irrigation Laborer; and the seventh and eight employees may be Tenders. Thereafter, Tenders may be employed with Landscape/Irrigation Laborers in a 50/50 ratio on each jobsite. However, plant establishment may be performed exclusively by Landscape/Irrigation Tenders without the supervision of a Journeyman.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: TREE MAINTENANCE (LABORER) [1]

(APPLIES ONLY TO ROUTINE TREE MAINTENANCE WORK, NOT CONSTRUCTION AND/OR LANDSCAPE CONSTRUCTION) [2]

Determination:
SC-102-X-20-2025-1

Issue Date:
August 22, 2025

Expiration date of determination:
June 30, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara and Ventura Counties.

Wages and Employer Payments:

Classification[a] (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate[b] (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (2 X)
Senior Tree Trimmer	$27.69	$4.10	$2.26	$2.47	$0.00	$0.30	8.0	$36.82	$50.665	$64.51
Tree Trimmer	$25.69	$4.10	$2.26	$2.27	$0.00	$0.30	8.0	$34.62	$47.465	$60.31
Groundperson	$24.05	$4.10	$2.26	$2.12	$0.00	$0.30	8.0	$32.83	$44.855	$56.88

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing

Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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[1] This determination does not apply to the work of a landscape laborer employed on landscape construction (work incidental to construction or post-construction maintenance during the plant installation and establishment period) or to tree trimming work involving line clearance.

[2] This determination does not apply to the work of a landscape laborer employed on landscape construction (work incidental to construction or post-construction maintenance during the plant installation and establishment period) or to tree trimming work involving line clearance.

[a] There shall be at least one Senior Tree Trimmer on crews of three or more.

[b] Monday thru Saturday shall constitute a workweek. Rate applies to first 4 overtime hours Monday thru Saturday, and all time worked in excess of forty (40) hours per workweek. All other time is paid at the Sunday and Holiday double-time rate.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Craft: Light Fixture Maintenance

Determination:
SC-830-61-1-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
March 31, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within Riverside County. For other counties please contact the Office of the Director – Research Unit prior to Bid Advertisement at (415) 703-4774.

Wages and Employer Payments:

Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday/Sunday Overtime Hourly Rate (1½ X)	Holiday Overtime Hourly Rate (2 X)
Lighting Maintenance Service Person	$16.90	$0.29	$0.00	$0.34	$0.00	8.0	$17.53	$25.98	$25.98	$34.43

Determination:
SC-830-61-2-2026-1

Issue Date:
February 22, 2026

Expiration date of determination:
March 31, 2026* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities:
All localities within **San Bernardino** County. For other counties please contact the Office of the Director – Research Unit prior to Bid Advertisement at (415) 703-4774.

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate (1 ½ X)
Lighting Maintenance Service Person	$16.90	$2.43	$0.39	$0.00	$0.50	8.0	$20.22	$28.67	$28.67

Recognized holidays:
Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:
In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Director's General Prevailing Wage Determinations Website (http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Appendix B
Technical Specifications and Special Conditions

Technical Specifications and Special Conditions as prepared by The Holt Group, Inc. dated 02/18/2026.

CITY OF IMPERIAL

WASTEWATER TREATMENT
PLANT DEMOLITION PROJECT

TECHNICAL SPECIFICATIONS

APPENDIX B
February 18, 2026



CITY OF IMPERIAL BID NO. 2025-019
THG PROJECT NUMBER: 173.138

TECHNICAL SPECIFICATIONS

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1. DEMOLITION REQUIREMENTS

This project shall be completed in conformance with the Improvement Plans, Technical Specifications and Special Conditions of these contract documents which were prepared specifically for this project and supersede the City of Imperial Municipal mandatory construction and demolition recycling program ordinance prepared for private construction and demolition projects within the City of Imperial. The Technical Specifications and Special Conditions were prepared in accordance with the California Code of Regulations (CCR's) including the California Green Building Standards Code. During the preparation of the project design documents a Waste Management Report Identification of Construction and Demolition Debris (WMRIC&D) Chart was prepared. The WMRIC&D Chart lists the known items compromising the different structures to undergo demolition. Separate WMRIC&D Charts were prepared for each structure to undergo demolition. The WMRIC&D Charts are included as Table "A" in the Special Conditions Section of the specifications.

During the project design, it was attempted to identify and place each type of demolition item on the WMRIC&D – Chart; however, there will likely be unknown below grade items or items which are not visible by observation which will be discovered and required to undergo demolition during the construction period. It is the responsibility of the contractor to review the as-built drawings, as referenced by the improvement plans, and conduct a field review during the bidding period to observe the demolition items on the WMRIC&D – Chart and identify any additional items which may require demolition during project construction.

Diversion requirements as listed in Technical Specification Item 4 require that 100 percent of inert material ***by weight*** and a minimum of 65 percent of Construction and Demolition debris (non-inert material) ***by weight*** be recycled, reused or salvaged. The weight of the materials on the WMRIC&D – Chart is therefore important and monitoring the weight of the different demolition materials removed from the project site during project construction is very important. The WMRIC&D – Chart prepared during the design period listed the

approximate calculated weight of a few of the demolition material items; however the weight of most of the items, such as the clarifier steel bridges, center wells or raker arms, were not possible to calculate and are not included on the WMRIC&D – Chart. *The contractor will not be required to estimate the weight of the WMRIC&D – Chart items during the bidding phase, however; the contractor will be required to weigh each item load removed from the project site during project construction.* The weight of each demolition material item leaving the project site shall be recorded on the Daily Recycling Log of Construction & Demolition (C & D) Material Chart – Table B.

The Daily Recycling Log of Construction & Demolition (C & D) Chart – Table B is contained in the Special Conditions section of the specifications. The Daily Recycling Log of Construction & Demolition (C & D) Chart – Table B includes eighteen columns. A Daily Recycling Log of Construction & Demolition (C & D) Chart – Table B Chart has been prepared for each project demolition structure. The Daily Recycling Log of Construction & Demolition (C & D) Chart – Table B shall be made current each day; except that copies of the weight slips and vendor receipts will be allowed to be delivered to the Construction Manager the day after the demolition material is delivered to the vendor. Column 16 requires the Construction Manager to initial and date each listed demolition item the day after the item is removed from the project site to verify all columns for a particular item have been satisfactorily completed. The Construction Manager shall require the contractor stop demolition work if the contractor does not maintain the Daily Recycling Log of Construction & Demolition (C & D) Chart – Table B current on a daily basis. The Contractor shall not be compensated for these work stoppages. There will undoubtably be existing unknown buried materials or other unknown materials which will be discovered during the project demolition. All previously unknown materials shall be included on the Daily Recycling Log of Construction & Demolition (C & D) Chart – Table B.

A Waste Management Summary Report – Table C Chart shall be prepared each Monday for the previous week's demolition work. The Waste Management Summary Report – Table C Chart is contained in the Special Conditions of the specifications. The Waste Management Summary Report – Table C Chart includes thirteen column items. The

Waste Management Summary Report – Table C Chart will transfer weight related column information from the previous week from Table B to Table C. The Table C *accumulative* inert and non-inert diversion percentages will be calculated each week. If diversion percentages are not in conformance with the diversion goals the contractor shall determine on how recycling, reuse or salvage methods will be modified to bring the diversion percentages within the diversion percentage goals. The Construction Manager shall require the contractor stop demolition work if the contractor does not maintain the Waste Management Summary Report current on a weekly basis. The Contractor shall not be compensated for these work stoppages.

Quantity and weight estimates for several of the largest demolition item contributors were completed for several quantifiable items including the pcc concrete and ductile iron piping, valves, fittings and related items. The quantity estimates were completed to determine the rough, approximate weight of these materials and gain insight as to the magnitude of the demolition work. Many of the estimates are relying on as-built plans, which may not be completely accurate. There may have been construction improvements completed over the last 40 years for some of the buried or unobservable items which were not recorded (but will require demolition). The quantity and weight estimates are to be considered rough and accurate within 40 percent of the calculated weight of a particular item designation. The quantity and weight estimates are included as Table D documents in the Special Conditions section of the specifications.

2. ABBREVIATIONS

1. C&D: Construction and Demolition
2. CalMAX: California Materials Exchange
3. CalRecycle: California Department of Resources and Recycling and Recovery
4. CCR: California Code of Regulations
5. CDRG: Construction and Demolition Recycling Guide
6. LEA: Local Enforcement Agency
7. SWDD Report: Solid Waste Diversion and Disposal Report
8. SWIS – Solid Waste Information System
9. WMRIC&D – Waste Management Report Identification of Construction and Demolition Debris.

3. DEFINITIONS

3.1 CONSTRUCTION AND DEMOLITION (C&D) / INERT DEBRIS PROCESSING FACILITIES OPERATING UNDER A SOLIDS WASTE PERMIT

A C&D / Inert Debris Processing Facility operating under a Solids Waste Facility Permit accepts loads of Construction and Demolition (C&D) waste for the purpose of *recovering* re-useable and recyclable inert debris for processing; and *disposing* of the non- recyclable or non-re-useable debris material. These facilities are approved by the Local Enforcement Agency (LEA), as later defined in this technical specification section, and possess a Solid Waste Information System (SWIS) number.

3.2 C & D DEBRIS

Construction and Demolition Debris, or “C & D Debris” is solid waste that is a portion of the waste stream defined as *construction and demolition wastes,* as defined in California Code of Regulations Article 4, Section 17225.15 and means source separated or separated for reuse solid waste and recyclable materials, including commingled and separated materials, that result from construction work, that are not hazardous, as defined in California Code of Regulations (CCR), Title 22, Section 66261.3 et seq., and that contain no more than 1 percent putrescible wastes do not constitute a nuisance, as determined by the LEA.

3.3 CLASS III LANDFILL

A landfill that accepts non-hazardous solid waste such as household, commercial, and industrial solid waste. A Class III landfill is regulated by the LEA and must have a CalRecycle solid waste information system (SWIS) number.

3.4 DECONSTRUCTION

The systematic removal of usage items from a structure.

3.5 DEMOLITION

The complete or partial removal of a structure, building, or site improvement, including associated materials and systems, as part of a construction or renovation project.

3.6 DISPOSAL

Acceptance of solid waste at a legally operating facility for the purpose of landfilling.

3.7 DISPOSED

Solid waste debris to be processed and placed at a landfill site.

3.8 DIVERSION

Activities that result in reducing the amount of solid waste that is disposed at a landfill. This can include source reduction activities, composting, recycling and reuse.

3.9 INERT DEBRIS

Solid waste and recyclable debris that are source separated or separated for reuse and do not contain hazardous waste (as defined in CCR, Title 22, section 66262.3 et. Seq.) or soluble pollutants at concentrations more than applicable water quality requirements. Inert debris may not contain more than 1 percent putrescible wastes by volume and shall not constitute a nuisance, as determined by the LEA. Inert debris shall include non-organic, non-hazardous construction and demolition debris that does not undergo significant physical, chemical, or biological transformation. Acceptable Inert debris include:

3.9.1 Concrete (with or without embedded rebar)

3.9.2 Asphalt Paving

3.9.3 Brick and masonry block

3.9.4 Ceramic and Clay Tile

3.9.5 Glass (non-coated, non-laminated)

3.9.6 Stucco (free of wire mesh or organic contamination)

3.9.7 Sand, gravel and uncontaminated soil.

Items such as wood, drywall, insulation, plastics, metals (excluding embedded rebar in concrete), organic matter, and trash shall not exceed **10% by volume** of the inert material.

3.10 INERT DEBRIS RECYCLING CENTER

Per California Code of Regulations, Article 5.9, Section 17381.1a2, an *inert debris recycling center* can receive only Type “A” inert debris that is source separated or separated for reuse. Type “A” inert debris includes but is not limited to concrete (including fiberglass or steel reinforcing bar embedded in the concrete), fully cured asphalt, glass, fiberglass, asphalt or fiberglass roofing shingles, brick, slag, ceramics, plaster, clay and clay products. Type “A” inert material is waste that does not contain soluble pollutants at concentrations in excess of water quality objectives and has not been treated to reduce pollutants. Type “B” inert debris is solid waste that is specifically determined to be inert by the applicable Regional Water Quality Control Board, such as treated industrial wastes and de-watered bentonite-based drilling mud but excludes Type “A” inert debris. The LED, upon consultation with the State Water Resources Control Board, will determine on a case-by-case basis whether materials not listed in CCR Article 5.9, Section 17380 qualify as Type “A” inert debris. An *inert debris recycling center* can operate without a SWIS number, if approved by the LEA.

3.11 LOCAL ENFORCEMENT AGENCY

The Local Enforcement Agency (LEA) is a state-certified entity under the California Department of Resources and Recycling and Recovery (CalRecycle).

The LEA mandate is to enforce federal, state and local laws related to *solid waste management* within its area of jurisdiction. Although the City of Imperial issues demolition permits and enforces construction and demolition debris

recycling, reuse and disposal projects; the LEA performs complementary regulatory functions related to solids waste management within its area of jurisdiction as listed below:

3.11.1 Inspect solid waste landfills and transfer stations for compliance with state solids waste regulations.

3.11.2 Inspect construction and demolition (C&D) debris processing sites for compliance with state waste regulations. The LEA may conduct site inspections or audits of facilities receiving demolition material to verify proper diversion, recycling, or disposal practices.

3.11.3 LEA may respond to complaints or investigate illegal dumping or improper handling of debris.

3.11.4 LEA may inspect waste hauler operations and verify facility permitting

3.12 MIXED DEMOLITION MATERIAL (MDM)

Mixed Demolition Material refers to the heterogeneous combination of debris generated during the demolition of a commercial structure, encompassing both recyclable and non-recyclable components. This material may typically include a blend of concrete, brick, wood, metal, drywall, insulation, glass, plastics, asphalt and other construction-related substances that are not sorted at the point of generation. Mixed Demolition Material must be taken to a **CalRecycle designated Certified Construction and Demolition (C&D) Waste Processing Facility for recycling, reuse or salvage purposes.**

3.13 RECYCLING

The process of collecting, sorting, cleaning, treating, and reconstituting materials that would otherwise become solid waste, and returning them to the economic mainstream in the form of raw material for new, reused, or reconstituted products that meet the quality standards necessary to be used in the marketplace.

3.14 RECYCLING FACILITY

An operation that can legally accept materials for the purpose of processing the materials into an altered form for the manufacture of a new product. Depending on the types of materials accepted and the operating procedures, a recycling facility may or may not be required to have a Solid Waste Facilities permit from CalRecycle or be regulated by the LEA.

3.15 REUSE

Materials that are recovered for use in the same form. This includes materials that are reused on-site or off-site.

3.16 SALVAGE

Materials recovered for recycling or reuse or sale or donation to a third party.

3.17 SOURCE SEPARATION

Construction and demolition material that is sorted and segregated at the site of generation by individual material type for the purpose of reuse or recycling. For example, loads of concrete that are source-separated for delivery to an inert debris recycling facility to be crushed into road base material.

3.18 SOLID WASTE

Solid Waste is waste that CalRecycle has deemed acceptable for disposal at a Class III Landfill.

3.19 SOLID WASTE INFORMATION SYSTEM (SWIS)

The Solid Waste Information System (SWIS) is maintained by CalRecycle (California Department of Resources Recycling and Recovery) and serves as the centralized database for tracking the following:

3.19.1 Permitted solid waste facilities.

3.19.2 Closed or abandoned disposal sites.

3.19.3 Illegal dumping locations.

3.19.4 Inspection and enforcement data

Each site listed in SWIS is assigned a *unique SWIS number*, which is used for regulatory tracking, permitting, and compliance documentation. The SWIS number ensures alignment with state records and regulatory oversight.

4. DIVERSION REQUIREMENTS

One hundred percent (100%) of inert material for this project shall be recycled, reused or salvaged. CALGreen Code Section 5.408.1 (for nonresidential projects) and Section 4.408.1 (for residential projects) mandate that *at least 65% of nonhazardous construction and demolition (C&D) debris (non-inert material) be recycled and salvaged for reuse, measured by weight. A total of up to 35% by weight of the total nonhazardous C&D debris (non-inert material) may be disposed of at a Class III landfill. These diversion guidelines apply to this project.*

5. SOURCE SEPARATION

Mixed Demolition Material for inert material and non-inert material to be recycled, reused or salvaged shall not be allowed to be removed from the project site. The contractor shall implement on-site *Source Separation* of all these demolition materials into distinct segregated categories, including but not limited to: concrete, metals, wood, piping, electrical components, pipe fittings, pipe valves, hazardous materials (if applicable) and other distinct items. Each distinct material shall be placed in separate containers or staging areas. Each distinct material shall be hauled separately from the project site to an appropriate recycling, reuse or salvage facility. The contractor shall confirm that each facility will provide documentation of the material accepted for reuse ,recycling or salvage, and provide weight slips for the accepted material. The weight slips shall include the following:

5.1 Name and address of the scale facility
5.2 Date and time of weighing
5.3 Material type
5.4 Gross, tare and net weights
5.5 weight ticket number
5.6 Weight tickets must be legible, original and wet signed by the scale operator.

If the facility does not have the capability of weighing the material or providing the above listed information, then the contractor shall weigh the material at an independent weight scale in accordance with the independent weight scale technical specification prior to delivering the material to the recycling, disposal or salvage facility.

6. DEMOLITION DEBRIS TO BE DISPOSED AT CONSTRUCTION AND DEMOLITION MATERIAL FACILITY WITH A SOLIDS WASTE PERMIT AND SWIS NUMBER

A total of up to 35% by weight of the total nonhazardous C&D debris (non-inert material) may be disposed at a LEA approved C&D material facility with a solids waste permit and SWIS number. The contractor shall confirm the facility will provide documentation of the material accepted for disposal and landfill and provide weight slips for the accepted material. The weight slips shall include the following:

6.1 Name and address of the scale facility
6.2 Date and time of weighing
6.3 Material Descriptions – Description of each type of material being disposed.
6.4 Gross, tare and net weights
6.5 Weight ticket number
6.6 Weight tickets must be legible, original and wet signed by the scale operator.

If the facility does not have the capability of weighing the material or providing the above listed information, then the contractor shall weigh the material at an independent weight scale in accordance with the independent weight scale technical specification prior to delivering the material to the recycling, disposal or salvage facility.

7. CALIFORNIA CERTIFIED PUBLIC SCALE DEMOLITION MATERIAL WEIGHING REQUIREMENTS

7.1 PURPOSE

This clause establishes requirements for the use of independent weight scales to verify quantities of demolition materials, including but not limited to metals, ductile iron pipe, pipe fittings, pipe valves, concrete, asphalt pavement and other recoverable or disposable debris.

7.2 CERTIFIED SCALE REQUIREMENT

Facilities without weight scales which comply with Sections 5 and 6 shall be weighed at a *California Certified Public Scale.*

7.2.1 The State certified commercial weight scale shall be certified under the authority of the *California Department of Food and Agriculture (CDFA), Division of Measurement Standards (DMS).*

7.2.2 Certification shall be current and verified by the *County Sealer of Weights and Measures* in the jurisdiction where the scale is located.

7.2.3 *Weighing shall occur at a facility listed on the CDFA Public Scales Registry for Imperial County, California.*

7.3 INSPECTION AND CALIBRATION

7.3.1 Scales shall be inspected and calibrated *at least annually,* or more frequently if required by local regulations.

7.3.2 The contractor shall ensure that the scale displays a *valid certification seal or sticker* indicating the most recent inspection date.

7.4 CALIFORNIA WEIGHMASTER CERTIFICATE REQUIREMENTS

7.4.1 The Contractor shall obtain California Weighmaster Certificates for each load of demolition material leaving the project site. The Weighmaster Certificates shall include the following:

7.4.1.1 Name and address of the scale facility
7.4.1.2 Date and time of weighing
7.4.1.3 Material type
7.4.1.4 Gross, tare and net weights
7.4.1.5 Certification identification number and seal reference
7.4.1.6 Weight tickets must be legible, original, and wet signed by the scale operator.

7.5 NON-COMPLIANT SCALES

7.5.1 Use of uncertified or expired scales shall result in rejection of weight documentation and withholding of payment or implementation of fines.

7.5.2 Failure to comply with weighmaster documentation requirements shall result in rejection of weight documentation and withholding of payment or implementation of fines.

8. ASBESTOS AND LEAD REQUIREMENTS

8.1 GENERAL

8.1.1 SUMMARY

8.1.1.1 This section specifies requirements for the identification, handling, removal, transportation, and disposal of asbestos-containing materials (ACM) and lead-based paint (LBP) or lead-containing materials (LCM) encountered during demolition activities.

8.1.1.2 Work shall comply with all applicable federal, state, and local regulations, including but not limited to:

8.1.1.2.1 Cal/OSHA Title 8, Section 1529 (Asbestos)
8.1.1.2.2 Cal/OSHA Title 8, Section 1532.1 (Lead)
8.1.1.2.3 EPA 40 CFR Part 745 (RRP Rule)
8.1.1.2.4 SCAQMD Rule 1403 (if applicable)
8.1.1.2.5 California Contractors State License Board (CSLB) licensing requirements.
8.1.1.2.6 Imperial County LEA and CalRecycle C & D debris handling requirements.

8.1.2 CONTRACTOR QUALIFICATIONS

8.1.2.1 Asbestos Abatement Qualifications:

8.1.2.1.1 Contractor shall possess a valid CSLB C-22, asbestos abatement license or an A, B, C-21 or C-23, as applicable, license with Asbestos Certification.

8.1.2.1.2 Contractor shall maintain current Cal/OSHA asbestos contractor registration.

8.1.2.2 Lead-Based Paint Disturbance:

8.1.2.2.1 Contractor shall possess a valid California Contractor State License Board license appropriate to the scope of work (C-33, C-21, A or B as applicable).

8.1.2.2.2 Contractor shall maintain EPA renovation, repair and painting firm certification and employ certified renovators.

8.1.2.2.3 Contractor shall comply with Cal/OSHA Lead Standard requirements.

8.1.2.3 Hazardous Substance Removal:

8.1.2.3.1 Contractor shall possess CSLB HAZ Certification when required by the nature of the materials or waste streams.

8.1.3 ITEMS TO BE INCLUDED WITH BID FORMS OR AS SUBMITTAL DOCUMENTS

8.1.3.1 Licensing and Registration

8.1.3.1.1 Copies of CSLB C-22 license or CSLB A, B, C-21, C-33 license as appropriate with an Asbestos Certification. These items are to be listed on the bid forms by the contractor, subcontractor or subcontractor to a subcontractor performing the asbestos abatement work.

8.1.3.1.2 Cal/OSHA Asbestos Contractor Registration. To be included on the bid forms by the contractor, subcontractor or subcontractor to a subcontractor performing the asbestos abatement work.

8.1.3.1.3 EPA Renovation, Repair and Painting firm certification (lead removal). To be included on the bid forms by the contractor, subcontractor or subcontractor to a subcontractor performing the lead abatement work.

8.1.3.2 Work Plan

8.1.3.2.1 Site Specific Asbestos Work Plan including engineering controls, containment, negative air and containment equipment, PPE and disposal procedures. To be forwarded as a submittal document for review and approval.

8.1.3.2.2 Lead compliance program per Title 8, Section 1532.1 to include as a minimum:

8.1.3.2.2.1 Exposure assessment.
8.1.3.2.2.2 Respiratory protection.
8.1.3.2.2.3 Medical surveillance (if exposure triggers are met).
8.1.3.2.2.4 A written lead compliance program.

To be forwarded as a submittal document for review and approval.

8.1.3.3 AHERA/Cal/OSHA worker training certificates for construction personnel completing asbestos removal shall be provided as submittal documents.

8.1.3.4 Approved facilities for lead and asbestos disposal to be identified and forwarded as submittal documents.

8.1.3.5 Certified Renovator (Lead-Based Items) assigned to the project with approved certification shall be provided as a submittal document.

8.2 EXECUTION

8.2.1 ASBESTOS ABATEMENT

8.2.1.1 Perform all work in accordance with Cal OSHA Class I-IV requirements.

8.2.1.2 Remove, package, label and transport ACM to a permitted disposal facility.

8.2.1.3 Maintain daily air monitoring and clearance testing as required.

8.2.2 LEAD-BASED PAINT AND MATERIAL0 REMOVAL

8.2.2.1 Implement lead-safe work practices per EPA renovation, repair and painting rule.

8.2.2.2 Conduct exposure assessment and implement engineering controls per Cal/OSHA.

8.2.2.3 Collect, containerize, and dispose of lead waste in accordance with hazardous waste regulations, if applicable.

CITY OF IMPERIAL
WASTEWATER TREATMENT PLANT
DEMOLITION PROJECT

LIST OF ELECTRICAL SPECIFICATIONS

SECTION 02 41 26	SELECTIVE ELECTRICAL DEMOLITION
SECTION 26 05 00	BASIC ELECTRICAL REQUIREMENTS
SECTION 26 05 19	LOW VOLTAGE ELECTRICAL POWER CONDUCTERS & CABLES
SECTION 26 05 26	GROUNDING AND BONDING FOR ELECTRICAL SYSTEMS
SECTION 26 05 29	FIRESTOPPING, HANGERS & SUPPORTS FOR ELECTRICAL SYSTEMS
SECTION 26 05 33	RACEWAYS & BOXES FOR ELECTRICAL SYSTEMS
SECTION 26 05 53	IDENTIFICATION FOR ELECTRICAL SYSTEMS
SECTION 26 51 00	INTERIOR LIGHTING



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SECTION 02 41 26

SELECTIVE ELECTRICAL DEMOLITION

PART 1 GENERAL

1.1 SUMMARY

A. Section Includes:
   1. Removal of existing electrical equipment, wiring, and conduit in areas to be remodeled; removal of designated construction; dismantling, cutting and alterations for completion of the Work.
   2. Disposal of materials.
   3. Storage of removed materials.
   4. Identification of utilities.
   5. Salvaged items.
   6. Protection of items to remain as indicated on Drawings.
   7. Relocate existing equipment to accommodate construction.

B. Related Sections:
   1. Section - Building Demolition: Demolition of utilities and other underground items related to the demolition of the building, submittals, pre-demolition meetings, sequencing, scheduling, and coordination under the supervision of the general contractor.

1.2 CLOSEOUT SUBMITTALS

A. Project Record Documents: Record actual locations of capped utilities, conduits and equipment abandoned in place, and any field changes or modifications.

1.3 SCHEDULING

A. Schedule work to coincide with demolition by the general contractor and other trades.

B. Cease operations immediately when structure appears to be in danger or suspected hazardous materials are discovered and notify Architect/Engineer. Do not resume operations until directed.

1.4 COORDINATION

A. Conduct demolition to minimize interference with adjacent and occupied building areas.

B. Coordinate demolition work with general contractor and owner.

C. Coordinate and sequence demolition so as not to cause shutdown of operation of surrounding areas.

D. Shut-down Periods:
   1. Arrange timing of shut-down periods of in service panels with general contractor and Owner. Do not shut down any utility without prior written approval.
   2. Keep shut-down period to minimum or use intermittent period as directed by general contractor and Owner.

3. Maintain life-safety systems in full operation in occupied facilities, or provide notice minimum 7 days in advance.

E. Identify salvage items in cooperation with Owner.

PART 2 EXECUTION

2.1 EXAMINATION

A. Verify wiring and equipment indicated to be demolished serve only abandoned facilities.

B. Verify termination points for demolished services.

2.2 PREPARATION

A. Erect, and maintain temporary safeguards, including barricades, and similar measures, for protection of the public, Owner, Contractor's employees, and existing improvements to remain.

B. Temporary egress signage and emergency lighting.

2.3 DEMOLITION

A. Demolition Drawings are based on casual field observation and existing record documents. Report discrepancies to Architect/Engineer before disturbing existing installation.

B. Coordinate with general contractor to remove abandoned equipment, conduit, and wire at buildings and structures scheduled for demolition. Cut conduit flush with walls and floors scheduled to remain.

C. Remove conduit, wire, boxes, and fastening devices to avoid any interference with new installation.

D. Disconnect electrical systems in walls, floors, and ceilings scheduled for removal.

E. Reconnect equipment being disturbed by renovation work and required for continue service to nearest available panel.

F. Disconnect or shut off service to areas where electrical work is to be removed. Remove electrical fixtures, equipment, and related switches, outlets, conduit and wiring which are not part of final project.

G. Install temporary wiring and connections to maintain existing systems in service during construction.

H. Perform work on energized equipment or circuits with experienced and trained personnel.

I. Remove, relocate, and extend existing installations to accommodate new construction.

J. Repair adjacent construction and finishes damaged during demolition and extension work.

K. Remove exposed abandoned grounding and bonding components, fasteners and supports, and electrical identification components. Cut embedded support elements flush with walls and floors.

L. Clean and repair existing equipment to remain or to be reinstalled.

M. Protect and retain power to existing active equipment remaining.

N. Cap abandoned empty conduit at both ends.

2.4 EXISTING PANELBOARDS

A. Ring out circuits in existing panel affected by the Work. Where additional circuits are needed, reuse circuits available for reuse. Install new breakers.

B. Tag unused circuits as spare.

C. Where existing circuits are indicated to be reused, use sensing measuring devices to verify circuits feeding Project area or are not in use.

D. Remove existing wire no longer in use from panel to equipment.

E. Provide new updated directories where more than three circuits have been modified or rewired.

2.5 SALVAGE ITEMS

A. Remove and protect items indicated on Drawings to be salvaged and turn over to Owner.

B. Items of salvageable value may be removed as work progresses. Transport salvaged items from site as they are removed.

2.6 REUSABLE ELECTRICAL EQUIPMENT

A. Carefully remove equipment, materials, or fixtures which are to be reused.

B. Disconnect, remove, or relocate existing electrical material and equipment interfering with new installation.

2.7 CLEANING

A. Remove demolished materials as work progresses. Legally dispose.

B. Keep workplace neat.

END OF SECTION

SECTION 26 05 00
BASIC ELECTRICAL REQUIREMENTS

PART 1 GENERAL

1.01 SCOPE OF WORK

A. Basic Electrical Requirements specifically applicable to Division 26 Sections.

B. All labor, materials, equipment and services necessary to furnish and install complete electrical systems and related items of work as indicated to Drawings or specified herein.

C. The work in general shall consist of, but is not limited to the following:
   1. Coordination with the general contractor and utility companies to perform selective electrical demolition work in conjunction with the overall demolition work as indicated on the drawings.
   2. Outdoor underground electrical feeder, underground trenching and conduit, and accessories as indicated.
   3. Modifications to existing distribution panel, conduit, wiring, etc., for all new electrical distribution as indicated.
   4. Interior lighting fixtures with lamps and lighting accessories as indicated

D. Drawings are diagrammatic. Refer to Mechanical and Architectural Drawings and specifications for exact locations for equipment furnished by others.

1.02 WORK SEQUENCE

A. Install work as scheduled to accommodate Owner's occupancy requirements. During the construction period coordinate electrical schedule and operations with other trades, Owner and/or Engineer.

1.03 REFERENCES AND REGULATORY REQUIREMENTS

A. Conform to applicable International Building Code.

B. Workmanship and material of electrical work shall comply with or exceed applicable provisions of the following (most recent additions including addenda and errata):

   1. All Local Codes and Ordinances.
   2. California/National Electrical Code (NEC) (NFPA 70).
   3. California/International Building Code (IBC).
   4. California/International Existing Building Code (IEBC).
   5. California/International Fire Code (IFC).
   6. NFPA 72, Fire Alarm Code.
   7. National Bureau of Fire Underwriters (NBFU).
   8. American National Standards Institute (ANSI).
   9. American Society for Testing and Materials (ASTM).
   10. National Electrical Manufacturers Association (NEMA).
   11. Standards and requirements for serving utilities.
   12. Standards of Installation (NECA).
   13. Safety and Health Standards (OSHA).
   14. Americans with Disabilities Act (ADA).
   15. Factory Mutual (FM).

1.04 SUBMITTALS

A. Submit shop drawings and product data grouped to include complete submittals of related systems, products, and accessories in a single submittal. Partial submittals will not be reviewed.

B. Mark dimensions and values in units to match those specified.

1.05 PROJECT/SITE CONDITIONS

A. Install Work in locations shown on Drawings, unless prevented by Project conditions.

B. Prepare drawings showing proposed rearrangement of Work to meet Project conditions, including changes to Work specified in other Sections. Obtain permission of Owner and/or Architect before proceeding.

C. SITE WORK: Contractor shall employ an independent locating service to locate and verify all existing services, whether specifically shown on the drawings or not. Location of services shall be recorded on record documents. No trenching or excavation shall commence until locations are verified. The Owner shall be notified in writing prior to any trenching requiring a utility shutdown. Any services interrupted by trenching or excavating shall be repaired by the contractor with no additional cost to the Owner. Existing services not specifically indicated on the drawings to be relocated, which interfere with building components, shall be brought to the Architect's immediate attention. Prepare drawings showing proposed re-routing, area(s) affected, and length of interruption(s).

1.06 SEQUENCING AND SCHEDULING

A. Construct Work in sequence under provisions of the General Specifications.

END OF SECTION 26 05 00

SECTION 26 05 19
LOW-VOLTAGE ELECTRICAL POWER CONDUCTORS AND CABLES

PART 1 - GENERAL

1.01 SUMMARY

A. Section includes building wire and cable; and wiring connectors and connections.
B. Related Sections:
   1. Section 26 05 53 - Identification for Electrical Systems: Product requirements for wire identification.

1.02 REFERENCES

A. International Electrical Testing Association:
   1. NETA ATS - Acceptance Testing Specifications for Electrical Power Distribution Equipment and Systems.
B. National Fire Protection Association:
   1. NFPA 70 - National Electrical Code.
   2. NFPA 262 - Standard Method of Test for Flame Travel and Smoke of Wires and Cables for Use in Air-Handling Spaces.

1.03 SYSTEM DESCRIPTION

A. Product Requirements: Provide products as follows:
   1. Solid conductor for feeders and branch circuits 10 AWG and smaller.
   2. Stranded conductors for control circuits.
   3. Conductor not smaller than 12 AWG for power and lighting circuits.
   4. Conductor not smaller than 16 AWG for control circuits.
   5. 10 AWG conductors for 20 ampere, 120 volt branch circuits longer than 75 feet.
B. Wiring Methods: Provide the following wiring methods:
   1. Concealed Dry Interior Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   2. Exposed Dry Interior Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   3. Above Accessible Ceilings: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   4. Wet or Damp Interior Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   5. Exterior Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   6. Underground Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   7. Use wiring and methods indicated on drawings.

1.04 DESIGN REQUIREMENTS

A. Conductor sizes are based on copper.

1.05 SUBMITTALS

A. Product Data: Submit for building wire and each cable assembly type.

1.06 CLOSEOUT SUBMITTALS

A. Project Record Documents: Record actual locations of components and circuits.

1.07 QUALITY ASSURANCE

A. Provide wiring materials located in plenums with peak optical density not greater than 0.5, average optical density not greater than 0.15, and flame spread not greater than 5 feet (1.5 m) when tested in accordance with NFPA 262.

1.08 QUALIFICATIONS

A. Manufacturer: Company specializing in manufacturing products specified in this section with minimum three years documented experience.

1.09 FIELD MEASUREMENTS

A. Verify field measurements are as indicated on Drawings.

1.10 COORDINATION

A. Where wire and cable destination is indicated and routing is not shown, determine routing and lengths required.
B. Wire and cable routing indicated is approximate unless dimensioned.

PART 2 - PRODUCTS

2.01 BUILDING WIRE

A. Manufacturers:
   1. Okonite.
   2. General Cable Co.
   3. Southwire.
   4. American.
   5. Substitutions: Under provisions of General Specifications.
B. Product Description: Single conductor insulated wire.
C. Conductor: Copper.
D. Insulation: 600 volt rating; material rated 90 degrees C.

2.02 WIRING CONNECTORS

A. Split Bolt Connectors:
   1. Kearney.
   2. Teledyne Penn-Union.
B. Solderless Pressure Connectors:

1. Cadweld.
2. Burndy.

C. Compression Connectors:
1. Kearney.
2. Teledyne- Penn-Union.

PART 3 - EXECUTION

3.01 EXAMINATION

A. Verify interior of building has been protected from weather.
B. Verify mechanical work likely to damage wire and cable has been completed.
C. Verify raceway installation is complete and supported.

3.02 PREPARATION

A. Completely and thoroughly swab raceway before installing wire.

3.03 INSTALLATION

A. Route wire and cable to meet Project conditions.
B. Neatly train and lace wiring inside boxes, equipment, and panelboards.
C. Identify and color code wire and cable under provisions of Section 26 05 53. Identify each conductor with its circuit number or other designation indicated.
D. Special Techniques--Building Wire in Raceway:
1. Pull conductors into raceway at same time.
2. Install building wire 4 AWG and larger with pulling equipment.

E. Special Techniques - Cable:
1. Protect exposed cable from damage.
2. Support cables above accessible ceiling, using spring metal clips or cable ties to support cables from structure. Do not rest cable on ceiling panels.
3. Use suitable cable fittings and connectors.

F. Special Techniques - Wiring Connections:
1. Clean conductor surfaces before installing lugs and connectors.
2. Make splices, taps, and terminations to carry full ampacity of conductors with no perceptible temperature rise.
3. Tape uninsulated conductors and connectors with electrical tape to 150 percent of insulation rating of conductor.
4. Install split bolt connectors for copper conductor splices and taps, 6 AWG and larger.
5. Install solderless pressure connectors with insulating covers for copper conductor splices and taps, 8 AWG and smaller.

G. Install solid conductor for feeders and branch circuits 10 AWG and smaller.

3.04 WIRE COLOR

A. General:
1. For wire sizes 10 AWG and smaller, install wire colors in accordance with the following:
a. Black and red for single phase circuits at 120/240 volts.
b. Black, red, and blue for circuits at 120/240 volts single or three phase.
c. Match existing.
2. For wire sizes 8 AWG and larger, identify wire with colored tape at terminals, splices and boxes. Colors are as follows:
a. Black and red for single phase circuits at 120/240 volts.
b. Black, red, and blue for circuits at 120/240 volts single or three phase.

c. Match existing.

B. Neutral Conductors: White. When two or more neutrals are located in one conduit, individually identify each with proper circuit number.

C. Branch Circuit Conductors: Install three or four wire home runs with each phase uniquely color coded.

D. Feeder Circuit Conductors: Uniquely color code each phase.

E. Ground Conductors:
   1. For 6 AWG and smaller: Green.
   2. For 4 AWG and larger: Identify with green tape at both ends and visible points including junction boxes.

3.05 FIELD QUALITY CONTROL

A. Inspect and test in accordance with NETA ATS, except Section 4.

B. Perform inspections and tests listed in NETA ATS, Section 7.3.1.

END OF SECTION 26 05 19

SECTION 26 05 26
GROUNDING AND BONDING FOR ELECTRICAL SYSTEMS

PART 1 - GENERAL

1.01 SUMMARY

A. Section Includes:
   1. Rod electrodes.
   2. Wire.
   3. Mechanical connectors.
   4. Exothermic connections.

1.02 REFERENCES

A. Institute of Electrical and Electronics Engineers:
   1. IEEE 142 - Recommended Practice for Grounding of Industrial and Commercial Power Systems.
   2. IEEE 1100 - Recommended Practice for Powering and Grounding Electronic Equipment.

B. International Electrical Testing Association:
   1. NETA ATS - Acceptance Testing Specifications for Electrical Power Distribution Equipment and Systems.

C. National Fire Protection Association:
   1. NFPA 70 - National Electrical Code.

1.03 SYSTEM DESCRIPTION

A. Grounding systems use the following elements as grounding electrodes:
   1. Metal underground water pipe.
   2. Metal building frame.
   3. Concrete-encased electrode.
   4. Rod electrode.

1.04 PERFORMANCE REQUIREMENTS

A. Grounding System Resistance: 25 ohms maximum.

1.05 SUBMITTALS

A. Product Data: Submit data on grounding electrodes and connections.

B. Test Reports: Indicate overall resistance to ground and resistance of each electrode.

1.06 CLOSEOUT SUBMITTALS

A. Project Record Documents: Record actual locations of components and grounding electrodes.

1.07 QUALITY ASSURANCE

A. Provide grounding materials conforming to requirements of NEC, IEEE 142, and UL labeled.

1.08 QUALIFICATIONS

A. Manufacturer: Company specializing in manufacturing Products specified in this section with minimum three years documented experience.

1.09 DELIVERY, STORAGE, AND HANDLING

A. Accept materials on site in original factory packaging, labeled with manufacturer's identification.
B. Protect from weather and construction traffic, dirt, water, chemical, and mechanical damage, by storing in original packaging.
C. Do not deliver items to project before time of installation. Limit shipment of bulk and multiple-use materials to quantities needed for immediate installation.

PART 2 - PRODUCTS

2.01 ROD ELECTRODES

A. Manufacturers:
   1. Apache Grounding/Erico Inc.
   2. Copperweld, Inc.
   3. Erico, Inc.
   4. O-Z Gedney Co.

B. Product Description:
   1. Material: Copper.
   2. Diameter: 3/4 inch.

C. Length: 10 feet.

2.02 WIRE

A. Material: Stranded copper.
B. Foundation Electrodes: 4 AWG.
C. Equipment Grounding Conductor: Copper conductor insulated.
D. Bonding Conductor: Copper conductor bare or insulated.

2.03 MECHANICAL CONNECTORS

A. Manufacturers:
   1. Apache Grounding/Erico Inc.
   2. Copperweld, Inc.
   3. ILSCO Corporation.
   4. O-Z Gedney Co.
   5. Thomas & Betts, Electrical.
B. Description: Bronze connectors, suitable for grounding and bonding applications, in configurations required for particular installation.

2.04 EXOTHERMIC CONNECTIONS

A. Manufacturers:
   1. Cadweld.
   2. Copperweld, Inc.
   3. Thermoweld.

B. Product Description: Exothermic materials, accessories, and tools for preparing and making permanent field connections between grounding system components.

PART 3 - EXECUTION

3.01 PREPARATION

A. Remove paint, rust, mill oils, and surface contaminants at connection points.

3.02 INSTALLATION

A. Install in accordance with IEEE and manufacturer instructions.
B. Install rod electrodes at locations as indicated on Drawings. Install additional rod electrodes to achieve specified resistance to ground.
C. Install grounding and bonding conductors concealed from view.
D. Equipment Grounding Conductor: Install separate, insulated conductor within each feeder and branch circuit raceway. Terminate each end on suitable lug, bus, or bushing.
E. Install 4 AWG bare copper wire in foundation footing as indicated on Drawings or install grounding electrode conductor and connect to reinforcing steel in foundation footing as indicated on Drawings.
F. Bond together metal siding not attached to grounded structure; bond to ground.
G. Equipment Grounding Conductor: Install separate, insulated conductor within each feeder and branch circuit raceway. Terminate each end on suitable lug, bus, or bushing.
H. Permanently ground entire light and power system in accordance with NEC, including service equipment, distribution panels, lighting panelboards, switch and starter enclosures, motor frames, grounding type receptacles, and other exposed non-current carrying metal parts of electrical equipment.
I. Accomplish grounding of electrical system by using insulated grounding conductor installed with feeders and branch circuit conductors in conduits. Size grounding conductors in accordance with NEC. Install from grounding bus of serving panel to ground bus of served panel, grounding screw of receptacles, lighting fixture housing, light switch outlet boxes or metal enclosures of service equipment. Ground conduits by means of grounding bushings on terminations at panelboards with installed number 12 conductor to grounding bus.
J. Grounding electrical system using continuous metal raceway system enclosing circuit conductors in accordance with NEC.
K. Permanently attach equipment and grounding conductors prior to energizing equipment.

3.03 FIELD QUALITY CONTROL

A. Inspect and test in accordance with NETA ATS, except Section 4.
B. Grounding and Bonding: Perform inspections and tests listed in NETA ATS, Section 7.13.
C. Perform ground resistance testing in accordance with IEEE 142.
D. Perform continuity testing in accordance with IEEE 142.
E. When improper grounding is found on receptacles, check receptacles in entire project and correct. Perform retest.

END OF SECTION 26 05 26

SECTION 26 05 29
FIRESTOPPING, HANGERS, AND SUPPORTS FOR ELECTRICAL SYSTEMS

PART 1 - GENERAL

1.01 SUMMARY

A. Section Includes:
   1. Conduit supports.
   2. Formed steel channel.
   3. Spring steel clips.
   4. Sleeves.
   5. Mechanical sleeve seals.
   6. Firestopping relating to electrical work.
   7. Firestopping accessories.
   8. Equipment bases and supports.

1.02 REFERENCES

A. ASTM International:
   1. ASTM E84 - Standard Test Method for Surface Burning Characteristics of Building Materials.
   2. ASTM E119 - Standard Test Methods for Fire Tests of Building Construction and Materials.
   3. ASTM E814 - Standard Test Method for Fire Tests of Through-Penetration Fire Stops.
   4. ASTM E1966 - Standard Test Method for Fire-Resistive Joint Systems.

B. FM Global:
   1. FM - Approval Guide, A Guide to Equipment, Materials & Services Approved By Factory Mutual Research For Property Conservation.

C. National Fire Protection Association:
   1. NFPA 70 - National Electrical Code.

D. Underwriters Laboratories Inc.:
   1. UL 263 - Fire Tests of Building Construction and Materials.
   2. UL 723 - Tests for Surface Burning Characteristics of Building Materials.
   3. UL 1479 - Fire Tests of Through-Penetration Firestops.
   4. UL 2079 - Tests for Fire Resistance of Building Joint Systems.
   5. UL - Fire Resistance Directory.

1.03 DEFINITIONS

A. Firestopping (Through-Penetration Protection System): Sealing or stuffing material or assembly placed in spaces between and penetrations through building materials to arrest movement of fire, smoke, heat, and hot gases through fire rated construction.

1.04 SYSTEM DESCRIPTION

A. Firestopping Materials: ASTM E814 and UL 1479 to achieve fire ratings as noted on Drawings for adjacent construction.

1.05 PERFORMANCE REQUIREMENTS

A. Firestopping: Conform to applicable code for fire resistance ratings and surface burning characteristics.

1.06 SUBMITTALS

A. Product Data:
   1. Hangers and Supports: Submit manufacturers catalog data including load capacity.
   2. Firestopping: Submit data on product characteristics, performance and limitation criteria.
B. Firestopping Schedule: Submit schedule of opening locations and sizes, penetrating items, and required listed design numbers to seal openings to maintain fire resistance rating of adjacent assembly.
C. Design Data: Indicate load carrying capacity of hangers and supports.
D. Manufacturer's Installation Instructions:
   1. Hangers and Supports: Submit special procedures and assembly of components.
   2. Firestopping: Submit preparation and installation instructions.
E. Manufacturer's Certificate: Certify products meet or exceed specified requirements.

1.07 QUALIFICATIONS

A. Manufacturer: Company specializing in manufacturing Products specified in this section with minimum three years documented experience.
B. Installer: Company specializing in performing work of this section with minimum three years documented experience.

1.08 DELIVERY, STORAGE, AND HANDLING

A. Accept materials on site in original factory packaging, labeled with manufacturer's identification.
B. Protect from weather and construction traffic, dirt, water, chemical, and mechanical damage, by storing in original packaging.

1.09 ENVIRONMENTAL REQUIREMENTS

A. Do not apply firestopping materials when temperature of substrate material and ambient air is below 60 degrees F. Maintain this minimum temperature before, during, and for minimum 3 days after installation of firestopping materials.

PART 2 - PRODUCTS

2.01 CONDUIT SUPPORTS

A. Manufacturers:
   1. Allied Tube & Conduit Corp.
   2. Electroline Manufacturing Company.
   3. O-Z Gedney Co.
   4. Substitutions: Under provisions of General Specifications.
B. Hanger Rods: Threaded high tensile strength galvanized carbon steel with free running threads.
C. Beam Clamps: Malleable Iron, with tapered hole in base and back to accept either bolt or hanger rod. Set screw: hardened steel.

D. Conduit clamps for trapeze hangers: Galvanized steel, notched to fit trapeze with single bolt to tighten.
E. Conduit clamps - general purpose: One hole malleable iron for surface mounted conduits.
F. Cable Ties: High strength nylon temperature rated to 185 degrees F. Self locking.

2.02 FORMED STEEL CHANNEL

A. Manufacturers:
   1. Unistrut Corp.
   2. Allied Tube & Conduit Corp.
   3. B-Line Systems.
   4. Midland Ross Corporation, Electrical Products Division.
   5. Substitutions: Under provisions of General Specifications.
B. Product Description: Galvanized 12 gage thick steel. With holes 1-1/2 inches on center.

2.03 SPRING STEEL CLIPS

A. Manufacturers:
   1. O-Z/Gedney.
   2. Spring City Electrical Mfg..
   3. Erico Products.
   4. Substitutions: Under provisions of General Specifications
B. Product Description: Mounting hole and screw closure.

2.04 FIRESTOPPING

A. Manufacturers:
   1. Dow Corning Corp..
   2. Fire Trak Corp.
   3. Hilti Corp.
   4. International Protective Coating Corp.
   5. 3M fire Protection Products.
   6. The RectorSeal Corporation Bio Fireshield.
   7. Substitutions: Under provisions of General Specifications
B. Product Description: Different types of products by multiple manufacturers are acceptable as required to meet specified system description and performance requirements; provide only one type for each similar application.
   1. Silicone Firestopping Elastomeric Firestopping: Single or multiple component silicone elastomeric compound and compatible silicone sealant.
   2. Foam Firestopping Compounds: Single or multiple component foam compound.
   3. Formulated Firestopping Compound of Incombustible Fibers: Formulated compound mixed with incombustible non-asbestos fibers.
   4. Fiber Stuffing and Sealant Firestopping: Composite of mineral fiber stuffing insulation with silicone elastomer for smoke stopping.
   5. Mechanical Firestopping Device with Fillers: Mechanical device with incombustible fillers and silicone elastomer, covered with sheet stainless steel jacket, joined with collars, penetration sealed with flanged stops.
   6. Intumescent Firestopping: Intumescent putty compound which expands on exposure to surface heat gain.
   7. Firestop Pillows: Formed mineral fiber pillows.

2.05 FIRESTOPPING ACCESSORIES

A. Primer: Type recommended by firestopping manufacturer for specific substrate surfaces and suitable for required fire ratings.

B. Installation Accessories: Provide clips, collars, fasteners, temporary stops or dams, and other devices required to position and retain materials in place.

C. General:
   1. Furnish UL listed products.
   2. Select products with rating not less than rating of wall or floor being penetrated.

D. Non-Rated Surfaces:
   1. Stamped steel, chrome plated, hinged, split ring escutcheons or floor plates or ceiling plates for covering openings in occupied areas where conduit is exposed.
   2. For exterior wall openings below grade, furnish modular mechanical type seal consisting of interlocking synthetic rubber links shaped to continuously fill annular space between conduit and cored opening or water-stop type wall sleeve.

PART 3 - EXECUTION

3.01 EXAMINATION

A. Verify openings are ready to receive firestopping.

3.02 PREPARATION

A. Clean substrate surfaces of dirt, dust, grease, oil, loose material, or other matter affecting bond of firestopping material.
B. Remove incompatible materials affecting bond.
C. Install backing or damming materials to arrest liquid material leakage.
D. Obtain permission from Architect/Engineer before using powder-actuated anchors.
E. Obtain permission from Architect/Engineer before drilling or cutting structural members.

3.03 INSTALLATION - HANGERS AND SUPPORTS

A. Anchors and Fasteners:
   1. Concrete Structural Elements: Provide precast inserts, expansion anchors, powder actuated anchors and preset inserts.
   2. Steel Structural Elements: Provide beam clamps, spring steel clips, steel ramset fasteners, and welded fasteners.
   3. Concrete Surfaces: Provide self-drilling anchors and expansion anchors.
   4. Hollow Masonry, Plaster, and Gypsum Board Partitions: Provide toggle bolts and hollow wall fasteners.
   5. Solid Masonry Walls: Provide expansion anchors and preset inserts.
   6. Sheet Metal: Provide sheet metal screws.
   7. Wood Elements: Provide wood screws.

B. Inserts:
   1. Install inserts for placement in concrete forms.
   2. Install inserts for suspending hangers from reinforced concrete slabs and sides of reinforced concrete beams.
   3. Provide hooked rod to concrete reinforcement section for inserts carrying pipe over 4 inches.
   4. Where concrete slabs form finished ceiling, locate inserts flush with slab surface.
   5. Where inserts are omitted, drill through concrete slab from below and provide through-bolt with recessed square steel plate and nut above slab.

C. Install conduit and raceway support and spacing in accordance with NEC.
D. Do not fasten supports to pipes, ducts, mechanical equipment, or conduit.
E. Install multiple conduit runs on common hangers.
F. Supports:
    1. Fabricate supports from structural steel or formed steel channel. Install hexagon head bolts to present neat appearance with adequate strength and rigidity. Install spring lock washers under nuts.
    2. Install surface mounted cabinets and panelboards with minimum of four anchors.
    3. In wet and damp locations install steel channel supports to stand cabinets and panelboards 1 inch off wall.

3.04 INSTALLATION – FIRESTOPPING

A. Install material at fire rated construction perimeters and openings containing penetrating sleeves, piping, ductwork, conduit and other items, requiring firestopping.
B. Apply primer where recommended by manufacturer for type of firestopping material and substrate involved, and as required for compliance with required fire ratings.
C. Apply firestopping material in sufficient thickness to achieve required fire and smoke rating, to uniform density and texture.
D. Fire Rated Surface:
    1. Seal opening at floor, wall, partition, ceiling, and roof as follows:
        a. Install sleeve through opening and extending beyond minimum of 1 inch on both sides of building element.
        b. Size sleeve allowing minimum of 1 inch void between sleeve and building element.
        c. Pack void with backing material.
        d. Seal ends of sleeve with UL listed fire resistive silicone compound to meet fire rating of structure penetrated.
    2. Where cable tray, conduit, and wireway penetrates fire rated surface, install firestopping product in accordance with manufacturer's instructions.
E. Non-Rated Surfaces:
    1. Seal opening through non-fire rated wall, partition, floor, ceiling, and roof opening as follows:
        a. Install sleeve through opening and extending beyond minimum of 1 inch on both sides of building element.
        b. Size sleeve allowing minimum of 1 inch void between sleeve and building element.
        c. Install type of firestopping material recommended by manufacturer.
    2. Install escutcheons, floor plates or ceiling plates where conduit, penetrates non-fire rated surfaces in occupied spaces. Occupied spaces include rooms with finished ceilings and where penetration occurs below finished ceiling.
    3. Exterior wall openings below grade: Assemble rubber links of mechanical seal to size of conduit and tighten in place, in accordance with manufacturer's instructions.

3.05 FIELD QUALITY CONTROL

A. Inspect installed firestopping for compliance with specifications and submitted schedule.

3.06 CLEANING AND PROTECTION OF FINISHED WORK

A. Clean adjacent surfaces of firestopping materials.
B. Protect adjacent surfaces from damage by material installation.

END OF SECTION 26 05 29

SECTION 26 05 33
RACEWAYS AND BOXES FOR ELECTRICAL SYSTEMS

PART 1 - GENERAL

1.01 SUMMARY

A. Section includes conduit and tubing, outlet boxes, and junction boxes.

1.02 REFERENCES

A. American National Standards Institute:
   1. ANSI C80.1 - Rigid Steel Conduit, Zinc Coated.
   2. ANSI C80.3 - Specification for Electrical Metallic Tubing, Zinc Coated.

B. National Electrical Manufacturers Association:
   1. NEMA 250 - Enclosures for Electrical Equipment (1000 Volts Maximum).
   2. NEMA FB 1 - Fittings, Cast Metal Boxes, and Conduit Bodies for Conduit and Cable Assemblies.
   3. NEMA OS 1 - Sheet Steel Outlet Boxes, Device Boxes, Covers, and Box Supports.
   4. NEMA OS 2 - Nonmetallic Outlet Boxes, Device Boxes, Covers, and Box Supports.
   5. NEMA RN 1 - Polyvinyl Chloride (PVC) Externally Coated Galvanized Rigid Steel Conduit and Intermediate Metal Conduit.
   6. NEMA TC 2 - Electrical Polyvinyl Chloride (PVC) Tubing and Conduit.
   7. NEMA TC 3 - PVC Fittings for Use with Rigid PVC Conduit and Tubing.

1.03 SYSTEM DESCRIPTION

A. Raceway and boxes located as indicated on Drawings, and at other locations required for splices, taps, wire pulling, equipment connections, and compliance with regulatory requirements. Raceway and boxes are shown in approximate locations unless dimensioned. Provide raceway to complete wiring system.

B. Outdoor Locations, Above Grade: Use rigid steel, intermediate metal conduit, and electrical metallic tubing. Provide cast metal or nonmetallic outlet, pull, and junction boxes.

C. Wet and Damp Locations: Provide galvanized rigid steel conduit, intermediate metal conduit and electrical metallic tubing. Provide cast metal or nonmetallic outlet, junction, and pull boxes. Provide flush mounting outlet box in finished areas.

D. Concealed Dry Locations: Provide rigid steel, intermediate metal conduit, electrical and metallic tubing. Provide sheet-metal boxes. Provide flush mounting outlet box in finished areas. Provide hinged enclosure for large pull boxes.

E. Exposed Dry Locations: Use rigid steel conduit to 8 feet above flush floor or to first junction box. Use rigid steel conduit, intermediate metal conduit or electrical metallic tubing at other locations. Provide sheet-metal boxes. Provide flush mounting outlet box in finished areas. Provide hinged enclosure for large pull boxes.

1.04 DESIGN REQUIREMENTS

A. Minimum Raceway Size:
   1. Above floor: 1/2 inch unless otherwise specified.
   2. Underground: 3/4 inch unless otherwise specified.

1.05 SUBMITTALS

A. Product Data: Submit for the following:
   1. Flexible metal conduit.
   2. Liquidtight flexible metal conduit.
   3. Nonmetallic conduit.
   4. Raceway fittings.
   5. Conduit bodies.
   6. Surface raceway.
   7. Wireway.
   8. Pull and junction boxes.

B. Manufacturer's Installation Instructions: Submit application conditions and limitations of use stipulated by Product testing agency specified under Regulatory Requirements. Include instructions for storage, handling, protection, examination, preparation, and installation of Product.

1.06 CLOSEOUT SUBMITTALS

A. Project Record Documents:
   1. Record actual routing of conduits larger than 2 inch trade size.
   2. Record actual locations and mounting heights of outlet, pull, and junction boxes.

1.07 DELIVERY, STORAGE, AND HANDLING

A. Protect conduit from corrosion and entrance of debris by storing above grade. Provide appropriate covering.

B. Protect PVC conduit from sunlight.

1.08 COORDINATION

A. Coordinate installation of outlet boxes for equipment connected under Section 26 05 03.

B. Coordinate mounting heights, orientation and locations of outlets mounted above counters, benches, and backsplashes.

PART 2 - PRODUCTS

2.01 METAL CONDUIT

A. Manufacturers:
   1. Allied Tube and Conduit.
   2. Hubbell Inc.
   3. AFC.
   4. Substitutions: Under provisions of General Specifications.

B. Rigid Steel Conduit: ANSI C80.1.

C. Intermediate Metal Conduit (IMC): Rigid steel.

D. Fittings and Conduit Bodies: NEMA FB 1; material to match conduit.

2.02 PVC COATED METAL CONDUIT

A. Manufacturers:
   1. Occidental Coating.

2. P.C.D.
3. Robroy Industries.
4. Substitutions: Under provisions of General Specifications.

B. Product Description: NEMA RN 1; rigid steel conduit with external PVC coating, 40 mil thick.

C. Fittings and Conduit Bodies: NEMA FB 1; steel fittings with external PVC coating to match conduit.

2.03 FLEXIBLE METAL CONDUIT

A. Manufacturers:
1. Acme International.
2. Electri-Flex Co.
3. Hubbell Inc.
4. Substitutions: Under provisions of General Specifications

B. Product Description: Interlocked steel or aluminum construction.

C. Fittings: NEMA FB 1.

2.04 LIQUIDTIGHT FLEXIBLE METAL CONDUIT

A. Manufacturers:
1. Acme International.
2. Electri-Flex Co.
3. Hubbell Inc.
4. Substitutions: Under provisions of General Specifications.

B. Product Description: Interlocked steel or aluminum construction with PVC jacket.

C. Fittings: NEMA FB 1.

2.05 ELECTRICAL METALLIC TUBING (EMT)

A. Manufacturers:
1. Allied Tube and Conduit.
2. AFC.
3. Hubbell Inc.
4. Substitutions: Under provisions of General Specifications.

B. Product Description: ANSI C80.3; galvanized tubing.

C. Fittings and Conduit Bodies: NEMA FB 1; steel or malleable iron, compression type.

2.06 NONMETALLIC CONDUIT

A. Manufacturers:
1. Carlon.
2. RACO.
3. Can-Tex.
4. Substitutions: Under provisions of General Specifications.

B. Product Description: NEMA TC 2; Schedule 40 or 80 PVC.

C. Fittings and Conduit Bodies: NEMA TC 3.

2.07 WIREWAY

A. Manufacturers:
1. Circle AW.
2. Thomas & Betts Corp.

3. Substitutions: Under provisions of General Specifications.

B. Product Description: General purpose or Raintight type wireway as required.
C. Knockouts: Manufacturer's standard.
D. Size: Dimensions as indicated on Drawings or as required by the NEC for the intended application.
E. Cover: Hinged or screw cover as indicated or as required for the intended applications. Provide with full gaskets when requried.
F. Connector: Flanged.
G. Fittings: Lay-in type.
H. Finish: Rust inhibiting primer coating with manufacturer's standard gray enamel finish.

2.08 OUTLET BOXES

A. Sheet Metal Outlet Boxes: NEMA OS 1, galvanized steel.
   1. Luminaire and Equipment Supporting Boxes: Rated for weight of equipment supported; furnish 1/2 inch male fixture studs where required.
   2. Concrete Ceiling Boxes: Concrete type.
B. Nonmetallic Outlet Boxes: NEMA OS 2.
C. Cast Boxes: NEMA FB 1, Type FD, cast feralloy. Furnish gasketed cover by box manufacturer. Furnish threaded hubs.

D. Wall Plates for Finished Areas: As specified in Section 26 27 26.
E. Wall Plates for Unfinished Areas: Furnish gasketed cover.

2.09 SMALL PULL AND JUNCTION BOXES

A. Sheet Metal Boxes: NEMA OS 1, galvanized steel.
B. Hinged Enclosures: As specified.
C. Surface Mounted Cast Metal Box: NEMA 250, Type 4; flat-flanged, surface mounted junction box:
   1. Material: Galvanized cast iron or aluminum.
   2. Cover: Furnish with ground flange, neoprene gasket, and stainless steel cover screws.
D. In-Ground Cast Metal Box: NEMA 250, Type 6, galvanized cast iron, flanged, recessed cover box for flush mounting. Nonskid cover with neoprene gasket and stainless steel cover screws. Cover Legend: "ELECTRIC" or as indicated.
E. Fiberglass or Concrete Composite Handholes: Die-molded, glass-fiber or concrete composite hand holes. Cable Entrance: Pre-cut 6 inch x 6 inch cable entrance at center bottom of each side. Cover: Glass-fiber or concrete composite, weatherproof cover with nonskid finish. Cover Legend: "ELECTRIC" or as indicated.

PART 3 - EXECUTION

3.01 EXAMINATION

A. Verify outlet locations and routing and termination locations of raceway prior to rough-in.

3.02 INSTALLATION

A. Ground and bond raceway and boxes in accordance with Section 26 05 26.
B. Fasten raceway and box supports to structure and finishes in accordance with Section 26 05 29.
C. Identify raceway and boxes in accordance with Section 26 05 53.
D. Arrange raceway and boxes to maintain headroom and present neat appearance.

3.03 INSTALLATION - RACEWAY

A. Install conduit in accordance with NECA "Standard of Installation".
B. Raceway routing is shown in approximate locations unless dimensioned. Route to complete wiring system.
C. Arrange raceway supports to prevent misalignment during wiring installation.
D. Support raceway using coated steel or malleable iron straps, lay-in adjustable hangers, clevis hangers, and split hangers.
E. Group related raceway; support using conduit rack. Construct rack using steel channel specified in Section 16070; provide space on each for 25 percent additional raceways.
F. Do not support raceway with wire or perforated pipe straps. Remove wire used for temporary supports
G. Do not attach raceway to ceiling support wires or other piping systems.
H. Construct wireway supports from steel channel specified in Section 26 05 29.
I. Route exposed raceway parallel and perpendicular to walls.
J. Route raceway installed above accessible ceilings parallel and perpendicular to walls.
K. Maintain clearance between raceway and piping for maintenance purposes.
L. Maintain 12 inch clearance between raceway and surfaces with temperatures exceeding 104 degrees F.
M. Cut conduit square using saw or pipe cutter; de-burr cut ends.
N. Bring conduit to shoulder of fittings; fasten securely.
O. Join nonmetallic conduit using cement as recommended by manufacturer. Wipe nonmetallic conduit dry and clean before joining. Apply full even coat of cement to entire area inserted in fitting. Allow joint to cure for minimum 20 minutes.
P. Install conduit hubs or sealing locknuts to fasten conduit to sheet metal boxes in damp and wet locations and to cast boxes.
Q. Install no more than equivalent of three 90 degree bends between boxes. Install conduit bodies to make sharp changes in direction, as around beams. Install hydraulic one-shot bender to fabricate or factory elbows for bends in metal conduit larger than 2 inch size.
R. Avoid moisture traps; install junction box with drain fitting at low points in conduit system.
S. Install fittings to accommodate expansion and deflection where raceway crosses seismic, control and expansion joints.
T. Install suitable pull string or cord in each empty raceway except sleeves and nipples.
U. Install suitable caps to protect installed conduit against entrance of dirt and moisture.
V. Surface Raceway: Install flat-head screws, clips, and straps to fasten raceway channel to surfaces; mount plumb and level. Install insulating bushings and inserts at connections to outlets and corner fittings.
W. Close ends and unused openings in wireway.
X. Exposed conduit floor penetrations shall be plastic coated steel or intermediate metal conduit or PVC wrapped (10 mil tape with 1/2 lap) galvanized rigid steel or intermediate metal conduit. Concealed floor penetrations in a finished wall or chase may be thickwall Schedule 80 non-metallic conduit. Extend non-metallic conduit to nearest junction box.

3.04 INSTALLATION - BOXES

A. Install wall mounted boxes at elevations to accommodate mounting heights as indicated on Drawings.
B. Adjust box location up to 5 feet prior to rough-in to accommodate intended purpose.
C. Orient boxes to accommodate wiring devices oriented as specified in Section 26 27 26.
D. Install pull boxes and junction boxes above accessible ceilings and in unfinished areas only.
E. In Accessible Ceiling Areas: Install outlet and junction boxes no more than 6 inches from ceiling access panel or from removable recessed luminaire.
F. Locate flush mounting box in masonry wall to require cutting of masonry unit corner only. Coordinate masonry cutting to achieve neat opening.
G. Do not install flush mounting box back-to-back in walls; install with minimum 6 inches separation. Install with minimum 24 inches separation in acoustic rated walls.

H. Secure flush mounting box to interior wall and partition studs. Accurately position to allow for surface finish thickness.
I. Install stamped steel bridges to fasten flush mounting outlet box between studs.
J. Install flush mounting box without damaging wall insulation or reducing its effectiveness.
K. Install adjustable steel channel fasteners for hung ceiling outlet box.
L. Do not fasten boxes to ceiling support wires or other piping systems.
M. Support boxes independently of conduit.
N. Install gang box where more than one device is mounted together. Do not use sectional box.
O. Install gang box with plaster ring for single device outlets.
P. Set floor boxes level.

3.05 INTERFACE WITH OTHER PRODUCTS

A. Install conduit to preserve fire resistance rating of partitions and other elements, using materials and methods in accordance with General Specifications.
B. Route conduit through roof openings for piping and ductwork or through suitable roof jack with pitch pocket. Coordinate location with roofing installation specified in Specifications.
C. Locate outlet boxes to allow luminaires positioned as indicated on Drawings.
D. Align adjacent wall mounted outlet boxes for switches, thermostats, and similar devices.

3.06 ADJUSTING

A. Adjust flush-mounting outlets to make front flush with finished wall material.
B. Install knockout closures in unused openings in boxes.

3.07 CLEANING

A. Clean interior of boxes to remove dust, debris, and other material.
B. Clean exposed surfaces and restore finish.

END OF SECTION 26 05 33

SECTION 26 05 53
IDENTIFICATION FOR ELECTRICAL SYSTEMS

PART 1 - GENERAL

1.01 SUMMARY

A. Section includes building wire and cable; metal clad cable; and wiring connectors and connections.
B. Section Includes:
   1. Nameplates.
   2. Labels.
   3. Wire markers.
   4. Conduit markers.
   5. Stencils.
   6. Underground Warning Tape.
   7. Lockout Devices.
C. Related Sections:
   1. Section - Paints and Coatings: Execution requirements for painting specified by this section.

1.02 SUBMITTALS

A. Product Data:
   1. Submit manufacturer's catalog literature for each product required.
   2. Submit electrical identification schedule including list of wording, symbols, letter size, color coding, tag number, location, and function.
B. Samples:
   1. Submit two tags, actual size.
   2. Submit two labels, actual size.
C. Manufacturer's Installation Instructions: Indicate installation instructions, special procedures, and installation.

1.03 CLOSEOUT SUBMITTALS

A. Project Record Documents: Record actual locations of tagged devices; include tag numbers.

1.04 DELIVERY, STORAGE, AND HANDLING

A. Accept identification products on site in original containers. Inspect for damage.
B. Accept materials on site in original factory packaging, labeled with manufacturer's identification, including product density and thickness.
C. Protect insulation from weather and construction traffic, dirt, water, chemical, and mechanical damage, by storing in original wrapping.

1.05 ENVIRONMENTAL REQUIREMENTS

A. Install labels and nameplates only when ambient temperature and humidity conditions for adhesive are within range recommended by manufacturer.

1.06 EXTRA MATERIALS

A. Furnish two containers of spray-on adhesive.

PART 2 - PRODUCTS

2.01 NAMEPLATES

A. Product Description: Laminated three-layer plastic with engraved white letters on black contrasting background color.
B. Letter Size:
   1. 1/8 inch high letters for identifying individual equipment and loads.
   2. 1/4 inch high letters for identifying grouped equipment and loads.
C. Minimum nameplate thickness: 1/8 inch.

2.02 LABELS

A. Labels: Embossed adhesive tape, with 3/16 inch white letters on black background.

2.03 WIRE MARKERS

A. Description: Cloth tape, split sleeve, or tubing type wire markers.
B. Legend:
   1. Power and Lighting Circuits: Branch circuit or feeder number.
   2. Control Circuits: Control wire number as indicated on shop drawings.

2.04 CONDUIT AND RACEWAY MARKERS

A. Description: Labels fastened with adhesive.
B. Color:
   1. 480 Volt System: Black lettering on white background.
   2. 208 or 240 Volt System: Black lettering on white background.
   3. Fire Alarm System: Red lettering on white background.
   4. Telephone System: Blue lettering on white background.
C. Legend:
   1. Fire Alarm System: FIRE ALARM.

PART 3 - EXECUTION

3.01 PREPARATION

A. Degrease and clean surfaces to receive adhesive for identification materials.

3.02 INSTALLATION

A. Install identifying devices after completion of painting.
B. Nameplate Installation:
   1. Install nameplate parallel to equipment lines.

2. Install nameplate for each electrical distribution and control equipment enclosure with corrosive-resistant mechanical fasteners, or adhesive.
3. Install nameplates for each control panel and major control components located outside panel with corrosive-resistant mechanical fasteners, or adhesive.
4. Secure nameplate to equipment front using screws, rivets, or adhesive.
5. Secure nameplate to inside surface of door on recessed panelboard in finished locations.
6. Install nameplates for the following:
    a. Switchboards.
    b. Panelboards.
    c. Service Disconnects.

C. Label Installation:
1. Install label parallel to equipment lines.
2. Install label for identification of individual control device stations.
3. Install labels for permanent adhesion and seal with clear lacquer.

D. Wire Marker Installation:
1. Install wire marker for each conductor at panelboard, pull boxes, outlet and junction boxes, and each load connection.
2. Mark data cabling at each end. Install additional marking at accessible locations along the cable run.
3. Install labels at data outlets identifying patch panel and port designation.

E. Conduit Marker Installation:
1. Install conduit marker for each conduit longer than 6 feet.
2. Conduit Marker Spacing: 20 feet on center.

END OF SECTION 26 05 53

SECTION 26 51 00
INTERIOR LIGHTING

PART 1 - GENERAL

1.01 SUMMARY

A. Section includes interior luminaires, lamps, ballasts, and accessories.

B. Related Sections:

1. Section 26 05 26 - Grounding and Bonding for Electrical Systems.
2. Section 26 05 33 - Raceway and Boxes for Electrical Systems.

1.02 SUBMITTALS

A. Shop Drawings: Indicate dimensions and components for each luminaire not standard product of manufacturer.

B. Product Data: Submit manufacturer standard submittal data to include product data, dimensions, ratings, and performance data.

1.03 QUALIFICATIONS

A. Manufacturer: Company specializing in manufacturing products specified in this section with minimum three years documented experience.

1.04 FIELD MEASUREMENTS

A. Verify field measurements prior to fabrication.

PART 2 - PRODUCTS

2.01 INTERIOR LUMINAIRES

A. Product Description: Complete interior luminaire assemblies, with features, options, and accessories as scheduled.

2.02 LED LIGHT FIXTURES

A. General:
1. LED light fixtures shall be in accordance with IES, NFPA, UL, as shown on the drawings, and as specified.
2. LED light fixtures shall be Reduction of Hazardous Substances (RoHS)-compliant.
3. LED drivers shall include the following features unless otherwise indicated:
   a. Minimum efficiency: 85% at full load.
   b. Minimum Operating Ambient Temperature: -20˚ C. (-4˚ F.)
   c. Input Voltage: 120 - 277V (±10%) at 60 Hz.

d. Integral short circuit, open circuit, and overload protection.
e. Power Factor: ≥ 0.95.
f. Total Harmonic Distortion: ≤ 20%.
g. Comply with FCC 47 CFR Part 15.
h. Manufacturer minimum 5-year standard warranty.

4. LED modules shall include the following features unless otherwise indicated:
   a. Comply with IES LM-79 and LM-80 requirements.
   b. Minimum CRI 80 and color temperature 3000˚K unless otherwise specified in LIGHTING FIXTURE SCHEDULE.
   c. Minimum Rated Life: 50,000 hours per IES L70.
   d. Light output lumens as indicated in the LIGHTING FIXTURE SCHEDULE.

PART 3 - EXECUTION

3.01 INSTALLATION

A. Install surface mounted luminaires plumb and adjust to align with building lines and with each other. Secure to prevent movement.

B. Install wall-mounted luminaires at height as indicated on Drawings.

C. Install accessories furnished with each luminaire.

D. Connect luminaires to branch circuit outlets provided under Section 26 05 33 as indicated on Drawings.

E. Make wiring connections to branch circuit using building wire with insulation suitable for temperature conditions within luminaire.

F. Install specified lamps in each luminaire.

G. Ground and bond interior luminaires in accordance with Section 26 05 26.

3.02 FIELD QUALITY CONTROL

A. Operate each luminaire after installation and connection. Inspect for proper connection and operation.

3.03 ADJUSTING

A. Aim and adjust luminaires as indicated on Drawings.

3.04 CLEANING

A. Remove dirt and debris from enclosures.

B. Clean photometric control surfaces as recommended by manufacturer.

C. Clean finishes and touch up damage.

3.05 PROTECTION OF FINISHED WORK

A. Relamp or replace luminaires having failed lamps at Substantial Completion.

END OF SECTION 26 51 00

3. Maintain life-safety systems in full operation in occupied facilities, or provide notice minimum 7 days in advance.

E. Identify salvage items in cooperation with Owner.

PART 2 EXECUTION

2.1 EXAMINATION

A. Verify wiring and equipment indicated to be demolished serve only abandoned facilities.

B. Verify termination points for demolished services.

2.2 PREPARATION

A. Erect, and maintain temporary safeguards, including barricades, and similar measures, for protection of the public, Owner, Contractor's employees, and existing improvements to remain.

B. Temporary egress signage and emergency lighting.

2.3 DEMOLITION

A. Demolition Drawings are based on casual field observation and existing record documents. Report discrepancies to Architect/Engineer before disturbing existing installation.

B. Coordinate with general contractor to remove abandoned equipment, conduit, and wire at buildings and structures scheduled for demolition. Cut conduit flush with walls and floors scheduled to remain.

C. Remove conduit, wire, boxes, and fastening devices to avoid any interference with new installation.

D. Disconnect electrical systems in walls, floors, and ceilings scheduled for removal.

E. Reconnect equipment being disturbed by renovation work and required for continue service to nearest available panel.

F. Disconnect or shut off service to areas where electrical work is to be removed. Remove electrical fixtures, equipment, and related switches, outlets, conduit and wiring which are not part of final project.

G. Install temporary wiring and connections to maintain existing systems in service during construction.

H. Perform work on energized equipment or circuits with experienced and trained personnel.

I. Remove, relocate, and extend existing installations to accommodate new construction.

J. Repair adjacent construction and finishes damaged during demolition and extension work.

K. Remove exposed abandoned grounding and bonding components, fasteners and supports, and electrical identification components. Cut embedded support elements flush with walls and floors.

L. Clean and repair existing equipment to remain or to be reinstalled.

M. Protect and retain power to existing active equipment remaining.

N. Cap abandoned empty conduit at both ends.

2.4 EXISTING PANELBOARDS

A. Ring out circuits in existing panel affected by the Work. Where additional circuits are needed, reuse circuits available for reuse. Install new breakers.

B. Tag unused circuits as spare.

C. Where existing circuits are indicated to be reused, use sensing measuring devices to verify circuits feeding Project area or are not in use.

D. Remove existing wire no longer in use from panel to equipment.

E. Provide new updated directories where more than three circuits have been modified or rewired.

2.5 SALVAGE ITEMS

A. Remove and protect items indicated on Drawings to be salvaged and turn over to Owner.

B. Items of salvageable value may be removed as work progresses. Transport salvaged items from site as they are removed.

2.6 REUSABLE ELECTRICAL EQUIPMENT

A. Carefully remove equipment, materials, or fixtures which are to be reused.

B. Disconnect, remove, or relocate existing electrical material and equipment interfering with new installation.

2.7 CLEANING

A. Remove demolished materials as work progresses. Legally dispose.

B. Keep workplace neat.

END OF SECTION

SECTION 26 05 00
BASIC ELECTRICAL REQUIREMENTS

PART 1 GENERAL

1.01 SCOPE OF WORK

A. Basic Electrical Requirements specifically applicable to Division 26 Sections.

B. All labor, materials, equipment and services necessary to furnish and install complete electrical systems and related items of work as indicated to Drawings or specified herein.

C. The work in general shall consist of, but is not limited to the following:
   1. Coordination with the general contractor and utility companies to perform selective electrical demolition work in conjunction with the overall demolition work as indicated on the drawings.
   2. Outdoor underground electrical feeder, underground trenching and conduit, and accessories as indicated.
   3. Modifications to existing distribution panel, conduit, wiring, etc., for all new electrical distribution as indicated.
   4. Interior lighting fixtures with lamps and lighting accessories as indicated

D. Drawings are diagrammatic. Refer to Mechanical and Architectural Drawings and specifications for exact locations for equipment furnished by others.

1.02 WORK SEQUENCE

A. Install work as scheduled to accommodate Owner's occupancy requirements. During the construction period coordinate electrical schedule and operations with other trades, Owner and/or Engineer.

1.03 REFERENCES AND REGULATORY REQUIREMENTS

A. Conform to applicable International Building Code.

B. Workmanship and material of electrical work shall comply with or exceed applicable provisions of the following (most recent additions including addenda and errata):

   1. All Local Codes and Ordinances.
   2. California/National Electrical Code (NEC) (NFPA 70).
   3. California/International Building Code (IBC).
   4. California/International Existing Building Code (IEBC).
   5. California/International Fire Code (IFC).
   6. NFPA 72, Fire Alarm Code.
   7. National Bureau of Fire Underwriters (NBFU).
   8. American National Standards Institute (ANSI).
   9. American Society for Testing and Materials (ASTM).
   10. National Electrical Manufacturers Association (NEMA).
   11. Standards and requirements for serving utilities.
   12. Standards of Installation (NECA).
   13. Safety and Health Standards (OSHA).
   14. Americans with Disabilities Act (ADA).
   15. Factory Mutual (FM).

1.04 SUBMITTALS

A. Submit shop drawings and product data grouped to include complete submittals of related systems, products, and accessories in a single submittal. Partial submittals will not be reviewed.

B. Mark dimensions and values in units to match those specified.

1.05 PROJECT/SITE CONDITIONS

A. Install Work in locations shown on Drawings, unless prevented by Project conditions.

B. Prepare drawings showing proposed rearrangement of Work to meet Project conditions, including changes to Work specified in other Sections. Obtain permission of Owner and/or Architect before proceeding.

C. SITE WORK: Contractor shall employ an independent locating service to locate and verify all existing services, whether specifically shown on the drawings or not. Location of services shall be recorded on record documents. No trenching or excavation shall commence until locations are verified. The Owner shall be notified in writing prior to any trenching requiring a utility shutdown. Any services interrupted by trenching or excavating shall be repaired by the contractor with no additional cost to the Owner. Existing services not specifically indicated on the drawings to be relocated, which interfere with building components, shall be brought to the Architect's immediate attention. Prepare drawings showing proposed re-routing, area(s) affected, and length of interruption(s).

1.06 SEQUENCING AND SCHEDULING

A. Construct Work in sequence under provisions of the General Specifications.

END OF SECTION 26 05 00

SECTION 26 05 19
LOW-VOLTAGE ELECTRICAL POWER CONDUCTORS AND CABLES

PART 1 - GENERAL

1.01 SUMMARY

A. Section includes building wire and cable; and wiring connectors and connections.
B. Related Sections:
   1. Section 26 05 53 - Identification for Electrical Systems: Product requirements for wire identification.

1.02 REFERENCES

A. International Electrical Testing Association:
   1. NETA ATS - Acceptance Testing Specifications for Electrical Power Distribution Equipment and Systems.
B. National Fire Protection Association:
   1. NFPA 70 - National Electrical Code.
   2. NFPA 262 - Standard Method of Test for Flame Travel and Smoke of Wires and Cables for Use in Air-Handling Spaces.

1.03 SYSTEM DESCRIPTION

A. Product Requirements: Provide products as follows:
   1. Solid conductor for feeders and branch circuits 10 AWG and smaller.
   2. Stranded conductors for control circuits.
   3. Conductor not smaller than 12 AWG for power and lighting circuits.
   4. Conductor not smaller than 16 AWG for control circuits.
   5. 10 AWG conductors for 20 ampere, 120 volt branch circuits longer than 75 feet.
B. Wiring Methods: Provide the following wiring methods:
   1. Concealed Dry Interior Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   2. Exposed Dry Interior Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   3. Above Accessible Ceilings: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   4. Wet or Damp Interior Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   5. Exterior Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   6. Underground Locations: Use only building wire, Type THHN/THWN 90 degree C rated insulation, in raceway.
   7. Use wiring and methods indicated on drawings.

1.04 DESIGN REQUIREMENTS

A. Conductor sizes are based on copper.

1.05 SUBMITTALS

A. Product Data: Submit for building wire and each cable assembly type.

1.06 CLOSEOUT SUBMITTALS

A. Project Record Documents: Record actual locations of components and circuits.

1.07 QUALITY ASSURANCE

A. Provide wiring materials located in plenums with peak optical density not greater than 0.5, average optical density not greater than 0.15, and flame spread not greater than 5 feet (1.5 m) when tested in accordance with NFPA 262.

1.08 QUALIFICATIONS

A. Manufacturer: Company specializing in manufacturing products specified in this section with minimum three years documented experience.

1.09 FIELD MEASUREMENTS

A. Verify field measurements are as indicated on Drawings.

1.10 COORDINATION

A. Where wire and cable destination is indicated and routing is not shown, determine routing and lengths required.
B. Wire and cable routing indicated is approximate unless dimensioned.

PART 2 - PRODUCTS

2.01 BUILDING WIRE

A. Manufacturers:
   1. Okonite.
   2. General Cable Co.
   3. Southwire.
   4. American.
   5. Substitutions: Under provisions of General Specifications.
B. Product Description: Single conductor insulated wire.
C. Conductor: Copper.
D. Insulation: 600 volt rating; material rated 90 degrees C.

2.02 WIRING CONNECTORS

A. Split Bolt Connectors:
   1. Kearney.
   2. Teledyne Penn-Union.
B. Solderless Pressure Connectors:

1. Cadweld.
2. Burndy.

C. Compression Connectors:
1. Kearney.
2. Teledyne- Penn-Union.

PART 3 - EXECUTION

3.01 EXAMINATION

A. Verify interior of building has been protected from weather.
B. Verify mechanical work likely to damage wire and cable has been completed.
C. Verify raceway installation is complete and supported.

3.02 PREPARATION

A. Completely and thoroughly swab raceway before installing wire.

3.03 INSTALLATION

A. Route wire and cable to meet Project conditions.
B. Neatly train and lace wiring inside boxes, equipment, and panelboards.
C. Identify and color code wire and cable under provisions of Section 26 05 53. Identify each conductor with its circuit number or other designation indicated.
D. Special Techniques--Building Wire in Raceway:
1. Pull conductors into raceway at same time.
2. Install building wire 4 AWG and larger with pulling equipment.

E. Special Techniques - Cable:
1. Protect exposed cable from damage.
2. Support cables above accessible ceiling, using spring metal clips or cable ties to support cables from structure. Do not rest cable on ceiling panels.
3. Use suitable cable fittings and connectors.

F. Special Techniques - Wiring Connections:
1. Clean conductor surfaces before installing lugs and connectors.
2. Make splices, taps, and terminations to carry full ampacity of conductors with no perceptible temperature rise.
3. Tape uninsulated conductors and connectors with electrical tape to 150 percent of insulation rating of conductor.
4. Install split bolt connectors for copper conductor splices and taps, 6 AWG and larger.
5. Install solderless pressure connectors with insulating covers for copper conductor splices and taps, 8 AWG and smaller.

G. Install solid conductor for feeders and branch circuits 10 AWG and smaller.

3.04 WIRE COLOR

A. General:
1. For wire sizes 10 AWG and smaller, install wire colors in accordance with the following:
a. Black and red for single phase circuits at 120/240 volts.
b. Black, red, and blue for circuits at 120/240 volts single or three phase.
c. Match existing.
2. For wire sizes 8 AWG and larger, identify wire with colored tape at terminals, splices and boxes. Colors are as follows:
a. Black and red for single phase circuits at 120/240 volts.
b. Black, red, and blue for circuits at 120/240 volts single or three phase.

c. Match existing.

B. Neutral Conductors: White. When two or more neutrals are located in one conduit, individually identify each with proper circuit number.

C. Branch Circuit Conductors: Install three or four wire home runs with each phase uniquely color coded.

D. Feeder Circuit Conductors: Uniquely color code each phase.

E. Ground Conductors:
   1. For 6 AWG and smaller: Green.
   2. For 4 AWG and larger: Identify with green tape at both ends and visible points including junction boxes.

3.05 FIELD QUALITY CONTROL

A. Inspect and test in accordance with NETA ATS, except Section 4.

B. Perform inspections and tests listed in NETA ATS, Section 7.3.1.

END OF SECTION 26 05 19

SECTION 26 05 26
GROUNDING AND BONDING FOR ELECTRICAL SYSTEMS

PART 1 - GENERAL

1.01 SUMMARY

A. Section Includes:
   1. Rod electrodes.
   2. Wire.
   3. Mechanical connectors.
   4. Exothermic connections.

1.02 REFERENCES

A. Institute of Electrical and Electronics Engineers:
   1. IEEE 142 - Recommended Practice for Grounding of Industrial and Commercial Power Systems.
   2. IEEE 1100 - Recommended Practice for Powering and Grounding Electronic Equipment.

B. International Electrical Testing Association:
   1. NETA ATS - Acceptance Testing Specifications for Electrical Power Distribution Equipment and Systems.

C. National Fire Protection Association:
   1. NFPA 70 - National Electrical Code.

1.03 SYSTEM DESCRIPTION

A. Grounding systems use the following elements as grounding electrodes:
   1. Metal underground water pipe.
   2. Metal building frame.
   3. Concrete-encased electrode.
   4. Rod electrode.

1.04 PERFORMANCE REQUIREMENTS

A. Grounding System Resistance: 25 ohms maximum.

1.05 SUBMITTALS

A. Product Data: Submit data on grounding electrodes and connections.

B. Test Reports: Indicate overall resistance to ground and resistance of each electrode.

1.06 CLOSEOUT SUBMITTALS

A. Project Record Documents: Record actual locations of components and grounding electrodes.

1.07 QUALITY ASSURANCE

A. Provide grounding materials conforming to requirements of NEC, IEEE 142, and UL labeled.

1.08 QUALIFICATIONS

A. Manufacturer: Company specializing in manufacturing Products specified in this section with minimum three years documented experience.

1.09 DELIVERY, STORAGE, AND HANDLING

A. Accept materials on site in original factory packaging, labeled with manufacturer's identification.
B. Protect from weather and construction traffic, dirt, water, chemical, and mechanical damage, by storing in original packaging.
C. Do not deliver items to project before time of installation. Limit shipment of bulk and multiple-use materials to quantities needed for immediate installation.

PART 2 - PRODUCTS

2.01 ROD ELECTRODES

A. Manufacturers:
   1. Apache Grounding/Erico Inc.
   2. Copperweld, Inc.
   3. Erico, Inc.
   4. O-Z Gedney Co.

B. Product Description:
   1. Material: Copper.
   2. Diameter: 3/4 inch.

C. Length: 10 feet.

2.02 WIRE

A. Material: Stranded copper.
B. Foundation Electrodes: 4 AWG.
C. Equipment Grounding Conductor: Copper conductor insulated.
D. Bonding Conductor: Copper conductor bare or insulated.

2.03 MECHANICAL CONNECTORS

A. Manufacturers:
   1. Apache Grounding/Erico Inc.
   2. Copperweld, Inc.
   3. ILSCO Corporation.
   4. O-Z Gedney Co.
   5. Thomas & Betts, Electrical.
B. Description: Bronze connectors, suitable for grounding and bonding applications, in configurations required for particular installation.

2.04 EXOTHERMIC CONNECTIONS

A. Manufacturers:
   1. Cadweld.
   2. Copperweld, Inc.
   3. Thermoweld.

B. Product Description: Exothermic materials, accessories, and tools for preparing and making permanent field connections between grounding system components.

PART 3 - EXECUTION

3.01 PREPARATION

A. Remove paint, rust, mill oils, and surface contaminants at connection points.

3.02 INSTALLATION

A. Install in accordance with IEEE and manufacturer instructions.
B. Install rod electrodes at locations as indicated on Drawings. Install additional rod electrodes to achieve specified resistance to ground.
C. Install grounding and bonding conductors concealed from view.
D. Equipment Grounding Conductor: Install separate, insulated conductor within each feeder and branch circuit raceway. Terminate each end on suitable lug, bus, or bushing.
E. Install 4 AWG bare copper wire in foundation footing as indicated on Drawings or install grounding electrode conductor and connect to reinforcing steel in foundation footing as indicated on Drawings.
F. Bond together metal siding not attached to grounded structure; bond to ground.
G. Equipment Grounding Conductor: Install separate, insulated conductor within each feeder and branch circuit raceway. Terminate each end on suitable lug, bus, or bushing.
H. Permanently ground entire light and power system in accordance with NEC, including service equipment, distribution panels, lighting panelboards, switch and starter enclosures, motor frames, grounding type receptacles, and other exposed non-current carrying metal parts of electrical equipment.
I. Accomplish grounding of electrical system by using insulated grounding conductor installed with feeders and branch circuit conductors in conduits. Size grounding conductors in accordance with NEC. Install from grounding bus of serving panel to ground bus of served panel, grounding screw of receptacles, lighting fixture housing, light switch outlet boxes or metal enclosures of service equipment. Ground conduits by means of grounding bushings on terminations at panelboards with installed number 12 conductor to grounding bus.
J. Grounding electrical system using continuous metal raceway system enclosing circuit conductors in accordance with NEC.
K. Permanently attach equipment and grounding conductors prior to energizing equipment.

3.03 FIELD QUALITY CONTROL

A. Inspect and test in accordance with NETA ATS, except Section 4.
B. Grounding and Bonding: Perform inspections and tests listed in NETA ATS, Section 7.13.
C. Perform ground resistance testing in accordance with IEEE 142.
D. Perform continuity testing in accordance with IEEE 142.
E. When improper grounding is found on receptacles, check receptacles in entire project and correct. Perform retest.

END OF SECTION 26 05 26

SECTION 26 05 29
FIRESTOPPING, HANGERS, AND SUPPORTS FOR ELECTRICAL SYSTEMS

PART 1 - GENERAL

1.01 SUMMARY

A. Section Includes:
   1. Conduit supports.
   2. Formed steel channel.
   3. Spring steel clips.
   4. Sleeves.
   5. Mechanical sleeve seals.
   6. Firestopping relating to electrical work.
   7. Firestopping accessories.
   8. Equipment bases and supports.

1.02 REFERENCES

A. ASTM International:
   1. ASTM E84 - Standard Test Method for Surface Burning Characteristics of Building Materials.
   2. ASTM E119 - Standard Test Methods for Fire Tests of Building Construction and Materials.
   3. ASTM E814 - Standard Test Method for Fire Tests of Through-Penetration Fire Stops.
   4. ASTM E1966 - Standard Test Method for Fire-Resistive Joint Systems.

B. FM Global:
   1. FM - Approval Guide, A Guide to Equipment, Materials & Services Approved By Factory Mutual Research For Property Conservation.

C. National Fire Protection Association:
   1. NFPA 70 - National Electrical Code.

D. Underwriters Laboratories Inc.:
   1. UL 263 - Fire Tests of Building Construction and Materials.
   2. UL 723 - Tests for Surface Burning Characteristics of Building Materials.
   3. UL 1479 - Fire Tests of Through-Penetration Firestops.
   4. UL 2079 - Tests for Fire Resistance of Building Joint Systems.
   5. UL - Fire Resistance Directory.

1.03 DEFINITIONS

A. Firestopping (Through-Penetration Protection System): Sealing or stuffing material or assembly placed in spaces between and penetrations through building materials to arrest movement of fire, smoke, heat, and hot gases through fire rated construction.

1.04 SYSTEM DESCRIPTION

A. Firestopping Materials: ASTM E814 and UL 1479 to achieve fire ratings as noted on Drawings for adjacent construction.

1.05 PERFORMANCE REQUIREMENTS

A. Firestopping: Conform to applicable code for fire resistance ratings and surface burning characteristics.

1.06 SUBMITTALS

A. Product Data:
   1. Hangers and Supports: Submit manufacturers catalog data including load capacity.
   2. Firestopping: Submit data on product characteristics, performance and limitation criteria.
B. Firestopping Schedule: Submit schedule of opening locations and sizes, penetrating items, and required listed design numbers to seal openings to maintain fire resistance rating of adjacent assembly.
C. Design Data: Indicate load carrying capacity of hangers and supports.
D. Manufacturer's Installation Instructions:
   1. Hangers and Supports: Submit special procedures and assembly of components.
   2. Firestopping: Submit preparation and installation instructions.
E. Manufacturer's Certificate: Certify products meet or exceed specified requirements.

1.07 QUALIFICATIONS

A. Manufacturer: Company specializing in manufacturing Products specified in this section with minimum three years documented experience.
B. Installer: Company specializing in performing work of this section with minimum three years documented experience.

1.08 DELIVERY, STORAGE, AND HANDLING

A. Accept materials on site in original factory packaging, labeled with manufacturer's identification.
B. Protect from weather and construction traffic, dirt, water, chemical, and mechanical damage, by storing in original packaging.

1.09 ENVIRONMENTAL REQUIREMENTS

A. Do not apply firestopping materials when temperature of substrate material and ambient air is below 60 degrees F. Maintain this minimum temperature before, during, and for minimum 3 days after installation of firestopping materials.

PART 2 - PRODUCTS

2.01 CONDUIT SUPPORTS

A. Manufacturers:
   1. Allied Tube & Conduit Corp.
   2. Electroline Manufacturing Company.
   3. O-Z Gedney Co.
   4. Substitutions: Under provisions of General Specifications.
B. Hanger Rods: Threaded high tensile strength galvanized carbon steel with free running threads.
C. Beam Clamps: Malleable Iron, with tapered hole in base and back to accept either bolt or hanger rod. Set screw: hardened steel.

D. Conduit clamps for trapeze hangers: Galvanized steel, notched to fit trapeze with single bolt to tighten.
E. Conduit clamps - general purpose: One hole malleable iron for surface mounted conduits.
F. Cable Ties: High strength nylon temperature rated to 185 degrees F. Self locking.

2.02 FORMED STEEL CHANNEL

A. Manufacturers:
   1. Unistrut Corp.
   2. Allied Tube & Conduit Corp.
   3. B-Line Systems.
   4. Midland Ross Corporation, Electrical Products Division.
   5. Substitutions: Under provisions of General Specifications.
B. Product Description: Galvanized 12 gage thick steel. With holes 1-1/2 inches on center.

2.03 SPRING STEEL CLIPS

A. Manufacturers:
   1. O-Z/Gedney.
   2. Spring City Electrical Mfg..
   3. Erico Products.
   4. Substitutions: Under provisions of General Specifications
B. Product Description: Mounting hole and screw closure.

2.04 FIRESTOPPING

A. Manufacturers:
   1. Dow Corning Corp..
   2. Fire Trak Corp.
   3. Hilti Corp.
   4. International Protective Coating Corp.
   5. 3M fire Protection Products.
   6. The RectorSeal Corporation Bio Fireshield.
   7. Substitutions: Under provisions of General Specifications
B. Product Description: Different types of products by multiple manufacturers are acceptable as required to meet specified system description and performance requirements; provide only one type for each similar application.
   1. Silicone Firestopping Elastomeric Firestopping: Single or multiple component silicone elastomeric compound and compatible silicone sealant.
   2. Foam Firestopping Compounds: Single or multiple component foam compound.
   3. Formulated Firestopping Compound of Incombustible Fibers: Formulated compound mixed with incombustible non-asbestos fibers.
   4. Fiber Stuffing and Sealant Firestopping: Composite of mineral fiber stuffing insulation with silicone elastomer for smoke stopping.
   5. Mechanical Firestopping Device with Fillers: Mechanical device with incombustible fillers and silicone elastomer, covered with sheet stainless steel jacket, joined with collars, penetration sealed with flanged stops.
   6. Intumescent Firestopping: Intumescent putty compound which expands on exposure to surface heat gain.
   7. Firestop Pillows: Formed mineral fiber pillows.

2.05 FIRESTOPPING ACCESSORIES

A. Primer: Type recommended by firestopping manufacturer for specific substrate surfaces and suitable for required fire ratings.

B. Installation Accessories: Provide clips, collars, fasteners, temporary stops or dams, and other devices required to position and retain materials in place.

C. General:
   1. Furnish UL listed products.
   2. Select products with rating not less than rating of wall or floor being penetrated.

D. Non-Rated Surfaces:
   1. Stamped steel, chrome plated, hinged, split ring escutcheons or floor plates or ceiling plates for covering openings in occupied areas where conduit is exposed.
   2. For exterior wall openings below grade, furnish modular mechanical type seal consisting of interlocking synthetic rubber links shaped to continuously fill annular space between conduit and cored opening or water-stop type wall sleeve.

PART 3 - EXECUTION

3.01 EXAMINATION

A. Verify openings are ready to receive firestopping.

3.02 PREPARATION

A. Clean substrate surfaces of dirt, dust, grease, oil, loose material, or other matter affecting bond of firestopping material.
B. Remove incompatible materials affecting bond.
C. Install backing or damming materials to arrest liquid material leakage.
D. Obtain permission from Architect/Engineer before using powder-actuated anchors.
E. Obtain permission from Architect/Engineer before drilling or cutting structural members.

3.03 INSTALLATION - HANGERS AND SUPPORTS

A. Anchors and Fasteners:
   1. Concrete Structural Elements: Provide precast inserts, expansion anchors, powder actuated anchors and preset inserts.
   2. Steel Structural Elements: Provide beam clamps, spring steel clips, steel ramset fasteners, and welded fasteners.
   3. Concrete Surfaces: Provide self-drilling anchors and expansion anchors.
   4. Hollow Masonry, Plaster, and Gypsum Board Partitions: Provide toggle bolts and hollow wall fasteners.
   5. Solid Masonry Walls: Provide expansion anchors and preset inserts.
   6. Sheet Metal: Provide sheet metal screws.
   7. Wood Elements: Provide wood screws.

B. Inserts:
   1. Install inserts for placement in concrete forms.
   2. Install inserts for suspending hangers from reinforced concrete slabs and sides of reinforced concrete beams.
   3. Provide hooked rod to concrete reinforcement section for inserts carrying pipe over 4 inches.
   4. Where concrete slabs form finished ceiling, locate inserts flush with slab surface.
   5. Where inserts are omitted, drill through concrete slab from below and provide through-bolt with recessed square steel plate and nut above slab.

C. Install conduit and raceway support and spacing in accordance with NEC.
D. Do not fasten supports to pipes, ducts, mechanical equipment, or conduit.
E. Install multiple conduit runs on common hangers.
F. Supports:
    1. Fabricate supports from structural steel or formed steel channel. Install hexagon head bolts to present neat appearance with adequate strength and rigidity. Install spring lock washers under nuts.
    2. Install surface mounted cabinets and panelboards with minimum of four anchors.
    3. In wet and damp locations install steel channel supports to stand cabinets and panelboards 1 inch off wall.

3.04 INSTALLATION – FIRESTOPPING

A. Install material at fire rated construction perimeters and openings containing penetrating sleeves, piping, ductwork, conduit and other items, requiring firestopping.
B. Apply primer where recommended by manufacturer for type of firestopping material and substrate involved, and as required for compliance with required fire ratings.
C. Apply firestopping material in sufficient thickness to achieve required fire and smoke rating, to uniform density and texture.
D. Fire Rated Surface:
    1. Seal opening at floor, wall, partition, ceiling, and roof as follows:
        a. Install sleeve through opening and extending beyond minimum of 1 inch on both sides of building element.
        b. Size sleeve allowing minimum of 1 inch void between sleeve and building element.
        c. Pack void with backing material.
        d. Seal ends of sleeve with UL listed fire resistive silicone compound to meet fire rating of structure penetrated.
    2. Where cable tray, conduit, and wireway penetrates fire rated surface, install firestopping product in accordance with manufacturer's instructions.
E. Non-Rated Surfaces:
    1. Seal opening through non-fire rated wall, partition, floor, ceiling, and roof opening as follows:
        a. Install sleeve through opening and extending beyond minimum of 1 inch on both sides of building element.
        b. Size sleeve allowing minimum of 1 inch void between sleeve and building element.
        c. Install type of firestopping material recommended by manufacturer.
    2. Install escutcheons, floor plates or ceiling plates where conduit, penetrates non-fire rated surfaces in occupied spaces. Occupied spaces include rooms with finished ceilings and where penetration occurs below finished ceiling.
    3. Exterior wall openings below grade: Assemble rubber links of mechanical seal to size of conduit and tighten in place, in accordance with manufacturer's instructions.

3.05 FIELD QUALITY CONTROL

A. Inspect installed firestopping for compliance with specifications and submitted schedule.

3.06 CLEANING AND PROTECTION OF FINISHED WORK

A. Clean adjacent surfaces of firestopping materials.
B. Protect adjacent surfaces from damage by material installation.

END OF SECTION 26 05 29

SECTION 26 05 33
RACEWAYS AND BOXES FOR ELECTRICAL SYSTEMS

PART 1 - GENERAL

1.01 SUMMARY

A. Section includes conduit and tubing, outlet boxes, and junction boxes.

1.02 REFERENCES

A. American National Standards Institute:
   1. ANSI C80.1 - Rigid Steel Conduit, Zinc Coated.
   2. ANSI C80.3 - Specification for Electrical Metallic Tubing, Zinc Coated.

B. National Electrical Manufacturers Association:
   1. NEMA 250 - Enclosures for Electrical Equipment (1000 Volts Maximum).
   2. NEMA FB 1 - Fittings, Cast Metal Boxes, and Conduit Bodies for Conduit and Cable Assemblies.
   3. NEMA OS 1 - Sheet Steel Outlet Boxes, Device Boxes, Covers, and Box Supports.
   4. NEMA OS 2 - Nonmetallic Outlet Boxes, Device Boxes, Covers, and Box Supports.
   5. NEMA RN 1 - Polyvinyl Chloride (PVC) Externally Coated Galvanized Rigid Steel Conduit and Intermediate Metal Conduit.
   6. NEMA TC 2 - Electrical Polyvinyl Chloride (PVC) Tubing and Conduit.
   7. NEMA TC 3 - PVC Fittings for Use with Rigid PVC Conduit and Tubing.

1.03 SYSTEM DESCRIPTION

A. Raceway and boxes located as indicated on Drawings, and at other locations required for splices, taps, wire pulling, equipment connections, and compliance with regulatory requirements. Raceway and boxes are shown in approximate locations unless dimensioned. Provide raceway to complete wiring system.

B. Outdoor Locations, Above Grade: Use rigid steel, intermediate metal conduit, and electrical metallic tubing. Provide cast metal or nonmetallic outlet, pull, and junction boxes.

C. Wet and Damp Locations: Provide galvanized rigid steel conduit, intermediate metal conduit and electrical metallic tubing. Provide cast metal or nonmetallic outlet, junction, and pull boxes. Provide flush mounting outlet box in finished areas.

D. Concealed Dry Locations: Provide rigid steel, intermediate metal conduit, electrical and metallic tubing. Provide sheet-metal boxes. Provide flush mounting outlet box in finished areas. Provide hinged enclosure for large pull boxes.

E. Exposed Dry Locations: Use rigid steel conduit to 8 feet above flush floor or to first junction box. Use rigid steel conduit, intermediate metal conduit or electrical metallic tubing at other locations. Provide sheet-metal boxes. Provide flush mounting outlet box in finished areas. Provide hinged enclosure for large pull boxes.

1.04 DESIGN REQUIREMENTS

A. Minimum Raceway Size:
   1. Above floor: 1/2 inch unless otherwise specified.
   2. Underground: 3/4 inch unless otherwise specified.

1.05 SUBMITTALS

A. Product Data: Submit for the following:
   1. Flexible metal conduit.
   2. Liquidtight flexible metal conduit.
   3. Nonmetallic conduit.
   4. Raceway fittings.
   5. Conduit bodies.
   6. Surface raceway.
   7. Wireway.
   8. Pull and junction boxes.

B. Manufacturer's Installation Instructions: Submit application conditions and limitations of use stipulated by Product testing agency specified under Regulatory Requirements. Include instructions for storage, handling, protection, examination, preparation, and installation of Product.

1.06 CLOSEOUT SUBMITTALS

A. Project Record Documents:
   1. Record actual routing of conduits larger than 2 inch trade size.
   2. Record actual locations and mounting heights of outlet, pull, and junction boxes.

1.07 DELIVERY, STORAGE, AND HANDLING

A. Protect conduit from corrosion and entrance of debris by storing above grade. Provide appropriate covering.

B. Protect PVC conduit from sunlight.

1.08 COORDINATION

A. Coordinate installation of outlet boxes for equipment connected under Section 26 05 03.

B. Coordinate mounting heights, orientation and locations of outlets mounted above counters, benches, and backsplashes.

PART 2 - PRODUCTS

2.01 METAL CONDUIT

A. Manufacturers:
   1. Allied Tube and Conduit.
   2. Hubbell Inc.
   3. AFC.
   4. Substitutions: Under provisions of General Specifications.

B. Rigid Steel Conduit: ANSI C80.1.

C. Intermediate Metal Conduit (IMC): Rigid steel.

D. Fittings and Conduit Bodies: NEMA FB 1; material to match conduit.

2.02 PVC COATED METAL CONDUIT

A. Manufacturers:
   1. Occidental Coating.

2. P.C.D.
3. Robroy Industries.
4. Substitutions: Under provisions of General Specifications.

B. Product Description: NEMA RN 1; rigid steel conduit with external PVC coating, 40 mil thick.

C. Fittings and Conduit Bodies: NEMA FB 1; steel fittings with external PVC coating to match conduit.

2.03 FLEXIBLE METAL CONDUIT

A. Manufacturers:
1. Acme International.
2. Electri-Flex Co.
3. Hubbell Inc.
4. Substitutions: Under provisions of General Specifications

B. Product Description: Interlocked steel or aluminum construction.

C. Fittings: NEMA FB 1.

2.04 LIQUIDTIGHT FLEXIBLE METAL CONDUIT

A. Manufacturers:
1. Acme International.
2. Electri-Flex Co.
3. Hubbell Inc.
4. Substitutions: Under provisions of General Specifications.

B. Product Description: Interlocked steel or aluminum construction with PVC jacket.

C. Fittings: NEMA FB 1.

2.05 ELECTRICAL METALLIC TUBING (EMT)

A. Manufacturers:
1. Allied Tube and Conduit.
2. AFC.
3. Hubbell Inc.
4. Substitutions: Under provisions of General Specifications.

B. Product Description: ANSI C80.3; galvanized tubing.

C. Fittings and Conduit Bodies: NEMA FB 1; steel or malleable iron, compression type.

2.06 NONMETALLIC CONDUIT

A. Manufacturers:
1. Carlon.
2. RACO.
3. Can-Tex.
4. Substitutions: Under provisions of General Specifications.

B. Product Description: NEMA TC 2; Schedule 40 or 80 PVC.

C. Fittings and Conduit Bodies: NEMA TC 3.

2.07 WIREWAY

A. Manufacturers:
1. Circle AW.
2. Thomas & Betts Corp.

3. Substitutions: Under provisions of General Specifications.

B. Product Description: General purpose or Raintight type wireway as required.
C. Knockouts: Manufacturer's standard.
D. Size: Dimensions as indicated on Drawings or as required by the NEC for the intended application.
E. Cover: Hinged or screw cover as indicated or as required for the intended applications. Provide with full gaskets when requried.
F. Connector: Flanged.
G. Fittings: Lay-in type.
H. Finish: Rust inhibiting primer coating with manufacturer's standard gray enamel finish.

2.08 OUTLET BOXES

A. Sheet Metal Outlet Boxes: NEMA OS 1, galvanized steel.
   1. Luminaire and Equipment Supporting Boxes: Rated for weight of equipment supported; furnish 1/2 inch male fixture studs where required.
   2. Concrete Ceiling Boxes: Concrete type.
B. Nonmetallic Outlet Boxes: NEMA OS 2.
C. Cast Boxes: NEMA FB 1, Type FD, cast feralloy. Furnish gasketed cover by box manufacturer. Furnish threaded hubs.

D. Wall Plates for Finished Areas: As specified in Section 26 27 26.
E. Wall Plates for Unfinished Areas: Furnish gasketed cover.

2.09 SMALL PULL AND JUNCTION BOXES

A. Sheet Metal Boxes: NEMA OS 1, galvanized steel.
B. Hinged Enclosures: As specified.
C. Surface Mounted Cast Metal Box: NEMA 250, Type 4; flat-flanged, surface mounted junction box:
   1. Material: Galvanized cast iron or aluminum.
   2. Cover: Furnish with ground flange, neoprene gasket, and stainless steel cover screws.
D. In-Ground Cast Metal Box: NEMA 250, Type 6, galvanized cast iron, flanged, recessed cover box for flush mounting. Nonskid cover with neoprene gasket and stainless steel cover screws. Cover Legend: "ELECTRIC" or as indicated.
E. Fiberglass or Concrete Composite Handholes: Die-molded, glass-fiber or concrete composite hand holes. Cable Entrance: Pre-cut 6 inch x 6 inch cable entrance at center bottom of each side. Cover: Glass-fiber or concrete composite, weatherproof cover with nonskid finish. Cover Legend: "ELECTRIC" or as indicated.

PART 3 - EXECUTION

3.01 EXAMINATION

A. Verify outlet locations and routing and termination locations of raceway prior to rough-in.

3.02 INSTALLATION

A. Ground and bond raceway and boxes in accordance with Section 26 05 26.
B. Fasten raceway and box supports to structure and finishes in accordance with Section 26 05 29.
C. Identify raceway and boxes in accordance with Section 26 05 53.
D. Arrange raceway and boxes to maintain headroom and present neat appearance.

3.03 INSTALLATION - RACEWAY

A. Install conduit in accordance with NECA "Standard of Installation".
B. Raceway routing is shown in approximate locations unless dimensioned. Route to complete wiring system.
C. Arrange raceway supports to prevent misalignment during wiring installation.
D. Support raceway using coated steel or malleable iron straps, lay-in adjustable hangers, clevis hangers, and split hangers.
E. Group related raceway; support using conduit rack. Construct rack using steel channel specified in Section 16070; provide space on each for 25 percent additional raceways.
F. Do not support raceway with wire or perforated pipe straps. Remove wire used for temporary supports
G. Do not attach raceway to ceiling support wires or other piping systems.
H. Construct wireway supports from steel channel specified in Section 26 05 29.
I. Route exposed raceway parallel and perpendicular to walls.
J. Route raceway installed above accessible ceilings parallel and perpendicular to walls.
K. Maintain clearance between raceway and piping for maintenance purposes.
L. Maintain 12 inch clearance between raceway and surfaces with temperatures exceeding 104 degrees F.
M. Cut conduit square using saw or pipe cutter; de-burr cut ends.
N. Bring conduit to shoulder of fittings; fasten securely.
O. Join nonmetallic conduit using cement as recommended by manufacturer. Wipe nonmetallic conduit dry and clean before joining. Apply full even coat of cement to entire area inserted in fitting. Allow joint to cure for minimum 20 minutes.
P. Install conduit hubs or sealing locknuts to fasten conduit to sheet metal boxes in damp and wet locations and to cast boxes.
Q. Install no more than equivalent of three 90 degree bends between boxes. Install conduit bodies to make sharp changes in direction, as around beams. Install hydraulic one-shot bender to fabricate or factory elbows for bends in metal conduit larger than 2 inch size.
R. Avoid moisture traps; install junction box with drain fitting at low points in conduit system.
S. Install fittings to accommodate expansion and deflection where raceway crosses seismic, control and expansion joints.
T. Install suitable pull string or cord in each empty raceway except sleeves and nipples.
U. Install suitable caps to protect installed conduit against entrance of dirt and moisture.
V. Surface Raceway: Install flat-head screws, clips, and straps to fasten raceway channel to surfaces; mount plumb and level. Install insulating bushings and inserts at connections to outlets and corner fittings.
W. Close ends and unused openings in wireway.
X. Exposed conduit floor penetrations shall be plastic coated steel or intermediate metal conduit or PVC wrapped (10 mil tape with 1/2 lap) galvanized rigid steel or intermediate metal conduit. Concealed floor penetrations in a finished wall or chase may be thickwall Schedule 80 non-metallic conduit. Extend non-metallic conduit to nearest junction box.

3.04 INSTALLATION - BOXES

A. Install wall mounted boxes at elevations to accommodate mounting heights as indicated on Drawings.
B. Adjust box location up to 5 feet prior to rough-in to accommodate intended purpose.
C. Orient boxes to accommodate wiring devices oriented as specified in Section 26 27 26.
D. Install pull boxes and junction boxes above accessible ceilings and in unfinished areas only.
E. In Accessible Ceiling Areas: Install outlet and junction boxes no more than 6 inches from ceiling access panel or from removable recessed luminaire.
F. Locate flush mounting box in masonry wall to require cutting of masonry unit corner only. Coordinate masonry cutting to achieve neat opening.
G. Do not install flush mounting box back-to-back in walls; install with minimum 6 inches separation. Install with minimum 24 inches separation in acoustic rated walls.

H. Secure flush mounting box to interior wall and partition studs. Accurately position to allow for surface finish thickness.
I. Install stamped steel bridges to fasten flush mounting outlet box between studs.
J. Install flush mounting box without damaging wall insulation or reducing its effectiveness.
K. Install adjustable steel channel fasteners for hung ceiling outlet box.
L. Do not fasten boxes to ceiling support wires or other piping systems.
M. Support boxes independently of conduit.
N. Install gang box where more than one device is mounted together. Do not use sectional box.
O. Install gang box with plaster ring for single device outlets.
P. Set floor boxes level.

3.05 INTERFACE WITH OTHER PRODUCTS

A. Install conduit to preserve fire resistance rating of partitions and other elements, using materials and methods in accordance with General Specifications.
B. Route conduit through roof openings for piping and ductwork or through suitable roof jack with pitch pocket. Coordinate location with roofing installation specified in Specifications.
C. Locate outlet boxes to allow luminaires positioned as indicated on Drawings.
D. Align adjacent wall mounted outlet boxes for switches, thermostats, and similar devices.

3.06 ADJUSTING

A. Adjust flush-mounting outlets to make front flush with finished wall material.
B. Install knockout closures in unused openings in boxes.

3.07 CLEANING

A. Clean interior of boxes to remove dust, debris, and other material.
B. Clean exposed surfaces and restore finish.

END OF SECTION 26 05 33

SECTION 26 05 53
IDENTIFICATION FOR ELECTRICAL SYSTEMS

PART 1 - GENERAL

1.01 SUMMARY

A. Section includes building wire and cable; metal clad cable; and wiring connectors and connections.
B. Section Includes:
   1. Nameplates.
   2. Labels.
   3. Wire markers.
   4. Conduit markers.
   5. Stencils.
   6. Underground Warning Tape.
   7. Lockout Devices.
C. Related Sections:
   1. Section - Paints and Coatings: Execution requirements for painting specified by this section.

1.02 SUBMITTALS

A. Product Data:
   1. Submit manufacturer's catalog literature for each product required.
   2. Submit electrical identification schedule including list of wording, symbols, letter size, color coding, tag number, location, and function.
B. Samples:
   1. Submit two tags, actual size.
   2. Submit two labels, actual size.
C. Manufacturer's Installation Instructions: Indicate installation instructions, special procedures, and installation.

1.03 CLOSEOUT SUBMITTALS

A. Project Record Documents: Record actual locations of tagged devices; include tag numbers.

1.04 DELIVERY, STORAGE, AND HANDLING

A. Accept identification products on site in original containers. Inspect for damage.
B. Accept materials on site in original factory packaging, labeled with manufacturer's identification, including product density and thickness.
C. Protect insulation from weather and construction traffic, dirt, water, chemical, and mechanical damage, by storing in original wrapping.

1.05 ENVIRONMENTAL REQUIREMENTS

A. Install labels and nameplates only when ambient temperature and humidity conditions for adhesive are within range recommended by manufacturer.

1.06 EXTRA MATERIALS

A. Furnish two containers of spray-on adhesive.

PART 2 - PRODUCTS

2.01 NAMEPLATES

A. Product Description: Laminated three-layer plastic with engraved white letters on black contrasting background color.
B. Letter Size:
   1. 1/8 inch high letters for identifying individual equipment and loads.
   2. 1/4 inch high letters for identifying grouped equipment and loads.
C. Minimum nameplate thickness: 1/8 inch.

2.02 LABELS

A. Labels: Embossed adhesive tape, with 3/16 inch white letters on black background.

2.03 WIRE MARKERS

A. Description: Cloth tape, split sleeve, or tubing type wire markers.
B. Legend:
   1. Power and Lighting Circuits: Branch circuit or feeder number.
   2. Control Circuits: Control wire number as indicated on shop drawings.

2.04 CONDUIT AND RACEWAY MARKERS

A. Description: Labels fastened with adhesive.
B. Color:
   1. 480 Volt System: Black lettering on white background.
   2. 208 or 240 Volt System: Black lettering on white background.
   3. Fire Alarm System: Red lettering on white background.
   4. Telephone System: Blue lettering on white background.
C. Legend:
   1. Fire Alarm System: FIRE ALARM.

PART 3 - EXECUTION

3.01 PREPARATION

A. Degrease and clean surfaces to receive adhesive for identification materials.

3.02 INSTALLATION

A. Install identifying devices after completion of painting.
B. Nameplate Installation:
   1. Install nameplate parallel to equipment lines.

2. Install nameplate for each electrical distribution and control equipment enclosure with corrosive-resistant mechanical fasteners, or adhesive.
3. Install nameplates for each control panel and major control components located outside panel with corrosive-resistant mechanical fasteners, or adhesive.
4. Secure nameplate to equipment front using screws, rivets, or adhesive.
5. Secure nameplate to inside surface of door on recessed panelboard in finished locations.
6. Install nameplates for the following:
    a. Switchboards.
    b. Panelboards.
    c. Service Disconnects.

C. Label Installation:
1. Install label parallel to equipment lines.
2. Install label for identification of individual control device stations.
3. Install labels for permanent adhesion and seal with clear lacquer.

D. Wire Marker Installation:
1. Install wire marker for each conductor at panelboard, pull boxes, outlet and junction boxes, and each load connection.
2. Mark data cabling at each end. Install additional marking at accessible locations along the cable run.
3. Install labels at data outlets identifying patch panel and port designation.

E. Conduit Marker Installation:
1. Install conduit marker for each conduit longer than 6 feet.
2. Conduit Marker Spacing: 20 feet on center.

END OF SECTION 26 05 53

SECTION 26 51 00
INTERIOR LIGHTING

PART 1 - GENERAL

1.01 SUMMARY

A. Section includes interior luminaires, lamps, ballasts, and accessories.

B. Related Sections:

1. Section 26 05 26 - Grounding and Bonding for Electrical Systems.
2. Section 26 05 33 - Raceway and Boxes for Electrical Systems.

1.02 SUBMITTALS

A. Shop Drawings: Indicate dimensions and components for each luminaire not standard product of manufacturer.

B. Product Data: Submit manufacturer standard submittal data to include product data, dimensions, ratings, and performance data.

1.03 QUALIFICATIONS

A. Manufacturer: Company specializing in manufacturing products specified in this section with minimum three years documented experience.

1.04 FIELD MEASUREMENTS

A. Verify field measurements prior to fabrication.

PART 2 - PRODUCTS

2.01 INTERIOR LUMINAIRES

A. Product Description: Complete interior luminaire assemblies, with features, options, and accessories as scheduled.

2.02 LED LIGHT FIXTURES

A. General:
1. LED light fixtures shall be in accordance with IES, NFPA, UL, as shown on the drawings, and as specified.
2. LED light fixtures shall be Reduction of Hazardous Substances (RoHS)-compliant.
3. LED drivers shall include the following features unless otherwise indicated:
   a. Minimum efficiency: 85% at full load.
   b. Minimum Operating Ambient Temperature: -20˚ C. (-4˚ F.)
   c. Input Voltage: 120 - 277V (±10%) at 60 Hz.

d. Integral short circuit, open circuit, and overload protection.
e. Power Factor: ≥ 0.95.
f. Total Harmonic Distortion: ≤ 20%.
g. Comply with FCC 47 CFR Part 15.
h. Manufacturer minimum 5-year standard warranty.

4. LED modules shall include the following features unless otherwise indicated:
   a. Comply with IES LM-79 and LM-80 requirements.
   b. Minimum CRI 80 and color temperature 3000˚K unless otherwise specified in LIGHTING FIXTURE SCHEDULE.
   c. Minimum Rated Life: 50,000 hours per IES L70.
   d. Light output lumens as indicated in the LIGHTING FIXTURE SCHEDULE.

PART 3 - EXECUTION

3.01 INSTALLATION

A. Install surface mounted luminaires plumb and adjust to align with building lines and with each other. Secure to prevent movement.

B. Install wall-mounted luminaires at height as indicated on Drawings.

C. Install accessories furnished with each luminaire.

D. Connect luminaires to branch circuit outlets provided under Section 26 05 33 as indicated on Drawings.

E. Make wiring connections to branch circuit using building wire with insulation suitable for temperature conditions within luminaire.

F. Install specified lamps in each luminaire.

G. Ground and bond interior luminaires in accordance with Section 26 05 26.

3.02 FIELD QUALITY CONTROL

A. Operate each luminaire after installation and connection. Inspect for proper connection and operation.

3.03 ADJUSTING

A. Aim and adjust luminaires as indicated on Drawings.

3.04 CLEANING

A. Remove dirt and debris from enclosures.

B. Clean photometric control surfaces as recommended by manufacturer.

C. Clean finishes and touch up damage.

3.05 PROTECTION OF FINISHED WORK

A. Relamp or replace luminaires having failed lamps at Substantial Completion.

END OF SECTION 26 51 00

CITY OF IMPERIAL

WASTEWATER TREATMENT
PLANT DEMOLITION PROJECT

SPECIAL CONDITIONS

APPENDIX B
February 18, 2026



CITY OF IMPERIAL BID NO. 2025-019
THG PROJECT NUMBER: 173.138

SPECIAL CONDITIONS

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1. PROJECT DESCRIPTION

The City of Imperial Wastewater Treatment Plant Demolition Project is primarily being completed to allow the area currently occupied by existing structures no longer used or minimally used to be occupied by new wastewater units or facilities. The City of Imperial is planning to construct a new wastewater influent pump station and headworks structure in the demolition area currently occupied by the non-used or minimally used wastewater structures. The following existing wastewater structures or ancillary items
are to undergo minor, major or total demolition. Refer to plan sheet number 2 to observe the locations of the existing wastewater structures or ancillary items.

1. Operations Building – Minor Demolition – Also includes the installation of new light fixtures
2. Clarifier Number 1 – Major Demolition
3. Clarifier Number 2 – Major Demolition
4. Sludge Pump Station Building including Scum Pit – Major Demolition - Also includes installation of new lighting within the building, refurbishing emergency light fixtures, backfilling the scum pit and installation of pcc slab at the top of the scum pit and similar improvements.
5. Septic Dump Structure – Total Demolition
6. PCC Retaining Wall – Total Demolition
7. Sidewalk and A.C. Pavement near Structures – Total Demolition
8. Existing Crushed Rock east of Septic Dump Structure – Demolition Salvage – To be removed and placed at another location at the wastewater treatment plant

This project also includes other non-demolition improvements as follows:

1. Sealing a cracked opening along a construction cold joint at the pcc wall and channel of the *Ultraviolet Disinfection Facility* to stop an existing wastewater effluent leak.

2. Completing site grading within a portion of the demolition area after demolition work is completed. This item includes obtaining, transporting and placing native material obtained at the City of Imperial Water Treatment Plant as borrow material to complete the site grading work.

Refer to the improvement plans and specifications to determine the complete demolition scope of work and any improvements associated with the above listed items.

The demolition area is located within the existing City of Imperial Wastewater Treatment Plant Site. The demolition limits are illustrated on the plans. Demolition excavations are to be completed within the demolition limit lines illustrated on the plans. There are existing underground pipelines and utilities outside of the demolition lines. The location of many of the existing underground pipelines and utilities outside of the demolition lines is not known. It shall therefore be required that all demolition excavations remain inside of the demolition boundary lines illustrated on the plans.

A lead and asbestos survey was completed by Nicklaus Engineering, Inc. for Clarifier Number 1, Clarifier Number 2 and the Operation Building in October 2025. The Nicklaus Engineering asbestos and lead based paint survey report identified asbestos and lead in primarily the Operations Building. A metal standpipe at Clarifier Number 1 was identified to contain lead. Only a limited amount of demolition work is being completed in the Operations Building as illustrated on plan sheets 3 and 20. The contractor shall include the demolition removal and disposal of lead and asbestos items in the Operations Building for those items “called out” for demolition on the plans. If items identified as containing asbestos or lead in the Nicklaus Engineering Report are not “called out” for demolition on improvement plans 3 and 20 then those items shall be “left in place” and remain. The metal stand pipe at Clarifier Number 1 is to be removed and disposed of as a demolition item. The Contractor shall remove and dispose of asbestos and lead items in accordance with the recommendations contained in the Nicklaus Engineering, Inc. October 2025

Report and Technical Specification Section 8, entitled, “Asbestos and Lead Requirements”.

An Imperial County Air Pollution Control District Construction/Demolition Notification Form and a U.S Environmental Protection Agency (EPA) Notification of Demolition and Renovation Form are to be submitted to the appropriate agencies prior to the commencement of construction activities. The forms have been included in items 9 and 10 of this document. Both forms require that the demolition contractor be listed on the forms. Since the contractor to complete the demolition project will not be known until the processing of the contract documents between the City of Imperial and the Contractor is finished, it will be necessary for the forms to be completed by the City of Imperial Construction Manager and Contractor and submitted to the appropriate agencies after the agreement between the City of Imperial and Contractor is fully executed.

This project shall be completed in conformance with the improvement plans, technical specifications, special conditions and contract documents. The improvement plans technical specifications and special conditions were prepared specifically for this project and supersede the City of Imperial municipal construction and demolition recycling program requirements. The Technical Specifications and Special Conditions were prepared in accordance with the California Code of Regulations (CCR’s) including the California Green Building Standards Code. A detailed explanation of demolition requirements, demolition material diversion requirements and demolition material recycling, reuse, salvage and disposal requirements are contained in the Technical Specifications. The Contractor shall not be required to obtain a demolition permit from the City of Imperial. The signing of the contract agreement between the Contractor and City of Imperial obligating the Contractor to complete this project in conformance with the contract documents listed in Article I of the Contract Agreement shall serve as the Demolition Permit for this project.

2. CONSTRUCTION WATER

The Contractor can obtain potable construction water for the project from the City of Imperial Wastewater Treatment plant facility at a location designated by the City of Imperial Wastewater Plant Chief Operator. The contractor shall provide any required connection fittings, as designated by the Chief Operator, including but not limited to pipe fittings, reducers, flowmeters, backflow preventors and similar items.

3. CITY OF IMPERIAL WASTEWATER TREATMENT PLANT ARCHIVE IMPROVEMENT PLANS

There are two (2) sets of archived City of Imperial Wastewater Treatment Plant improvement plans which illustrate a portion of the facilities and structures to undergo demolition. It was not possible to excavate the below grade portions of structures and facilities during the preparation of the design documents. The archived plans illustrate a portion of the existing below grade structures and facilities to undergo demolition. The contractor is encouraged during bid preparation to determine the configuration and quantity of demolition material illustrated on the archived plans.

An archived set of City of Imperial Wastewater Treatment Plant improvement plans prepared by Wisley & Ham dated 1976 is comprised of 46 plan sheets. An archived set of City of Imperial Wastewater Treatment Plant improvement plans prepared by Black and Veatch dated 1994/1995 is comprised of 47 plan sheets.

The archived plans have been included with the electronic documents advertised for bidding. Hard copy archived plans can be obtained for $120 per set of archived plans ($240 for both sets of archived plans) by contacting the City of Imperial Public Services Director at phone number (760) 355-3336 or by e-mail at ddale@imperial.ca.gov

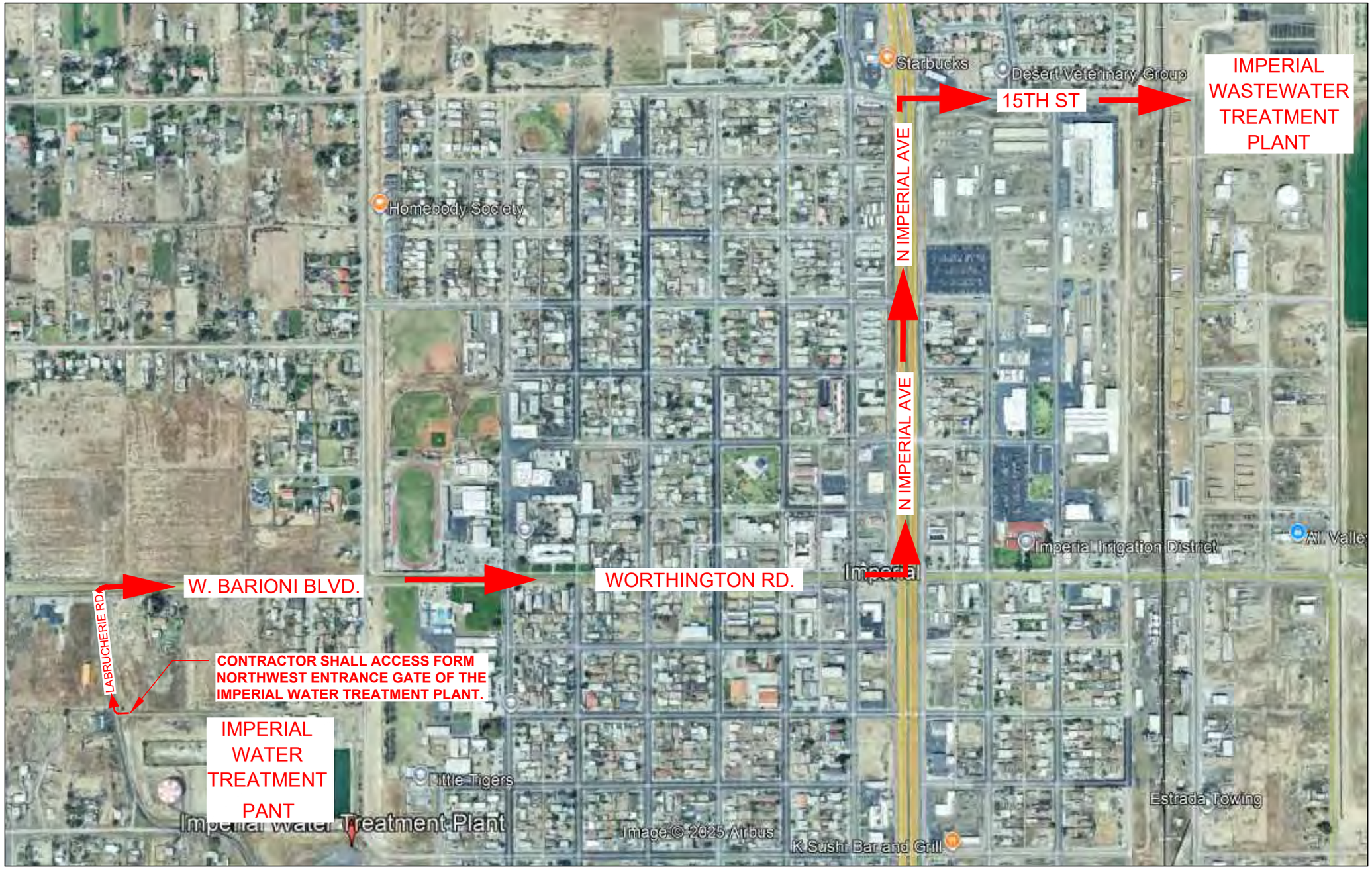
4. NATIVE EARTH BORROW MATERIAL

It was estimated that it will require 3,606 cubic yards of native earth to backfill the demolition excavations at the Imperial WWTP and complete the final site grading per plan sheet 30. The 3,606 cubic yards of imported native material was based on a 20 percent shrinkage factor after the imported material is placed and compacted. The native earth estimate completed by the design engineer is included in the Special Conditions Section Table D quantity estimates. The contractor is responsible for completing his/her own native earth import estimate including shrinkage during the bidding phase and be responsible for determining the quantity of native earth import yardage required to complete the demolition excavation backfilling and site grading work. The contractor shall rely on his/her estimated native earth import yardage number and shall not be allowed additional compensation by claiming the native earth import yardage assumed during the bidding period was less than the native earth import yardage required during the construction period.

There is a sufficient quantity of native earth borrow material at the City of Imperial Water Treatment Plant to backfill the demolition excavations and complete the final native earth site grading as illustrated on plan sheet 30. The Contractor shall contact the City of Imperial Wastewater Operator, City of Imperial Public Services Director and Construction Manager prior to commencing transporting the native borrow material from the City of Imperial Water Treatment Plant to the City of Imperial Wastewater Treatment Plant. Entrance and truck routing through the Water and Wastewater Treatment Plants, daily time schedule for entering and exiting the Water and Wastewater Treatment Plants, location of native borrow material to be transported and other issues shall be reviewed.

The City of Imperial Water Treatment Plant is located at 201 South B Street, Imperial, CA 92251. The City of Imperial Wastewater Treatment Plant is located at 701 West 14th Street Imperial CA, 92251. The suggested routing summary between the City of Imperial Water Treatment Plant and City of Imperial Wastewater Treatment Plant is illustrated on the attached Haul Route Map following this Special Conditions Section.

The contractor shall be allowed to use other routes; however, the streets used on the other routes shall be required to be along truck routes. Other routes may prove more favorable and may be slightly shorter or longer in terms of distance and may be slightly shorter or longer in terms of time. See the attached google earth-based map illustrating the suggested truck route on the following page.



NOT-TO-SCALE

C:\Users\fcastro.HOLT-LEGION-WIN\The Holt Group\173.138 - Documents\CAD\CAD 02-18-2025\Imperial WTP Route to Imperial WWTP\Imperial WWTP route t

The Holt Group ENGINEERING PLANNING SURVEYING		*EXHIBIT:* **CITY OF IMPERIAL – WASTEWATER TREATMENT PLANT DEMOLITION PROJECT** HAUL ROUTE FROM IMPERIAL WATER TREATMENT PLANT TO IMPERIAL WASTE WATER TREATMENT PLANT
1601 N. Imperial Ave. El Centro, Ca 92243 201 E. Hobsonway Blythe, Ca 92225	760.337.3883 760.922.4658	CLIENT: CITY OF IMPERIAL

SHEET: 1 OF 1 SHEETS

DATE: 02-18-2026

THG JOB NUMBER: 173.138

5. GEOTECHNICAL TESTING

The contractor shall provide the Geotechnical Testing required for this project. The Geotechnical Testing shall consist of obtaining compaction tests for backfilling demolition excavations, final site grading, filling portions of existing structures with compacted native earth and class 2 base installation as required by the plans. The Geotechnical Testing shall include the preparation of proctor curves to determine the maximum density of native import material and completion of compaction testing. See Grading Plan Sheet 30 and other plan sheets for the native earth backfill placement, compaction and testing requirements.

No concrete testing is required for this project; however, the Contractor shall be required to forward all concrete truck delivery slips to the Construction Manager. The Construction Manager will verify that the sacks of cement per cubic yard of concrete and the compressive strength psi information on the concrete truck delivery slips is compliant with the concrete specification requirements.

6. IMPERIAL COUNTY SOLID WASTE SITES, INERT DEBRIS RECYCLING CENTERS AND SCRAP METAL RECYCLING VENDOR

To assist the Contractor in identifying Solid Waste Sites, Inert Debris Recycling Centers and reuse or recycling vendors in Imperial County research of establishments was conducted during the project design with the assistance of the Local Enforcement Agency (LEA). The establishment list following this paragraph is not intended to be all inclusive and the contractor is encouraged to identify any other establishments in Imperial County, or other Counties, as the Contractor deems appropriate, however; all establishments shall be approved by the Local Enforcement Agency (LEA) and confirmed to be approved by the LEA by the Construction Manager prior to delivering demolition debris to the establishments. The Local Enforcement Agency is the Imperial County Public Health Department – Environmental Health Division. Following is the list of establishments identified during the project design period:

1. Salton City Solid Waste Site (Operated by Burrtec Waste Industries)

    1.1 Address: 935 West Highway 86, Salton City, CA 92275
    1.2 Contact: David Brischke, (909) 429-4200
    1.3 SWIS Number: 13-AA-0011
    1.4 Permit Status: This facility is permitted to operate as a C&D/inert debris recycling facility through its Solid Waste Facility Permit. It accepts source separated material and comingled C&D debris, along with inert debris.

2. Imperial Landfill (Operated by Republic Services)

    2.1 Address: 3354 Dogwood Road, Imperial, CA 92251
    2.2 Contact: Steven Hall, (760) 355-0004
    2.3 SWIS Number: 13-AA-0019

2.4 Permit Status: This facility is permitted to operate as a C&D/inert debris processing facility through its Solid Waste Facility Permit. It accepts source separated material and comingled C&D waste, along with inert debris.

3. Elms Equipment Inert Debris Recycling Center

3.1 Addresses:

3.1.1 330 West Aten Road, Imperial, CA 92251

3.1.2 4201 Dogwood Road, Brawley, CA 92227

3.2 Contact: Alan Huber, Cell (760) 427-4074; Office (760) 356-6200

3.3 SWIS Number: N/A

3.4 Permit Status: The LEA determined these two sites meet the definition of an *inert debris recycling center*, and are exempt from a Solids Waste Facility Permit, as outlined in California Code of Regulations (CCR) Title 14, Section 17381.1. This facility is allowed to accept only inert debris, as defined by CCR Title 14, Section 17381.1. No C&D debris is allowed at this facility.

3.5 Specific Requirements: Material brought on-site must be allowed under CCR 17381(k)(1), it must be source separated, the residual amount of solid waste shall be less that 10 percent of the amount of source separated material received by weight, and the amount of putrescible waste in the source separated material shall be less than 1 percent of the amount of source separated material received by weight.

4. SA Recycling – Scrap Metal Recycling

4.1 Address: 460 East Holton Road

4.2 Contact: Freddie Reyes

4.3 SWIS Number: N/A

4.4 Permit Status: SA Recycling has been determined by the LEA as an acceptable facility to take iron and steel items for reuse or recycling.

7. DIVERSION GUIDELINE NON-COMPLIANCE DEMOLITION TONNAGE DEDUCTION

The City of Imperial could face substantial fines for not meeting the required diversion requirements of 100 percent of inert material and a minimum of 65 percent of C & D debris (non-inert material) as required by Technical Condition Section 4. The contractor shall be fined $500/ton for each ton of demolition material which is not in compliance with the diversion requirements. The fine shall be implemented by means of a negative change order in which the fine amount will be deducted from the contractor's contract amount per the agreement between the City of Imperial and the Contractor.

8. LEAD AND ASBESTOS SURVEY

A lead and asbestos survey was completed by Nicklaus Engineering, Inc. for Clarifier Number 1, Clarifier Number 2 and the Operations Building in October 2025. The Nicklaus Engineering asbestos and lead based paint survey report identified asbestos and lead primarily in the Operation Building. A metal standpipe at Clarifier Number 1 was identified to contain lead. Only a limited amount of demolition work is being completed in the Operations Building as illustrated on plan sheets 3 and 20. The contractor shall include the demolition removal and disposal of lead and asbestos items in the Operations Building for those items “called out” for demolition on the plans. If items identified as containing asbestos or lead in the Nicklaus Engineering Report are not “called out” for demolition on improvement plans 3 and 20 then those items shall be “left in place” and remain. The metal standpipe at Clarifier Number 1 is to be removed and disposed of as a demolition item. The Contractor shall remove and dispose of asbestos and lead items in accordance with the recommendations contained in the Nicklaus Engineering, Inc. October 2025 Report and Technical Specification Section 8, entitled, “Asbestos and Lead Requirements”.

The Asbestos and Lead Based Paint Survey Report prepared by Nicklaus Engineering, Inc. dated October 2025 follows this Special Conditions Section.

Asbestos and Lead Based Paint Survey Report

Imperial Wastewater Treatment Plant

Imperial, California

October 2025

Prepared for:
The Holt Group
1601 North Imperial Avenue
El Centro, CA 92243

Prepared by:
Nicklaus Engineering, Inc.
1851 W. 24th St.
Yuma, AZ 85364

Project: 025-0258.0000000

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1.0 INTRODUCTION

Nicklaus Engineering (Nicklaus) was contracted by The Holt Group (Holt) to conduct a survey to identify asbestos containing materials (ACM) and lead based paint (LBP) at the Imperial Wastewater Treatment Plant in Imperial, California. The survey is to support planned demolition activities at the facility. The survey was conducted on September 10, 2025.

2.0 BACKGROUND

The Imperial Wastewater Treatment Plant is an approximately 18-acre site located at 701 East 14th Street in the City of Imperial in Imperial County, California. Several upgraded facilities have recently been constructed at the plant to implement newer treatment technologies and increase the plant's treatment capacity. As part of the plant upgrade, older buildings at the facility are planned for demolition or renovation. This survey was conducted on the office/laboratory building (approximately 1,450 square feet) and two adjacent clarifiers.

2.1 Regulatory Background

Asbestos is a naturally occurring fibrous mineral that has been widely used in thousands of building materials. Historically, asbestos was added to building products due to its fire resistant, anti-corrosive, anti-oxidizing, and strengthening properties. ACM is defined by the California Code of Regulations (CCR) Title 17 as materials that contain 1% asbestos content or more. CCR Tile 17 further defines materials containing asbestos in amounts less than 1% as asbestos containing construction material (ACCM). ACM and ACCM may release asbestos fibers if damaged or improperly cut, sanded, or graded. Inhalation of asbestos fibers may cause diseases such as asbestosis, mesothelioma, and lung cancer. Although asbestos has been used in building products throughout human history, use of asbestos peaked in the mid-20th century. Starting in the 1980s, many asbestos products were banned. However, asbestos products could still be imported and installed. Therefore, US Environmental Protection Agency (EPA) and the California Department of Environmental Protection (Cal/EPA) requires assessment for asbestos prior to demolition, even in newer buildings.

In the United States, LBP is defined as paint or other surface coating that contains 0.5% lead by dry weight or more. Exposure to lead dust from damaged LBP or through improper renovation/demolition techniques affecting building components with LBP can cause developmental damage to children as well as respiratory issues and cancer to workers and building tenants. All use of LBP was banned in the United States in 1978. However, LBP may still be present in buildings that predate the ban. In addition, lead may be present within certain materials such as porcelain and ceramics (known as lead containing materials). Improper demolition of these materials may also present health hazards. In

addition, some unpainted materials (such as ceramic and porcelain) may contain lead in glazing and are classified as lead containing materials (LCM). While not LBP, these materials may require special handling during demolition and/or disposal.

3.0 METHODS

The buildings were assessed for ACM/ACCM according to methods defined in the Asbestos Hazard and Emergency Response Act (AHERA). Materials that potentially contain asbestos were visually identified. The condition, friability, and approximate quantity was determined for each identified material. Representative bulk samples were then collected of each material. The number of samples collected from each material was determined using the "3-5-7" rule defined in AHERA. Samples collected were submitted to EMSL laboratories for analysis for asbestos content by polarized light microscopy (PLM) using EPA method 600/R-93/116. EMSL is certified by the National Voluntary Laboratory Acredidation Program (NVLAP) for asbestos analysis by PLM.

The buildings were assessed for LBP by analyzing painted and coated surfaces *in situ* using a handheld x-ray florescence (XRF) analyzer. All painted/coated building components in the buildings were analyzed systematically by building side going room to room (the north side of the building was designated as side "A," with sides "B," "C," and "D" proceeding in a clockwise fashion). The color, condition, and substrate were recorded for each building component assessed. In accordance with CCR Title 8, surfaces with an XRF result of 1.0 milligrams per square centimeter (mg/cm^2) were identified as building components containing LBP.

4.0 FINDINGS

The following section summarizes observations and analytical results resulting from the survey.

4.1 Asbestos

During the asbestos survey, seventeen (17) homogenous materials of suspected ACM were identified. A total for forty-six (46) bulk samples of these materials were collected, thirteen (13) of which contained asbestos. Materials identified as ACM include:

- Black Sink Undercoat (HM-5) (laboratory only): contains 2% chrysotile
- Gray Epoxy Floor Coat (HM-7): contains 5% chrysotile
- Residual Floor Tile Mastic (HM-8): contains 4% chrysotile
- Laboratory Benchtops (HM-9): contains 15% chrysotile

- Mortar (HM-12): contains 2% chrysotile

Table 1 provides a log of all asbestos samples collected and their laboratory results. Figure 1 shows the samples that were identified through laboratory analysis as ACM and/or non-ACM for the identified sampling locations. Appendix A provides the complete laboratory report.

4.2 Lead Based Paint

During the LBP survey, one hundred forty-seven (147) building components were assessed by XRF analysis for lead content. Of these, three (3) building components were identified as containing LBP:

- Red painted metal drawers in laboratory
- Yellow painted metal drawers in laboratory (note: yellow drawers contained 0.9 mg/cm^2 of lead. Although this is below the 1.0 mg/cm^2 LBP threshold, it is within the XRF margin of error of ± 0.1 mg/cm^2 of the threshold and is recommended to be considered LBP.)
- Yellow metal stand pipe at Clarifier #1

In addition, two (2) materials were identified as LCM:

- 4” Blue Ceramic Wall Tile
- 6” Blue Ceramic Wall Tile

Figure 2 shows the location of materials identified as containing LBP or as LCM. Appendix B provides the complete XRF log of the lead survey.

5.0 Recommendations

The following section provides recommendations for abatement, removal, and/or disposal of identified ACM and LBP/LCM that should be considered during the demolition or renovations.

5.1 Asbestos

All identified ACM must be removed prior to commencing any demolition or renovation activities and disposed of in accordance with CCR Tile 17. Gray epoxy floor coat, residual floor mastic, and mortar is considered Class II OSHA work and must be abated using enclosures and wet methods. Removal of sink undercoat and laboratory benchtops is considered Class III OSHA work. These materials may be removed as whole pieces,

without cutting or damaging them, and wrapped in polyvinyl sheeting. If removed and wrapped properly, these materials may typically be disposed of in municipal landfills. It is recommended that disposal facilities be identified and contacted prior to beginning abatement activities to determine their acceptance criteria. Abatement of these materials must be performed by personnel that have obtained AHERA certification in the class of work that is to be performed and licensed (as applicable) in California.

5.2 Lead Based Paint

All identified building components with LBP were intact and do not require stabilization prior to removal. It is recommended that these building components be removed without damaging their painted surfaces and wrapped in polyvinyl sheeting. It is recommended that disposal facilities be identified and contacted prior to beginning abatement activities to determine their acceptance criteria. However, it is likely that a toxic characteristic leaching procedure (TCLP) or similar analysis to determine toxicity will be required.

Identified LCM is not subject to CCR Title 8 removal requirements or the EPA Lead Renovation, Repair, and Painting Rule (RRP) and may be disposed of as general construction debris. However, dust generated from these materials during demolition activities may pose a risk to workers. Furthermore, if co-mingled with general construction debris waste streams, degraded LCM may raise the toxicity of those waste streams to a level that would require special and more costly disposal requirements. Therefore, it is recommended that damage to the ceramic tile be minimized during removal. It is further recommended that the tile be segregated from the general construction debris waste stream. A TCLP or similar test may then be conducted to determine if the tile may be disposed of in a municipal landfill.

Table 1
Asbestos Sample Log
Imperial Wastewater Treatment Plant
Imperial, California

HM#	Material Description	Sample ID	Condition	Friability	Quantity	Location	Sample Layers	Results
1	Drywall/Joint Compound	IWWTP-A-01	Good	NF	N/A	Breakroom Northeast corner behind door	3	None Detected (Drywall)
								None Detected (Joint Compound)
								None Detected (Tape)
1	Drywall/Joint Compound	IWWTP-A-02	Good	NF	N/A	Restroom foyer, South wall	1	None Detected (Joint Compound)
1	Drywall/Joint Compound	IWWTP-A-03	Good	NF	N/A	Breakroom Southwest corner	3	None Detected (Drywall)
								None Detected (Joint Compound)
								None Detected (Tape)

HM#	Material Description	Sample ID	Condition	Friability	Quantity	Location	Sample Layers	Results
2	Black Covebase/Mastic	IWWTP-A-04	Good	NF	N/A	Breakroom by door to storage room	2	None Detected (Covebase) None Detected (Mastic)
2	Black Covebase/Mastic	IWWTP-A-05	Good	NF	N/A	Breakroom by South door	2	None Detected (Covebase) None Detected (Mastic)
2	Black Covebase/Mastic	IWWTP-A-06	Good	NF	N/A	Breakroom East Wall	2	None Detected (Covebase) None Detected (Mastic)
3	2'x4' Ceiling Panel with Fissures	IWWTP-A-07	Good	F	N/A	Breakroom South side	1	None Detected
3	2'x4' Ceiling Panel with Fissures	IWWTP-A-08	Good	F	N/A	Breakroom West side	1	None Detected
3	2'x4' Ceiling Panel with Fissures	IWWTP-A-09	Good	F	N/A	Breakroom East side	1	None Detected
4	12" Beige Floor Tile/Mastic	IWWTP-A-10	Good	NF	N/A	Breakroom by door to office	2	None Detected (Tile)

HM#	Material Description	Sample ID	Condition	Friability	Quantity	Location	Sample Layers	Results
4	12" Beige Floor Tile/Mastic	IWWTP-A-10	Good	NF	N/A	Breakroom by door to office	2	None Detected (Mastic)
4	12" Beige Floor Tile/Mastic	IWWTP-A-11	Good	NF	N/A	Breakroom by door to storage room	2	None Detected (Tile) None Detected (Mastic)
4	12" Beige Floor Tile/Mastic	IWWTP-A-12	Good	NF	N/A	Breakroom by north exit door	2	None Detected (Tile) None Detected (Mastic)
5	Black Sink Undercoat	IWWTP-A-13	Good	NF	N/A	Breakroom sink	1	None Detected
5	Black Sink Undercoat	IWWTP-A-14	Good	NF	6 Ft2	Lab Sink	1	**2% Chrysotile**
5	Black Sink Undercoat	IWWTP-A-15	Good	NF		Lab Sink	1	**2% Chrysotile**
6	2'x4' Ceiling Panel with Gouges	IWWTP-A-16	Good	F	N/A	Office north side by corridor to breakroom/restroom	1	None Detected
6	2'x4' Ceiling Panel with Gouges	IWWTP-A-17	Good	F	N/A	Office west side	1	None Detected

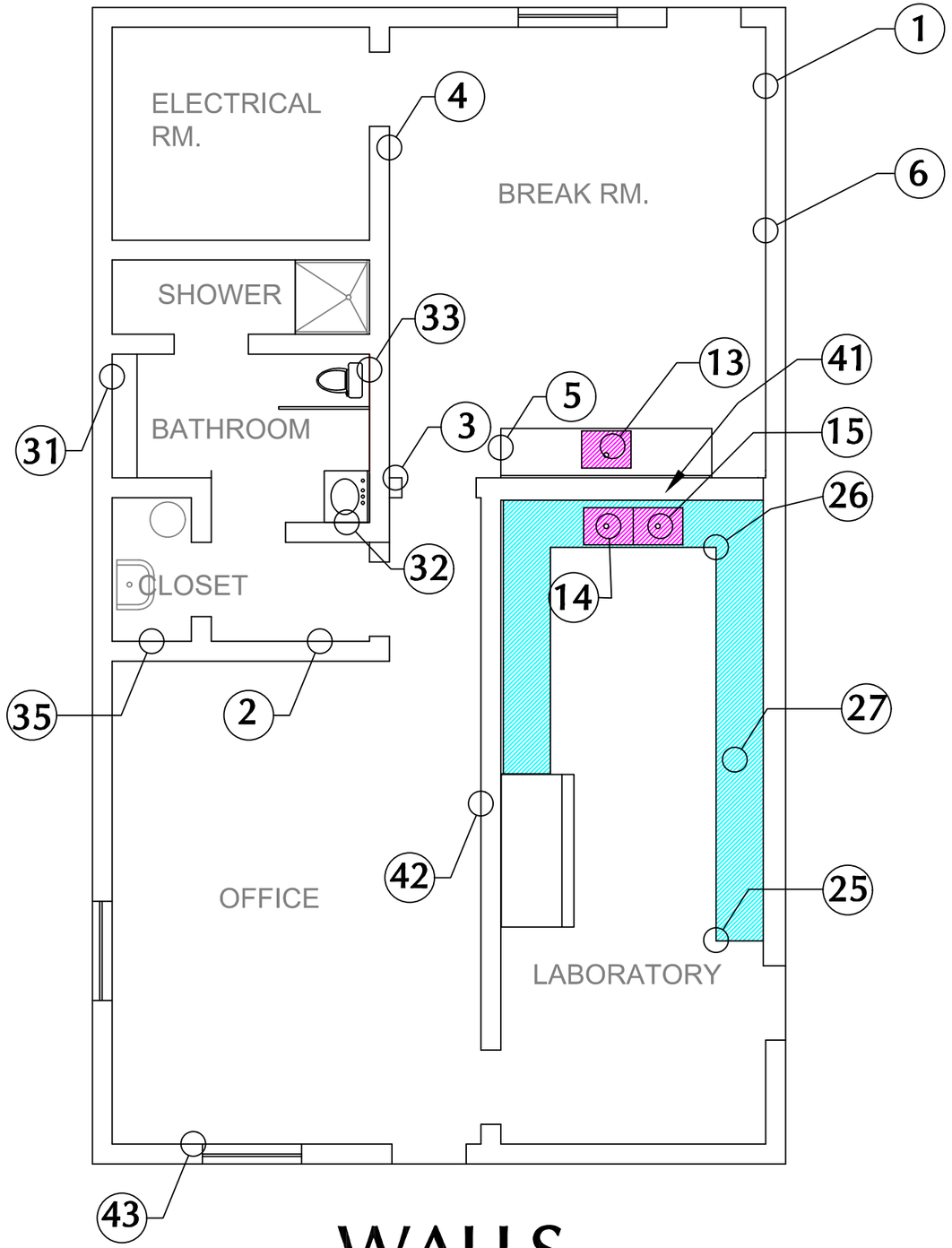
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6	2'x4' Ceiling Panel with Gouges	IWWTP-A-18	Good	F	N/A	Office East Side	1	None Detected
7	Gray Epoxy Floorcoat	IWWTP-A-19	Significantly Damaged	NF	294 Ft^2	Office north side	1	None Detected
7	Gray Epoxy Floorcoat	IWWTP-A-20	Significantly Damaged	NF		Office middle	1	**5% Chrysotile**
7	Gray Epoxy Floorcoat	IWWTP-A-21	Significantly Damaged	NF		Office south side	1	**4% Chrysotile**
8	Residual Floor Tile Mastic	IWWTP-A-22	Significantly Damaged	NF	342 Ft^2	Restroom foyer near door	1	**3% Chrysotile**
8	Residual Floor Tile Mastic	IWWTP-A-23	Significantly Damaged	NF		Restroom foyer near door	1	**3% Chrysotile**
8	Residual Floor Tile Mastic	IWWTP-A-24	Significantly Damaged	NF		Restroom foyer near door	1	**4% Chrysotile**
9	Lab Benchtops	IWWTP-A-25	Good	NF	72 Ft^2	Lab SE corner	1	**15% Chrysotile**
9	Lab Benchtops	IWWTP-A-26	Good	NF		Lab near sink	1	15% Chrysotile

HM#	Material Description	Sample ID	Condition	Friability	Quantity	Location	Sample Layers	Results
9	Lab Benchtops	IWWTP-A-27	Good	NF	72 Ft^2	Lab middle of bench	1	**15% Chrysotile**
10	1" Blue Ceramic Tile/Grout	IWWTP-A-28	Good	NF	N/A	Restroom near door	2	None Detected (Tile) None Detected (Grout)
10	1" Blue Ceramic Tile/Grout	IWWTP-A-29	Good	NF	N/A	Restroom in shower	2	None Detected (Tile) None Detected (Grout)
10	1" Blue Ceramic Tile/Grout	IWWTP-A-30	Good	NF	N/A	Restroom north corner	2	None Detected (Tile) None Detected (Grout)
11	6" Blue Ceramic Tile/Grout	IWWTP-A-31	Good	NF	N/A	Restroom west wall	2	None Detected (Tile) None Detected (Grout)

HM#	Material Description	Sample ID	Condition	Friability	Quantity	Location	Sample Layers	Results
11	6" Blue Ceramic Tile/Grout	IWWTP-A-32	Good	NF	N/A	Restroom near sink	2	None Detected (Tile) None Detected (Grout)
11	6" Blue Ceramic Tile/Grout	IWWTP-A-33	Good	NF	N/A	Restroom next to toilet	2	None Detected (Tile) None Detected (Grout)
12	Mortar	IWWTP-A-34	Good	NF	2,004 Ft^2	Lab SE Wall	1	**2% Chrysotile**
12	Mortar	IWWTP-A-35	Good	NF		Janitor closet S wall	1	**2% Chrysotile**
12	Mortar	IWWTP-A-36	Good	NF		Exterior east wall by door	1	**2% Chrysotile**
13	White Duct Mastic	IWWTP-A-37	Good	NF	N/A	Breakrom above sink	1	None Detected
13	White Duct Mastic	IWWTP-A-38	Good	NF	N/A	Breakroom near door to storage room	1	None Detected
13	White Duct Mastic	IWWTP-A-39	Good	NF	N/A	Breakroom near east wall	1	None Detected

HM#	Material Description	Sample ID	Condition	Friability	Quantity	Location	Sample Layers	Results
14	Exterior Wall Sealant	IWWTP-A-40	Good	NF	N/A	West electrical box on South wall	1	None Detected
15	Plaster Wall	IWWTP-A-41	Good	NF	N/A	Lab north wall	1	None Detected
15	Plaster Wall	IWWTP-A-42	Good	NF	N/A	Office east wall	1	None Detected
15	Plaster Wall	IWWTP-A-43	Good	NF	N/A	Office south wall	1	None Detected
16	Roofing Material	IWWTP-A-44	Good	NF	N/A	East roof	1	None Detected
17	Concrete	IWWTP-A-47	Good	NF	N/A	Clarifier #1	1	None Detected
17	Concrete	IWWTP-A-48	Good	NF	N/A	Clarifier #2	1	None Detected

Figures



WALLS

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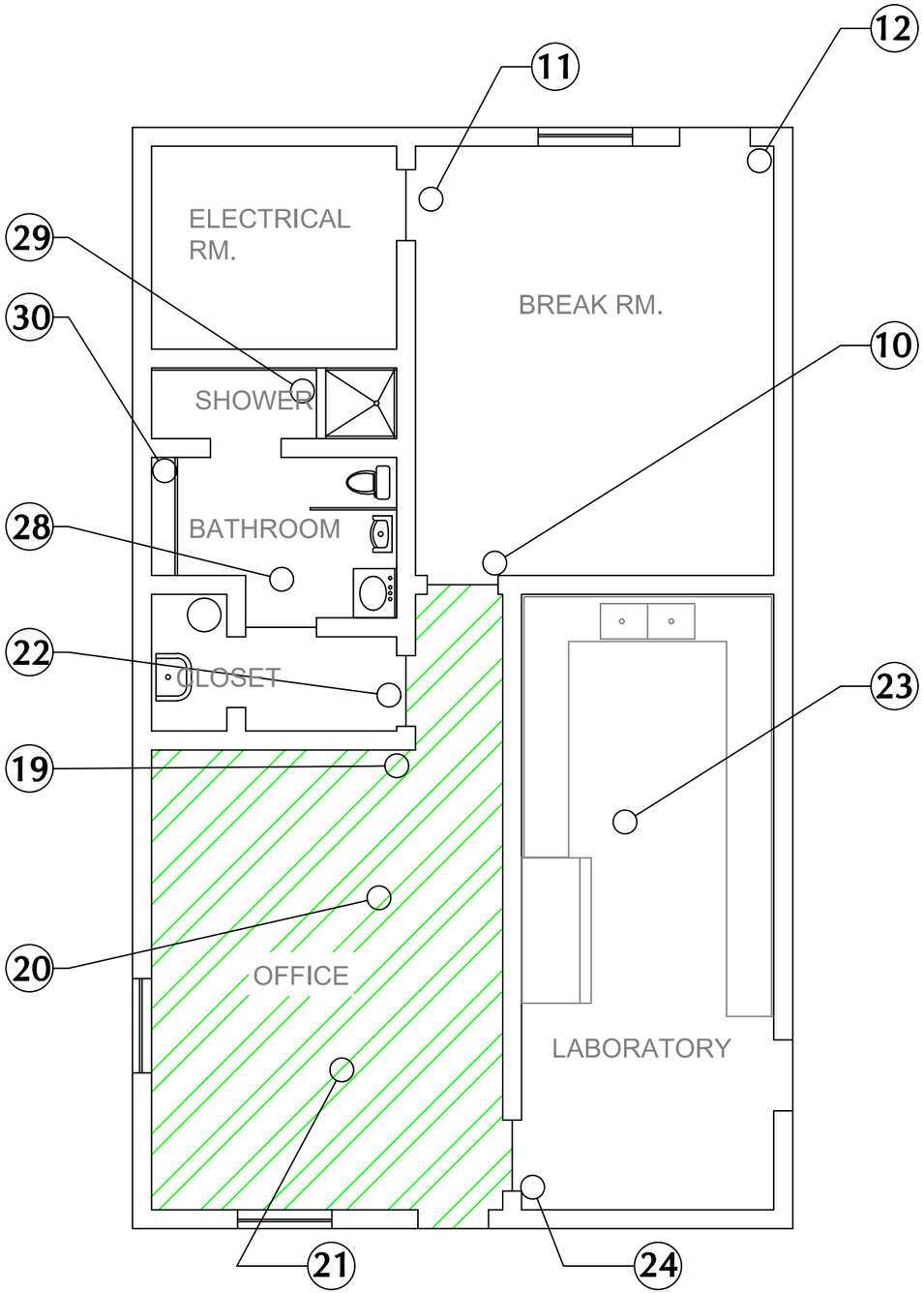
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FLOORING

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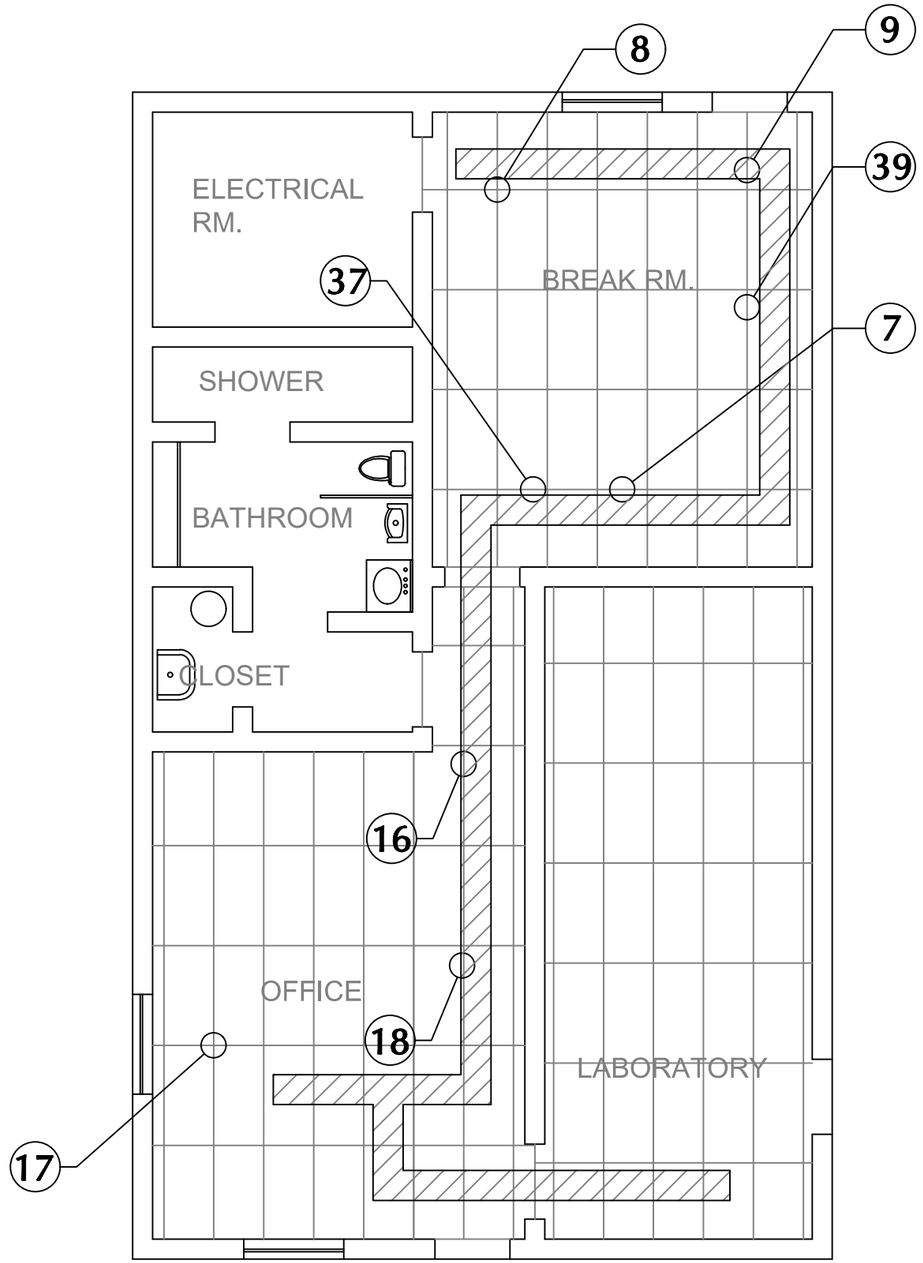
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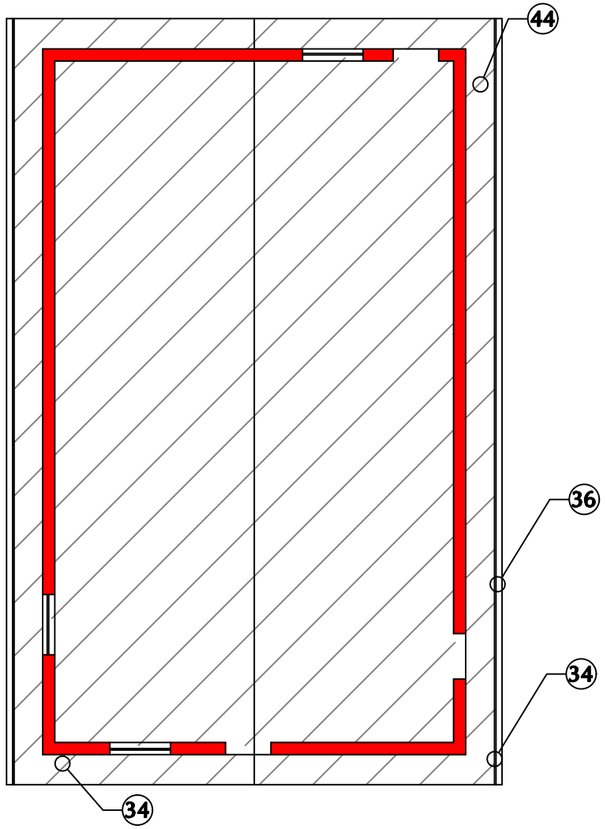
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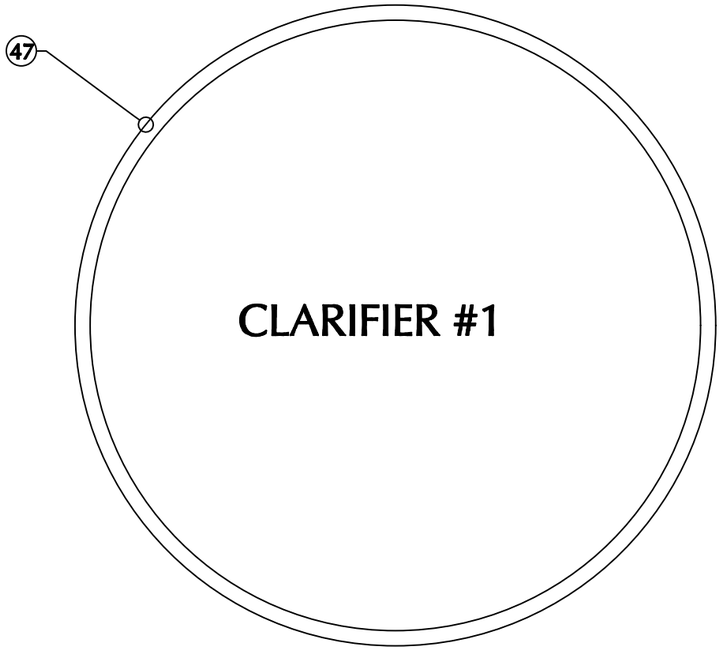
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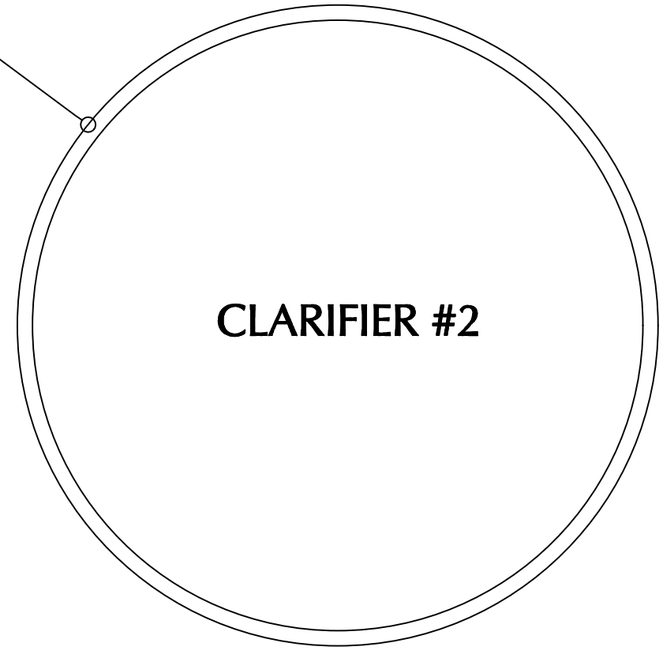
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ROOF & EXTERIOR



CLARIFIER #1



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A-5

LEGEND: ASBESTOS

HM1: DRYWALL/JOINT COMPOUND

HM2: BLACK COVE BASE/MASTIC

HM3: 2'x4' CEILING PANEL WITH FISSURES

HM4: 12" BEIGE FLOOR TILE/MASTIC

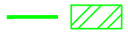


HM5: BLACK SINK UNDERCOAT （WALL PLAN)

HM6: 2'x4' CEILING PANEL WITH GOUGES （CEILING PLAN)



HM7: GRAY EPOXY FLOOR COAT （FLOOR PLAN)



HM8: RESIDUAL FLOOR TILE MASTIC （FLOOR PLAN)



HM9: LAB BENCH TOPS （WALL PLAN)

HM10: 1" BLUE CERAMIC TILE/GROUT

HM11: 6" BLUE CERAMIC TILE/GROUT



HM12: MORTAR （EXTERIOR PLAN)

HM13: WHITE DUCT MASTIC

HM14: EXTERIOR WALL SEALANT

HM15: PLASTER WALL

HM16: ROOFING MATERIAL

HM17: CONCRETE

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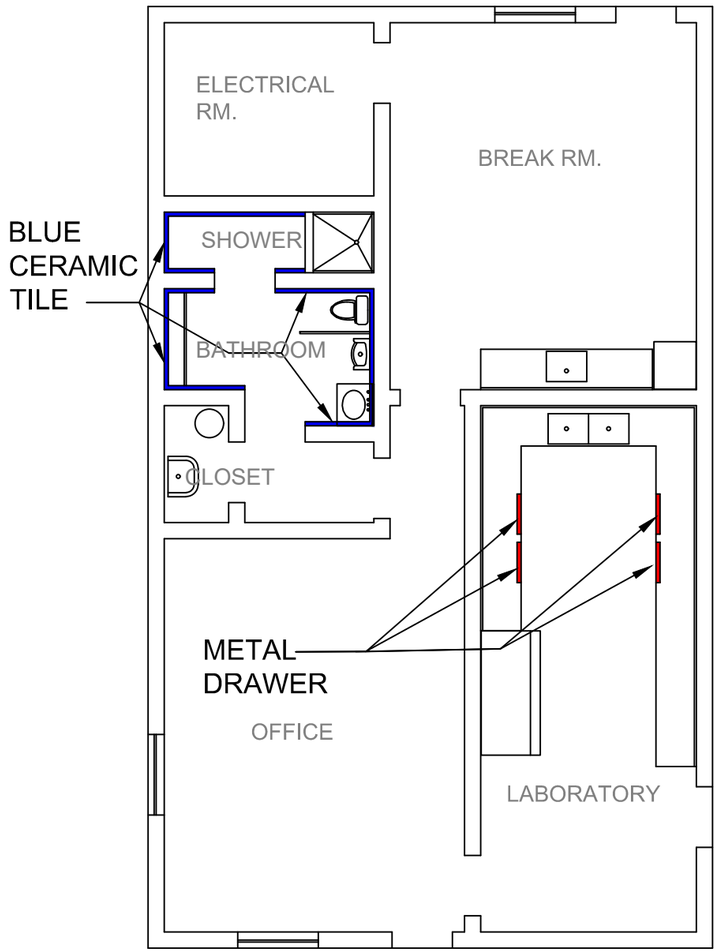
LEGEND-ASBESTOS

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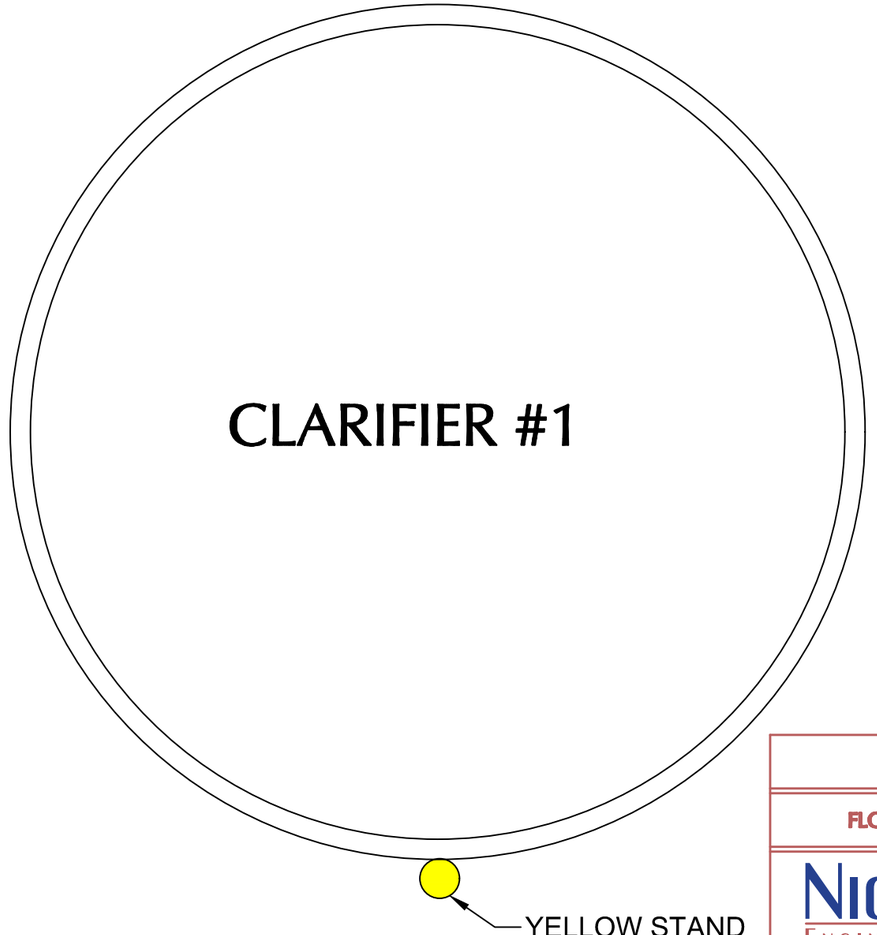
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FLOOR PLAN

LEGEND: LEAD BASE PAINT

- LBP: METAL DRAWERS （RED & YELLOW)
- LBP: BLUE CERAMIC TILE
- LBS: YELLOW STAND PIPE



IWWTP-LBP

FLOOR-EXTERIOR

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Appendix A
Asbestos Laboratory Report

Appendix B
XRF Log

Lead Based Paint Inspection						
XRF Inspection Log						
Site Name:	Imperial Wastewater Treatment Plant					
Inspector:	Scott Brown			Date:	9/10/2025	
Room	**Side**	**Component**	**Condition**	**Color**	**Substrate**	**XRF Result**
N/A	N/A	Calibration	N/A	N/A	N/A	1.0
N/A	N/A	Calibration	N/A	N/A	N/A	1.0
N/A	N/A	Calibration	N/A	N/A	N/A	1.0
Lab	A	Wall	Intact	White	Plaster	0.4
Lab	B	Wall	Intact	White	Plaster	0.4
Lab	C	Wall	Intact	White	Concrete	0.1
Lab	D	Wall	Intact	White	Plaster	0.3
Lab	A	Drawer	Intact	Red	Metal	**1.0**
Lab	A	Drawer	Intact	Blue	Metal	0.1
Lab	B	Drawer	Intact	Red	Metal	**0.9**
Lab	B	Drawer	Intact	White	Metal	0.2
Lab	B	Drawer	Intact	Green	Metal	0.1
Lab	B	Drawer	Intact	Blue	Metal	0.1
Lab	D	Drawer	Intact	Red	Metal	**1.1**
Lab	D	Drawer	Intact	Yellow	Metal	**0.9**
Lab	D	Drawer	Intact	Blue	Metal	0.1
Lab	D	Drawer	Intact	Green	Metal	0.0
Lab	D	Door	Intact	Brown	Metal	0.0
Lab	D	Door Frame	Intact	Brown	Metal	0.6
Lab	C	Electrical Panel	Intact	White	Metal	0.2
Lab	C	Electrical Panel	Intact	Green	Metal	0.1
Lab	C	Conduit	Intact	White	Metal	0.5
Office	A	Wall	Intact	White	Plaster	0.4
Office	A	Wall	Intact	White	Concrete	0.4
Office	B	Wall	Intact	White	Plaster	0.3
Office	C	Wall	Intact	White	Plaster	0.4
Office	D	Wall	Intact	White	Plaster	0.4
Office	D	Door	Intact	Brown	Metal	0.1
Office	D	Door Frame	Intact	Brown	Metal	0.4
Office	N/A	Ceiling	Intact	White	Drywall	0.2
Foyer	A	Wall	Intact	White	Plaster	0.3
Foyer	B	Wall	Intact	White	Plaster	0.2
Foyer	C	Wall	Intact	White	Plaster	0.1
Foyer	D	Wall	Intact	White	Plaster	0.2
Foyer	D	Door	Intact	Brown	Metal	0.1

Room	Side	Component	Condition	Color	Substrate	XRF Result
Foyer	D	Door Frame	Intact	Brown	Metal	0.5
Janitor	A	Wall	Intact	White	Concrete	0.0
Janitor	B	Wall	Intact	White	Concrete	0.1
Janitor	C	Wall	Intact	White	Concrete	0.1
Janitor	D	Wall	Intact	White	Concrete	0.2
Janitor	N/A	Ceiling	Intact	White	Wood	0.1
Janitor	A	Shelve	Intact	White	Wood	0.1
Janitor	D	Shelve	Intact	White	Wood	0.1
N/A	N/A	Calibration	N/A	N/A	N/A	1.1
N/A	N/A	Calibration	N/A	N/A	N/A	1.1
N/A	N/A	Calibration	N/A	N/A	N/A	1.1
Restroom	A	Wall	Intact	White	Plaster	0.4
Restroom	A	Wall	Intact	Blue	Ceramic	**19.8**
Restroom	B	Wall	Intact	Blue	Ceramic	**20.0**
Restroom	B	Wall	Intact	White	Plaster	0.4
Restroom	C	Wall	Intact	White	Plaster	0.3
Restroom	D	Wall	Intact	White	Plaster	0.2
Restroom	C	Wall	Intact	Blue	Ceramic	**20.2**
Restroom	D	Shelve	Intact	White	Wood	0.1
Restroom	N/A	Ceiling	Intact	White	Drywall	0.0
Restroom	B	Urinal	Intact	White	Porcelain	0.2
Restroom	B	Toilet	Intact	White	Porcelain	0.4
Restroom	B	Sink	Intact	White	Porcelain	0.3
Restroom	N/A	Floor	Intact	Blue	Ceramic	0.2
Restroom	A	6" Wall Tile	Intact	Blue	Ceramic	**15.9**
Restroom	B	6" Wall Tile	Intact	Blue	Ceramic	**16.5**
Restroom	C	6" Wall Tile	Intact	Blue	Ceramic	**16.3**
Restroom	D	6" Wall Tile	Intact	Blue	Ceramic	**21.8**
Office	N/A	Floor	Damaged	Blue	Concrete	0.3
Breakroom	A	Wall	Intact	White	Drywall	0.2
Breakroom	B	Wall	Intact	White	Drywall	0.1
Breakroom	C	Wall	Intact	White	Drywall	0.1
Breakroom	D	Wall	Intact	White	Drywall	0.1
Breakroom	A	Door	Intact	Brown	Metal	0.1
Breakroom	A	Door Frame	Intact	Brown	Metal	0.4
Breakroom	C	Door Frame	Intact	Brown	Metal	0.0
Breakroom	C	Door Frame	Intact	Brown	Metal	0.5
Breakroom	C	Upper Cabinet	Intact	N/A	Wood	0.2
Breakroom	C	Lower Cabinet	Intact	N/A	Wood	0.1

Room	Side	Component	Condition	Color	Substrate	XRF Result
Breakroom	D	Cabinet	Intact	N/A	Wood	0.1
Breakroom	C	Counertop	Intact	N/A	Wood	0.0
Breakroom	C	Shelves	Intact	N/A	Wood	0.0
Electrical	A	Wall	Intact	White	Concrete	0.0
Electrical	B	Wall	Intact	White	Concrete	0.0
Electrical	C	Wall	Intact	White	Concrete	0.2
Electrical	D	Wall	Intact	White	Concrete	0.2
Electrical	N/A	Ceiling	Intact	White	Drywall	0.0
Electrical	D	Electrical Panel	Intact	Gray	Metal	0.1
Electrical	A	Electrical Panel	Intact	Gray	Metal	0.1
N/A	N/A	Calibration	N/A	N/A	N/A	1.1
N/A	N/A	Calibration	N/A	N/A	N/A	1.1
N/A	N/A	Calibration	N/A	N/A	N/A	1.0
Exterior	A	Wall	Intact	White	Concrete	0.0
Exterior	A	Foundation	Intact	White	Concrete	0.0
Exterior	A	Window Frame	Intact	White	Metal	0.2
Exterior	A	Door	Intact	White	Metal	0.1
Exterior	A	Door Frame	Intact	White	Metal	0.5
Exterior	B	Wall	Intact	White	Concrete	0.2
Exterior	B	Foundation	Intact	White	Concrete	0.1
Exterior	B	Downspout	Intact	White	Metal	0.2
Exterior	B	Electrical Box	Intact	White	Metal	0.1
Exterior	B	Conduit	Intact	White	Metal	0.2
Exterior	B	Hose Reel	Intact	White	Metal	0.3
Exterior	B	Door	Intact	White	Metal	0.0
Exterior	B	Door Frame	Intact	White	Metal	0.5
Exterior	B	Downspout	Intact	White	Metal	0.2
Exterior	C	Wall	Intact	White	Concrete	0.0
Exterior	C	Foundation	Intact	White	Concrete	0.2
Exterior	C	Door	Intact	White	Metal	0.1
Exterior	C	Door Frame	Intact	White	Metal	0.4
Exterior	C	Window Frame	Intact	White	Metal	0.1
Exterior	C	Electrical Box	Intact	White	Metal	0.0
Exterior	C	Conduit	Intact	White	Plastic	0.1
Exterior	D	Wall	Intact	White	Concrete	0.3
Exterior	D	Foundation	Intact	White	Concrete	0.2
Exterior	D	Downspout	Intact	White	Metal	0.2
Exterior	D	Window Frame	Intact	White	Metal	0.1
Exterior	D	Electrical Box	Intact	White	Metal	0.1

Room	Side	Component	Condition	Color	Substrate	XRF Result
Exterior	D	Downspout	Intact	White	Metal	0.1
Exterior	A	Eave	Significant Damage	Blue	Wood	0.1
Exterior	A	Crossbeam	Significant Damage	Blue	Wood	0.0
Exterior	A	Fascia	Significant Damage	Blue	Wood	0.0
Exterior	A	Fascia	Significant Damage	White	Wood	0.0
Exterior	B	Eave	Significant Damage	Blue	Wood	0.1
Exterior	B	Crossbeam	Significant Damage	Blue	Wood	0.1
Exterior	B	Fascia	Significant Damage	Blue	Wood	0.2
Exterior	B	Gutter	Intact	White	Metal	0.1
Exterior	B	Attic Vent	Intact	White	Metal	0.0
Exterior	C	Eave	Intact	Blue	Wood	0.1
Exterior	C	Crossbeam	Intact	Blue	Wood	0.1
Exterior	C	Fascia	Intact	Blue	Wood	0.1
Exterior	C	Fascia	Intact	White	Wood	0.0
Exterior	D	Eave	Intact	Blue	Wood	0.1
Exterior	D	Crossbeam	Intact	Blue	Wood	0.1
Exterior	D	Fascia	Intact	Blue	Wood	0.1
Exterior	D	Gutter	Intact	White	Metal	0.1
Exterior	C	Backflow Pipes	Intact	Blue	Metal	0.1
Clarifier #1	A	Clarifier	Intact	White	Concrete	0.3
Clarifier #1	D	Hose Reel	Intact	Red	Metal	0.3
Clarifier #1	D	Stand Pipe	Intact	Yellow	Metal	**8.6**
Clarifier #1	A	Stairs	Intact	Gray	Metal	0.1
Clarifier #1	A	Catwalk	Intact	Gray	Metal	0.1
Clarifier #1	C	Hose Reel	Intact	Red	Metal	0.2
Clarifier #1	C	Hose Bib	Intact	Red	Metal	0.1
Clarifier #2	A	Clarifier	Intact	White	Concrete	0.0
Clarifier #2	C	Stand Pipe	Intact	Red	Metal	0.0

Appendix C

Survey Photographs



HM-1: Drywall/Joint Compound



HM-2: Black Covebase Mastic



HM-3: 2’x4’ Ceiling Panel with Fissures



HM-4: 12” Beige Floor Tile/Mastic



HM-5: Black Sink Undercoat (ACM)



HM-6: 2’x4’ Ceiling Panel with Gouges



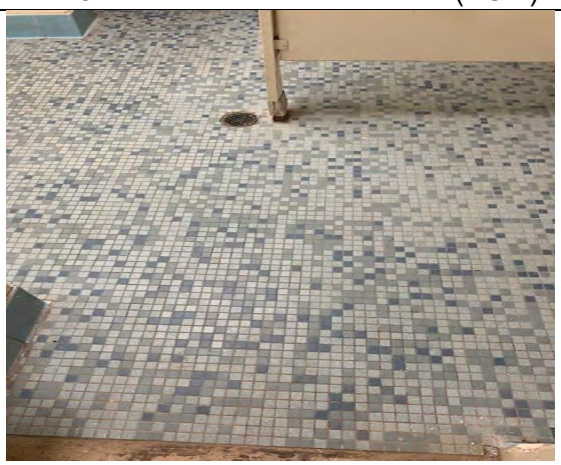
HM-7: Gray Epoxy Floor Coat (ACM)



HM-8: Residual Floor Tile Mastic (ACM)



HM-9: Laboratory Benchtops (ACM)



HM-10: 1” Blue Ceramic Floor Tile/Grout



HM-11: 6” Blue Ceramic Tile/Grout



HM-12: Mortar (ACM)



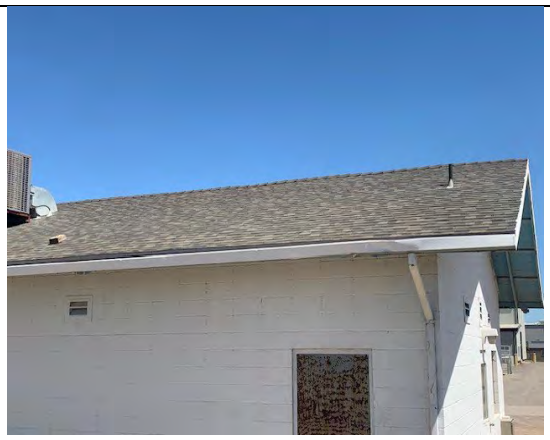
HM-13: White Duct Mastic



HM-14: Exterior Wall Sealant



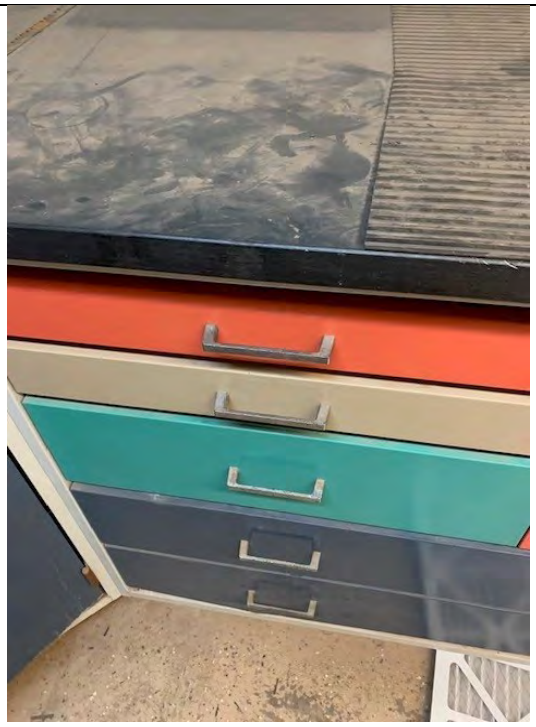
HM-15: Plaster Wall



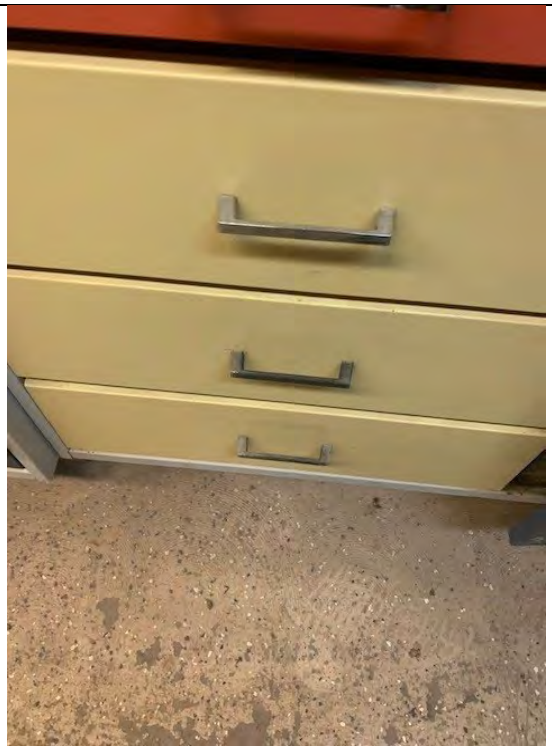
HM-16: Roofing Material



HM-17: Concrete



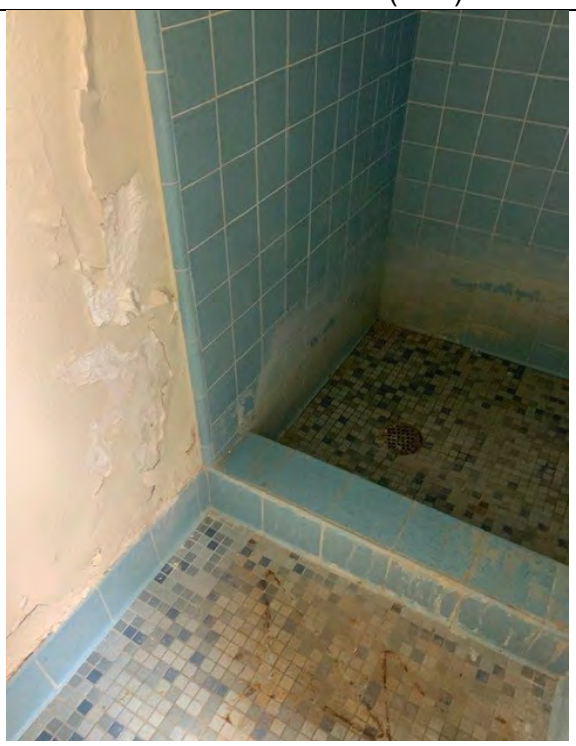
Red Metal Drawer (LBP)



Yellow Metal Drawer (LBP)



Yellow Stand Pipe (LBP)



4” and 6” Ceramic Tile (LCM)

9. IMPERIAL COUNTY AIR POLLUTION CONTROL DISTRICT (ICAPCD) CONSTRUCTION/DEMOLITION NOTIFICATION FORM

An Imperial County Air Pollution Control District Construction/Demolition Notification Form is to be completed and forwarded to ICAPCD prior to the commencement of physical demolition work at the City of Imperial Wastewater Treatment Facility. *The Construction Manager will assist the Contractor in preparing and submitting the form to the ICAPCD.* The contractor shall be responsible for paying any fee associated with the Construction/Demolition Notification Form. The contractor shall be reimbursed for any fee associated with the Construction/Demolition Notification Form with a positive change order. A copy of the ICAPCD Construction/Demolition Notification Form follows this Special Conditions Section.

Imperial County Air Pollution Control District
Construction/Demo Notification Form

PROJECT INFORMATION

Project: _____ Assessor's Parcel Number(s) _____

Project Address: _____

City: _____ Building Permit # _____

Expected Construction Start Date: _____ Total project site area: _____ Acres/Sq Feet

End Date: _____ Total disturbed surface area: _____ Acres/Sq Feet

The project is: Residential *Name of Subdivision* _____

Non-residential (commercial, industrial, institutional, pulbic, etc.

A Dust Control Plan is required on any site of ten acres or more of disturbed surface area for residential developments, or five acres or more for non-resiential developments which shall be made available to the APCD upon request. The Construction Notification Form may not be used to circumvent any Dust Control Plan requirement.

CONTACTS

Owner/Developer: _____

Address: _____

City / State / Zip: _____

Phone: _____ Fax: _____ Cell: _____

Contractor: _____ Indicate General or Sub _____

Address: _____

City / State / Zip: _____

Contact Person: _____

Phone: _____ Fax: _____ Cell: _____

Who is responsible for mitigation of construction emissions? _____

DESCRIBE THE NATURE OF THE WORK (MAP REQUIRED)

LIST THE TYPE & QUANTITY OF EQUIPMENT TO BE USED

Mailing Address: 150 South 9th Street
El Centro, CA 92243
Office: (442) 265-1800

EMAIL NOTICES TO ALL: monicasoucier@co.imperial.ca.us
curtisblondell@co.imperial.ca.us
ismaelgarcia@co.imperial.ca.us

10. UNITED STATES ENVIRONMENTAL PROTECTION AGENCY NOTIFICATION OF DEMOLITION AND RENOVATION FORM

The United States Environmental Protection Agency (EPA) requires owners and operators conducting regulated demolition and renovation activities to provide written notification with the submittal of a United States Environmental Protection Agency Notification of Demolition and Renovation Form. The instructions and e-mail addresses to distribute the completed United States Environmental Protection Agency Notification of Demolition and Renovation Form including the Environmental Protection Agency, California Air Resources Board (CARB) and Imperial County Air Pollution Control District are listed in the compliance section of the Imperial County Air Pollution Control District website. *The Construction Manager will assist the Contractor in preparing and submitting the form to the prior noted agencies.* The contractor shall be responsible for paying any fee associated with the United States Environmental Protection Agency Notification of Demolition and Renovation Form. The contractor shall be reimbursed for any fee associated with the United States Environmental Protection Agency Notification of Demolition and Renovation Form with a positive change order. A copy of the United States Environmental Protection Agency Notification of Demolition and Renovation Form follows this Special Conditions Section.

U.S. EPA NOTIFICATION OF DEMOLITION AND RENOVATION

Operator Project #	Postmark	Date Received	Notification #

I. Type of Notification (check one): ☐ Original ☐ Revised ☐ Canceled

II. Facility Description

Building Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____ County: _____

Site Location : _____

Building Size (square feet): _____ # of Floors: _____ Age in Years: _____

Present Use: _____ Prior Use: _____

III. Type of Operation (check one): ☐ Demo ☐ Ordered Demo ☐ Renovation ☐ Emergency Renovation ☐ Fire Training

IV. Is Asbestos Present? (check one): ☐ Yes ☐ No

V. Facility Information

Owner Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Contact: _____ Telephone: (___)_____ Fax: _____

Removal Contractor Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Contact: _____ Telephone: (___)_____ Fax: _____

Other Operator (demolition/general): _____

Address: _____

City: _____ State: _____ Zip Code: _____

Contact: _____ Telephone: (___)_____ Fax: _____

VI. Procedure, including analytical methods, employed to detect the presence of and to estimate the quantity of RACM and Category I and Category II non-friable ACM:

VII. Approximate Amount of Asbestos Materials:

	RACM to be Removed	Non-friable Asbestos Material to be Removed		Non-friable Asbestos Material NOT to be Removed	
		Category I	Category II	Category I	Category II
Pipes (linear feet)					
Surface Area (square feet)					
Facility Components (cubic feet)					

VIII. Scheduled Dates Demolition or Renovation: Start: Complete:

IX. Dates for Asbestos Removal (MM/DD/YY) Start: Complete:

Days of the Week:	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Hours of Operation:							

11. CITY OF IMPERIAL BUILDING PERMIT APPLICATION FORM

The contractor shall prepare and submit a Building Permit Application Form to the City of Imperial for the new lighting improvements at the Operations Building and Sludge Pump Station Building. The contractor shall not commence work at the project site until the Building Permit is issued to the Contractor by the City of Imperial. The contractor shall be responsible for paying any fee associated with the Building Permit. The contractor shall be reimbursed for any fee associated with the Building Permit Application Form with a positive change order. A copy of the City of Imperial Building Permit Application Form follows this Special Conditions Section.

BUILDING PERMIT APPLICATION FORM

CITY OF IMPERIAL

Planning and Development
Building and Safety Division
420 South Imperial Avenue
Imperial, CA 92251
Phone (760)355-1152 | Fax (760)355-4718

Permit Number (Office Use): _____

Applicant/Owner Information

Applicant: _____
Contact Person: _____
Mailing Address: _____
Phone: _____
Fax: _____
E-mail: _____

Owner Name(s): _____
Mailing Address: _____
Phone: _____
Fax: _____
E-mail: _____

Contractor Information

CA Licensed Class: _____
CA License Number: _____
Business Name: _____
Business License Number: _____

I hereby affirm that I am licensed under provisions of Chapter 9 of Division 3 of the state of California Business and Professions Code, commencing with Sec. 7000. and my licensed is full force and effect.

Signature_____ Date:_____

Owner-Builder Declaration

I, as owner of the property, building or improving structure thereon, or appurtenances thereto, will do the work myself or through my own employees with wages as their sole compensation. None of the structures, with or without the appurtenances thereto, are intended or offered for sale (Sec. 7044(a), Business and Professions Code). **NOTICE TO APPLICANT:** In all actions brought in the Contractor's State License Law, proof of sale or offering for sale of any structure by the owner-builder within one year after completion of same constitutes a rebuttable presumption affecting the burden of proof that such structure was undertaken for purpose of sale.

Signature_____ Date_____

Workers' Compensation Declaration

I certify that in the performance of the work for which this permit is issued, I shall not employ any person in any manner so as to become subject to the workers' compensation laws of California, and agreed that if I should become subject to the workers' compensation provisions of Section 3700 of the Labor Code, I shall forthwith comply with those provisions.

Signature_____ Date_____

Project Information

Project Location (address):

Assessor's Parcel Number(s):

Existing Zoning:

Parcel/Lot Size:

Valuation:

Building Sq Ft:

Detailed Project Description (attach additional sheets if necessary):

Use/Cost of Consultants

The Community Development department, at the discretion of the Community Development Director, may use or employ outside independent consultants to assist in processing applications, conduct special studies or provide expertise not available within the department. The cost for such consultants shall be a charge against the project and is in addition to the City's fees. As consultant fees are paid, the applicant may be required to maintain the deposit at a level determined by the Community Development Director. Failure to maintain the required deposit shall result in a cessation in the processing of the subject application. The City shall return that portion of the deposit, if any, remaining at project completion. In accordance with City policy to ensure cost recovery, Staff time spent on these projects will be tracked, and developers will be billed based on actual labor, material, equipment and the indirect cost rate. The deposit amount will be maintained in a City Trust Fund account and used to pay for staff and consultant services on a time-and -materials basis. If the consultant's services amount exceeds the deposit, the applicant will be billed for the difference. The deposit must be maintained in the full amount as directed by the Community Development Director.

Applicant is responsible for any fees associated with the City of Imperials' City Clerk office and any department required for processing the said application from the Imperial County.

Fire Department Fees are paid and processed separately from the Community Development Department.

Executed at _____ California on _____ , 20 ____

Applicant

By: Signature:

Printed Name

Title:

Property Owner
(If different from Applicant)

By: Signature:

Printed Name

Title:

Indemnification Agreement

Applicant and Owner agree, as part of and in connection with each and any of the application(s), to defend, indemnify, and hold harmless the City of Imperial ("City") and its officers, contractors, consultants, attorneys, employees and agents from any and all claim(s), action(s), or proceeding(s) (collectively referred to as "proceeding") brought against City or its officers, contractors, consultants, attorneys, employees, or agents to challenge, attack, set aside, void, or annul. Any approvals issued in connection with any of the above described application(s) by City. Applicant's defense and indemnification of City set forth herein shall remain in full force and effect throughout all stages of litigation including any and all appeals of any lower court judgments rendered in the proceeding. After review and consideration of all of the foregoing terms and conditions, Applicant, by its signature below, hereby agrees to be bound by and to fully and timely comply with all of the foregoing terms and conditions.

Executed at _____ California on _____ , 20 ____

Applicant

By: Signature: _____

Printed Name _____

Title: _____

Property Owner
(If different from Applicant)

By: Signature: _____

Printed Name _____

Title: _____

Signatures

The undersigned hereby declare and certify that they are all the owners of the property described in this application and that the information stated above and on forms, plans and other materials submitted herewith in support of the application is true and correct to the best of our knowledge.

Applicant

By: Signature: _____

Printed Name _____

Title: _____

Property Owner
(If different from Applicant)

By: Signature: _____

Printed Name _____

Title: _____

12. CITY OF IMPERIAL ASBESTOS DEMOLITION DECLARATION

The contractor shall prepare and submit an Asbestos Demolition Declaration to the City of Imperial prior to commencing work at the project site. The contractor shall be responsible for paying any fee associated with the Asbestos Demolition Declaration. The contractor shall be reimbursed for any fee associated with the Asbestos Demolition Declaration with a positive change order. A copy of the City of Imperial Asbestos Demolition Declaration Form follows this Special Conditions Section.

BUILDING AND SAFETY DIVISION
420 SOUTH IMPERIAL AVE., IMPERIAL, CA 92251
PHONE (760) 355-1152
Fax (760) 355-4718
BuildingSafetyDivision@cityofimperial.org

ASBESTOS DEMOLITION DECLARATION

Pursuant to Section 19827.5 of the State H&S code and Part 61, Title 40 CFR, every applicant for a demolition permit must complete this declaration relevant to Hazardous Air Pollutants upon application for demolition or renovation permit.

Applicant: _____ Permit #:_____

Property Owner: _____ APN: _____

Check one: Owner _____ Contractor _____ C.S.L. #_____

For the Demolition or Renovation of single family residences or apartment buildings with four or fewer units or accessory structures to residential buildings. This does not include structures utilized for fire training, former residences used for commercial purposes, or being demolished for a private commercial or public project.

I hereby declare that a written Asbestos Demolition/Renovation Notification to the United States Environmental Protection Agency is not applicable to this demolition project. I hereby authorize representatives from this City to enter upon the property for inspection purposes. I declare under penalty of perjury that the foregoing is true and correct.

_____ _____
Signature of Property owner or Licensed Contractor Date

For the Demolition/Renovation of ALL OTHER STRUCTURES.

_____ I have attached a copy of the Asbestos Demolition/Renovation Notification that was sent to U.S. EPA and California ARB.

I have read this declaration and state that the information is correct. I agree to comply with all City ordinances, State and Federal laws relating to demolition or renovation and hereby authorize representatives of this City to enter upon the property for inspection purposes. I declare under penalty of perjury that the foregoing is true and correct.

_____ _____
Signature of Property Owner or Licensed Contractor Date:

13. CITY OF IMPERIAL DEMOLITION PERMIT

The Contractor shall not be required to obtain a Demolition Permit from the City of Imperial. The signing of the contract agreement between the Contractor and the City of Imperial obligating the Contractor to complete this project in conformance with the contract documents listed in Article I of the contract agreement shall serve as the Demolition Permit for this project.

14. TABLE A – WASTE MANAGEMENT REPORT IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS (WMRIC&D) CHART

During the preparation of the project design documents a Waste Management Report Identification of Construction and Demolition Debris (WMRIC&D) Chart was prepared. THE WMRIC&D Chart lists the known items comprising the different structures to undergo demolition. Separate WMRIC&D Charts were prepared for each structure to undergo demolition. The Table A WMRIC&D Charts are included on the following pages.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

OPERATIONS BUILDING

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
I. Operation Building.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Masonry Walls	See Plan Sheet 3	2.5 Tons	X	
PCC Concrete including retaining wall and steps	See Plan Sheet 3	30 Tons	X	
Drywall in door open	See Plan Sheet 3	TBD		X
Wood Cabinets – Formica Countertops	See Plan Sheet 3. Break Room, Laboratory Room and Bathroom	TBD		X
Water Heater	See Plan Sheet 3	TBD		X
PVC Piping	See Plan Sheet 3	TBD		X
Eye Wash Station	See Plan Sheet 3	TBD		X
Sinks	See Plan Sheet 3	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table “A” Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table “A” were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table “D”. Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table “A’ are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

OPERATIONS BUILDING

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
I. Operation Building.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Ceiling Lights	See Plan Sheet 20	TBD		X
VCT Floor	See Plan Sheet 3. Break Room Floor	TBD		X
Refrigerator	See Plan Sheet 3	TBD		X
Oven	See Plan Sheet 3	TBD		X
Bathroom	Miscellaneous Items including mirrors, soap, dispensers, Toilet paper Holder, Paper Towel Dispensers.	TBD		X
Water Closet & Urinals	See Plan Sheet 3	TBD		X
Water Closet Partitions	See Plan Sheet 3	TBD		X
Aluminum and glass cabinets	See Plan Sheet 3	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A
WASTE MANAGEMENT REPORT
IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS
OPERATIONS BUILDING

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
I. Operation Building.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Bathroom Tiles	See Plan Sheet 3	TBD		X
Aluminum and glass cabinets	See Plan Sheet 3	TBD		X
Bathroom Tiles	See Plan Sheet 3	TBD		X
Bathroom Partitions Walls	See Plan Sheet 3	TBD		X
Bathroom Doors	See Plan Sheet 3	TBD		X
Toilet	See Plan Sheet 3	TBD		X
All other Items in the Bathroom Area and Laboratory Room	See Plan Sheet 3 and 20	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO1

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 1.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
PCC Reinforced Concrete	A PCC quantity estimate for Clarifier No.1 completed by the Design Engineer during the project design phase and is included with Table D information. See plan sheet 4.	310 Tons	X	
Asphalt	An Asphalt quantity estimate for Clarifier No.1 was completed by the design engineer during the design phase and is included with Table D information. Quantity Estimate is approximate. See Plan Sheet 2 an 4.	10 Tons	X	
Steel Raker Arm	See plan sheets 4 and 13.	TBD		X
Steel Raker arm shaft	See plan sheets 4 and 13.	TBD		X
Steel Clarifier motor	See plan sheets 4 and 13.	TBD		X
Steel Gear reduction box	See plan sheets 4 and 13.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO1

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 1.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Steel Skimmer arm	See plan sheets 4 and 13.	TBD		X
Steel bridge	See plan sheets 4,13 and 19.	TBD		X
Electrical EMT conduit and conductors for the clarifier motor and Clarifier Motor	See plan sheets 4,13 and 19.	TBD		X
Electrical disconnect switch near the electrical	See plan sheets 4,13 and 19.	TBD		X
Steel Electrical light pole and all other electrical related facilities.	See plan sheets 4,13 and 19.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table “A” Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table “A” were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table “D”. Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table “A’ are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO1

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 1.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Steel Handrail	There is steel handrail along the steel bridge and PCC stairway . See Plan Sheet 4 and 13	TBD		X
Underground piping including water faucet	See plan sheets 4 and 13.	TBD		X
Underground electrical conduit	See plan sheets 4,13 and 19.	TBD		X
Aluminum Effluent Box Grating	See plan sheets 4 and 13.	TBD		X
All other items illustrated on As Built Plans and within the demolition area.	See As-built Plans. Review items in demolition area during bidding phase site visit.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table “A” Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table “A” were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table “D”. Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table “A’ are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO1

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 1.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
All other items illustrated on As Built Plans and other	See As-built Plans. Review items in demolition area during bidding phase site visit.	TBD		X
Crush Rock	See Plan Sheet 2 and 4. Existing rock salvaged relocated and placed in an area within the City of Imperial Water Treatment Plant determined by the Chief Plant Operator. It is not necessary for weigh the rock.	52 Tons	X	

NOTES:

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2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO2

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 2.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
PCC Concrete	A PCC quantity estimate for Clarifier No.2 completed by the Design Engineer during the project design phase and is included with Table D information. See plan sheet 5.	158 Tons	X	
Steel Handrail	There is steel handrail along the steel bridge and PCC stairway	TBD	X	
Steel bridge	See plan sheets 5 and 14.	TBD		X
Steel supports	See plan sheets 5 and 14.	TBD		X
Steel Center well	See plan sheets 5 and 14.	TBD		X
Steel Vertical shaft	See plan sheets 5 and 14.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table “A” Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table “A” were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table “D”. Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table “A’ are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO2

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 2.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Steel Gear reduction assembly	See plan sheets 5 and 14.	TBD		X
Steel Skimmer arm and scum box	See plan sheets 5 and 14.	TBD		X
Steel Raker arms	See plan sheets 5 and 14.	TBD		X
Electrical EMT Conduit and conductors	See plan sheets 5,14 and 19.	TBD		X
Steel Electrical Motors	See plan sheets 5 and 14.	TBD		X
Flex conduit	See plan sheets 5,14 and 19.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table “A” Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
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TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO2

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 2.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Electrical disconnect switches	See plan sheets 5,14 and 19.	TBD		X
Electrical junction boxes and all other electrical componets	See plan sheets 5,14 and 19.	TBD		X
Fiberglass weirs and baffles	See plan sheets 5 and 14.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table “A” Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
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TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO2

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 2.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Underground piping including water faucet , 8'' scum pipeline, rotating weir and other pipeline above elevation 934.55	See plan sheets 5 and 14.	TBD		X
Underground electrical conduit and conductors.	See plan sheets 5,14 and 19.	TBD		X
Aluminum Effluent Box Grating	See plan sheets 5,14 and 19.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table “A” Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table “A” were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table “D”. Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table “A’ are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

CLARIFIER NO2

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
II.Clarifier Number 2.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
All other items illustrated on As Built Plans and other above grade items and below grade items evident at the project site.	See plan sheets 5,14 and 19.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

SLUDGE PUMP STATION BUILDING

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
IV. Sludge Pump Station Building.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Handrail for Scum Pit	Remove aluminum hand rail at top wall of scum pit. See Sheet 7 and 16.	TBD		X
Electrical Panels	See plan sheets 24,25,26 and 27.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

SLUDGE PUMP STATION BUILDING

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
IV. Sludge Pump Station Building.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Ductile Iron Piping, pipe hanger supports, miscellaneous piping appurtances, ductile iron fittings, reducers, transition coupling, steel pipe supports, ductile iron valves, steel and ductile iron pumps, etc.	See plan sheets 7,16 and 17.	11.87 TONS		X
Electrical Lights	See plan sheets 24,25,26,27 and 28.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

SLUDGE PUMP STATION BUILDING

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
IV. Sludge Pump Station Building.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Electrical equipment including Conduit & Conductors, float switches, junction boxes , smoke detectors, disconnect switches, control dampers, flow meter transmitters, equipment supports, control and instrumentation equipment and all other items.	See plan sheets 24,25,26,27 and 28.	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table “A” Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table “A” were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table “D”. Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table “A’ are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site.

The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A
WASTE MANAGEMENT REPORT
IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS
SLUDGE PUMP STATION BUILDING

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
IV. Sludge Pump Station Building.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
PCC Concrete.	A PCC quantities estimated for the Sludge Pump Station Building was completed by the Design Engineer and is included with Table D information. The pump PCC pedestal bases and concrete piping supports shall be undergo demolition and removal. See plan sheets 7,16, and 17.	TBD		X
Modular scrubber and chorine facility including electrical demolition work.	See plan sheets 6,7,16,24, and 27.	TBD		X

NOTES:
1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site.
The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A
WASTE MANAGEMENT REPORT
IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS
SLUDGE PUMP STATION BUILDING

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
IV. Sludge Pump Station Building.				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
All other items not specifically noted on the plans per prior listed items.	See plan sheets 7,16,17,24,25,26,27, and 28	TBD		X

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

ULTRAVIOLET DISINFECTION FACILITY

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138	
Project Address:701 East 14th Street, Imperial, CA 92251	
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:	
V. Ultraviolet Disinfection Facility	
Note: No Demolition work will be completed at the Ultraviolet Disinfection Facility.	

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

SEPTIC DUMP PCC STRUCTURE

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
VI. Septic Dump PCC Structure				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Steel Grates	See Sheet 9	TBD		X
Ductile Iron Piping, fittings and valves	See Sheet 9	TBD		X
PCC Concrete	A PCC quantity estimate for the Septic Dump PCC Structure was completed by the Design Engineer and is included with Table D information.	27.5 Tons	X	
Asphalt	Asphalt quantity estimate for Septic Dump PCC Structure completed by the Design Engineer and is included with Table D information.	7.5 Tons	X	
Crush Rock	Crushed rock is with in demolitions limits east of the septic Dump Structure – See sheet 2	52 Tons	X	

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

TABLE A

WASTE MANAGEMENT REPORT

IDENTIFICATION OF CONSTRUCTION AND DEMOLITION DEBRIS

SEPTIC DUMP PCC STRUCTURE

Project: City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138				
Project Address:701 East 14th Street, Imperial, CA 92251				
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:				
VI. Septic Dump PCC Structure				
1	2	3	4	5
Item	**Description**	**Estimated Weight**	**Inert Material**	**Not Inert Material**
Retaining Wall included with Operational Building	Exisitng Rock to be salvaged, relocated and placed in an area within the City of imperial Wastewater Treatment Plant determined by the Chief Plant Operator. It is not necessary for weigh the rock. This item is also included on the Clarifier Number 1- Table A Definition List	52 Tons	X	

NOTES:

1. TO BE DETERMINED (TBD) – The contractor will not be required to determine the weight of each demolition item on the Table "A" Waste Management Report prior to starting demolition activities, however; the contractor will be required to determine the weight of each material load leaving the project site by weighing the material at vendors scale or a California Certified Public Scale. See Technical Condition Sections 5, 6 and 7.
2. The weight of some items illustrated on Table "A" were calculated from as-built plans and measurements in the field during the project design phase. The weight calculations of those items is included in Table "D". Unknown changes during the construction of the item which were not documented or illustrated on the as-built plans, additions to the item during other improvements which were not documented, or similar circumstances could add significantly to the actual weight of a demolition item. Given these unknowns, the weights illustrated on Table "A' are assumed to be within 40 percent of the actual weight of the demolition item removed from the project site. The contractor is responsible for completing his/her own volume and weight calculations of all items during the project bidding phase. The contractor shall be responsible for removing all of a particular item from the project site for recycling, reuse, salvage or disposal, regardless of the volume or weight of the item. No additional compensation shall be due to the contractor for removing the additional weight or volume of an item greater than what the contractor had anticipated prior to the removal of the item.

15. TABLE B –DAILY RECYCLING LOG OF CONSTRUCTION & DEMOLITION (C & D) MATERIAL CHART

The weight of each demolition material item leaving the project site shall be recorded on Table B, the Daily Recycling Log of Construction & Demolition (C & D) Material Chart. Table B includes eighteen (18) columns. *A Table B Chart has been prepared for each demolition structure.* Table B shall be made current each day, except for logging the weight of each item the day after the item is removed from the project site. Table B - column 16 requires the construction manager to initial and date each listed demolition item the day after the item is removed from the project site to verify all columns for a particular item have been satisfactorily completed. The Table B – Daily Recycling Log of Construction & Demolition (C & D) Material Charts are included on the following pages.

TABLE B
Daily Recycling Log of Construction & Demolition (C&D) Material
Loads Recycled, Reused, Salvaged or Disposed
Operations Building

Project:	City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138
Project Address:	701 East 14th Street, Imperial, CA 92251
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:	
CONTRACTOR:	
CONSTRUCTION MANAGER:	
WEEK BEGIN & END DATE:	

Operations Building

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Daily Load No.	Date	Material Item	Material Type	Inert (Yes/ No)	Not Inert (Yes/ No)	Weight Ticket Number & Date	Material Weight as weighed at scale (Pounds and Tons)	Inert Weight (Tons)	Not Inert Weight - Recycled/ Reuse/ Salvage (Tons)	Not Inert Weight - Disposed (Tons)	Photo Reference	Destination Facility	Vendor	Vendor Receipt Number & Date	CM/Inspector Date & Initials	Recycled - Reused - Salvaged (Yes/No)	Disposed (Yes/No)
						Total this page											
						Total all pages											

Note: Attach vendor receipts and weight tickets for each above material entry item.

TABLE B
Daily Recycling Log of Construction & Demolition (C&D) Material
Loads Recycled, Reused, Salvaged or Disposed
Clarifier Number 1

Project:	City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138
Project Address:	701 East 14th Street, Imperial, CA 92251
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:	
CONTRACTOR:	
CONSTRUCTION MANAGER:	
WEEK BEGIN & END DATE:	

Clarifier Number 1

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Daily Load No.	Date	Material Item	Material Type	Inert (Yes/ No)	Not Inert (Yes/ No)	Weight Ticket Number & Date	Material Weight as weighed at scale (Pounds and Tons)	Inert Weight (Tons)	Not Inert Weight - Recycled/ Reuse/ Salvage (Tons)	Not Inert Weight - Disposed (Tons)	Photo Reference	Destination Facility	Vendor	Vendor Receipt Number & Date	CM/Inspector Date & Initials	Recycled - Reused - Salvaged (Yes/No)	Disposed (Yes/No)
						Total this page											
						Total all pages											

Note: Attach vendor receipts and weight tickets for each above material entry item.

TABLE B
Daily Recycling Log of Construction & Demolition (C&D) Material
Loads Recycled, Reused, Salvaged or Disposed
Clarifier Number 2

Project:	City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138
Project Address:	701 East 14th Street, Imperial, CA 92251
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:	
CONTRACTOR:	
CONSTRUCTION MANAGER:	
WEEK BEGIN & END DATE:	

Clarifier Number 2

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Daily Load No.	Date	Material Item	Material Type	Inert (Yes/ No)	Not Inert (Yes/ No)	Weight Ticket Number & Date	Material Weight as weighed at scale (Pounds and Tons)	Inert Weight (Tons)	Not Inert Weight - Recycled/ Reuse/ Salvage (Tons)	Not Inert Weight - Disposed (Tons)	Photo Reference	Destination Facility	Vendor	Vendor Receipt Number & Date	CM/Inspector Date & Initials	Recycled - Reused - Salvaged (Yes/No)	Disposed (Yes/No)
						Total this page											
						Total all pages											

Note: Attach vendor receipts and weight tickets for each above material entry item.

TABLE B
Daily Recycling Log of Construction & Demolition (C&D) Material
Loads Recycled, Reused, Salvaged or Disposed
Sludge Pump Station Building

Project:	City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138
Project Address:	701 East 14th Street, Imperial, CA 92251
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:	
CONTRACTOR:	
CONSTRUCTION MANAGER:	
WEEK BEGIN & END DATE:	

Sludge Pump Station Building

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Daily Load No.	Date	Material Item	Material Type	Inert (Yes/ No)	Not Inert (Yes/ No)	Weight Ticket Number & Date	Material Weight as weighed at scale (Pounds and Tons)	Inert Weight (Tons)	Not Inert Weight - Recycled/ Reuse/ Salvage (Tons)	Not Inert Weight - Disposed (Tons)	Photo Reference	Destination Facility	Vendor	Vendor Receipt Number & Date	CM/Inspector Date & Initials	Recycled - Reused - Salvaged (Yes/No)	Disposed (Yes/No)

TABLE B
Daily Recycling Log of Construction & Demolition (C&D) Material
Loads Recycled, Reused, Salvaged or Disposed
Septic Dump Structure

Project:	City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138
Project Address:	701 East 14th Street, Imperial, CA 92251
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:	
CONTRACTOR:	
CONSTRUCTION MANAGER:	
WEEK BEGIN & END DATE:	

Septic Dump Structure

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Daily Load No.	Date	Material Item	Material Type	Inert (Yes/ No)	Not Inert (Yes/ No)	Weight Ticket Number & Date	Material Weight as weighed at scale (Pounds and Tons)	Inert Weight (Tons)	Not Inert Weight - Recycled/ Reuse/ Salvage (Tons)	Not Inert Weight - Disposed (Tons)	Photo Reference	Destination Facility	Vendor	Vendor Receipt Number & Date	CM/Inspector Date & Initials	Recycled - Reused - Salvaged (Yes/No)	Disposed (Yes/No)
						Total this page											
						Total all pages											

Note: Attach vendor receipts and weight tickets for each above material entry item.

16. TABLE C – WASTE MANAGEMENT SUMMARY REPORT

A Waste Management Summary Report – Table C Chart shall be prepared each Monday for the previous week's demolition work. The Table C Chart includes thirteen columns. The Table C Chart will transfer weight related column information for the previous week from Table B to Table C. The Table C *accumulative* inert and non-inert diversion percentages will be calculated each week. If diversion percentages are not in conformance with the diversion goals the contractor shall determine on how recycling, reuse or salvage methods will be modified to bring the diversion percentages within the diversion percentage goals. The Table C – Waste Management Summary Report Chart is included on the following pages.

TABLE C
Waste Management Summary Report
Construction & Demolition (C&D) Material Recycled, Reused, Salvaged or Disposed

Project:	City of Imperial - Wastewater Treatment Plant Demolition Project - THG #173.138
Project Address:	701 East 14th Street, Imperial, CA 92251
CITY OF IMPERIAL DEMOLITION PERMIT NUMBER:	
CONTRACTOR:	
CONSTRUCTION MANAGER:	
WEEK BEGIN & END DATE:	

1	2	3	4	5	6	7	8	9	10	11	12	13
Week No.	Week Period	Location	Inert Material (Tons)	Non-Inert Material Recycled, Reused or Salvaged (Tons)	Non-Inert Material Disposed at SWIS Approved Landfill (Tons)	Accumulative Inert Material (Tons)	Accumulative Non-Inert Material Recycled, Reused or Salvaged (Tons)	Accumulative Non-Inert Material Disposed at SWIS Approved Landfill (Tons)	Accumulative-All Non-Inert Material - Both Recycled, Reused, Salvaged or Disposed (Columns 8 + 9) (Tons)	Percentage of Inert Material Recycled, Reused or Salvaged (Percent)	Percentage of Non-Inert Material Recycled, Reused or Salvaged (Column 8 divided by Column 10 x 100) (Percent)	Percentage of Non-Inert Material Disposed at SWIS Approved Landfill (Column 9 divided by Column 10 x 100) (Percent)

17. TABLE D – Design Engineers Opinion of Probable Quantity (EEOPQ)

Quantity and weight estimates for several of the largest demolition item contributors were completed for several quantifiable items including the pcc concrete and ductile iron piping, valves, fittings and related items. The quantity estimates were completed to determine the rough, approximate weight of these materials and gain insight as to the magnitude of the demolition work to be completed. Many of the estimates are relying on as-built plans, which may not be completely accurate. There may have been construction improvements completed over the last 40 years for some of the buried or unobservable items which were not recorded (but will require demolition). The quantity and weight estimates are to be considered rough and accurate within 40 percent of the calculated weight of a particular item designation. The Table D EEOPC quantity and weight estimates are included on the following pages.

The contractor is responsible for completing his/her own quantity and weight estimates during the bidding phase and shall be responsible for determining the quantity and weight of each demolition item. The contractor shall rely on his/her quantity and weight estimates to prepare the bid proposal and shall not be allowed additional compensation by claiming the quantity and weight estimates prepared by the contractor during the bidding period was less than the actual quantity and weight of items removed from the project site during the construction period. Furthermore, the contractor will be submitting a “lump sum” bid for this project and will not be compensated for the demolition work to be performed on a unit price basis.

CITY OF IMPERIAL – WASTEWATER TREATMENT PLANT DEMOLITION PROJECT

THG # 173.138

ENGINEERS OPINION OF PROBABLE QUANTITY

The Engineer's Opinion of Probable Quantities is approximate. The Contractor shall be responsible for determining its own quantities and weights during the bidding process.

I. Operation Building.

1. Sawcut the existing P.C.C. sidewalk for the full depth of the P.C.C. sidewalk per Demolition Keynote 1.

   3.89' = 3.89 L.F. **≈ 4 L.F.**

2. Remove and dispose existing P.C.C. sidewalk and steps per Demolition Keynote 2.

   4' x 40.5' = 162 S.F. = 162 S.F X 0.25' = 41 C.F. $\frac{41\ C.F.\ x\ 150\ \#/CF}{2000\ \#/TONS}$ **≈ 3.1 Tons of PCC concrete.**

3. Remove and dispose of the existing break room tile floor and underlying material resulting in a smooth clean underlying concrete floor per Demolition Keynote 3.

   (18.2' X (15.3') = 278.46 S.F. **≈ 277 S.F. of tile floor.**

4. Remove and dispose of the existing break room cabinets and sink all other items associated with the break room and cabinet and sink per Demolition Keynote 4.

   LUMP SUM.

5. Remove and dispose of the existing bathroom interior masonry walls and partitions, including all components mounted to or bordering the walls. See items mounted to or bordering the walls include but are not limited to the bathroom sinks and underlying cabinets, urinals ,water closet, mirrors, soap dispensers, toilet paper holders, paper towel dispensers, shelves, cloth hangers, benches and other items per Demolition Keynote 5.

   LUMP SUM.

6. Remove and dispose of the existing bathroom floor tile and underlying matrial resulting in a smooth clean underlying concrete floor per Demolition Keynote 6.

   LUMP SUM.

7. Remove and dispose of the existing items bordering the laboratory room wall. Remove the refrigerator, eyewash station , cabinets, oven, countertops, shelves, sink, plumbing, and all other items bodering the north east and west walls. The fire extinguisher along the east wall is to be removed and delivered to the imperial wastewater treatment plant chief operator. All electrical panels, electrical transformer and irrigation controller along the south laboratory wall is to remain per Demolition Keynote 7.

   LUMP SUM.

8. Remove and dispose of the existing laboratory room floor paint per Demolition Keynote 8.

   (23.3') X (10.7') = 249.31 S.F. **≈ 250 S.F. of tile floor.**

9. Remove and dispose of the existing concrete retention wall and below grade footing. See Cross Section A-A on plan sheet 29 per Demolition Keynote 9.

   (4' X .5') + (2' X 1.25') = 2 S.F. + 2.5 S.F. = 4.5 S.F. = 4.5 S.F. X 67' = 301.5 C.F.
   = $\frac{301.5\ C.F.\ x\ 150\ \#/CF}{2000\ \#/TONS}$ **≈ 22.6 Tons of PCC concrete.**

10. Sawcut the existing P.C.C. Masonry wall to create a window opening measuring 37″ x 37″, located 44″ above the finished floor to the bottom of the opening. Remove and properly dispose of all materials associated with the opening. Verify exact location and dimensions with the construction management prior to the sawcutting and removal of the masonry wall opening per Demolition Keynote 10.

    3.08' X 4 X 3 = 36.96 L.F. **≈ 37 L.F.**

    3.08' X 3.08' X 0.666 = 6.31 C.F. X 3 = $\frac{19\ C.F.\ x\ 150\ \#/CF}{2000\ \#/TONS}$ **≈ 1.43 Tons of PCC concrete.**

11. Sawcut the existing P.C.C. Masonry wall to create a door opening measuring 34″ x 82″. Remove and properly dispose of all materials associated with the opening. Verify exact location and dimensions with the construction management prior to the sawcutting and removal of the masonry wall opening per Demolition Keynote 11.

    2.8' + 6.8' + 2.8' + 6.8' = 19.2 L.F. **≈ 20 L.F.**

2.8’ X 6.8’ X 0.666 = 12.68 C.F. = $\frac{1.68\ C.F.\ x\ 150\ \#/CF}{2000\ \#/TONS}$ **≈ 0.95 Tons of PCC concrete.**

12. Summary of Concrete of the Operations Building

    Sidewalk and Retention Wall Concrete.

    3.1 Tons + 26.6 Tons = 29.7 Tons **≈ 30 Tons**

    Masonry Wall.

    1.43 Tons + 0.95 Tons = 2.38 Tons **≈ 2.5 Tons**

II. Clarifier Number 1.

1. Sawcut A.C. pavement for the full depth of the A.C. pavement per demolition keynote 1.

   56.5’+12’ = 68.5 L.F. **≈ 69 L.F.**

2. Remove and dispose of A.C. pavement per demolition keynote 2.

   12’ x 17.5’+22’ x 1.6’+$\frac{15\prime.\ X\ 6\prime}{2}$+13’ x 20’ = 210 S.F.+33.2 S.F.+45 S.F.+260 S.F. = $\frac{548.2\ S.F.\ X\ .25\prime}{27}$ **≈ 5 CYD of A.C. Pavement.**

3. Remove and dispose of existing PCC sidewalk per demolition keynote 3.

   $(A = \pi 31.10^2)$ - $(A = \pi 27.85^2)$ + 5.25’ X 26’ = 3038.58 S.F. – 2436.68 S.F. + 136.5 S.F. = 738.40 S.F. = $\frac{738.40\ S.F.\ X\ .25\prime}{27}$ **≈ 7 CYD of PCC concrete.**

4. Remove and dispose of existing Clarifier Number 1 PCC exterior wall, wall footing, launder wall, effluent channel and weir wall including all items attached to these PCC structures. See Section B-B on plan sheet 5 per demolition keynote 4.

   12.26’ X 1.2 + 2 X 1.2 + 0.5’ X 5’ + $\frac{.5\prime.\ X\ 5\prime}{2}$ + 0.5’ X 2’ = 14.712 S.F.+ 2.4 S.F. +

   2.5 S.F. + 1.25 S.F. + 1.0 S.F. = 21.862 S.F. X 175 FT (Circumference) =

   3825.85 C.F.= $\frac{3825.85\ C.F.}{27}$ **≈ 141.7 CYD of PCC concrete.**

5. Remove and dispose of the existing Clarifier Number 1 PCC stairs including the existing handrails and all other items attached to the stairs. See Section D-D on this plan sheet per demolition keynote 6.

   LUMP SUM.

6. Remove and dispose of the existing Clarifier Number 1 PCC effluent box walls, floor and footing. Remove and dispose of the effluent box grating and all other items attached to the effluent box. See Section C-C on this plan sheet per demolition keynote 7.
   7.1 CONCRETE.

   (8.6' X 1.2' X 9.35') +(4' X4'X1.2') = 115.7 C.F. = $\frac{115.7\ C.F.}{27}$ **≈ 4.28 CYD of PCC concrete.**

   7.2 GATE.

   1 EACH.

   6.3 PIPELINE

   1 EACH.

7. Remove and dispose of existing clarifier number 1 PCC sludge hopper structure and all items connected or embedded in the sludge hopper structure. See Detail A on this plan sheet per demolition keynote 8.

   LUMP SUM.

8. Remove and dispose of all mechanical and electrical items within existing Clarifier Number 1 including but not limited to the raker arm, raker arm shaft, clarifier motor and gear reduction box, skimmer arm, steel bridge, electrical conduit and conductors for the clarifier motor, electrical disconnect switch near the electrical motor, electrical light and all other mechanical and electrical components per demolition keynote 9.

   LUMP SUM.

9. Remove and dispose of water faucet and underground water pipeline per demolition keynote 11.

   1 EACH.

10. Summation of Concrete and Asphalt of Clarifier Number 1.

    11.1. From Item 2 – Asphalt

    $\frac{135\ C.F.\ x\ 145\ \#/CF}{2000\ \#/TONS}$ **≈ 10 Tons of Asphalt.**

    11.2. From Items 3,4,5, and 7 – Concrete

    189 C.F.+3825.9 C.F.+115.56 C.F. = 4130.46 C.F. of Concrete.

    $\frac{4130.46\ C.F.\ x\ 150\ \#/CF}{2000\ \#/TONS}$ **≈ 310 Tons of Concrete.**

III. Clarifier Number 2.

1. Sawcut the existing PCC sidewalk for the full depth of the PCC sidewalk per demolition keynotes 1.

   3 L.F.

2. Sawcut the existing PCC Clarifier Number 2 Wall.

   164 L.F + 17 L.F = **181 L.F.**

3. Remove and dispose of existing PCC sidewalk per demolition keynotes 2.

   (($A = \pi 29^2$) - ($A = \pi 26.13^2$)) + (5' X 12.5') +(6' X 19') + (3' X 29') = 497 S.F.+ 62.5 S.F. + 114 S.F. + 87 S.F.= 760.51 S.F. = $\frac{760.51\ S.F.\ X\ .25'}{27}$ **≈ 7 CYD of PCC concrete.**

4. Remove and dispose of existing Clarifier Number 2 exterior wall, effluent channel and weir wall including all items bordering or attached to the exterior wall, effluent channel and weir wall above elevation 934.55. the clarifier exterior wall below elevation 934.55 is to remain. the exterior PCC wall is to be sawcut for the full width of the wall at el. 934.55 prior to commencing the wall demolition. see section e-e on this plan sheet per demolition keynotes 3.

   6' X 1' + 0.5' X 5' + $\frac{.5'.\ X\ 5'}{2}$ + 0.5' X 2.5' = 6 S.F.+ 2.5 S.F. + 1.25 S.F. + 1.25 S.F. = 11 S.F. X 164.25 FT (Circumference) =

   1806.75 C.F.= $\frac{1806.75\ C.F.}{27}$ **≈ 67 CYD of PCC concrete.**

5. Remove and dispose of the Clarifier Number 2 existing PCC stairs including all attached items. See Section F-F on plan sheet 5 per demolition keynotes 4.

   LUMP SUM.

6. Remove and dispose of the Clarifier Number 2 existing PCC effluent box including all attached items above an elevation of 934.55. See Section E-E on plan sheet 5.

   6.1 CONCRETE.

   (6' X 1' X 13.5') +(5' X5'X1') = 106 C.F. = $\frac{106\ C.F.}{27}$ **≈ 4.0 CYD of PCC concrete.**

   6.2 GATE.

   1 EACH.

   6.3 PIPELINE

   1 EACH.

7. Remove and dispose of all Clarifier Number 2 mechanical components within Clarifier Number 2 including but not limited to the steel bridge and handrails, steel supports, centerwell, vertical shaft, gear reduction assembly, skimmer arm, scum box, raker arms and all other items. also remove and dispose of electrical facilities in Clarifier Number 2 including electrical conduits and conductors, motors, flex conduit, disconnect switches, junction boxes and all other electrical items per demolition keynotes 6.

   LUMP SUM.

8. Summation of Concrete of Clarifier Number 1.

   8.1. From Items 3,4, and 6 – Concrete

   189 C.F.+1806.75 C.F.+106 C.F. = 2101.75 C.F. of Concrete.

   $\frac{2101.75\ C.F.\ x\ 150\ \#/CF}{2000\ \#/TONS}$ **≈ 158 Tons of Concrete.**

IV. Sludge Pump Station Building.

IV.I - Sludge Pump Station Building - Demolition

1. Remove and dispose of existing aluminum handrail around the perimeter of the scum pit upper wall. sawcut the aluminum handrail level with the existing top north scum pit wall per demolition keynote 1.

   LUMP SUM.

2. Remove mechanical equipment, piping extruding into the scum pit past the interior wall surfaces, pump floats and electrical circuitry and any other miscellaneous items per demolition keynote 2.

   LUMP SUM.

3. Sawcut existing pipeline extending through the floor slab at the top of floor level. Remove existing piping per demolition keynote 3.

   2 EACH.

4. Remove and dispose of the existing scum pump and all scum pump related items. the scum pump concrete pedestal base shall be removed and disposed of. the existing concrete pump pedestal base shall be removed without damaging the concrete floor beneath the pedestal base. cut and remove any securement expansion bolts or steel dowel pedestal reinforcement level with the PCC floor. restore the concrete surface under the concrete pedestal per construction keynote 7 on plan sheet 7 per demolition keynote 4.

   2 EACH.

5. Remove and dispose of the existing return activated sludge (RAS) pump and all RAS pump related items. the RAS pump concrete pedestal base shall be removed and disposed of. the existing concrete pump pedestal base shall be removed without damaging the concrete floor beneath the pedestal base. cut and remove any securement expansion bolts or steel dowel pedestal reinforcement level with the PCC floor. restore the concrete surface under the concrete pedestal per construction keynote 7 on plan sheet 7 per demolition keynote 5.

   3 EACH.

6. Remove and dispose of the existing waste activated sludge (WAS) pump and all was pump related items. The was pump concrete pedestal base shall be removed and disposed of. The existing concrete pump pedestal base shall be removed without damaging the concrete floor beneath the pedestal base. Cut and remove any securement expansion bolts or steel dowel pedestal reinforcement level with the PCC floor. Restore the concrete surface under the concrete pedestal per construction keynote 7 per demolition keynote 6.

   2 EACH.

7. Remove and dispose of the existing square concrete piping support pier to the concrete floor. the concrete piping support pier shall be removed without damaging the concrete floor beneath the support pier. Cut and remove any securement expansion bolts or steel dowel pier reinforcement level with the PCC floor. Restore the concrete floor surface under the concrete support pier per construction keynote 7 per demolition keynote 7.

   5 EACH.

8. Remove and dispose of the existing 8 inch pipeline. Install an 8 inch blind flange over the end of the existing 8 inch pipeline to remain per construction keynote 1 on plan sheet 7 per demolition keynote 8.

   3 EACH.

9. Remove and dispose of the existing 12 inch pipeline, fittings, valves, reducers, supports and all other items associated with the 12 inch pipeline per demolition keynote 9.

   LUMP SUM.

10. Remove and dispose of the existing 18 inch diameter pipeline to the flange of the existing 18 inch diameter pipeline entering or exiting the sludge pump station lower level. see construction keynote 2 regarding the installation of the 18 inch ductile iron blind flanges per demolition keynote 10.

    2 EACH.

11. Remove all piping, fittings, valves, reducers, pipeline hangar supports and all other items associated with the existing piping in the sludge pump station lower level per demolition keynote 11.

    LUMP SUM.

12. Remove and dispose of the existing modular scrubber and chlorine facility manufactured building and all related components within the manufactured building per demolition keynote 12.

    LUMP SUM.

13. Remove and dispose of existing 4 inch pipeline. install a 4 inch blind flange over the end of the existing 4 inch pipeline to remain per construction keynote 3 on plan sheet 7 per demolition keynote 13.

    2 EACH.

IV.II - Sludge Pump Station Building – Construction

1. Install 8 inch ductile iron blind flange with ductile iron hardware after removal of existing piping per construction keynote number 1 on plan sheet 7.

   3 EACH.

2. Install 18 inch ductile iron blind flange with ductile iron hardware per construction keynote number 2 on plan sheet 7.

   2 EACH.

3. Install 4 inch ductile iron blind flange with ductile iron hardware after removal of existing piping per construction keynote number 3 on plan sheet 7.

   1 EACH.

4. After demolition activities are completed, install native earth in the scum pit in 8 inch lifts to a point 14 inches below the top of the scum pit wall. Compact the native earth to 90 percent of maximum density per ASTM d1557. A compaction test shall be obtained every 16 inches. Additional lifts shall not be placed until previous lifts have attained the specified compaction density. Install 6 inches of PCC concrete over 8 inches of class 2 base at the top of the scum pit. The top of the PCC slab shall be placed level with the top of the scum pit wall. Compact the class 2 base to 95 percent of maximum density per ASTM d1557. A total of one (1) compaction test shall be obtained for the class 2 base prior to the placement of the concrete slab. The concrete shall contain 7 sacks of cement and attain 5,000 psi compressive strength at 28 days curing. The concrete slab surface shall be double troweled followed by a light broom finish.

4.1 Native Soil backfield

$\frac{76.5\ S.F.\ X\ 10.98\ FT}{27}$ = 31.11 X 1.20 = **37 CYD.**

4.2 Class 2 Base Backfilled

$\frac{50.94\ C.F.\ x\ 135\ \#/CF}{2000\ \#/TONS}$ **≈ 3.4 Tons of Class 2 Base.**

4.3 PCC Concrete Base

$\frac{38.25\ C.F.}{27}$ **≈ 1.4 CYD of Concrete.**

5. After the modular scrubber and chlorine facility is removed and disposed of the contractor shall seal all openings in the sludge pump station concrete ceiling and walls from chlorine related piping, sleeves, securement and any other items. a non-shrink grout is to be placed in the full opening void and smoothed level with the concrete slab and ceiling surfaces. per construction keynote number 5 on plan sheet 7.

   LUMP SUM.

6. Prior to the installation of native backfill material in the scum pit the contractor shall fill all openings in the concrete wall surfaces with a non-shrink grout. the non-shrink grout shall be placed in the full opening void and smoothed level with the interior and exterior wall surfaces per construction keynote number 6 on plan sheet 7.

   LUMP SUM.

7. After the removal of the concrete pump pedestals, concrete pipe support piers, and removal of sapling pipeline per demolition keynotes 5,7 and 16 the exposed surface of the underlying concrete pump station floor shall be restored to provide a smooth, uniform finish consistent with the surrounding concrete surface. the concrete floor underlying the removed concrete pump pedestals, piers and removal of sapling pipeline shall be restored per construction keynote number 7 on plan sheet 7.

   LUMP SUM.

8. After the demolition of the pipeline and before the concrete restoration per construction keynote 7, contractor shall fill opening in the concrete floor surfaces with a non-shrink grout. the non-shrink grout shall be placed in the full opening void level with the floor surface per construction keynote number 8 on plan sheet 7.

   2 EACH.

V. Ultraviolet Disinfection Facility

1. Install a Sikadur Combiflex SG-20P High Performance Joint Sealing System, or an approved equal, in accordance with the manufacturer's instructions per construction keynote 1 on plan sheet 8, and following the High Performance Joint Sealing System Installation Sequence of Events.

   12 L.F.

VI. Septic Dump PCC Structure

1. Sawcut existing A.C. pavement for the full depth of the A.C. pavement per demolition keynote 1 on plan sheet 9.

   27 + 18 + 18.5 + 23+ 35 = **122 L.F.**

2. Remove and dispose of existing A.C. pavement per demolition keynote 2 on plan sheet 9.

   5’ x 32’+2’ x 13’+20.5’ x 3.5’+3.5’ x 15’+ 35’ x 3’ + = 160 S.F.+ 26 S.F. +70 S.F. + 52.5 S.F. + 105 S.F.= $\frac{413.5\ S.F.\ X\ .25'}{27}$ **≈ 3.8 CYD of A.C. Pavement.**

3. Remove and dispose of existing PCC sidewalk per demolition keynote 3 on plan sheet 9.

   (9.5’+ 17.5’ + 9.5’) X (4’) = 146 S.F. = $\frac{146\ S.F.\ X\ .25'}{27}$ **≈ 1.35 CYD of PCC concrete.**

4. Existing rock salvaged relocated and placed in an area within the city of imperial water treatment plant determined by the chief plant operator. See plan sheet 2 for illustration of the entire crushed rock area per demolition keynote 4 on plan sheet 9.

   (21.1’) X (48.5’) = 1023.35 S.F. X .75 = 767.51 C.F. = $\frac{767.51\ C.F.\ x\ 131\ \#/CF}{2000\ \#/TONS}$ **≈ 52 Tons crushed rock.**

5. Remove and dispose of existing PCC septic dump structure ceiling, walls and base including the existing steel access grates, 8 inch wastewater valve, and all other septic dump structure related items. where sloped excavation is not feasible due to demolition boundary line constraints, the contractor shall employ vertical or near vertical excavation methods using engineered sheeting, shoring, or shielding systems designed and installed per CAL/OSHA and California code of regulation requirements. excavation work shall be performed in strict accordance with California code of regulations, title 8, section 1541.1 - requirements for protective systems. excavations shall not extend beyond the demolition limits line illustrated on the plans. the contractor shall take all necessary precautions to protect adjacent pipelines, conduits, structures and pavement located beyond the demolition boundary line per demolition keynote 5 on plan sheet 9.

   5.1 CONCRETE

   (38'X 6.83' X 0.66')+(9.5'X9.5'X0.66')+((3.166' X 9.5') - $A = \pi 2.5^2/2$)X9.5' = 171.30 C.F.+59.56 C.F.+99.20 C.F.= 330.059 C.F.

   $\frac{330.059\ C.F.\ x\ 150\ \#/CF}{2000\ \#/TONS}$ **≈ 24.75 Tons of Concrete.**

   5.2 Access Grates

   2 EACH.

6. Remove and dispose of existing 8 inch wastewater valve and associated components per demolition keynote 6 on plan sheet 9.

   1 EACH.

7. Remove and dispose of existing 8 inch flush pipeline with 2 inch relief valve and associated components per demolition keynote 7 on plan sheet 9.

   1 EACH.

8. Summation of Concrete and Asphalt of Septic Dump PCC Structure.

   8.1. From Item 2 – Asphalt

   $\frac{102.6\ C.F.\ x\ 145\ \#/CF}{2000\ \#/TONS}$ **≈ 7.5 Tons of Asphalt.**

   8.2. From Items 3,4,5, and 7 – Concrete

   36.45 C.F.+330.059 C.F. = 366.509 C.F. of Concrete.

$\frac{366.509\ C.F.\ x\ 150\ \#/CF}{2000\ \#/TONS}$ **≈ 27.5 Tons of Concrete.**

VII. Grading, Backfilled

1. Backfill with native material the demolished structures per construction keynotes 1 and 2 on plan sheet 30.

1.1 Operations Building

Do not apply

1.2 Clarifier Number 1

1.2.1 From Section 2 item 2.

$\frac{548.2\ S.F.\ X\ .25'}{27}$ ≈ 5 CYD of A.C. Pavement removal.

1.2.2 From Section 2 item 3.

$\frac{738.40\ S.F.\ X\ .25'}{27}$ ≈ 7 CYD of PCC concrete removal.

1.2.3 Area from Clarifier No.1

($A = \pi 28.83^2$) x 10.5' = 27417.60 C.F. $\frac{27417.60\ C.F.}{27}$ ≈ 1015.5 CYD of Clarifier No.1 PCC concrete removal.

Total of native soil for backfill Section 2

5 CYD +7 CYD +1015.5 CYD = 1027.46 CYD X 1.20 (Shrinkage factor) ≅ **1233 CYD of Native Soil.**

1.3 Clarifier Number 2.

1.3.1 From Section 3 item 3.

$\frac{760.51\ S.F.\ X\ .25'}{27}$ ≈ 7 CYD of PCC concrete.

1.3.2 Area from Clarifier No.2.

($A = \pi 24.8^2$) x 13.5' = 26084.83 C.F. $\frac{26084.83\ C.F.}{27}$ ≈ 996.10 CYD of Clarifier No.1 PCC concrete removal.

Total of native soil for backfill Section 3

7 CYD + 996.10 CYD = 973.10 CYD X 1.20 (Shrinkage factor)**≈ 1168 CYD of Native Soil.**

1.4 Sludge Pump Station Building.

1.4.1 From Section 4.1 item 3.

$\frac{84\ C.F.}{27}$ ≈ 3.1 CYD of PCC concrete removal.

1.4.2 From Section 4.2 item 4.

$\frac{76.5\ S.F.\ X\ 12.15\ FT}{27}$ = 34 CYD.

Total of native soil for backfill Section 4

3.1 CYD + 34 CYD = 37.1 CYD X 1.20 (Shrinkage factor) **≈ 44 CYD of Native Soil.**

1.5 Ultraviolet Disinfection Facility

Do not apply

1.6 Septic Dump PCC Structure

1.6.1 From Section 2 item 3

$\frac{413.5\ S.F.\ X\ .25'}{27}$ ≈ 3.8 CYD of A.C. Pavement removal.

1.6.2 From Section 2 item 3

$\frac{146\ S.F.\ X\ .25'}{27}$ ≈ 1.35 CYD of PCC concrete removal.

1.6.3 Area from Septic Dump PCC Structure.

9.5’ X 9.5’ X 10.66’ = 962.10 CYD.

Total of native soil for backfill Section 6

3.8 CYD + 1.35 CYD + 962.10 CYD = 967.21 CYD X 1.20 (Shrinkage factor) **≈ 1161 CYD of Native Soil.**

TOTAL OF NATIVE SOIL EXCLUDING OPERATIONAL BUILDING, INCLUDING THE 20 PERCENT FOR SHRINKAGE FACTOR.

1,233 CYD +1,168 CYD +44 CYD +1,161 CYD **≈ 3,606 CYD of Native Soil to Backfill.**

2. Install 12 inches of Class 2 Base material in the area previously occupied by the crushed rock and the area previously occupied by the dump structure. Compact the class 2 base to a minimum of 95% maximum dry density in accordance with ASTM d1557. Finish grade the class 2 base using a blade or motor patrol to match the surface grade plane illustrated on 30 plan sheet. See construction keynote 3 on plan sheet 30.

   (18'X20')+(23'X35')+(43'X16') = (360 C.F.+ 805 C.F.+ 688 C.F.) = 1853 C.F. X 1 FT = 1853 C.F.

   $\frac{1853\ C.F.\ x\ 135\ \#/CF}{2000\ \#/TONS}$= 125.07 X 1.20 (Shrinkage factor) **≈ 150 Tons of Class 2 Base.**

3. The contractor shall protect in place the existing backflow preventer and water meter box throughout the duration of construction. See construction keynote 4 on plan sheet 30.

   LUMP SUM.

18. SUBMITTAL DOCUMENTS

The Contractor shall forward all submittal documents to the Engineer for review. The construction schedule submittal shall be prepared for submission at the Pre-Construction Conference. The submittal designating the Contractor's Project Superintendent shall also be prepared for submission at the Pre-Construction Conference. All other submittal documents shall be forwarded to the Engineer for review within 10 calendar days after the issuance of the Notice to Proceed. Following are a list of the submittals to be forwarded by the Contractor for review by the Engineer:

1. Construction Schedule.
2. Contractor's Project Superintendent.
3. Site Specific Asbestos Work Plan.
4. Lead Compliance Program.
5. AJERA/Cal/OSHA Worker Training Certificates.
6. Identify Lead and Asbestos Disposal Facilities.
7. Certified Renovator (Lead-Based Items) to be assigned to the project with approved certification.
8. 3/4 inch crushed rock per Caltrans Requirements, latest revision.
9. PCC Concrete
10. Class 2 Base – ¾ inch per Caltrans Requirements, latest revision.
11. Polymer-Modified cementitious repair mortar.
12. High performance joint sealing system.
13. Six (6) different types of light fixtures as listed on the "Light Fixture Schedule" on Electrical Plan Sheet 25.
14. Batteries and other replacement parts for the existing emergency light fixtures per Demolition Keynote 3 on plan sheet 25.
15. Receptacle and outlet box per Demolition Keynote 4 on electrical plan sheet 25.

The Engineer shall review the submittal documents within 8 calendar days after receipt of the submittal documents. The submittals will be returned to the Contractor and designated: 1. Approved with no exceptions taken. 2. Approved as noted. 3. Revise and resubmit, or 4. Rejected. “Revise and resubmit” or “Rejected” submittal documents shall be modified or prepared and submitted to the Engineer with 8 days after the contractor receives the reviewed submittal. The 8 day Engineer review and 8 day Contractor return time shall continue until the submittal document is approved.

Electronic copies of the email documents shall be submitted to the Engineer. The contractor shall prepare a submittal log and forward it to the Engineer within 10 calendar days after the Notice to Proceed issuance.

Appendix C
Improvement Plans

Plan Sheets 1 through 30 as prepared by The Holt Group, Inc. dated 02/18/2026.

SPECIFICATIONS

1.1 STANDARD SPECIFICATIONS

The work embraced herein shall be done in accordance with the appropriate provisions of construction details as shown in the specifications entitled "State of California, Department of Transportation Standard Specifications 2010" insofar as the same may apply. Also portions of the work shall be done in accordance with the "GREENBOOK" Standard Specifications for Public Works Construction 2021 Edition. These specifications are hereinafter referred to as the Standard Specifications and in accordance with the following provisions:

Whenever in the Standard Specifications the following terms are used, they shall be understood to mean to refer the following:

Department of Public Works or Division of Highways – City of Imperial, California Director

of Public Services – The Director of Public Services of the City of Imperial, California.

Engineer – The City Engineer, acting directly or through properly authorized agents, such agents acting either directly or through properly authorized agents, such agents acting within the scope of the particular duties entrusted to them.

Laboratory – The designated laboratory authorized by the City of Imperial to test materials and work involved in the contract.

State – The City of Imperial, California.

Other terms appearing in the Standard Specifications, the General Conditions and these Special Provisions, shall have the intent and meaning specified in the Sections 1, "Definitions of Terms", Standard Specifications. In case of conflict between the Standard Specifications and these General Conditions and Specifications, the General Conditions and Specifications shall take precedence over and be used in lieu of such conflicting portions.

1.2 SCOPE OF WORK

The work to be done consists of furnishing all materials, equipment, tools, labor and incidentals as required by the contract documents for the construction and installation of a new sewer main pipeline, new sewer manholes and new pump station wet well. The project will also include connecting existing sewer collection system to new sewer main pipeline, new perimeter block wall at new pump station location, other improvements and traffic control around the construction zones. Materials testing will be provided by the CITY.

END OF SPECIFICATIONS

Agenda Item No. C-3

DATE SUBMITTED	3/11/26	COUNCIL ACTION	(X)
SUBMITTED BY	PUBLIC SERVICES	PUBLIC HEARING REQUIRED	( )
DATE ACTION REQUIRED	3/18/26	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
		ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: **DISCUSSION/ACTION:**

Authorize payment to SoCal Gas for Line Extension Contract No. 304745 associated with Claypool Pump Station Installation

BACKGROUND/SUMMARY:

The City of Imperial requested the installation of a natural gas service line connection to support operations at the Claypool Pump Station as part of the Aten Sewer Rehabilitation Project (Bid No. 2025-09; CIP No. 848). The service request has been reviewed and approved. Service will be provided by Southern California Gas Company (SoCal Gas) in accordance with applicable tariff rules and coordinated under SoCal Gas Line Extension Contract No. 304745.

This connection is essential to ensure reliable operation of the pump station, supporting the City's wastewater conveyance system and maintaining the integrity of critical infrastructure.

The total cost of the connection is $46,834.40, which is included in the FY 2025–2026 budget under the Wastewater Treatment Plant (WWTP) Contract Account.

FISCAL IMPACT:

Service Cost = $46,834.40

Wastewater Treatment Plant Contract Account via Collections (55-555-5210).

FINANCE INITIALS: VMS

STAFF RECOMMENDATION:

Approve payment to SoCal Gas for natural gas service line installation to support operations at Claypool Pump Station.

DEPT. INITIALS:

MANAGER'S RECOMMENDATION:

approve

CITY MANAGER's INITIALS:

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

Date Mailed
03/04/2026

Project ID 00000304745
Application Date 12/29/2025

Exhibit A

COST AND ALLOWANCE CALCULATION (ESTIMATES)

(x) Trenching by Applicant
(x) Backfill by Applicant

(x) Gas Only Trench

$ 38489.68	-	$ 720.00	-	$ 0.00	=	$ 37769.68
Project Cost		*** Site Preparation**		**Allowance Applied**		

Advance Required (Refundable)				$ 37769.68
Advance Required (Non-Refundable)				$ 0.00
ITCCA (CIAC Tax)	$ 37769.68	**X**	24 %	= $9064.72
Payment Received				$ 0.00
Total Amount Due				$ 46834.40

* Site preparation reimbursement for applicant provided trench will be treated per Tariff Rules 20 & 21 and payments, if any, will be based on the agreed upon price per foot times the actual footage of the trench used.

Form 3905-D, Effective 09/05 Line Extension Contract #: 00000304745-1

If paying online, go to www.socalgas.com/exhibitA. If paying by mail or in person, detach and return this portion with your payment.

Date Mailed
03/04/2026

THIS BILL IS NOW DUE AND PAYABLE

SoCalGas

CITY OF IMPERIAL
420 S IMPERIAL AVENUE
IMPERIAL, CA 92251

NBMS Project ID 00000304745-1

PLEASE PAY THIS AMOUNT	46834.40

9200030474501000000468344060000 92 000304745 6

Line Extension Contract

Agenda Item No. C-4

DATE SUBMITTED	3/9/26	COUNCIL ACTION	(X)
		PUBLIC HEARING	( )
SUBMITTED BY	Parks and Recreation	REQUIRED RESOLUTION	( )
		ORDINANCE 1ST READING	( )
DATE ACTION REQUIRED	3/18/26	ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:

1. AUTHORIZE STAFF TO SEEK PROPOSALS (RFP) FOR THE IMPERIAL REGIONAL PARK DEVELOPMENT PROJECT

DEPARTMENT INVOLVED: PARKS AND RECREATION

BACKGROUND/SUMMARY:

The City of Imperial owns approximately 143 acres of agricultural land designated as a future site for the Regional Park Project. The project site is located on La Brucherie Rd. between Larsen and Ralph Rd. in the northern portion of the city limits.

As City Council is already aware, the city has been awarded appropriation funding in the amount of 1.5 million dollars. With the support of Congressman Dr. Ruiz and Senator Schiff's office, we will be utilizing the funding allocated to complete the design and technical work for this much needed project.

Please see the attached Staff Report and RFP Document

FISCAL IMPACT: N/A

FINANCE INITIALS

STAFF RECOMMENDATION: It is the department's recommendation for the City Council to authorize staff to seek proposals for the Imperial Regional Park Development Project

DEPT. INITIALS

MANAGER'S RECOMMENDATION: approve dissemination of RFP with potential award to come to council for award

CITY MANAGER's INITIALS

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

STAFF REPORT

To: Honorable Mayor and Members of the City Council

From: Parks and Recreation / Anthony "Tony" Lopez, Director

Date: 3/18/26

Subject: Authorization to Staff to release a Request for Proposals (RFP) for Comprehensive Park Master Planning, Feasibility Analysis, Engineering, and Design Services for the Imperial Regional Park Project

RECOMMENDATION

Staff recommends that the City Council authorize staff to prepare and issue a Request for Proposals (RFP) for professional consulting services to support feasibility analysis, community engagement, master planning, engineering design, and the preparation of construction documents for future park development.

BACKGROUND

The city seeks to evaluate opportunities for future park development and ensure that planning, design, and implementation efforts are supported by robust technical analysis and meaningful community input. To accomplish this, staff proposes issuing an RFP to secure a qualified multidisciplinary consultant team.

The selected consultant will assist the city in assessing site feasibility, developing conceptual and master planning alternatives, preparing engineering-level designs, and supporting the city through the construction documentation process.

DISCUSSION

A. Feasibility & Site Assessment

The consultant will conduct a comprehensive evaluation of the project site(s), including:

- Environmental constraints analysis
- Hydrology and drainage assessment
- Geotechnical review
- Utility availability and infrastructure needs
- Cost-benefit and operational feasibility
- Regulatory and permitting requirements
- Development of a funding strategy to secure financing for selected projects

This phase will help determine the viability of various development options and identify any constraints or opportunities that may influence the master planning process.

B. Community Engagement

To ensure the project reflects community priorities, the consultant will lead a robust public engagement process, including:

- Stakeholder interviews
- Public workshops and surveys
- Preparation of presentation materials and facilitation of outreach events

This engagement will help shape the park's vision, program elements, and design direction.

C. Master Planning & Conceptual Design

The consultant will prepare multiple conceptual layouts and planning scenarios that consider both short- and long-term development objectives. Tasks include:

- Development of multiple conceptual park layouts
- Exploration of various development options and scenarios
- Circulation and access planning
- Integration of habitat and natural resources
- Identification of program elements (trails, sports fields, playgrounds, event spaces, etc.)
- Preparation of detailed financial analysis, including cost estimates, revenue projections, and return-on-investment calculations
- Identification of potential barriers, risks, and mitigation strategies

This phase will culminate in a comprehensive master plan document.

D. Engineering & Technical Design

To advance the preferred master plan toward implementation, the consultant will provide technical design services, including:

- Civil engineering (grading, drainage, utilities)
- Structural engineering (bridges, shelters, overlooks)
- Landscape architecture
- ADA compliance review
- Sustainable design strategies

These efforts will ensure the project is technically feasible and ready for construction documentation.

E. Construction Documents & Support

The consultant will prepare detailed construction documents and provide support during the bidding and construction phases. Deliverables include:

- 30%, 60%, 90%, and final design packages
- Technical specifications
- Bid support and Addenda preparation
- Construction administration services (optional or as needed)

DELIVERABLES

The RFP will require the consultant to provide the following:

- Feasibility report
- Community engagement summary
- Master plan document
- Conceptual renderings
- Engineering drawings and specifications
- Cost estimates and phasing plan

FISCAL IMPACT

The fiscal impact will be determined following receipt of proposals. Staff will return to the City Council with a recommended consultant and contract amount for approval.

CONCLUSION

Authorizing staff to issue the RFP will allow the City to advance its park planning efforts, evaluate development feasibility, and prepare for future capital improvements supported by community input and technical analysis

REQUEST FOR PROPOSAL
FEASIBILITY, DESIGN, AND ENGINEERING SERVICES FOR IMPERIAL REGIONAL PARK DEVELOPMENT PROJECT

Request for Proposal 2026-02
Project Funded By: Federal Appropriation Funds

City of Imperial
Parks and Recreation Department
420 South Imperial Avenue
Imperial, CA 92251
Director of Parks and Recreation, Anthony "Tony" Lopez
Email: alopez@imperial.ca.gov

I. INTRODUCTION

The City of Imperial, California (the "City", "Imperial"), is located in the heart of most urbanized portions of Imperial County, California between the cities of Brawley (to the North) and El Centro (to the South). Imperial was created by the Imperial Land Company and was named by George Chaffey.

The city was plotted in 1902 for home and commercial businesses. Over the years it became the location for the home of the Imperial Irrigation District (IID), the California Mid-Winter Fair and the Imperial County airport (IPL).

The City of Imperial was incorporated as a City on July 12, 1904. It is a General Law City that operates under a Council-Manager form of government. The City of Imperial is committed to promoting and providing for the safety, health, and welfare of its citizens and business community.

The population of the City of Imperial, as of January 2024, is 22,141 (CA Department of Finance). Imperial is a full-service city and encompasses an area of 6.29 square miles.

The proposed project is situated within the official city-limits population of the community; however, the true service area extends far beyond municipal boundaries. While the city itself represents a defined jurisdiction, the proposed park would function as a critical recreational and environmental asset for the broader region. Current demographic analysis shows that an additional **108,337 residents live within a 0–10 mile radius** of the proposed regional park site. This surrounding population would rely on this potential future facility for daily recreation, organized sports, community gatherings, and access to safe outdoor space.

Because of this substantial external user base, the park is best understood not as a neighborhood amenity but as a **regional destination**. Families, youth sports leagues, and visitors from nearby communities regularly would utilize the park's facilities, placing demand on infrastructure that exceeds what would typically be expected for a city-only population. This regional draw underscores the importance of continued investment to ensure the park remains safe, accessible, and capable of meeting the needs of a diverse and growing population.

Enhancing this space will generate measurable regional benefits. Expanded and modernized amenities will:

- Support increased participation in youth and adult recreation programs
- Provide equitable access to safe outdoor spaces for underserved populations
- Strengthening community health outcomes through expanded opportunities for physical activity
- Improve environmental resilience and stewardship through sustainable design
- Boost local and regional economic activity by attracting visitors and hosting events

By addressing both current and future needs, the project ensures that the park continues to serve as a **regional anchor**, supporting quality of life, community identity, and long-term sustainability for the entire surrounding area

II. PROJECT BACKGROUND

The proposed park site consists of approximately 143 acres of undeveloped land currently zoned open space surrounded by future residential and agricultural property. The project aims to create a multi-use regional destination that supports recreation, environmental stewardship, and community gathering spaces.

Please see (**EXHIBIT A)** for project background information and map

III. GENERAL INFORMATION

The City of Imperial ("City") is soliciting proposals from qualified consulting firms to provide **feasibility analysis, master planning, design, and engineering services** for the development of a new **Regional Park** located in [Please see **EXHIBIT A**]. The selected firm will assist the agency in evaluating site potential, developing conceptual and final designs, preparing construction documents, and supporting project implementation

Qualified entities are invited to submit written proposals for consideration in accordance with this request.

Term of Contract and Regulation(s):

Contract Term: For one year from the award date unless terminated or extended in accordance with the provisions listed herein. The City of Imperial reserves the right to renew any resultant contract(s), if mutually agreeable with the consultant, for two (2) additional years in one (1) year increments with price changes limited to Price Changes paragraph below, unless prices are requested for a longer period in this RFP.

The contract will be regulated according to the provisions of all federal, state and local laws and ordinances that are applicable. This includes compliance with prevailing wage rates and their payment in accordance with California Labor Code, Section 1774. All Service Providers and sub-consultant(s) shall pay all workers not less than the general prevailing rate of per diem wages and the general prevailing rate for holiday and overtime work as determined by the Director of the Department of Industrial Relations, State of California, for the type of work performed and the locality in which the work is to be performed, pursuant to Sections 1770 et seq. of the California Labor Code. Prevailing wage rates are available on the Internet at: <http://www.dir.ca.gov>. All Service Providers and sub-

consultant(s) shall comply with the registration and qualification requirements pursuant to Sections 1725.5 and 1771.1 of the California Labor Code.

Price Changes

Prices will be firm for the contract term as specified in paragraph 2 above. After the term of the contract, the Consultant may request price increases that are limited to the increase in the Consultants actual documented cost of doing business or the appropriate CPI or PPI, whichever is lower. Written requests for price increases must be sent by Certified Mail-Return Receipt Requested. The City reserves the right to accept or reject the price increase within fifteen (15) days after receipt of the request. Should the City reject the price increase, the City reserves the right to cancel the contract and award to the next best Offeror or to solicit new proposals. No increase will be effective until approved in writing. Any decrease in the cost of the contract items shall be forwarded to the Purchasing Officer with immediate inception into the contract. Any decrease in pricing shall not be less than the appropriate CPI or PPI.

IV. PROJECT POSTING AND SCHEDULING

This RFP is posted at the City of Imperial website at the following address: https://cityofimperial.org/ under "Connect > Departments > Parks and Recreation > Related Pages > RFP & BID". Consultants wishing to propose in response to this RFP must obtain this document from our website. Since anyone can download the RFP and the City has no method for tracking the distribution, the City is not able to maintain a list of potential consultants and/or proposers and cannot provide individual notification of amendments or addendums to this RFP.

The City will therefore post any addendums to the RFP on the above-mentioned website. All consultants shall refer to the website to verify all addendums that have been issued and that they have acknowledged all such addendums in their proposal.

PROPOSED SCHEDULE OF EVENTS

EVENT	DATE
Issue Request for Proposal	March 23, 2026
Last Day for Request(s) for Clarification ***must be submitted in writing via email to alopez@imperial.ca.gov***	April 24, 2026(2:00pm PST)
Proposal Due	May 15, 2026(3:00pm PST)
Consultant Selection	May 2026
City Awards Contract(s)	June 2026

V. SCOPE OF SERVICES

Project background and Map of project location is attached as EXHIBIT A.

The selected consultant will be expected to perform the following tasks:

A. Feasibility & Site Assessment

- Environmental constraints analysis
- Hydrology and drainage assessment

- Geotechnical review
- Utility availability and infrastructure needs
- Cost-benefit and operational feasibility
- Regulatory and permitting requirements
- Develop a funding strategy to secure financing for the implementation of selected development projects

B. Community Engagement

- Stakeholder interviews
- Public workshops and surveys
- Presentation materials and facilitation

C. Master Planning & Conceptual Design

- Development of multiple conceptual park layouts
- Explore various development options and scenarios, considering both short and long-term objectives
- Circulation and access planning
- Habitat and natural resource integration
- Program elements (trails, sports fields, playgrounds, event spaces, etc.)
- Prepare a detailed financial analysis, including cost estimates, revenue projections, and return on investment calculations
- Identify potential barriers, risks, and mitigation strategies to ensure successful implementation

D. Engineering & Technical Design

- Civil engineering (grading, drainage, utilities)
- Structural engineering (bridges, shelters, overlooks)
- Landscape architecture
- ADA compliance
- Sustainable design strategies

E. Construction Documents & Support

- 30%, 60%, 90%, and final design packages
- Technical specifications
- Bid support and addenda
- Construction administration (optional or as needed)

4. Deliverables

- Feasibility report
- Community engagement summary
- Master plan document
- Conceptual renderings
- Engineering drawings and specifications
- Cost estimates and phasing plan

5. Proposal Requirements

Proposals must include the following:

- **Cover letter**
- **Firm qualifications** and relevant experience
- **Project team** and resumes
- **Project approach and methodology**
- **Proposed schedule**
- **Cost proposal** (itemized by task)
- **References** for similar projects

Following due notification by the Parks and Recreation Director, or his duly authorized representative, services shall include, but are not necessarily limited to, those items noted below.

Supervision and Labor

The contractor shall be required to provide a sufficient number of competent and adequately skilled workers who are capable of performing the work described in this specification in a workmanlike manner, to furnish competent and adequate supervision of his workers and the equipment, tools and safety devices they employ, and to provide for the satisfactory availability and timely performance of workers and applicable materials/equipment.

Qualified firms must have a team to include the following

1. Project Leadership & Management

- **Project Manager / Principal-in-Charge** — Oversees full scope, manages schedule, budget, QA/QC, and client coordination. Must have deep experience leading complex planning and engineering projects.
- **Deputy Project Manager** — Supports PM, coordinates subconsultants, manages workflow, and ensures deliverable quality.

2. Feasibility & Site Assessment Team

- **Environmental Scientist / Environmental Planner** — Leads environmental constraints analysis, regulatory pathways, permitting strategy.
- **Hydrologist / Water Resources Engineer** — Conducts hydrology, drainage, stormwater, and floodplain assessments.
- **Geotechnical Engineer** — Reviews soils, subsurface conditions, and geotechnical risks.
- **Civil Engineer (Site Development)** Evaluates utilities, infrastructure needs, grading feasibility.
- **Financial Analyst / Economist** — Performs cost-benefit analysis, operational feasibility, ROI modeling, and funding strategy development.
- **Regulatory Specialist** — Advises on federal, state, and local permitting requirements.

3. Community Engagement Team

- **Community Engagement Lead** — Designs and manages stakeholder outreach, public workshops, and engagement strategy.
- **Facilitator / Public Involvement Specialist** — Conducts interviews, moderates workshops, and synthesizes community input.
- **Graphic Designer / Communications Specialist** — Prepares presentation materials, visual summaries, and survey tools.

4. Master Planning & Conceptual Design Team

- **Urban Planner / Park Planner** — Leads conceptual layouts, program development, and scenario planning.
- **Landscape Architect** — Integrates natural resources, habitat, circulation, and park programming into conceptual designs.
- **Transportation Planner / Access Specialist** — Evaluates circulation, multimodal access, and parking strategies.
- **Environmental Scientist (Natural Resources)** Ensures habitat integration and resource protection.
- **Cost Estimator** — Prepares conceptual and detailed cost estimates, phasing plans, and financial projections.
- **Risk & Mitigation Specialist** — Identifies barriers, risks, and mitigation strategies.

5. Engineering & Technical Design Team

- **Civil Engineer (Design Lead)** Responsible for grading, drainage, utilities, and site engineering.
- **Structural Engineer** — Designs bridges, shelters, overlooks, and other structural components.
- **Landscape Architect (Technical Design)** Produces detailed planting, irrigation, and site design plans.
- **ADA / Accessibility Specialist** — Ensures compliance with ADA and universal design standards.
- **Sustainability Specialist** — Integrates sustainable design strategies, low-impact development, and green infrastructure.

6. Construction Documents & Support Team

- **CAD/BIM Manager** — Oversees drawing production standards and coordination.
- **Specifications Writer** — Prepares technical specifications for all design packages.
- **Construction Administrator** — Provides bid support, responds to RFIs, reviews submittals, and supports construction oversight.
- **Quality Assurance/Quality Control Reviewer** — Senior-level reviewer ensuring accuracy and compliance at 30%, 60%, 90%, and final design stages.

7. Deliverables Management & Production

- **Technical Writer / Editor** — Produces feasibility reports, engagement summaries, and master plan documents.

- **Visualization Specialist** — Creates conceptual renderings, diagrams, and graphics for presentations and final documents.

Summary Table

Functional Area	Required Roles (10+ Years Experience)
Project Management	Project Manager, Deputy PM
Feasibility & Assessment	Environmental Scientist, Hydrologist, Geotechnical Engineer, Civil Engineer, Financial Analyst, Regulatory Specialist
Community Engagement	Engagement Lead, Facilitator, Communications Specialist
Master Planning	Urban Planner, Landscape Architect, Transportation Planner, Cost Estimator, Risk Specialist
Engineering & Design	Civil Engineer, Structural Engineer, Landscape Architect (Technical), ADA Specialist, Sustainability Specialist
Construction Docs	CAD/BIM Manager, Specifications Writer, Construction Administrator, QA/QC Reviewer
Deliverables	Technical Writer, Visualization Specialist

VI. RESPONSIBILITIES OF THE CITY

1. The City will direct the development of the project(s), provide management oversight, and conduct administrative arrangements only.

2. The City will pay an agreed upon amount normally within 30 days after receipt of an invoice.

3. The City will not provide dedicated workplace facilities, but upon request will provide a conference room for meetings with the Department, consultant and other appropriate agencies.

4. The City reserves the right to perform any portion of the scope of work by City personnel or other consultants should the City determine it would be in the best interest of the City to do so.

VII. SUBMISSION REQUIREMENTS

Proposals and all other information and documents submitted in response to this RFP are subject to the California Public Records Act, which generally mandates the disclosure of documents in the possession of the City upon the request of any person, unless the content of the document falls within a specific exemption category.

Three (3) hardcopies and one (1) PDF on USB of the Proposal must be submitted containing the following elements:

- Proposers must submit three (3) bound copies of their proposal to the City for review.
- 8-1/2" x 11" sheet sizes should be used for the text, with 11" x 17" sheet sizes for any fold-out drawings.

- The proposal shall be limited to twenty-five (25) double-sided pages. Resumes for proposed personnel, tabs, and cover/back pages will not be counted towards the page limit.
- Proposals should be as concise as possible and specific to this project.

LETTER OF TRANSMITTAL

A Letter of Transmittal shall be addressed to Anthony Lopez, Director of Parks and Recreation. At a minimum, the proposal must contain the following information:

- Identification of the proposing Consultant who will have contractual responsibility with the City. Identification shall include the legal name of the company, corporate address, telephone number, and email address of the contact person identified during the period of proposal evaluation.
- A statement representing that the Consultant has thoroughly examined and become familiar with the work required in this RFP and is capable of performing quality work to achieve the objectives of the City.
- Acknowledgement of receipt of all addenda, if any.
- A statement to the effect that the proposal shall remain valid for a period of not less than ninety (90) days from the date of submittal.
- Signature of the official authorized to bind Consultant to the terms of the proposal.
- Signed statement attesting that all information submitted with the proposal is true and correct.

WRITTEN PROPOSAL

Cost proposal shall be provided in separate sealed envelope accompanying submitted proposal.

The Proposal shall consist of the following sections:

1. Letter of Transmittal. Contents of the Letter of Transmittal listed above.
2. Firm Structure and History. Including the firm's experience managing projects similar in magnitude and scope, key personnel and structure (organization chart), credentials, background, and ownership of the firm.
3. Key personnel. List qualifications of personnel with resumes and a breakdown of responsibilities. The Firm's project manager, who will be responsible for planning, coordinating, and conducting the majority of the work, must be identified and committed to the project. The City must approve changes to key personnel committed to work on the project subsequent to award of contract. Resumes must be submitted for key personnel who will be assigned to this project.
4. A narrative briefly describing the proposed approach using general descriptions for the activities.
5. A list of proposed sub-consultants, sub-contractors, suppliers, and manufacturers, including their qualifications pertinent to this project.
6. A client reference list from previous City / Government Agency projects of similar scope and magnitude. List should include key personnel-contacts and their position with the agency.
7. A Fee Schedule of the Consultant's Hourly / Standard Rates *(inclusive of reimbursement costs for mileage, printing, telephone, photographs, postage, and delivery)*

   or

8. Prices for provision of services that are "all-inclusive" of all costs, including but not limited to supervision, equipment, overhead-profit
9. Evidence of compliance with City insurance requirements *(Certificate of Insurance)*
10. Exceptions and Deviations. Contractor shall state any exceptions or deviations from the requirements of this RFP, segregating "technical" exceptions from "contractual" exceptions. Where the Consultant wishes to propose alternative approaches to meeting the City's technical or contractual requirements, these shall be thoroughly explained. If no contractual exceptions are noted, Consultant will be deemed to have no objection to the contract requirements as set forth in **EXHIBIT C**, "Sample Professional Services Agreement."
11. Proposal Acknowledgement Form. Contractor shall complete and submit **EXHIBIT B**, "Proposal Acknowledgement Form." Failure to submit this signed form will result in the disqualification of the Consultant's proposal.

VIII. REVIEW OF PROPOSALS

After the Proposals are received and opened by the City, the City shall review and evaluate all Proposals for completeness and responsiveness to this RFP in order to determine whether the Contractor possesses the professional qualifications necessary for the satisfactory performance of the services required. The City shall also investigate qualifications of all Contractors to whom the award is contemplated. The City will not be responsible for any of the Contractor's cost for the preparation of a Proposal in response to the RFP. The City reserves the right to reject any or all proposals submitted.

Factors to be considered in the selection process include:

- Quality & thoroughness of the proposal.
- Experience and past performance in completing projects of a similar type, size and complexity.
- Demonstrated capacity to deliver high-quality work within a preset timeline.
- Results of reference checks
- Cost & budget proposal

IX. SELECTION PROCESS

Per California law, the procurement of Professional Services must be selected on the basis of qualifications, or Qualifications Based Selection (QBS) in accordance with Public Law 92-582. The procurement of Professional Services can be one-time or multi-year.

The City reserves the right to require in-person interviews with Contractors, if deemed necessary, after the evaluation of the written proposals.

Each RFP will be reviewed to determine if it meets the submittal requirements contained within this RFP. Failure to meet the requirements for the RFP will be cause for rejection of the proposal. The city may reject any proposal if it is conditional, incomplete, or contains irregularities. The City may waive an immaterial deviation in a proposal, but this shall in no way modify the proposal document or excuse the Consultant from compliance with the contract requirements if the Consultant is awarded the contract.

Prior to the start of work, the selected consultant will be required to execute an Agreement for Services with the City. The consulting firm must review the sample consulting agreement attached and minimum

insurance amounts. No modification requests to material terms of agreement will be made. The agreement shall not be in force until contracting is approved by the City of Imperial Council and after written authorization to proceed has been provided.

Prior to submittal, for Council approval, of the agreement with the City, the successful firm must provide evidence of insurance coverage as noted in the insurance requirements exhibit. The successful firm will be required to maintain the required coverages, at its sole cost and expense, throughout the entire term and any subsequent modification terms of the contract.

Insurance requirements noted in insurance exhibit are based on projected City estimates. Insurance amounts may be adjusted once the final cost and fees proposal is reviewed. Any contract resulting from this RFP will be financed with funds available to the City through project specific sources.

X. SUBMISSION DEADLINE

To be considered, the Consultant must submit in SEALED envelope three (3) hardcopies and one (1) PDF copy on USB of the Service Proposal to the following office by 3:00pm PST on April 13, 2026:

City of Imperial – City Hall
420 S. Imperial Ave
Imperial, CA 92251
Attention: Anthony "Tony" Lopez

The proposal outer envelope shall be labeled:

"Feasibility, Design, and Engineering Services for Imperial Regional Park Development Project"

Cost proposal shall be provided in separate sealed envelope accompanying submitted proposal.

The proposal must be received at the office listed above no later than the date and time outlined within this RFP.

There is no expressed or implied obligation for the City to reimburse firms for any expenses incurred in preparing proposals in response to this request. Materials submitted by respondents are subject to public inspection under the California Public Records Act (Government Code Sec. 6250 et seq.). Any language purporting to render the entire proposal confidential or proprietary will be ineffective and disregarded.

The City reserves the right to retain all proposals submitted, and to use any idea in a proposal, regardless of whether the proposal was selected. Submission of a proposal indicates acceptance by the firm of the conditions contained in the RFP, unless clearly and specifically noted in the proposal submitted and confirmed in the contract between the City and the selected firm.

All property rights, including publication rights of all reports produced by the selected firm in connection with services performed under this agreement, shall be vested in the City.

XI. REQUEST FOR ADDITIONAL INFORMATION

All questions and/or inquiries regarding this RFP shall be directed to:

Anthony "Tony" Lopez
Director of Parks and Recreations
Email: alopez@imperial.ca.gov

All questions and/or inquiries shall be submitted by 2:00pm PST on April 6, 2026

Consultants are responsible for verifying receipt of any addenda issued. Confirmation of receipt of all addenda is part of the Proposal Acknowledgement Form **(EXHIBIT B).**

XII. PAYMENT TO CONSULTANT

The City will pay the Consultant for work completed. Payment will be based on hourly rate for work completed associated with each applicable task as identified.

Reimbursement costs such as mileage, printing, telephone, photographs, postage and delivery, are to be included in the "Not-to-Exceed Fixed Fee."

All tasks including labor and reimbursable costs such as mileage, printing, telephone, photographs, postage, and delivery shall be supporting documentation presented at the time payment is requested.

The City will pay the Consultant for all acceptable services rendered in accordance with the Agreement/RFP.

When the Consultant is performing, or is requested to perform, work beyond the scope of services, those services shall be identified as additional services and invoiced in accordance with the description listed above.

XIII. TERMINATION FOR CONVENIENECE OF THE CITY

The City reserves the right to terminate the "Professional Services Agreement" for the "convenience of the City" at any time by giving thirty (30) days written notice to the Consultant of such termination and specifying the effective date thereof. All finished or unfinished drawings, maps, documents, field notes, and other materials produced and procured by the Consultant under the said aforementioned Agreement is, at the option of the City, City property and shall be delivered to the City by the Consultant within ten (10) working days from the date of such termination.

XIV. INDEPENDENT CONTRACTOR

The Contractor's relationship to the City in the performance of the Contractor's services for this project is that of an independent contractor. The personnel performing said services shall at all times be under the Contractor's exclusive direction and control and shall be employees of the Contractor, not employees of the City. The Contractor shall pay all wages, salaries, and other amounts due its employees in connection with the performance of said work and shall be responsible for all employee reports and obligations, including, but not limited to, Social Security, income tax withholding, unemployment compensation, and Workers' Compensation.

XV. GENERAL CONDITIONS

Pre-contractual expenses are defined as expenses incurred by the Consultant in: (1) preparing the proposal; (2) submitting the proposal to the City; (3) presenting during the selection interview; (4) negotiating with the City on any matter related to the proposal; (5) any other expenses incurred by the Consultant prior to an executed Agreement, and (6) attendance of City Council for Award of Contract.

The City shall not, in any event, be liable for any pre-contractual expenses incurred by the Contractor. Services shall not commence until the Agreement for Professional Contractor Services has been executed by the City.

The Contractor is responsible for notifying Underground Service Alert and providing proper traffic control, at no additional expense to the City.

The City reserves the right to withdraw this RFP at any time without prior notice. Further, the City makes no representations that any Agreement will be awarded to any Consultant responding to this RFP. The City expressly reserves the right to postpone reviewing the proposals for its own convenience and to reject any and all proposals responding to this RFP without indicating any reasons for such rejection(s). Any contract awarded for these Contractor engagements will be made to the Contractor who, in the opinion of the City, is best qualified

XVI. PREVAILING WAGES

Certain labor categories under this project are subject to prevailing wages as identified in the State of California Labor Code commencing in Section 1770 et. seq. These labor categories when employed for any work on or in the execution of a "Public Works" project require payment of prevailing wages including but not limited to, testing, potholing and non-design work.

XVII. CLOSING ITEMS

Clarification desired by a respondent relating to definition or interpretation shall be requested in writing via email with sufficient time to allow for a response and prior to the RFP due date. All requests for information are to be submitted no later than 2:00pm on April 6, 2026. Oral explanation or instructions shall not be considered binding on behalf of the City.

Any modifications to this solicitation will be issued by the City as a written addendum and posted to the City of Imperial website: https://cityofimperial.org/ under "Connect > Departments > Parks and Recreation > Related Pages > RFP & BID".

The City will not consider proposals received after the specified date and time. An amendment is considered a new proposal and will not be accepted after the specified date and time. Any contract resulting from this RFP will be financed with funds available to the City through project specific sources.

This RFP does not commit to the City of Imperial to award a contract or pay any costs associated with the preparation of a proposal.

The City reserves the right to cancel, in part or in its entirety, this solicitation should this be in the best

interest of the City.

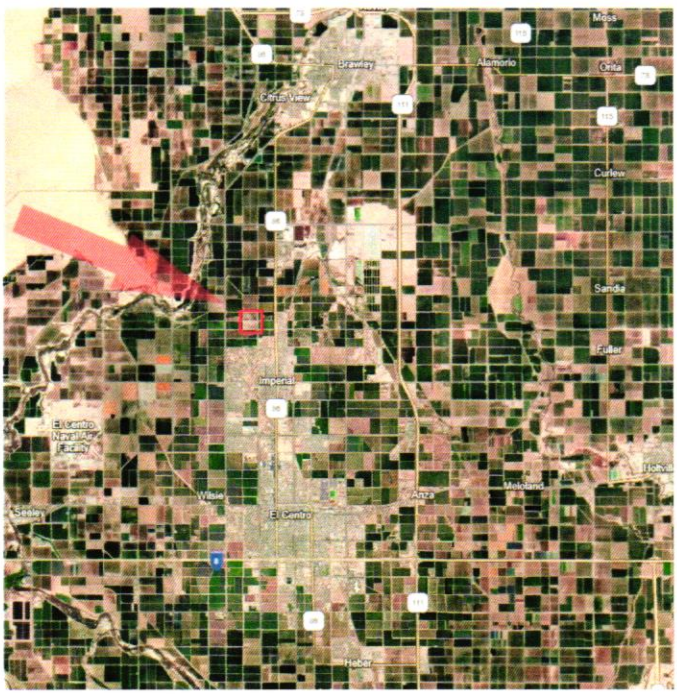
Questions concerning this RFP are to be directed to Anthony Lopez, Director of Parks and Recreation, with the City of Imperial, contact via electronic mail to alopez@imperial.ca.gov.

"EXHIBIT A"

Enhancing Community Life Through the City of Imperial Regional Park Development

Executive Summary

The City of Imperial Regional Park is a visionary initiative designed to transform an underutilized farmland parcel into a vibrant community hub. The project will serve a direct population of 21,233 and benefit a broader regional population of 179,057 (with the city representing 11.9% of Imperial County). By creating new recreational and educational opportunities, the park will improve public health and stimulate economic growth. Facilities will include Community center, pool facility, mixed-use trails, multi-purpose fields, basketball courts, a botanical garden, amphitheater, playground, picnic tables, benches, gazebos, and shade structures. In addition, a strong public outreach strategy—including an active social media campaign and two town hall meetings—is in place to ensure widespread community engagement.



Introduction

The City of Imperial is a culturally diverse community with a deep sense of pride and ambitious aspirations for the future. Historically underserved, especially by recreational spaces that benefit seniors and at-risk youth, the community now stands on the brink of transformation. The City of Imperial Regional Park will not only create an inclusive recreational haven but also drive organic, grassroots community engagement, uniting residents and fostering regional growth.

Problem Statement

The lack of accessible quality recreational spaces in Imperial County significantly affects public health, community cohesion, and youth and senior engagement. This dearth of green spaces inhibits healthy lifestyles and social interaction, further amplifying the disparities in this disadvantaged population. Addressing these issues through the development of the City of Imperial Regional Park is imperative to nurturing a cohesive, thriving community.

Proposed Solution

The park will serve as a state-of-the-art facility featuring:

- **Mixed-Use Trails:** For pedestrians and bicyclists, promoting active transportation and fitness.
- **Community/ Recreation Center:** Facilitating indoor acitvies for all ages in a region where extreme climate conditions limit outdoor activities by providing accessible programs and shared spaces, the center will strengthen neighborhood cohesion, support youth and seniors, promote healthy lifestyles, and enhance the overall quality of life for resident
- **Pool Facility:** Through the facilitation of aquatics where families, neighbors, and friends gather, strengthening community ties.
- **Large Multi-Purpose Fields:** For sports, community events, and various physical activities.
- **Basketball Courts:** Facilitating organized sports and active recreational opportunities.
- **Botanical Garden:** Providing an educational and visibly serene space that celebrates local biodiversity.
- **Amphitheater:** Offering a venue for cultural events, performances, and community gatherings.
- **Playground:** Ensuring secure, engaging settings for children.
- **Additional Amenities:** Including new picnic tables, benches, gazebos, and shade structures for comfort and community relaxation.



Public Outreach and Community Engagement

In ensuring the park meets the community's needs, a comprehensive outreach plan is integral to the project:

- **Social Media Campaign:** A dynamic campaign will be launched across Facebook, Instagram and local community forums. Frequent updates, live streams, interactive Q&A sessions, and engagement-focused posts will gather public input and keep residents informed of progress, milestones, and opportunities for input.
- **Town Hall Meetings:** Two town hall meetings have been tentatively scheduled to maximize community input:
    - **Two early planning meetings:** Tentatively scheduled for **May 15 and May 29, 2025**. The meetings will introduce the project's vision, gather initial feedback, and discuss local needs.

Political and Community Support

The City of Imperial Regional Park has garnered significant endorsement from local and state leaders:

- **California State Senator Stephen C. Padilla** has provided a letter of support, emphasizing the park's potential to enhance community well-being and drive regional development.
- **Assemblyman Jeff Gonzalez** has also issued a letter endorsing the project, underlining its importance in addressing local public health disparities and promoting civic pride.
- **Local Imperial School District Superintendent Bryan Thomason** has shared his support, recognizing the park's value in creating educational and extracurricular opportunities for local youth.

These endorsements not only validate the vision behind the park but also strengthen its potential to secure further support and funding from governmental and community sources.

Benefits

Social Benefits:

- **Civic Pride:** The Park will serve as a focal point for community identity and cultural exchange.
- **Inclusive Spaces:** Tailored amenities ensure that seniors, at-risk youth, and families are all provided for, building stronger community bonds.

Health Benefits:

- **Enhanced Physical Activity:** Ample green space encourages exercise and reduces risks associated with a sedentary lifestyle.

- **Improved Mental Well-Being:** The natural environment, combined with community engagement, supports positive mental health outcomes.

Economic Benefits:

- **Employment Opportunities:** The project will generate extensive construction jobs and create long-term maintenance roles.
- **Local Business Growth:** Increased foot traffic will boost revenue for markets, restaurants, and service providers.
- **Efficient Land Utilization:** Reclaiming underutilized farmland for community use will spur regional economic revitalization.

Implementation Plan

The project will follow a phased approach for execution to include:

1. **Planning and Design:**
    - Incorporate community and stakeholder feedback, particularly from the initial town hall and social media channels.
    - Finalize conceptual layouts using recommended maps to guide the spatial planning and infrastructure integration.
2. **Construction:**
    - Engage local and regional construction companies, thus stimulating employment and economic activity.
    - Adhere to a timeline with clear milestones for developing trails, sports facilities, and public amenities.
3. **Ongoing Management:**
    - Collaborate with local businesses and community organizations for coordinated maintenance and programming.
    - Launch educational initiatives in the botanical garden and amphitheater, ensuring long-term community benefits.

Call to Action

The City of Imperial Regional Park is a transformative initiative that invites community members, local leaders, and regional stakeholders to join forces in bringing this vision to life. Whether through financial contributions, active advocacy, or volunteer participation, your support is essential to creating a lasting legacy of health, unity, and growth. Embrace the opportunity to shape a future where every resident benefits from a thriving, accessible public space.

Conclusion

Transforming an underutilized farmland parcel into the City of Imperial Regional Park represents a bold step toward a healthier, more united community. With extensive amenities designed to foster recreational, educational, and economic growth, this project promises lasting benefits. Backed by

endorsements from trusted local leaders such as California State Senator Stephen C. Padilla, Assemblyman Jeff Gonzalez, and Imperial School District Superintendent Bryan Thomason, and supported by comprehensive public outreach efforts—including a social media campaign and town hall meetings on **May 15, 2025** and **May 29, 2025**—the park is poised to become a treasured asset. Through detailed planning and community engagement, this initiative will redefine public spaces and elevate community life for years to come.

EXHIBIT B

PROPOSAL ACKNOWLEDGEMENT FORM

The Proposer hereby acknowledges receipt of addenda number(s) _____, if any.

By signing below, the Proposer agrees to all terms and conditions in this RFP, except where expressly described in the Proposer's Services Proposal.

_____ Original Signature by Authorized Officer/Agent	_____ Vendor's Tax ID Number (FEIN)
_____ Type/Print Name of Signatory	_____ Company Name
_____ Title	_____ Phone Number
_____ Consultant Mailing Address	_____ Fax Number
_____ Website Address	_____ E-mail Address

Form of Business (mark one of the following):

☐ Sole Proprietor/Individual
☐ Partnership
☐ Corporation
☐ Limited Liability Company (LLC)

If a corporation, the State where it is incorporated: _____

EXHIBIT C

SAMPLE PROFESSIONAL SERVICES AGREEMENT

This PROFESSIONAL SERVICE AGREEMENT ("AGREEMENT") is made and entered by and between the City of Imperial, a municipal corporation of the State of California ("Agency") and_____. ("CONSULTANT").

RECITALS

WHEREAS, Agency desires to engage Consultant to perform certain professional services, as provided herein; and

WHEREAS, the Consultant is qualified and desires to accept such engagement

Now, THEREFORE, in consideration of the mutual covenants and conditions set forth herein, the parties agree as follows:

I. TERM This AGREEMENT shall commence on ____ day of _____2026 and shall remain and continue in effect until tasks described herein are completed, but in no event later than _____ unless sooner terminated pursuant to the provisions of this AGREEMENT.

II. SERVICES

CONSULTANT shall perform the tasks described and set forth in Exhibit A, attached hereto and incorporated herein as though set forth in full. CONSULTANT shall complete the tasks according to the schedule of performance which is also set forth in Exhibit A. To the extent that Exhibit A is a proposal from CONSULTANT, such proposal is incorporated only for the description of the scope of services and no other terms and conditions from any such proposal shall apply to this AGREEMENT unless specifically agreed to in writing.

III. PERFORMANCE

CONSULTANT shall at all times faithfully, competently and to the best of his/her ability, experience, and talent, perform all tasks described herein. CONSULTANT shall employ, at a minimum, generally accepted standards and practices utilized by persons engaged in providing similar services as are required of CONSULTANT hereunder in meeting its obligations under this AGREEMENT.

IV. AGENCY MANAGEMENT

Agency's City Manager shall represent AGENCY in all matters pertaining to the administration of this AGREEMENT, review and approval of all products submitted by CONSULTANT. Agency's City Manager shall be authorized to act on AGENCY's behalf and to execute all necessary documents which enlarge the Tasks to Be Performed or change CONSULTANT's compensation, subject to Section V hereof.

V. PAYMENT

A. CONSULTANT shall not be compensated for any services rendered in connection with its performance of this AGREEMENT which are in addition to those set forth herein, unless such additional services are authorized in advance and in writing by the Agency Manager. CONSULTANT shall be compensated for any additional services in the amounts and in the manner as agreed to by Agency Manager and CONSULTANT at the time AGENCY's written authorization is given to CONSULTANT for the performance of said services. The Agency Manager may approve additional work but in no event shall the total amount to be paid pursuant to this AGREEMENT exceed ten-thousand dollars ($10,000.00) without prior approval by the Agency City Council.

B. CONSULTANT shall submit an invoice in an amount not to exceed _____ upon completion of Tasks called for by this AGREEMENT. Payment shall be made within thirty (30) days of receipt of each invoice as to all non-disputed fees. If the AGENCY disputes any of CONSULTANT's fees it shall give written notice to CONSULTANT within thirty (30) days of receipt of an invoice of any disputed fees set forth on the invoice. Any final payment under this AGREEMENT shall be made within thirty (30) days of receipt of an invoice therefore.

VI. SUSPENSION OR TERMINATION OF AGREEMENT WITHOUT CAUSE

A. The AGENCY may at any time, for any reason, with or without cause, suspend or terminate this AGREEMENT, or any portion hereof, by serving upon the CONSULTANT at least five (5) days prior written notice. Upon receipt of said notice, the CONSULTANT shall immediately cease all work under this AGREEMENT, unless the notice provides otherwise. If the AGENCY suspends or terminates a portion of this AGREEMENT such suspension or termination shall not make void or invalidate the remainder of this AGREEMENT.

B. In the event this AGREEMENT is terminated pursuant to this Section, the AGENCY shall pay to CONSULTANT the actual value of the work performed up to the time of termination, provided that the work performed is of value to the AGENCY. Upon termination of the AGREEMENT pursuant to this Section, the CONSULTANT will submit an invoice to the AGENCY pursuant to Section V.

VII. DEFAULT OF CONSULTANT

A. The CONSULTANT's failure to comply with the provisions of this AGREEMENT shall constitute a default. In the event that CONSULTANT is in default for cause under the terms of this AGREEMENT, AGENCY shall have no obligation or duty to continue compensating CONSULTANT for any work performed after the date of default and can terminate this AGREEMENT immediately by written notice to the CONSULTANT. If such failure by the CONSULTANT to make progress in the performance of work hereunder arises out causes beyond the CONSULTANT's control, and without fault or negligence of the CONSULTANT, it shall not be considered a default.

B. If the AGENCY Manager, or his designee, determines that the CONSULTANT is in default in the performance of any of the terms or conditions of this AGREEMENT, he/she shall cause to be served upon the CONSULTANT a written notice of the default. The CONSULTANT shall

have five (5) days after service upon it of said notice in which to cure the default by rendering a satisfactory performance. In the event that the CONSULTANT fails to cure its default within such period of time or fails to present the AGENCY with a written plan for the cure of the default, the AGENCY shall have the right, notwithstanding any other provision of this AGREEMENT, to terminate this AGREEMENT without further notice and without prejudice to any other remedy to which it may be entitled at law, in equity or under this AGREEMENT.

VIII. OWNERSHIP OF DOCUMENTS

A. CONSULTANT shall maintain complete and accurate records with respect to sales, costs, expenses, receipts, and other such information required by AGENCY that relate to the performance of services under this AGREEMENT. All such records shall be maintained in accordance with generally accepted accounting principles and shall be clearly identified and readily accessible.

B. Upon completion of, or in the event of termination or suspension of this AGREEMENT, all original documents, designs, drawings, maps, models, computer files, surveys, notes, and other documents prepared in the course of providing the services to be performed pursuant to this AGREEMENT shall become the sole property of the AGENCY and may be used, reused, or otherwise disposed of by the AGENCY without the permission of the CONSULTANT. With respect to computer files, CONSULTANT shall make available to the AGENCY, at the CONSULTANT's office and upon reasonable written request by the AGENCY, the necessary computer software and hardware for purposes of accessing, compiling, transferring, copying and/or printing computer files. CONSULTANT hereby grants to AGENCY all right, title, and interest, including any copyright, in and to the documents, designs, drawings, maps, models, computer files, surveys, notes, and other documents prepared by CONSULTANT in the course of providing the services under this AGREEMENT.

IX. INDEMNIFICATION AND DEFENSE

A. Indemnity

To the fullest extent permitted by law, CONSULTANT shall indemnify and hold harmless AGENCY and any and all of its officials, employees and agents ("Indemnified Parties") from and against any and all losses, liabilities, damages, costs and expenses, including legal counsel's fees and costs, caused in whole or in part by the negligent or wrongful act, error or omission of CONSULTANT, its officers, agents, employees or subconsultants (or any agency or individual that CONSULTANT shall bear the legal liability thereof) in the performance of services under this AGREEMENT. CONSULTANT's duty to indemnify and hold harmless AGENCY shall not extend to the AGENCY's sole or active negligence.

B. Duty to defend

In the event the AGENCY, its officers, employees, agents and/or volunteers are made a party to any action, lawsuit, or other adversarial proceeding arising from the performance of the services

encompassed by this AGREEMENT, and upon demand by AGENCY, CONSULTANT shall defend the AGENCY at CONSULTANT's cost or at AGENCY's option, to reimburse AGENCY for its costs of defense, including reasonable attorney's fees and costs incurred in the defense of such matters to the extent the matters arise from, relate to or are caused by CONSULTANT's negligent acts, errors or omissions. Payment by AGENCY is not a condition precedent to enforcement of this indemnity. In the event of any dispute between CONSULTANT and AGENCY, as to whether liability arises from the sole or active negligence of the AGENCY or its officers, employees, or agents, CONSULTANT will be obligated to pay for AGENCY's defense until such time as a final judgment has been entered adjudicating the AGENCY as solely or actively negligent. CONSULTANT will not be entitled in the absence of such a determination to any reimbursement of defense costs including but not limited to attorney's fees, expert fees and costs of litigation.

X. INSURANCE

CONSULTANT shall maintain prior to the beginning of and for the duration of this AGREEMENT insurance coverage as specified in Attachment D attached to and part of this AGREEMENT.

XI. INDEPENDENT CONSULTANT

A. CONSULTANT is and shall at all times remain as to the AGENCY a wholly independent consultant and/or independent contractor. The personnel performing the services under this AGREEMENT on behalf of CONSULTANT shall at all times be under CONSULTANT's exclusive direction and control. Neither AGENCY nor any of its officers, employees, or agents shall have control over the conduct of CONSULTANT or any of CONSULTANT's officers, employees, or agents, except as set forth in this AGREEMENT. CONSULTANT shall not at any time or in any manner represent that it or any of its officers, employees, or agents are in any manner officers, employees, or agents of the AGENCY. CONSULTANT shall not incur or have the power to incur any debt, obligation, or liability whatever against AGENCY, or bind AGENCY in any manner.

B. No employee benefits shall be available to CONSULTANT in connection with the performance of this AGREEMENT. Except for the fees paid to CONSULTANT as provided in the AGREEMENT, AGENCY shall not pay salaries, wages, or other compensation to CONSULTANT for performing services hereunder for AGENCY. AGENCY shall not be liable for compensation or indemnification to CONSULTANT for injury or sickness arising out of performing services hereunder.

XII. LEGAL RESPONSIBILITIES

The CONSULTANT shall keep itself informed of State and Federal laws and regulations which in any manner affect those employed by it or in any way affect the performance of its service pursuant to this AGREEMENT. The CONSULTANT shall at all times observe and comply with all such laws and regulations. The AGENCY, and its officers and employees, shall not be liable at law or in equity occasioned by failure of the CONSULTANT to comply with this Section.

XIII. UNDUE INFLUENCE

CONSULTANT declares and warrants that no undue influence or pressure was used against or in concert with any officer or employee of the AGENCY in connection with the award, terms or implementation of this AGREEMENT, including any method of coercion, confidential financial arrangement, or financial inducement. No officer or employee of the AGENCY has or will receive compensation, directly or indirectly, from CONSULTANT, or from any officer, employee or agent of CONSULTANT, in connection with the award of this AGREEMENT or any work to be conducted as a result of this AGREEMENT. Violation of this Section shall be a material breach of this AGREEMENT entitling the AGENCY to any and all remedies at law or in equity.

XIV. NO BENEFIT TO ARISE TO LOCAL EMPLOYEES

No member, officer, or employee of AGENCY, or their designees or agents, and no public official who exercises authority over or responsibilities with respect to the Project during his/her tenure or for one year thereafter, shall have any interest, direct or indirect, in any agreement or sub1agreement, or the proceeds thereof, for work to be performed in connection with the Project performed under this AGREEMENT.

XV. RELEASE OF INFORMATION/CONFLICTS OF INTEREST

A. All information gained by CONSULTANT in performance of this AGREEMENT shall be considered confidential and shall not be released by CONSULTANT without AGENCY's prior written authorization. CONSULTANT, its officers, employees, agents, or subconsultants, shall not without written authorization from the Agency Manager or unless requested by the Agency Attorney, voluntarily provide declarations, letters of support, testimony at depositions, response to interrogatories, or other information concerning the work performed under this AGREEMENT or relating to any project or property located within the AGENCY. Response to a subpoena or court order shall not be considered "voluntary" provided CONSULTANT gives AGENCY notice of such court order or subpoena.

B. CONSULTANT shall promptly notify AGENCY should CONSULTANT, its officers, employees, agents, or subconsultants be served with any summons, complaint, subpoena, notice of deposition, request for documents, interrogatories, request for admissions, or other discovery request ("Discovery"), court order, or subpoena from any person or party regarding this AGREEMENT and the work performed there under or with respect to any project or property located within the AGENCY, unless the AGENCY is a party to any lawsuit, arbitration, or administrative proceeding connected to such Discovery, or unless CONSULTANT is prohibited by law from informing the AGENCY of such Discovery. AGENCY retains the right, but has no obligation, to represent CONSULTANT and/or be present at any deposition, hearing, or similar proceeding as allowed by law. Unless AGENCY is a party to the lawsuit, arbitration, or administrative proceeding and is adverse to CONSULTANT in such proceeding, CONSULTANT agrees to cooperate fully with AGENCY and to provide the opportunity to review any response to discovery requests provided by CONSULTANT. However, AGENCY's right to review any such response does not imply or mean the right by AGENCY to control, direct, or rewrite said response.

XVI. NOTICES

Any notices which either party may desire to give to the other party under this AGREEMENT must be in writing and may be given either by (i) personal service, (ii) delivery by a reputable document delivery service, such as but not limited to, Federal Express, which provides a receipt showing date and time of delivery, or (iii) mailing in the United States Mail, certified mail, postage prepaid, return receipt requested, addressed to the address of the party as set forth below or at any other address as that party may later designate by notice:

To AGENCY: City of Imperial
420 South Imperial Avenue
Imperial, CA 92251
Attention: City Manager's Office

To CONSULTANT: (CONSULTANT NAME)

XVII. ASSIGNMENT

The CONSULTANT shall not assign the performance of this AGREEMENT, nor any part thereof, nor any monies due hereunder, without prior written consent of the AGENCY. Because of the personal nature of the services to be rendered pursuant to this AGREEMENT, only CONSULTANT shall perform the services described in this AGREEMENT. CONSULTANT may use assistants, under his/her direct supervision, to perform some of the services under this AGREEMENT. Should he/she leave CONSULTANT's employ, the AGENCY shall have the option to immediately terminate this AGREEMENT, within three (3) days of the close of said notice period. Upon termination of this Agreement, CONSULTANT's sole compensation shall be payment for actual services performed up to, and including, the date of termination or as may be otherwise agreed to in writing between the Governing Board and the CONSULTANT. Before retaining or contracting with any CONSULTANT for any services under this AGREEMENT, CONSULTANT shall provide AGENCY with the identity of the proposed CONSULTANT, a copy of the proposed written contract between CONSULTANT and such sub-consultant which shall include and indemnity provision similar to the one provided herein and identifying AGENCY as an indemnified party, or an incorporation of the indemnity provision provided herein, and proof that such proposed sub-consultant carries insurance at least equal to that required by this AGREEMENT or obtain a written waiver from AGENCY for such insurance.

XVIII. LICENSES

At all times during the term of this AGREEMENT, CONSULTANT shall have in full force and effect, all licenses required of it by law for the performance of the services described in this AGREEMENT.

XIX. GOVERNING LAW

The AGENCY and CONSULTANT understand and agree that the laws of the State of California shall govern the rights, obligations, duties, and liabilities of the parties to this AGREEMENT and also govern the interpretation of this Agreement. Any litigation concerning this AGREEMENT shall take place in the municipal, superior, or federal district court with jurisdiction over the AGENCY.

XX. ENTIRE AGREEMENT

This AGREEMENT contains the entire understanding between the parties relating to the obligations of the parties described in this AGREEMENT. All prior or contemporaneous agreements, understandings, representations, and statements, oral or written and pertaining to the subject of this AGREEMENT or with respect to the terms and conditions of this AGREEMENT, are merged into this AGREEMENT and shall be of no further force or effect. Each party is entering into this AGREEMENT based solely upon the representations set forth herein and upon each party's own independent investigation of any and all facts such party deems material.

XXI. CONTENTS OF REQUEST FOR PROPOSAL AND PROPOSAL

CONSULTANT is bound by the contents of AGENCY's Request for Proposal, Attachment "A" hereto and incorporated herein by this reference, and the contents of the proposal submitted by the CONSULTANT, Exhibit "D" hereto. In the event of conflict, the requirements of AGENCY's Request for Proposals and this AGREEMENT shall take precedence over those contained in the CONSULTANT's proposals. The incorporation of the CONSULTANT's proposal shall be for the scope of services to be provided only, and any other terms and conditions included in such proposal shall have no force and effect on this AGREEMENT or the relationship between CONSULTANT and/or AGENCY, unless expressly agreed to in writing.

XXII. AUTHORITY TO EXECUTE THIS AGREEMENT

The person or persons executing this AGREEMENT on behalf of CONSULTANT warrants and represents that he/she has the authority to execute this AGREEMENT on behalf of the CONSULTANT and has the authority to bind CONSULTANT to the performance of its obligations hereunder.

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

City of Imperial A Municipal Corporation

By: _____
Dennis H. Morita, City Manager

(CONSULTANT NAME)

By: _____

ATTEST:

_____
Kristina Shields, City Clerk

APPROVED AS TO FORM:

By: _____
Katherine Turner, City Attorney

EXHIBIT D

INSURANCE REQUIREMENTS

Without limiting CONSULTANT's indemnification of AGENCY, and prior to commencement of Work, CONSULTANT shall obtain, provide and maintain at its own expense during the term

of this AGREEMENT, policies of insurance of the type and amounts described below and, in a form, satisfactory to AGENCY.

General liability insurance. CONSULTANT shall maintain commercial general liability insurance with coverage at least as broad as Insurance Services Office form CG 00 01, in an amount not less than $1,000,000 per occurrence, $2,000,000 general aggregate, for bodily injury, personal injury, and property damage. The policy must include contractual liability that has not been amended. Any endorsement restricting standard ISO "insured contract" language will not be accepted.

Automobile liability insurance. CONSULTANT shall maintain automobile insurance at least as broad as Insurance Services Office form CA 00 01 covering bodily injury and property damage for all activities of the Consultant arising out of or in connection with Work to be performed under this AGREEMENT, including coverage for any owned, hired, non-owned or rented vehicles, in an amount not less than $1,000,000 combined single limit for each accident.

Professional liability (errors & omissions) insurance. CONSULTANT shall maintain professional liability insurance that covers the Services to be performed in connection with this AGREEMENT, in the minimum amount of $1,000,000 per claim and in the aggregate. Any policy inception date, continuity date, or retroactive date must be before the effective date of this AGREEMENT and CONSULTANT agrees to maintain continuous coverage through a period no less than three (3) years after completion of the services required by this AGREEMENT.

Workers' compensation insurance. CONSULTANT shall maintain Workers' Compensation Insurance (Statutory Limits) and Employer's Liability Insurance (with limits of at least $1,000,000).

CONSULTANT shall submit to AGENCY, along with the certificate of insurance, a Waiver of Subrogation endorsement in favor of AGENCY, its officers, agents, employees and volunteers.

Umbrella or excess liability insurance. [Optional depending on limits required]. CONSULTANT shall obtain and maintain an umbrella or excess liability insurance policy with limits that will provide bodily injury, personal injury and property damage liability coverage at least as broad as the primary coverages set forth above, including commercial general liability, automobile liability, and employer's liability. Such policy or policies shall include the following terms and conditions:

- A drop-down feature requiring the policy to respond if any primary insurance that would otherwise have applied proves to be uncollectible in whole or in part for any reason.
- Pay on behalf of wording as opposed to reimbursement;
- Concurrency of effective dates with primary policies;
- Policies shall "follow form" to the underlying primary policies; and
- Insureds under primary policies shall also be insureds under the umbrella or excess policies.

Other provisions or requirements

Proof of insurance. CONSULTANT shall provide certificates of insurance to AGENCY as evidence of the insurance coverage required herein, along with a waiver of subrogation endorsement for workers' compensation. Insurance certificates and endorsements must be approved by Agency's Risk Manager prior to commencement of performance. Current

certification of insurance shall be kept on file with AGENCY at all times during the term of this contract. AGENCY reserves the right to require complete, certified copies of all required insurance policies, at any time.

Duration of coverage. CONSULTANT shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property, which may arise from or in connection with the performance of the Work hereunder by CONSULTANT, his agents, representatives, employees or subconsultants.

Primary/noncontributing. Coverage provided by CONSULTANT shall be primary and any insurance or self-insurance procured or maintained by AGENCY shall not be required to contribute with it. The limits of insurance required herein may be satisfied by a combination of primary and umbrella or excess insurance. Any umbrella or excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and non-contributory basis for the benefit of AGENCY before the AGENCY's own insurance or self-insurance shall be called upon to protect it as a named insured.

Agency's rights of enforcement. In the event any policy of insurance required under this AGREEMENT does not comply with these specifications or is canceled and not replaced, AGENCY has the right but not the duty to obtain the insurance it deems necessary and any premium paid by AGENCY will be promptly reimbursed by CONSULTANT or AGENCY will withhold amounts sufficient to pay premium from CONSULTANT payments. In the alternative, AGENCY may cancel this AGREEMENT. Page

Acceptable insurers. All insurance policies shall be issued by an insurance company currently authorized by the Insurance Commissioner to transact business of insurance or is on the List of Approved Surplus Line Insurers in the State of California, with an assigned policyholders' Rating of A- (or higher) and Financial Size Category Class VI (or larger) in accordance with the latest edition of Best's Key Rating Guide, unless otherwise approved by the Agency's Risk Manager.

Waiver of subrogation. All insurance coverage maintained or procured pursuant to this agreement shall be endorsed to waive subrogation against AGENCY, its elected or appointed officers, agents, officials, employees and volunteers or shall specifically allow CONSULTANT or others providing insurance evidence in compliance with these specifications to waive their right of recovery prior to a loss. CONSULTANT hereby waives its own right of recovery against AGENCY, and shall require similar written express waivers and insurance clauses from each of its subconsultants.

Enforcement of contract provisions (non estoppel). CONSULTANT acknowledges and agrees that any actual or alleged failure on the part of the AGENCY to inform CONSULTANT of non compliance with any requirement imposes no additional obligations on the AGENCY nor does it waive any rights hereunder.

Requirements not limiting. Requirements of specific coverage features or limits contained in this Section are not intended as a limitation on coverage, limits or other requirements, or a waiver of any coverage normally provided by any insurance. Specific reference to a given coverage feature is for purposes of clarification only as it pertains to a given issue and is not intended by any party or insured to be all inclusive, or to the exclusion of other coverage, or a waiver of any type. If the Consultant maintains higher limits than the minimums shown above, the AGENCY

requires and shall be entitled to coverage for the higher limits maintained by the Consultant. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the AGENCY.

Notice of cancellation. Consultant agrees to oblige its insurance agent or broker and insurers to provide to AGENCY with a thirty (30) day notice of cancellation (except for nonpayment for which a ten (10) day notice is required) or nonrenewal of coverage for each required coverage.

Additional insured status. General liability policies shall provide or be endorsed to provide that AGENCY and its officers, officials, employees, and agents, and volunteers shall be additional insureds under such policies. This provision shall also apply to any excess/umbrella liability policies.

Prohibition of undisclosed coverage limitations. None of the coverages required herein will be in compliance with these requirements if they include any limiting endorsement of any kind that has not been first submitted to AGENCY and approved of in writing.

Separation of insureds. A severability of interests provision must apply for all additional insureds ensuring that Consultant's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the insurer's limits of liability. The policy(ies) shall not contain any cross-liability exclusions.

Pass through clause. CONSULTANT agrees to ensure that its subconsultants, subcontractors, and any other party involved with the project who is brought onto or involved in the project by CONSULTANT, provide the same minimum insurance coverage and endorsements required of CONSULTANT. CONSULTANT agrees to monitor and review all such coverage and assumes all responsibility for ensuring that such coverage is provided in conformity with the requirements of this section. CONSULTANT agrees that upon request, all agreements with consultants, subcontractors, and others engaged in the project will be submitted to AGENCY for review.

Self-insured retentions. Any self-insured retentions must be declared to and approved by AGENCY. AGENCY reserves the right to require that self-insured retentions be eliminated, lowered, or replaced by a deductible. Self-insurance will not be considered to comply with these specifications unless approved by AGENCY.

Timely notice of claims. CONSULTANT shall give AGENCY prompt and timely notice of claims made or suits instituted that arise out of or result from CONSULTANT's performance under this AGREEMENT, and that involve or may involve coverage under any of the required liability policies. Notice to Agency not to exceed ten (10) days.

Additional insurance. CONSULTANT shall also procure and maintain, at its own cost and expense, any additional kinds of insurance, which in its own judgment may be necessary for its proper protection and prosecution of the work.

Agenda Item No. C-5

DATE SUBMITTED	March 11, 2026	COUNCIL ACTION	(X)
		PUBLIC HEARING REQUIRED	( )
SUBMITTED BY	COMMUNITY DEVELOPMENT DIRECTOR OTHON MORA	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
DATE ACTION REQUIRED	March 18,2026	ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT DISCUSSION/ACTION:

1. APPROVE FY 2025 TO 2030 IMPROVEMENT PLAN-LTA MEASURE D AS PRESENTED

DEPARTMENT INVOLVED: COMMUNITY DEVELOPMENT DEPARTMENT

BACKGROUND/SUMMARY:

The Improvement Plan-LTA Measure D is intended to preserve the capital assets of the City of Imperial. The street light list plan is grouped into the following three (3) categories: Construction, Rehabilitation, and Maintenance. Several projects have been identified to be included in the funding list. The five-year list of projects (*attached hereto as "Exhibit A"*) will be funded with revenues made available through LTA Measure D.

FISCAL IMPACT: No Impact	ADMIN SERVICES SIGN INITIALS VMS
STAFF RECOMMENDATION: Staff recommends City Council Approve FY 2025 to 2030 Improvement Plan-LTA Measure D	DEPT. INITIALS OM
MANAGER'S RECOMMENDATION: approve	CITY MANAGER's INITIALS Othon

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

CITY OF IMPERIAL

FY 2025-2030 YEAR PROGRAM OF PROJECTS

"Exhibit A"

STREET	LOCATION	PROJECT DESCRIPTION
Various Streets	Various Limits	Rehab/Maintenance
Town Core-	South of 15th Street, west of P Street, north of 1st Street and east of B Street	Const/Rehab/Maintenance
South West	South of Worthington Rd, west of Hwy 86, north of Treshill Rd, and east of Austin Rd	Const/Rehab/Maintenance
South East	South of Worthington Rd, west of Dogwood Rd, north of Treshill Rd, and east of Hwy 86	Const/Rehab/Maintenance
North West	North of Worthington Rd, West of Hwy 86, south of Larsen Rd, east of Austin Rd	Const/Rehab/Maintenance
North East	North of Worthington Rd, West of Dogwood Rd, south of Larsen Rd, and east of Hwy 86	Const/Rehab/Maintenance
Aten Sidewalk Project (CIP No. 836)	Myrtle to Hwy 86	Sidewalk Installation
Aten Rehab & Sidewalk (CIP No. 818 & 843)	Hwy 86 to Southern Pacific Railroad	Rehabilitation/ Sidewalk Installation
Aten Rehabilitation (CIP No. 845)	Southern Pacific Railroad to Clark Road	Rehabilitation
"P" Street Rehabilitation (CIP No. 826)	• Aten to Rosarito • 1st Street to Brioni	Rehabilitation
Aten Rehabilitation (CIP No. 817)	Vilore Way to Hwy 86	Rehabilitation
Aten Sidewalk (CIP No. 824)	Progress Trail to Hwy 86	Sidewalk Installation
Hwy 86 Beautification (CIP No. 823)	• 6th Street & Hwy 86/S. Imperial Avenue • B Street • Worthington Road from Nance to La Brucherie • Hwy 86 from 2nd Street to 15th Street • E. Barioni (bikelane striping) • E. Barioni from Railroad to "P" Street	Landscaping/Crosswalk/ ADA Ramps/Sidewalk Installation/Bikelane
7th, 10th, & 14th Street Rehabilitation (CIP No. 829)	• 7th Street from "E" Street to Hwy 86 • 10th Street from "E" Street to Hwy 86 • 14th Street from "C" Street to Hwy 86	Rehabilitation
7th Street Rehabilitation (CIP No. 815)	• D Street to E Street	Rehabilitation

Agenda Item No. C-6

DATE SUBMITTED	3/5/2026	COUNCIL ACTION	(x)
		PUBLIC HEARING REQUIRED	( )
SUBMITTED BY	DM/mb	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
DATE ACTION REQUIRED	3/18/2026	ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:

APPROVAL OF RESOLUTION AUTHORIZING CITY MANAGER TO ENTER INTO PURCHASE AND SALE AGREEMENT TO SELL APN 063-112-009 (9,147.6 SQUARE FEET VACANT LAND) TO JOSHUA ANTHONY QUINTERO AND BRIGETTE SILVA CASTRO

DEPARTMENT INVOLVED: City Manager / Community Development

BACKGROUND/SUMMARY:

The City of Imperial was approach by Joshua Anthony Quintero and Brigette Silva Castro to purchase a city-owned parcel of vacant land near the intersection of North N Street and East 12th Street. They are current business owners in the City of Imperial and desire to expand their economic investment in the community.

The City of Imperial completed a "Broker's Opinion of Value" through Johnson Commercial Real Estate (a commercial/industrial real estate broker headquartered in the Coachella Valley, but experienced in both Imperial County and the City of Imperial) and determined the vacant parcel is worth about $25,000 (approximately $2.75 per square foot).

The attached Resolution approves a Purchase and Sale Agreement between the City of Imperial and Joshua Anthony Quintero / Brigette Silva Castro providing for the opening of escrow, completion of a due diligence period and sale terms.

Staff is recommending the City Council approve Resolution 2026-09 authorizing the City Manager to enter into a Purchase and Sale Agreement for APN 063-112-009 (9,147.6 square feet).

FISCAL IMPACT:

The City of Imperial will receive $25,000 as consideration for the acquisition of about 9,147.6 square feet of vacant land (APN 063-112-009) at such time the transaction is consummated.

ADMIN SERVICES SIGN INITIALS VMS

STAFF RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution authorizing the City Manager (Dennis Morita) to enter into appropriate documents, including, but not limited to, a Purchase and Sale Agreement with Joshua Anthony Quintero and Brigette Silva Castro to sell APN 063-112-009.

DEPT. INITIALS

ATTACHMENT(S):

Resolution 2026-09
Aerial Map showing subject parcel

MANAGER'S RECOMMENDATION: City Manager concurs with staff recommendation.	CITY MANAGER's INITIALS

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

PURCHASE AND SALE AGREEMENT

This Purchase and Sale Agreement ("Agreement") is entered into as of the 18th day of March, 2026 ("Effective Date") between **CITY OF IMPERIAL** ("Seller") and **Joshua Anthony Quintero and Brigette Silva Castro**, or its assignee ("Buyer"). In consideration of the several promises and representations of the parties set forth below, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto hereby agree as follows:

1. Property. Seller agrees to sell to Buyer, and Buyer agrees to purchase from Seller, Assessor's Parcel Number 063-112-009 containing approximately 9,147.6 square feet (.21 of an acre) of land located at the northeast quadrant of North N Street and East 12th Street in the City of Imperial, County of Imperial, State of California (the "Property") and more particularly described in Exhibit "A" attached hereto, upon the terms and conditions set forth in this Agreement.

2. Financial Terms.

   A. Purchase Price. Purchase Price. The total "Purchase Price" shall be Twenty-Five Thousand and No/100 Dollars ($25,000.00).

   B. Deposit. Within five (5) business days after the full execution and delivery of this Agreement, Buyer shall open an escrow account ("Opening of Escrow") with the Riverside office of First American Title Company ("Escrow Holder"). Within five (5) business days of Opening of Escrow, Buyer shall deliver funds (the "Deposit") in the amount of Five Thousand and No/100 Dollars ($5,000.00) to Escrow Holder. Until 5:00 p.m. Pacific time on the last day of the Site Investigation Period, the Deposit shall remain refundable to Buyer if the transaction contemplated by this Agreement is not consummated for any reason whatsoever, provided that all expenses related to cancellation of the escrow are paid by Buyer. Thereafter, the Deposit and all interest that is earned by said funds shall be credited against the Purchase Price at Close of Escrow or otherwise disbursed in accordance with the terms of this Agreement.

   C. Balance. The balance of the Purchase Price (after credit for the Deposit and interest accrued thereon) shall be paid by Buyer to Seller at the Close of Escrow, by cash, [title company or bank check, wire transfer or other customary means,] to an account designated by Seller.

3. Close of Escrow.

   A. Date. The conveyance of the Property and the payment of the balance of the Purchase Price ("Close of Escrow") shall take place at the office of Escrow Holder, during normal business hours, within thirty (30) days following satisfaction of all of the conditions set forth in paragraph 4 below.

B. Conveyance. At Close of Escrow, upon the receipt of the Purchase Price, Seller shall deliver to Buyer a Grant Deed in recordable form, conveying fee simple title to the Property, subject only to current real property taxes and those title exceptions approved by Buyer, and free of all contracts, leases and like documents, except as approved by Buyer in writing, together with a Seller-paid ALTA policy insuring such title in Buyer. Seller shall also execute and deliver to Buyer a certification, acceptable to Buyer, setting forth Seller's address, federal tax identification number and other documents necessary for the purpose of the provisions of Sections 1445 and 7701 of the Internal Revenue and Code of 1986, as amended. In addition, Seller shall execute and deliver to Buyer evidence satisfactory to Buyer that Seller is exempt from the withholding provisions of the California Revenue and Taxation Code, as amended (or comparable regulations of other jurisdictions) and that neither Buyer nor Escrow Holder is required to withhold any amounts from the Purchase Price pursuant to such provisions.

C. Costs and Prorations. Real estate taxes, outstanding assessments that are not liens on the Property, fire and extended coverage insurance premiums, rent, utilities and operating expenses (as applicable) shall be prorated as of the date of Close of Escrow. Seller shall pay any transfer taxes and recording fees. Seller and Buyer shall each pay one-half (1/2) of any escrow fees and each party shall pay its own attorneys' fees and costs.

D. Simultaneous Delivery; Conditions Concurrent. All documents and other items to be delivered at the Closing shall be deemed to have been delivered simultaneously, and no delivery shall be effective until all such items have been delivered.

4. Approval Periods.

A. Title Matters. Within twenty (20) days after the Opening of Escrow, Seller shall furnish to Buyer, at Seller's expense, a preliminary title report and binder on the Property, copies of all exceptions, conditions, covenants and restrictions affecting the Property, and a copy of all rental agreements and other evidence of the potential rights of anyone other than Seller to the Property ("Title Commitment"). The Title Commitment shall be issued by First American Title Company ("Title Company") and shall show good and marketable title in Seller.

B. Site Investigation Period. Buyer shall have one hundred eighty (180) days following Opening of Escrow ("Site Investigation Period") to enter upon the Property and investigate whether, in Buyer's sole discretion, the Property is suitable for Buyer's intended purpose. The investigation may include, without limitation, soil and sub-soil conditions, wetland demarcations, environmental, engineering, surveys, land use and planning, utility and other studies. Any such entry shall be at Buyer's expense and risk (holding Seller harmless from any claims for injury to person or property arising from Buyer's activities on the Property), but shall not constitute a taking of possession, and Buyer shall return each test location to substantially its original condition. This investigation may

also include (i) obtaining final approval by a major tenant for the development of a store on the Property and (ii) dealing with governmental bodies with authority over the Property. Should Buyer determine that the Property is not suitable, Buyer shall provide written notice of same to Escrow Holder within five (5) days after the end of the Site Investigation Period and the Deposit shall then be promptly returned to Buyer and this Agreement shall be terminated with no further obligations to either party.

C. Development Approvals. If the Property needs to be rezoned, replatted, its permitted use changed or similarly redesignated or have building permits issued ("Development Approvals"), Buyer shall have one hundred eighty (180) days from the end of the Site Investigation Period to use reasonable efforts to accomplish such Development Approvals ("Development Approval Period"). Buyer shall pay all costs of Development Approvals, and Seller will cooperate (at no cost) in that effort.

D. Disposition and Development Agreement. This transaction is subject to a finding of Public Benefit and Disposition and Development Agreement by the City of Imperial City Council.

5. Seller's Warranties. Seller represents and warrants, to induce Buyer to enter into the Agreement, in addition to any other representations herein, as of the date hereof and the date of Close of Escrow (and all representations and warranties shall survive the Close of Escrow) that:

A. Seller owns good and marketable fee simple title to the Property;

B. Seller has the authority to execute this Agreement and transfer title as stated;

C. At Close of Escrow, title to the Property will be free and clear of all leases, liens, easements, covenants, restrictions, parties in possession and/or special encumbrances, except title exceptions permitted by Buyer;

D. To the best of Seller's actual knowledge after investigation, the Property, including soil, sub-soil, surface and ground water, improvements and anything else on or under the Property now is and at Close of Escrow will be free of all contamination including but not limited to asbestos, hazardous waste or hazardous substances, as defined by applicable federal and state laws, and by the Resource Conservation and Recovery Act of 1976, as amended and regulations thereunder, the Comprehensive Environmental Response, Compensation and Liability Act, the Clean Water Act, the California Hazardous Waste Control Act, the California Health and Safety Code, or similar and applicable laws and regulations. Seller further has neither been advised of nor received any notice regarding any contamination affecting the Property;

E. There are no violations of any laws or regulations of applicable governmental authorities affecting the Property, nor are there any governmental or other actions or legal proceedings pending or threatened against Seller or the Property;

F. There are no special assessments or eminent domain proceedings pending or threatened against Seller or the Property;

G. The Property has full, free and adjacent access to and from public highways and roads and there are no facts or conditions which would result in such access being altered; and

H. From and after the date hereof and until Close of Escrow, Seller will maintain the Property in good order and condition and not permit or commit waste thereon.

For purposes of this Agreement, whenever the phrase "to Seller's knowledge" or words of similar import are used, they shall be deemed to refer to the actual knowledge of (i) the City of Imperial, (ii) all employees or agents of Seller with supervisory responsibilities concerning the Property, and (iii) such other persons at a management or supervisory level who would, in the ordinary course of their responsibilities as employees or agents of Seller, receive notice from other agents or employees of Seller or from other persons or entities of any of the matters described in the representations and warranties in this Agreement which are limited by the knowledge of Seller.

6. Condemnation. If, prior to Close of Escrow, any part of the Property is taken pursuant to eminent domain proceedings (or private purchase in lieu thereof), or any such proceedings commence, then Buyer may elect by written notice to Seller either to terminate this Agreement or proceed to Close of Escrow with an adjustment in the Purchase Price equal to any condemnation award or payments received or to be received by Seller. Upon any such termination pursuant to this paragraph, this Agreement shall be terminated without any rights or obligations from or to either party and the Deposit shall be promptly returned to Buyer. Notwithstanding the foregoing, there is no litigation pending or, after due and diligent inquiry, to Seller's knowledge, threatened, against Seller that arises out of the ownership of the Property or that might detrimentally affect the value, ownership, use or operation of the Property or the ability of Seller to perform its obligations under this Agreement. Seller shall notify Buyer promptly of any such litigation of which Seller becomes aware.

7. Default. If either party fails either to waive a condition or to terminate this Agreement, and because of such failure the other party wants to claim a default, the other party shall give written notice specifying the nature of the failure to the alleged defaulting party, who shall have thirty (30) days (or such time as is reasonable if the failure cannot be reasonably cured in thirty (30) days) to cure the failure. If the failure is on the part of the Seller, Buyer may terminate this Agreement, elect to cure the failure on behalf of Seller, or seek specific performance and/or damages. If the failure is on the part of Buyer, Seller's exclusive remedy shall be to receive the Deposit as full liquidated damages.

IN THE EVENT THE SALE OF THE PROPERTY PURSUANT TO THIS AGREEMENT IS NOT CONSUMMATED SOLELY BECAUSE OF A DEFAULT UNDER THIS AGREEMENT ON THE PART OF BUYER, THE DEPOSIT (TO THE EXTENT DEPOSITED INTO ESCROW BY BUYER) SHALL BE PAID TO AND/OR RETAINED BY SELLER AS LIQUIDATED DAMAGES. THE PARTIES HAVE AGREED THAT SELLER'S ACTUAL DAMAGES, IN THE EVENT OF A DEFAULT BY BUYER, WOULD BE EXTREMELY

DIFFICULT OR IMPRACTICABLE TO DETERMINE. THEREFORE, BY PLACING THEIR INITIALS BELOW, THE PARTIES ACKNOWLEDGE THAT THE DEPOSIT HAS BEEN AGREED UPON, AFTER NEGOTIATION, AS THE PARTIES' REASONABLE ESTIMATE OF SELLER'S DAMAGES AND AS SELLER'S SOLE AND EXCLUSIVE REMEDY AGAINST BUYER, AT LAW OR IN EQUITY, IN THE EVENT OF A DEFAULT UNDER THIS AGREEMENT ON THE PART OF BUYER. SELLER HEREBY WAIVES ANY AND ALL BENEFITS IT MAY HAVE UNDER CALIFORNIA CIVIL CODE SECTION 3389.

Seller's Initials ____	Buyer's Initials ____

8. Successors and Assigns. Buyer shall have the absolute and unconditional right at any time and from time to time to assign this Agreement to any person or entity controlled by, controlling, or under common control with, Buyer; provided, however, all other assignments shall require the consent of Seller, which consent shall not be unreasonably withheld, conditioned or delayed. Subject to the provisions of the immediately preceding sentence, this Agreement shall be binding upon, and inure to the benefit of, the parties hereto and their respective heirs, administrators, executors, assigns and successors in interest.

9. Assignment. Buyer shall provide Seller with a copy of any assignment within ten (10) days after the effective date of any such assignment. Thereafter, Seller shall look only to the assignee for the performance of all of Buyer's obligations under this agreement.

10. 1031 Exchange. At the sole option of Seller, Seller may elect to consummate the transaction as a simultaneous or non-simultaneous like-kind exchange pursuant to Section 1031 of the Internal Revenue Code of 1986, as amended, and requiring Buyer to cooperate with Seller (by executing such documents and taking such actions as may be reasonably necessary) to effectuate the transaction as a like-kind exchange. Buyer is to be at no cost or expense in the exchange and shall not be required to take title to any other property, nor is the Close of Escrow to be delayed, due to Seller's exercise of this provision.

11. Condition of Property – "As Is" Sale and Disclosures. Subject to Seller's warranties set forth in Section 5 above, Buyer acknowledges and agrees that the Property is being sold in its present physical condition, "AS IS," with all faults, whether known or unknown, including but not limited to soil stability, drainage, access, zoning, easements, encroachments, environmental conditions, and the presence of any hazardous substances as defined under applicable federal, state, or local law.

Seller makes no warranties or representations, express or implied, regarding the condition, suitability, or permitted use of the Property, except as expressly stated in this Agreement or in any written disclosures required by California law. Seller shall provide Buyer with all disclosures mandated under the California Civil Code, including but not limited to the Natural Hazard Disclosure Statement and any known material facts affecting the Property's value or desirability.

Buyer affirms that Buyer has had or will have during the Site Inspection Period, the opportunity to conduct, or cause to be conducted, all inspections, investigations, surveys, and other due diligence deemed necessary to evaluate the Property's condition and suitability for Buyer's

intended use. Buyer is relying solely on Buyer's own investigation and judgment, and not on any statement or representation by Seller or Seller's agents, except as expressly set forth herein.

Upon Close of Escrow, Buyer shall accept the Property in its current condition and waives any and all claims against Seller relating to the Property's condition, except for (i) claims arising from Seller's failure to comply with statutory disclosure obligations, (ii) claims based on fraud, intentional misrepresentation, or willful concealment, or (iii) Seller's breach of the Seller's warranties set forth in Section 5 above.

12. Brokers. The parties represent and warrant that neither party is represented in this transaction and no commissions are due.

13. Costs of Litigation. In the event that either party hereto brings any action or files any proceeding in connection with the enforcement of its respective rights under this Agreement or as a consequence of any breach by the other party hereto of its obligations hereunder, the prevailing party in such action or proceeding shall be entitled to have all of its attorneys' fees and out-of-pocket expenditures paid by the losing party. Such fees and costs shall include post-judgment fees, costs and expenses incurred on appeal or in collection of any judgment. This provision is separate and several and shall survive the merger of this Agreement into any judgment on this Agreement.

14. Additional Consideration. This transaction is subject to notice by the City of Imperial to applicable local, state and federal agencies of intent to dispose of property for public benefit purposes.

15. Time is of the Essence. Seller and Buyer hereby acknowledge and agree that time is strictly of the essence with respect to each and every term and provision of this Agreement.

16. Entire Agreement. This document is the full agreement between the parties regarding the subject matter hereof and may only be altered in a writing signed by both the parties. This Agreement shall not be strictly construed for or against any party. Each party acknowledges that its independent counsel has reviewed this Agreement and agrees that the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party shall not be employed in the interpretation of this Agreement.

17. Acceptance. To evidence their agreement with the foregoing and their intent to be legally bound, the parties have executed this Agreement as of the Effective Date.

[Signatures on following page.]

SELLER:

City of Imperial

By _____

Title City Manager

Attest:

_____
Deputy City Clerk

Notice Address:

City of Imperial
420 South Imperial Avenue
Imperial, California 92251
Attn: City Manager

BUYER:

By _____
Joshua Anthony Quintero

By _____
Brigette Silva Castro

Notice Address:

Joshua Anthony Quintero &
Brigette Silva Castro
610 Silverwood Street
Imperial, CA 92251

EXHIBIT "A"

PARCEL MAP WAIVER No. 25-04
LEGAL DESCRIPTION

PARCEL A:

THAT PORTION OF THIRTEENTH STREET ADJOINING SAID LOT 12, IN BLOCK 21 OF SAID TOWNSITE OF IMPERIAL, AS VACATED AND CLOSE TO PUBLIC USE BY RESOLUTION RECORDED FEBRUARY 1, 1951 IN BOOK 803, PAGE 249 OF OFFICIAL RECORDS.

IN ADDITION THERETO THAT PORTION OF "O" STREET, AS VACATED AND CLOSE TO PUBLIC USE BY RESOLUTION PC2025-09 RECORDED AUGUST 20, 2025 IN DOCUMENT NO. 2025013047 OF OFFICIAL RECORDS, IN THE TOWNSITE OF IMPERIAL, IN THE CITY OF IMPERIAL, COUNTY OF IMPERIAL, STATE OF CALIFORNIA, ACCORDING TO MAP NO. 833 ON FILE IN THE OFFICE OF THE COUNTY RECORDER OF SAN DIEGO COUNTY, A COPY OF SAID MAP BEING ON FILE IN THE OFFICE OF THE COUNTY RECORDER OF IMPERIAL COUNTY, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BOUND TO THE NORTH BY A LINE CONNECTING THE SOUTHEAST CORNER OF BLOCK 21 AND THE SOUTHWEST CORNER OF BLOCK 22, BOUND TO THE WEST BY A LINE CONNECTING THE SOUTHEAST CORNER OF BLOCK 21 AND THE SOUTHERLY EXTENSION OF THE EAST LINE OF BLOCK 21 TO THE CENTERLINE OF "O" STREET, BOUND TO THE SOUTH BY A LINE CONNECTING THE SOUTHERLY EXTENSION OF THE EAST LINE OF BLOCK 21 TO THE CENTERLINE OF "O" STREET AND THE SOUTHERLY EXTENSION OF THE WEST LINE OF BLOCK 22 TO THE CENTERLINE OF "O" STREET, AND BOUND TO THE EAST BY A LINE CONNECTING THE SOUTHWEST CORNER OF BLOCK 22 AND THE SOUTHERLY EXTENSION OF THE WEST LINE OF BLOCK 22 TO THE CENTERLINE OF "O" STREET, IN TOWNSITE OF IMPERIAL, IN THE CITY OF IMPERIAL, COUNTY OF IMPERIAL, STATE OF CALIFORNIA ACCORDING TO SAID MAP NO. 883.

THE ABOVE-DESCRIBED PARCEL CONTAINS 0.21 ACRES, MORE OR LESS.

SUBJECT TO ALL COVENANTS, EASEMENTS AND AGREEMENTS OF RECORD.

AS SHOWN ON EXHIBIT "B", ATTACHED HERETO AND BY THIS REFERENCE MADE A PART HEREOF.

THIS DESCRIPTION OF LAND WAS PREPARED BY ME, OR UNDER MY DIRECT SUPERVISION, IN CONFORMANCE WITH THE PROFESSIONAL LAND SURVEYORS' ACT.

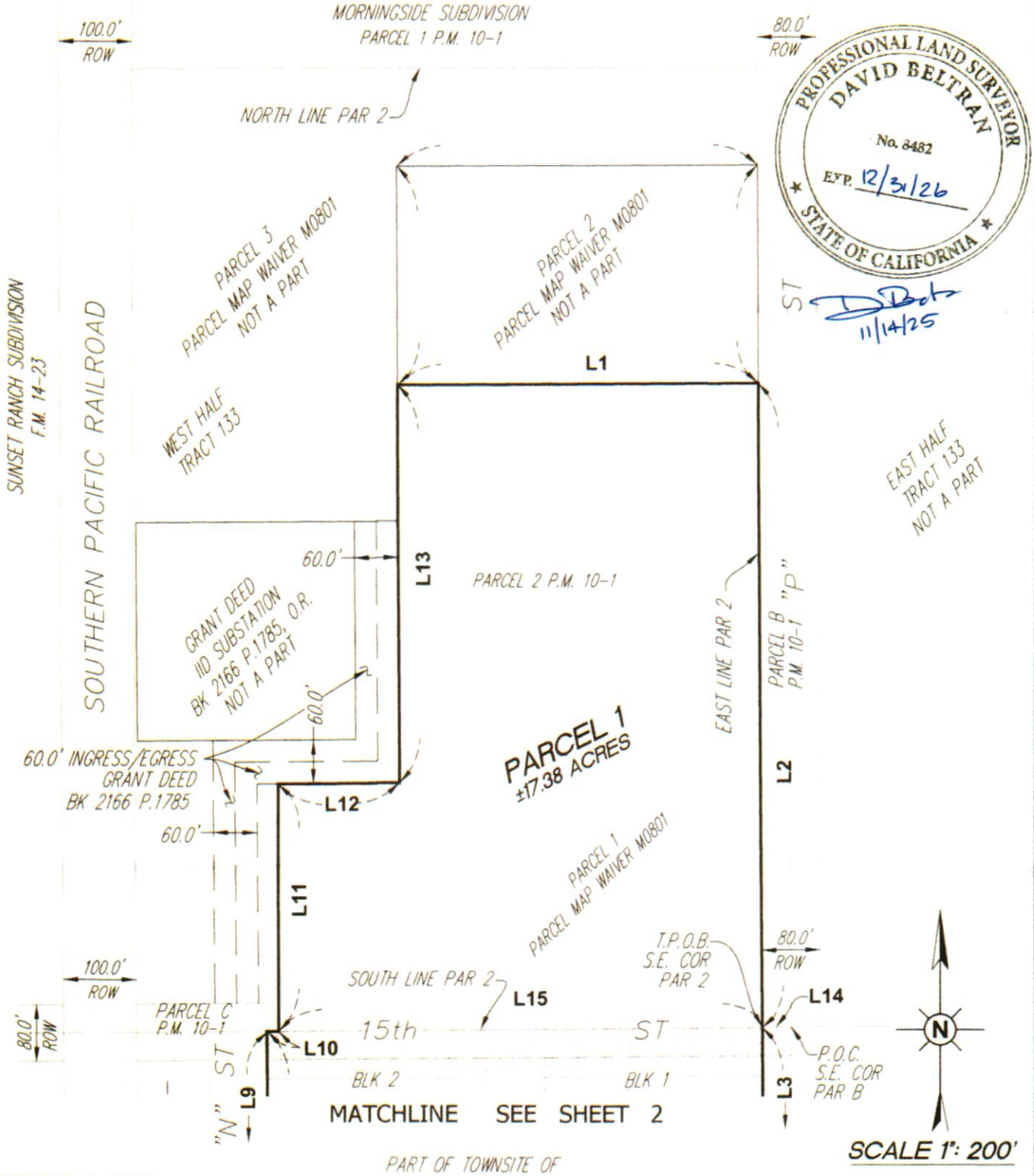
11/14/25

DAVID BELTRAN, PLS 8482 DATE

LICENSED LAND SURVEYOR
DAVID BELTRAN
No. 8482
EXP. 12-31-26
LS
STATE OF CALIFORNIA

OCTOBER 9, 2025
Dynamic Consulting Engineers, Inc.
2415 Imperial Business Park Drive, Suite B
Imperial, CA 92251

EXHIBIT "B"
PARCEL MAP WAIVER NO. 25-04



PROFESSIONAL LAND SURVEYOR
DAVID BELTRAN
No. 8482
EXP. 12/31/26
STATE OF CALIFORNIA

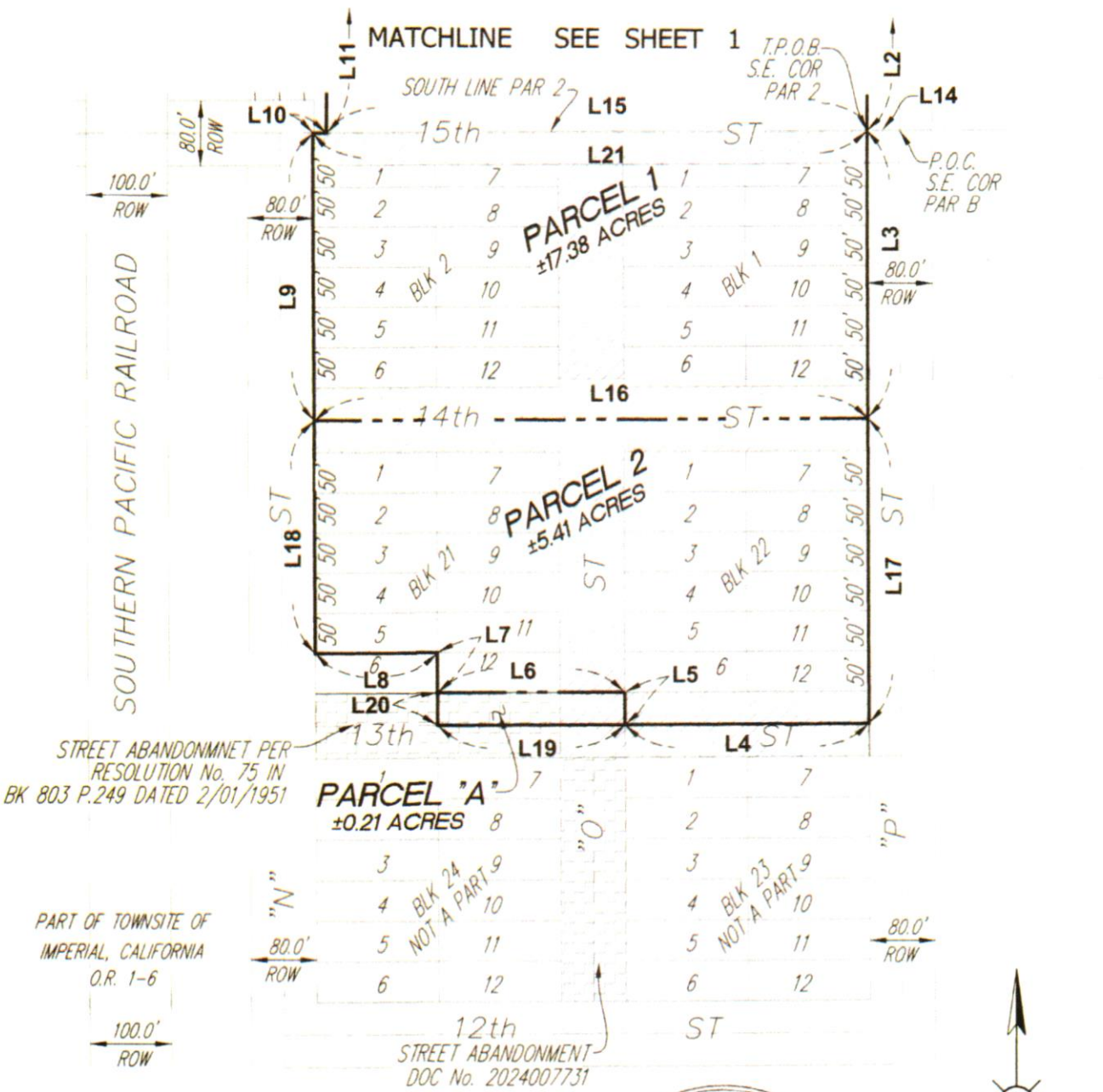
11/14/25

PART OF TOWNSITE OF
IMPERIAL, CALIFORNIA
O.R. 1-6

OCTOBER 9, 2025

Dynamic Consulting Engineers, Inc.
2415 Imperial Business Park Drive, Suite B
Imperial, CA 92251

EXHIBIT "B"
PARCEL MAP WAIVER NO. 25-04



PROFESSIONAL LAND SURVEYOR
DAVID BELTRAN
No. 8482
EXP. 12/31/26
STATE OF CALIFORNIA

11/14/25

OCTOBER 9, 2025

Dynamic Consulting Engineers, Inc.
2415 Imperial Business Park Drive, Suite B
Imperial, CA 92251

EXHIBIT "B"
PARCEL MAP WAIVER NO. 25-04

LEGEND:

——— CENTERLINE

——— LOT LINE

——— SUBDIVISION BOUNDARY

— - — NEW PARCEL LINES



STREET ABANDONMENT
PER RESOLUTION PC2025-09
REC. 08/20/25 DOC No. 2025013047

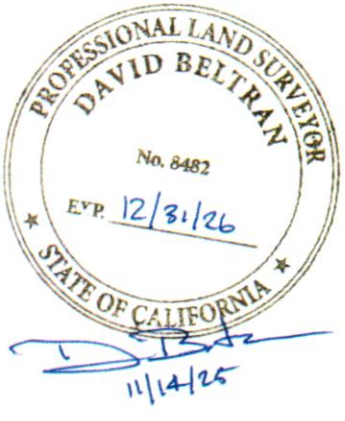
LINE DATA

L1	S89°57'34"E	496.79'
L2	S00°01'51"W	889.05'
L3	SOUTH	380.00'
L4	WEST	300.00'
L5	SOUTH	40.00'
L6	WEST	230.00'
L7	NORTH	50.00'
L8	WEST	150.00'
L9	NORTH	380.00'
L10	EAST	16.42'
L11	N00°19'00"E	343.64'
L12	S89°39'45"E	165.68'
L13	N00°02'35"E	547.07'
L14	S89°58'19"W	40.00'
L15	S89°58'19"W	664.30'
L16	WEST	680.00'
L17	SOUTH	380.00'
L18	NORTH	290.00'
L19	WEST	230.00'
L20	NORTH	40.00'
L21	EAST	680.00'

NOTES:

1.- AREA OF SUBDIVISION BOUNDARY: 981,272.04 S.F. (22.53 ACRES, MORE OR LESS)

2.- DIMENSIONS SHOWN HEREON ARE RECORD DATA PER MAP No.883, TOWNSITE OF IMPERIAL (O.M. 1-6) AND PARCEL MAP No. 60-94 (P.M. 10-1)



OCTOBER 9, 2025
Dynamic Consulting Engineers, Inc.
2415 Imperial Business Park Drive, Suite B
Imperial, CA 92251

RESOLUTION 2026-09

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IMPERIAL APPROVING THE SALE OF ASSESSOR'S PARCEL NUMBER 063-112-009 (APPROXIMATELY 9,147.6 SQUARE FEET OF VACANT LAND) AND AUTHORIZING CITY MANAGER AND/OR HIS DESIGNEE TO ENTER INTO A PURCHASE AND SALE AGREEMENT TO EFFECTUATE SAID SALE

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

WHEREAS, The City of Imperial desires to expand its local economy by bringing in new businesses and expanding current businesses that serve the needs of residents and visitors alike, and,

WHEREAS, Joshua Anthony Quintero and Brigette Silva Castro own and operate business(es) in the City of Imperial that provide both employment opportunities and generate tax revenue for the benefit of the community and approached the City about purchasing the subject property, and,

WHEREAS, The City of Imperial had a licensed and experienced real estate broker complete a Broker's Opinion of Value to determine a Fair Market Value/Price for the subject property, and,

WHEREAS, Joshua Anthony Quintero and Brigette Silva Castro have agreed to the Fair Market Value/Price for the vacant property and desire to develop the subject property generating additional employment opportunities and tax revenue for the benefit of the community.

NOW, THEREFORE, BE IT RESOLVED, THE CITY COUNCIL OF THE CITY OF IMPERIAL HEREBY FIND, DETERMINE AND ORDER AS FOLLOWS:

1. The sale of approximately 9,147.6 square feet of vacant land nearer the NE quadrant of North "N" Street and East 12th Street will provide an opportunity for Mr. Quintero and Ms. Castro to develop the land.

2. The City Manager is hereby authorized to enter into a Purchase and Sale Agreement to sell the subject parcel to Joshua Anthony Quintero and Brigette Silva Castro.

3. The City Manager is authorized and directed to take all actions necessary and convenient to implement the Purchase and Sale Agreement described in this Resolution. Further, the City Manager, in consultation with the City Attorney is hereby provided authority to make minor changes to the Purchase and Sale Agreement as to affect the overall objective of the transaction.

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

PASSED, APPROVED AND ADOPTED by the City Council of the City of Imperial this 1st Day of April, 2026.

_____
Ida Obeso-Martinez, Mayor

ATTEST:

_____
Kristina Shields, City Clerk

(SEAL)

STATE OF CALIFORNIA

COUNTY OF IMPERIAL

CITY OF IMPERIAL

I, Kristina Shields, City Clerk of the City of Imperial, do hereby certify that the forgoing Resolution 26-__ was duly and regularly adopted by the City Council of the City of Imperial at a meeting thereof held on the 1st day of April 1, 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

_____
Kristina Shields, City Clerk

Agenda Item No. C-7

DATE SUBMITTED	3/5/26	COUNCIL ACTION	(x)
		PUBLIC HEARING REQUIRED	( )
SUBMITTED BY	DM/mb	RESOLUTION	( )
		ORDINANCE 1ST READING	( )
DATE ACTION REQUIRED	3/18/26	ORDINANCE 2ND READING	( )
		CITY CLERK'S INITIALS	( )

IMPERIAL CITY COUNCIL
AGENDA ITEM

SUBJECT: DISCUSSION/ACTION:

APPROVAL OF RESOLUTION AUTHORIZING CITY MANAGER TO ENTER INTO PURCHASE AND SALE AGREEMENT TO SELL APN 063-121-004 (13,827 SQUARE FEET VACANT LAND) TO JOSHUA ANTHONY QUINTERO AND BRIGETTE SILVA CASTRO

DEPARTMENT INVOLVED: City Manager / Community Development

BACKGROUND/SUMMARY:

The City of Imperial was approach by Joshua Anthony Quintero and Brigette Silva Castro to purchase a city-owned parcel of vacant land near the intersection of North N Street and East 12th Street. They are current business owners in the City of Imperial and desire to expand their economic investment in the community.

The City of Imperial completed a "Broker's Opinion of Value" through Johnson Commercial Real Estate (a commercial/industrial real estate broker headquartered in the Coachella Valley but experienced in both Imperial County and the City of Imperial) and determined the vacant parcel is worth about $35,000 (approximately $2.50 per square foot).

The attached Resolution approves a Purchase and Sale Agreement between the City of Imperial and Joshua Anthony Quintero / Brigette Silva Castro providing for the opening of escrow, completion of a due diligence period and sale terms.

Staff is recommending the City Council approve Resolution 26-10 authorizing the City Manager to enter into a Purchase and Sale Agreement for APN 063-121-004 (13,827 square feet).

FISCAL IMPACT:

The City of Imperial will receive $35,000 as consideration for the acquisition of about 13,827 square feet of vacant land (APN 063-121-004) at such time the transaction is consummated.

ADMIN SERVICES SIGN INITIALS: UMS

STAFF RECOMMENDATION:

Staff recommends that the City Council approve the attached Resolution authorizing the City Manager (Dennis Morita) to enter into appropriate documents, including, but not limited to, a Purchase and Sale Agreement with Joshua Anthony Quintero and Brigette Silva Castro to sell APN 063-121-004.

ATTACHMENT(S):

Resolution 26-10
Aerial Map showing subject parcel

DEPT. INITIALS: _____

MANAGER'S RECOMMENDATION: City Manager concurs with staff recommendation.	CITY MANAGER's INITIALS

MOTION:

SECONDED:
AYES:
NAYES:
ABSENT:

APPROVED ( ) REJECTED ( )
DISAPPROVED ( ) DEFERRED ( )

REFERRED TO:

PURCHASE AND SALE AGREEMENT

This Purchase and Sale Agreement ("Agreement") is entered into as of the 18th day of March, 2026 ("Effective Date") between **CITY OF IMPERIAL** ("Seller") and **Joshua Anthony Quintero and Brigette Silva Castro**, or its assignee ("Buyer"). In consideration of the several promises and representations of the parties set forth below, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto hereby agree as follows:

1. Property. Seller agrees to sell to Buyer, and Buyer agrees to purchase from Seller, Assessor's Parcel Number 063-121-004 containing approximately 13,827 square feet (.32 of an acre) of land located at the northeast quadrant of North N Street and East 12th Street in the City of Imperial, County of Imperial, State of California (the "Property") and more particularly described in Exhibit "A" attached hereto, upon the terms and conditions set forth in this Agreement.

2. Financial Terms.

A. Purchase Price. Purchase Price. The total "Purchase Price" shall be Thirty-Five Thousand and No/100 Dollars ($35,000.00).

B. Deposit. Within five (5) business days after the full execution and delivery of this Agreement, Buyer shall open an escrow account ("Opening of Escrow") with the Riverside office of First American Title Company ("Escrow Holder"). Within five (5) business days of Opening of Escrow, Buyer shall deliver funds (the "Deposit") in the amount of Five Thousand and No/100 Dollars ($5,000.00) to Escrow Holder. Until 5:00 p.m. Pacific time on the last day of the Site Investigation Period, the Deposit shall remain refundable to Buyer if the transaction contemplated by this Agreement is not consummated for any reason whatsoever, provided that all expenses related to cancellation of the escrow are paid by Buyer. Thereafter, the Deposit and all interest that is earned by said funds shall be credited against the Purchase Price at Close of Escrow or otherwise disbursed in accordance with the terms of this Agreement.

C. Balance. The balance of the Purchase Price (after credit for the Deposit and interest accrued thereon) shall be paid by Buyer to Seller at the Close of Escrow, by cash, [title company or bank check, wire transfer or other customary means,] to an account designated by Seller.

3. Close of Escrow.

A. Date. The conveyance of the Property and the payment of the balance of the Purchase Price ("Close of Escrow") shall take place at the office of Escrow Holder, during normal business hours, within thirty (30) days following satisfaction of all of the conditions set forth in paragraph 4 below.

B. Conveyance. At Close of Escrow, upon the receipt of the Purchase Price, Seller shall deliver to Buyer a Grant Deed in recordable form, conveying fee simple title to the Property, subject only to current real property taxes and those title exceptions approved by Buyer, and free of all contracts, leases and like documents, except as approved by Buyer in writing, together with a Seller-paid ALTA policy insuring such title in Buyer. Seller shall also execute and deliver to Buyer a certification, acceptable to Buyer, setting forth Seller's address, federal tax identification number and other documents necessary for the purpose of the provisions of Sections 1445 and 7701 of the Internal Revenue and Code of 1986, as amended. In addition, Seller shall execute and deliver to Buyer evidence satisfactory to Buyer that Seller is exempt from the withholding provisions of the California Revenue and Taxation Code, as amended (or comparable regulations of other jurisdictions) and that neither Buyer nor Escrow Holder is required to withhold any amounts from the Purchase Price pursuant to such provisions.

C. Costs and Prorations. Real estate taxes, outstanding assessments that are not liens on the Property, fire and extended coverage insurance premiums, rent, utilities and operating expenses (as applicable) shall be prorated as of the date of Close of Escrow. Seller shall pay any transfer taxes and recording fees. Seller and Buyer shall each pay one-half (1/2) of any escrow fees and each party shall pay its own attorneys' fees and costs.

D. Simultaneous Delivery; Conditions Concurrent. All documents and other items to be delivered at the Closing shall be deemed to have been delivered simultaneously, and no delivery shall be effective until all such items have been delivered.

4. Approval Periods.

A. Title Matters. Within twenty (20) days after the Opening of Escrow, Seller shall furnish to Buyer, at Seller's expense, a preliminary title report and binder on the Property, copies of all exceptions, conditions, covenants and restrictions affecting the Property, and a copy of all rental agreements and other evidence of the potential rights of anyone other than Seller to the Property ("Title Commitment"). The Title Commitment shall be issued by First American Title Company ("Title Company") and shall show good and marketable title in Seller.

B. Site Investigation Period. Buyer shall have one hundred eighty (180) days following Opening of Escrow ("Site Investigation Period") to enter upon the Property and investigate whether, in Buyer's sole discretion, the Property is suitable for Buyer's intended purpose. The investigation may include, without limitation, soil and sub-soil conditions, wetland demarcations, environmental, engineering, surveys, land use and planning, utility and other studies. Any such entry shall be at Buyer's expense and risk (holding Seller harmless from any claims for injury to person or property arising from Buyer's activities on the Property), but shall not constitute a taking of possession, and Buyer shall return each test location to substantially its original condition. This investigation may

also include (i) obtaining final approval by a major tenant for the development of a store on the Property and (ii) dealing with governmental bodies with authority over the Property. Should Buyer determine that the Property is not suitable, Buyer shall provide written notice of same to Escrow Holder within five (5) days after the end of the Site Investigation Period and the Deposit shall then be promptly returned to Buyer and this Agreement shall be terminated with no further obligations to either party.

C. Development Approvals. If the Property needs to be rezoned, replatted, its permitted use changed or similarly redesignated or have building permits issued ("Development Approvals"), Buyer shall have one hundred eighty (180) days from the end of the Site Investigation Period to use reasonable efforts to accomplish such Development Approvals ("Development Approval Period"). Buyer shall pay all costs of Development Approvals, and Seller will cooperate (at no cost) in that effort.

D. Disposition and Development Agreement. This transaction is subject to a finding of Public Benefit and Disposition and Development Agreement by the City of Imperial City Council.

5. Seller's Warranties. Seller represents and warrants, to induce Buyer to enter into the Agreement, in addition to any other representations herein, as of the date hereof and the date of Close of Escrow (and all representations and warranties shall survive the Close of Escrow) that:

A. Seller owns good and marketable fee simple title to the Property;

B. Seller has the authority to execute this Agreement and transfer title as stated;

C. At Close of Escrow, title to the Property will be free and clear of all leases, liens, easements, covenants, restrictions, parties in possession and/or special encumbrances, except title exceptions permitted by Buyer;

D. To the best of Seller's actual knowledge after investigation, the Property, including soil, sub-soil, surface and ground water, improvements and anything else on or under the Property now is and at Close of Escrow will be free of all contamination including but not limited to asbestos, hazardous waste or hazardous substances, as defined by applicable federal and state laws, and by the Resource Conservation and Recovery Act of 1976, as amended and regulations thereunder, the Comprehensive Environmental Response, Compensation and Liability Act, the Clean Water Act, the California Hazardous Waste Control Act, the California Health and Safety Code, or similar and applicable laws and regulations. Seller further has neither been advised of nor received any notice regarding any contamination affecting the Property;

E. There are no violations of any laws or regulations of applicable governmental authorities affecting the Property, nor are there any governmental or other actions or legal proceedings pending or threatened against Seller or the Property;

F. There are no special assessments or eminent domain proceedings pending or threatened against Seller or the Property;

G. The Property has full, free and adjacent access to and from public highways and roads and there are no facts or conditions which would result in such access being altered; and

H. From and after the date hereof and until Close of Escrow, Seller will maintain the Property in good order and condition and not permit or commit waste thereon.

For purposes of this Agreement, whenever the phrase "to Seller's knowledge" or words of similar import are used, they shall be deemed to refer to the actual knowledge of (i) the City of Imperial, (ii) all employees or agents of Seller with supervisory responsibilities concerning the Property, and (iii) such other persons at a management or supervisory level who would, in the ordinary course of their responsibilities as employees or agents of Seller, receive notice from other agents or employees of Seller or from other persons or entities of any of the matters described in the representations and warranties in this Agreement which are limited by the knowledge of Seller.

6. Condemnation. If, prior to Close of Escrow, any part of the Property is taken pursuant to eminent domain proceedings (or private purchase in lieu thereof), or any such proceedings commence, then Buyer may elect by written notice to Seller either to terminate this Agreement or proceed to Close of Escrow with an adjustment in the Purchase Price equal to any condemnation award or payments received or to be received by Seller. Upon any such termination pursuant to this paragraph, this Agreement shall be terminated without any rights or obligations from or to either party and the Deposit shall be promptly returned to Buyer. Notwithstanding the foregoing, there is no litigation pending or, after due and diligent inquiry, to Seller's knowledge, threatened, against Seller that arises out of the ownership of the Property or that might detrimentally affect the value, ownership, use or operation of the Property or the ability of Seller to perform its obligations under this Agreement. Seller shall notify Buyer promptly of any such litigation of which Seller becomes aware.

7. Default. If either party fails either to waive a condition or to terminate this Agreement, and because of such failure the other party wants to claim a default, the other party shall give written notice specifying the nature of the failure to the alleged defaulting party, who shall have thirty (30) days (or such time as is reasonable if the failure cannot be reasonably cured in thirty (30) days) to cure the failure. If the failure is on the part of the Seller, Buyer may terminate this Agreement, elect to cure the failure on behalf of Seller, or seek specific performance and/or damages. If the failure is on the part of Buyer, Seller's exclusive remedy shall be to receive the Deposit as full liquidated damages.

IN THE EVENT THE SALE OF THE PROPERTY PURSUANT TO THIS AGREEMENT IS NOT CONSUMMATED SOLELY BECAUSE OF A DEFAULT UNDER THIS AGREEMENT ON THE PART OF BUYER, THE DEPOSIT (TO THE EXTENT DEPOSITED INTO ESCROW BY BUYER) SHALL BE PAID TO AND/OR RETAINED BY SELLER AS LIQUIDATED DAMAGES. THE PARTIES HAVE AGREED THAT SELLER'S ACTUAL DAMAGES, IN THE EVENT OF A DEFAULT BY BUYER, WOULD BE EXTREMELY

DIFFICULT OR IMPRACTICABLE TO DETERMINE. THEREFORE, BY PLACING THEIR INITIALS BELOW, THE PARTIES ACKNOWLEDGE THAT THE DEPOSIT HAS BEEN AGREED UPON, AFTER NEGOTIATION, AS THE PARTIES' REASONABLE ESTIMATE OF SELLER'S DAMAGES AND AS SELLER'S SOLE AND EXCLUSIVE REMEDY AGAINST BUYER, AT LAW OR IN EQUITY, IN THE EVENT OF A DEFAULT UNDER THIS AGREEMENT ON THE PART OF BUYER. SELLER HEREBY WAIVES ANY AND ALL BENEFITS IT MAY HAVE UNDER CALIFORNIA CIVIL CODE SECTION 3389.

Seller's Initials ____	Buyer's Initials ____

8. Successors and Assigns. Buyer shall have the absolute and unconditional right at any time and from time to time to assign this Agreement to any person or entity controlled by, controlling, or under common control with, Buyer; provided, however, all other assignments shall require the consent of Seller, which consent shall not be unreasonably withheld, conditioned or delayed. Subject to the provisions of the immediately preceding sentence, this Agreement shall be binding upon, and inure to the benefit of, the parties hereto and their respective heirs, administrators, executors, assigns and successors in interest.

9. Assignment. Buyer shall provide Seller with a copy of any assignment within ten (10) days after the effective date of any such assignment. Thereafter, Seller shall look only to the assignee for the performance of all of Buyer's obligations under this agreement.

10. 1031 Exchange. At the sole option of Seller, Seller may elect to consummate the transaction as a simultaneous or non-simultaneous like-kind exchange pursuant to Section 1031 of the Internal Revenue Code of 1986, as amended, and requiring Buyer to cooperate with Seller (by executing such documents and taking such actions as may be reasonably necessary) to effectuate the transaction as a like-kind exchange. Buyer is to be at no cost or expense in the exchange and shall not be required to take title to any other property, nor is the Close of Escrow to be delayed, due to Seller's exercise of this provision.

11. Condition of Property – "As Is" Sale and Disclosures. Subject to Seller's warranties set forth in Section 5 above, Buyer acknowledges and agrees that the Property is being sold in its present physical condition, "AS IS," with all faults, whether known or unknown, including but not limited to soil stability, drainage, access, zoning, easements, encroachments, environmental conditions, and the presence of any hazardous substances as defined under applicable federal, state, or local law.

Seller makes no warranties or representations, express or implied, regarding the condition, suitability, or permitted use of the Property, except as expressly stated in this Agreement or in any written disclosures required by California law. Seller shall provide Buyer with all disclosures mandated under the California Civil Code, including but not limited to the Natural Hazard Disclosure Statement and any known material facts affecting the Property's value or desirability.

Buyer affirms that Buyer has had, or will have during the Site Inspection Period, the opportunity to conduct, or cause to be conducted, all inspections, investigations, surveys, and other due diligence deemed necessary to evaluate the Property's condition and suitability for Buyer's

intended use. Buyer is relying solely on Buyer's own investigation and judgment, and not on any statement or representation by Seller or Seller's agents, except as expressly set forth herein.

Upon Close of Escrow, Buyer shall accept the Property in its current condition and waives any and all claims against Seller relating to the Property's condition, except for (i) claims arising from Seller's failure to comply with statutory disclosure obligations, (ii) claims based on fraud, intentional misrepresentation, or willful concealment, or (iii) Seller's breach of the Seller's warranties set forth in Section 5 above.

12. Brokers. The parties represent and warrant that neither party is represented in this transaction and no commissions are due.

13. Costs of Litigation. In the event that either party hereto brings any action or files any proceeding in connection with the enforcement of its respective rights under this Agreement or as a consequence of any breach by the other party hereto of its obligations hereunder, the prevailing party in such action or proceeding shall be entitled to have all of its attorneys' fees and out-of-pocket expenditures paid by the losing party. Such fees and costs shall include post-judgment fees, costs and expenses incurred on appeal or in collection of any judgment. This provision is separate and several and shall survive the merger of this Agreement into any judgment on this Agreement.

14. Additional Consideration. This transaction is subject to notice by the City of Imperial to applicable local, state and federal agencies of intent to dispose of property for public benefit purposes.

15. Time is of the Essence. Seller and Buyer hereby acknowledge and agree that time is strictly of the essence with respect to each and every term and provision of this Agreement.

16. Entire Agreement. This document is the full agreement between the parties regarding the subject matter hereof and may only be altered in a writing signed by both the parties. This Agreement shall not be strictly construed for or against any party. Each party acknowledges that its independent counsel has reviewed this Agreement and agrees that the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party shall not be employed in the interpretation of this Agreement.

17. Acceptance. To evidence their agreement with the foregoing and their intent to be legally bound, the parties have executed this Agreement as of the Effective Date.

[Signatures on following page.]

SELLER:

City of Imperial

By _____

Title City Manager

Attest:

_____

Deputy City Clerk

Notice Address:

City of Imperial
420 South Imperial Avenue
Imperial, California 92251
Attn: City Manager

BUYER:

By _____
Joshua Anthony Quintero

By _____
Brigette Silva Castro

Notice Address:

Joshua Anthony Quintero &
Brigette Silva Castro
610 Silverwood Street
Imperial, CA 92251

EXHIBIT "A"
(Description of Property)

LOTS 5& 6 BLK TOWNSITE OF IMPERIAL

APN 063-121004



1" = 126 ft	**APN 063-121-004**	02/09/2026	

This map may represent a visual display of related geographic information. Data provided here is not a guarantee of actual field conditions. To ensure complete accuracy, please contact the responsible staff for the most up-to-date information.

RESOLUTION 2026-10

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IMPERIAL APPROVING THE SALE OF ASSESSOR'S PARCEL NUMBER 063-121-004 (APPROXIMATELY 13,827 SQUARE FEET OF VACANT LAND) AND AUTHORIZING CITY MANAGER AND/OR HIS DESIGNEE TO ENTER INTO A PURCHASE AND SALE AGREEMENT TO EFFECTUATE SAID SALE

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

WHEREAS, The City of Imperial desires to expand its local economy by bringing new businesses and expanding current businesses that serve the needs of residents and visitors alike, and,

WHEREAS, Joshua Anthony Quintero and Brigette Silva Castro own and operate business(es) in the City of Imperial that provide both employment opportunities and generate tax revenue for the benefit of the community and approached the City about purchasing the subject property, and,

WHEREAS, The City of Imperial had a licensed and experienced real estate broker complete a Broker's Opinion of Value to determine a Fair Market Value/Price for the subject property, and,

WHEREAS, Joshua Anthony Quintero and Brigette Silva Castro have agreed to the Fair Market Value/Price for the vacant property and desire to develop the subject property generating additional employment opportunities and tax revenue for the benefit of the community.

NOW, THEREFORE, BE IT RESOLVED, THE CITY COUNCIL OF THE CITY OF IMPERIAL HEREBY FIND, DETERMINE AND ORDER AS FOLLOWS:

1. The sale of approximately 13,827 square feet of vacant land nearer the NE quadrant of North "N" Street and East 12th Street will provide an opportunity for Mr. Quintero and Ms. Castro to develop the land.

2. The City Manager is hereby authorized to enter into a Purchase and Sale Agreement to sell the subject parcel to Joshua Anthony Quintero and Brigette Silva Castro.

3. The City Manager is authorized and directed to take all actions necessary and convenient to implement the Purchase and Sale Agreement described in this Resolution. Further, the City Manager, in consultation with the City Attorney is hereby provided authority to make minor changes to the Purchase and Sale Agreement as to affect the overall objective of the transaction.

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

PASSED, APPROVED AND ADOPTED by the City Council of the City of Imperial this 1st Day of April, 2026.

_____
Ida Obeso-Martinez, Mayor

ATTEST:

_____
Kristina Shields, City Clerk

(SEAL)

STATE OF CALIFORNIA

COUNTY OF IMPERIAL

CITY OF IMPERIAL

I, Kristina Shields, City Clerk of the City of Imperial, do hereby certify that the forgoing Resolution 26-__ was duly and regularly adopted by the City Council of the City of Imperial at a meeting thereof held on the 1st day of April, 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

_____
Kristina Shields, City Clerk