AGENDA

JOINT CITY COUNCIL/SUCCESSOR AGENCY
REGULAR MEETING
COUNCIL CHAMBERS
117 FOURTH STREET, GONZALES, CA 93926
TUESDAY, SEPTEMBER 8, 2026
6:00 PM

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

City Council/Successor Agency Members:

Mayor Pro Tem/Vice Chair Liz Silva, Council/Agency Member Scott Funk, Council/Agency Member Maria Orozco, Mayor/Chair Jose L. Rios.

PUBLIC NOTICE

This meeting is being conducted consistent with State of California Executive Order N-29-20 dated March 17, 2020, regarding the COVID-19 pandemic. The public may participate in person or online via zoom at https://us06web.zoom.us/j/87020263943 or call 1 (669) 900-6833 and use Meeting ID: 870 2026 3943. If you wish to make either a general public comment or to comment on a specific agenda item, please use the Raise Hand function. You will be allowed two minutes for your comments.

If you choose not to attend the City Council meeting but wish to make a comment on a specific agenda item, please submit your comment limited to 250 words or less by 12:00p.m. on the day of the meeting to the City Clerk at cityclerk@ci.gonzales.ca.us

4. PRESENTATIONS

4.1 GYC Summer Fellowship Capstone Presentation
Capstone Presentation

4.2 Proclamation No. 2026-09 Declaring September as Childhood Cancer Awareness Month
Proclamation No. 2026-09

4.3 Proclamation No. 2026-10 Proclaiming September as National Alcohol and Drug Addiction Recovery Month
Proclamation No. 2026-10

5. BUSINESS FROM THE PUBLIC

Business from the Public not on the Agenda; any member of the Public may address the Council/Agency for a period not to exceed two (2) minutes on any subject not on the Agenda. The Council/Agency will listen to all communications but may take no action.

6. CONSENT AGENDA

All matters listed under the Consent Agenda are considered routine by the City Council and will be adopted by one action of the Council unless any Council Member has a question or wishes to make a statement or discuss an item. In that event, the Mayor will remove the item from the Consent Calendar for separate consideration.

6.1 Approve the Joint City Council/Successor Agency/Successor Housing Agency/Electric Authority/Municipal Electric Utility Meeting Minutes of August 17, 2026
August 17, 2026 Minutes

6.2 Approve Accounts Payable Warrants #54273-54382
Warrants #54273-54382

6.3 Resolution No. 2026-54, A Resolution of the City Council of the City of Gonzales Approving an Amendment to the Gonzales Salary Classification Plans for Fiscal Years 2022-2023, 2023-2024, 2024-2025, and 2025-2026, and Repealing Resolutions in Conflict Herewith
Resolution No. 2026-54
2022 Salary Plan- Amended
2023 Salary Plan- Amended
2024 Salary Plan- Amended
2025 Salary Plan- Amended

6.4 Resolution No. 2026-56, A Resolution of the City Council of the City of Gonzales Amending the Adopted Conflict of Interest Code
Resolution No. 2026-56 with Exhibits A and B

6.5 Resolution No. 2026-57, A Resolution of the City Council of the City of Gonzales Authorizing the Execution of a Memorandum of Understanding Between the City of Gonzales and the Gonzales Police Officers Association (GPOA) for the period covering July 1, 2026 through June 30, 2027
Resolution No. 2026-57
Memorandum of Understanding with GPOA

6.6 **Resolution No. 2026-58,** A Resolution of the City Council of the City of Gonzales Establishing the July 1, 2026 to June 30, 2027 Level of Benefits for Miscellaneous Employees; and **Resolution No. 2026-59,** A Resolution of the City Council of the City of Gonzales Establishing the July 1, 2026 to June 30, 2027 Level of Benefits for Management Employees
Resolution No. 2026-58
Resolution No. 2026-59

6.7 Resolution No. 2026-61, A Resolution of the City Council of the City of Gonzales Approving the Purchase of One Trailer Mounted Trash Pump for the Municipal Wastewater Treatment Plant in the Amount of $58,130.14 from Thompson Pump Through the Sourcewell Cooperative Purchasing Program
Resolution No. 2026-61
Thompson Pump - Sourcewell Quote
Thompson Pump Specifications

7. REGULAR AGENDA

7.1 Resolution No. 2026-60, A Resolution of the City Council of the City of Gonzales

Adopting the Vision Zero Action Plan for the City of Gonzales

- Staff Report
- Public Comment
- Council Discussion
- Council Action

Resolution No. 2026-60
Vision Zero Action Plan

8. GONZALES YOUTH COUNCIL UPDATES

9. BUSINESS FROM CITY COUNCIL

9.1 Board/Committee Reports

- Transportation Agency for Monterey County
- Mayor Selection Committee
- Salinas Valley Recycles

9.2 Oral Communications

10. BUSINESS FROM CITY MANAGER

11. ADJOURNMENT

In compliance with the American with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk at (831) 675-5000. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting. (CFR 35.102-35.104 ADA Title II). This is a public meeting and as such, can be seen live by people present or online and is being recorded; therefore; anything you say or do here is public information. The recordings are available online.

Any writing or documents provided to a majority of the City Council regarding any item on this agenda will be made available for public inspection at City Hall located at 147 Fourth Street, Gonzales, California, during normal business hours.

I, Mary Villegas, Deputy City Clerk of the City of Gonzales, do hereby certify that a copy of the foregoing Joint City Council/Successor Agency Regular Meeting Agenda was posted at City Hall, Council Chambers, and on the City's website by September 3, 2026 at 5:00pm.

Mary Villegas 9/3/26
Mary Villegas Date

CITY OF GONZALES

AGENDA ITEM

4.1

RECREATION/COMMUNITY ENGAGEMENT DEPARTMENT

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Carmen Gil, City Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: GYC Summer Fellowship Capstone Presentation

ATTACHMENTS:
Capstone Presentation

GYC SUMMER FELLOWSHIP 2026

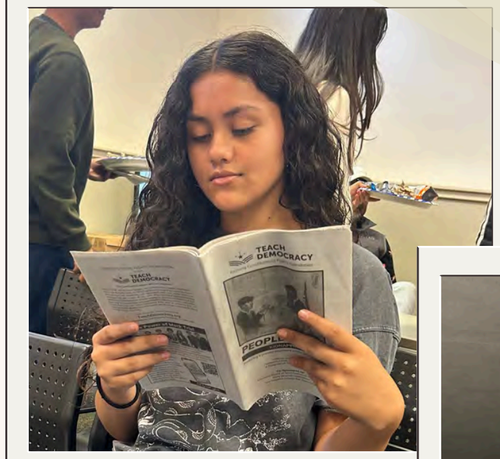
By: The 2026-2027
Gonzales Youth Commissioners

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Melanie Ochoa-Valdez

"I participated in this year's GYC Summer Fellowship and I am an upcoming senior at Gonzales High. Through GYC, I have had the opportunity to develop my leadership skills, participate in my community, and advocate for positive change. These experiences have helped me grow as a leader while building meaningful connections within the City of Gonzales."







Junior Ruiz

"I am an upcoming senior at Gonzales High and a 1st year in GYC. I'm very involved within my school participating in sports and having multiple roles in different clubs.
I strive to grow the community of Gonzales closer together.
As a commissioner. I learned to be better at time management, being resilient, being consistent, and most importantly, being outside of my comfort zone."







Orlando Perez

"I'm an incoming junior attending Gonzales High School. Participating in the Summer Fellowship for a second time was a thrill and further developed my skills in a multitude of aspects.
As a Youth Commissioner, I stive to make an impact in the city, create meaningful connections and get out of my comfort zone. Most importantly, I would like to leave an example for other youth of what leadership should look like!"







GYC Purpose

“If not us, who? If not now, when?”

Making a positive difference by:

- **Advising, recommending, and sharing information to ensure youth have a voice and influence in their city government, school, and community, especially related to policies, programs, and services that affect children and youth;**
- **Planning and implementing community service-learning projects and other community-improving activities of high interest to children and youth; and**
- **Gaining valuable leadership skills and experience to aid our success and the well-being of our families, schools, and community.**

General Mission





Empowering Youth

We want to give young people the opportunity to share their ideas, advocate for change, and be heard in their community.

Building Leadership Skills

Providing opportunities for youth to develop confidence, responsibility, teamwork, and communication skills while gaining experiences that prepare them to become future leaders.



Serving Our Community

Working together to support Gonzales through community involvement, service projects, and initiatives that address local needs and create a positive impact.

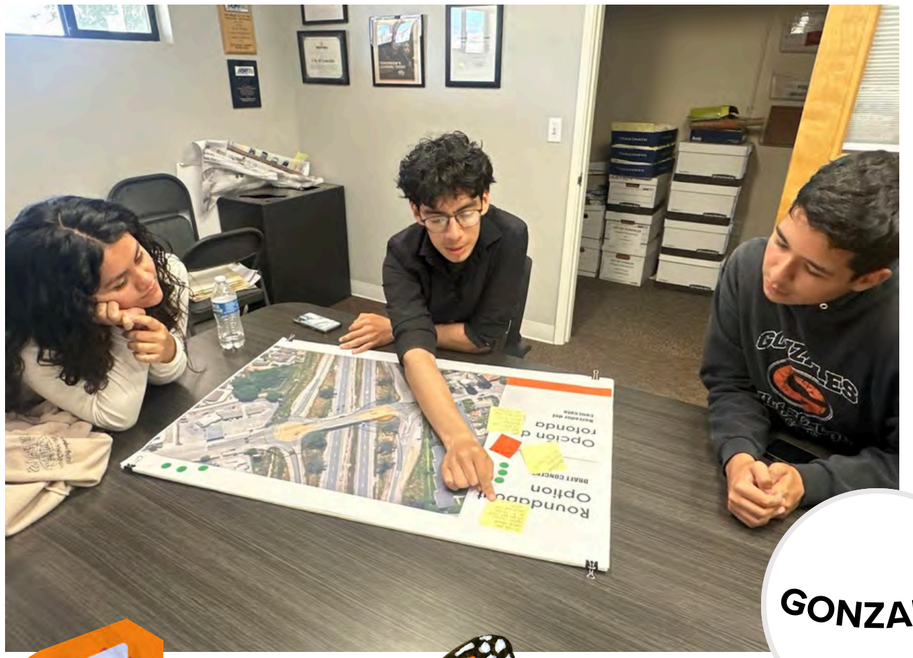
SUMMER FELLOWSHIP PURPOSE

- Leadership skills are very important, and because of that, we focused on what it means to be a leader.
- Being prepared for future ideas and plans are important for staying consistent with work production. Because of this, we focused on scheduling and planning events/activities throughout the year.
- The GYC plays a big role in the City of Gonzales and understanding each department and their roles helps with knowing what is needed within the city/community.
- Ensure communication and connections are being made with the GUSD Board Members, City Staff, & Past Alumni. seeking advice, insight, and formulating project ideas.



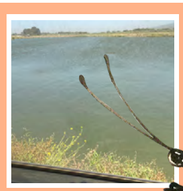








Week 1





GONZALES

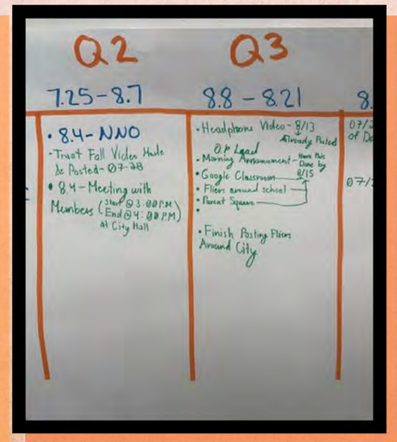






Week 2

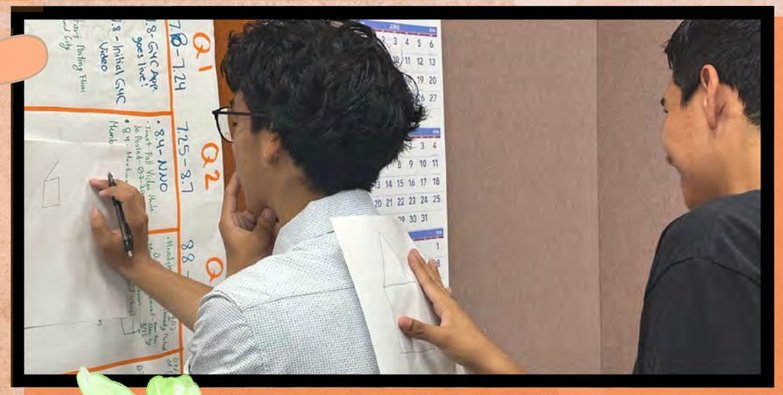

TAYLOR
FARMS


Q2
7.25-8.7
Q3
8.8 - 8.21
• 8.4- NNO
• Trust Fall Video Made & Posted- 07-28
• 8.4- Meeting with Members (Start @ 3:00 PM End @ 4:00 PM) at City Hall
• Headphone Video - 8/13
• Morning Announcement
• Google Classroom - 8/15
• Floors around school
• Parent Square
• Finish Posting Flyers Around City







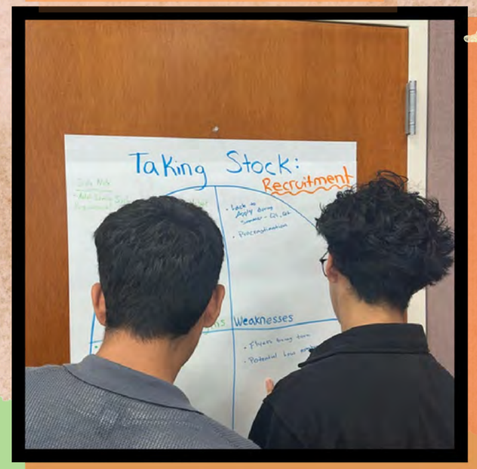











Taking Stock:
Recruitment
Weaknesses









KEY TAKEAWAYS

Junior: My key takeaway were the in-depth explanations during the Public Works and Police Department meet and greets. Learning about everyone jobs and roles made it interesting to see how many people can work together for something bigger than themselves.



Melanie: My key takeaways were learning about the challenges and setbacks the city officials faced throughout their journeys and understanding how those experiences shaped their leadership today. I also gained a better understanding of how the city of Gonzales operates through the Public Works Department. It really helped me learn about the kind of work they do and the responsibilities they hold.

Orlando: My key takeaway was definitely planning the year with my fellow commissioners. As we continue in our term, it is important to schedule all that was necessary to remain proactive for our future members. Of course, also being able to connect with City Staff once again and those who are new was also exciting.

NEXT STEPS & FUTURE PROJECTS

In completing our summer fellowship, we are pleased to announce we have three members already registered. We have conducted outreach via social media & networking. The commissioners now have insight in potential community projects, and will be effectively connecting with members. We will be meeting, planning & discussing further details. Our GYC & Advisor Meetings have already been scheduled, & course of work.

What' s Next?

- **Continued Social Media Content & Outreach, remaining consistent**
- **Bi-Weekly Meetings with Comissioners & Advisors**
- **Vista Lucia Housing Meetings and Engagement**
- **Applications, Interviews & Orientation; 8/28 – 09/05**

RECOMMENDATIONS

One recommendation we have would be to incorporate more hands on interactive experiences that directly align with the duties and responsibilities of each department. Rather than focusing primarily on meet-and-greets, students could participate in activities, demonstrations, or projects that allow them to experience firsthand what each department does and how it serves the community. This would provide students with a stronger understanding of each department's role while making the learning experience more engaging and meaningful.

APPRECIATION & CONCLUSION







As we conclude our fellowship and the presentation, we would like to appreicate all those who made this experience possible. From meeting city officials to planning our term, all of us had a very exciting time developing and learning. In developing our city government knowledge, we hope to implement this into making a beneficial impact to our community. As we further progress, we wish to keep communicating and working wth you all. We appreciate the insight, advice and suggestions you've all provided. Thanks!

CITY OF GONZALES

AGENDA ITEM

4.2

CITY MANAGER

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Carmen Gil, City Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: Proclamation No. 2026-09 Declaring September as Childhood Cancer Awareness Month

ATTACHMENTS:
Proclamation No. 2026-09

PROCLAMATION NO. 2026-09

WHEREAS, the character of our community is revealed in how we treat our most vulnerable; and

WHEREAS, each year, 19.2 in every 100,000 children in our community will be diagnosed with cancer; and

WHEREAS, cancer remains the leading cause of death by disease among children- more than asthma, diabetes, cystic fibrosis, congenital anomalies, and AIDS combined; and

WHEREAS, Jacob's Heart has been keeping medically fragile children and families housed, fed, and emotionally supported by steadfastly adhering to the following commitments: 1) Parents of children with cancer and other serious illnesses will be relieved of financial fears and able to focus attention on their children; 2) No child undergoing intensive treatment in our community will be homeless; 3) Families of seriously ill children will not experience food insecurity during and after the pandemic; and 4) No seriously ill child in our community will ever miss a medical appointment because of a lack of transportation; and

WHEREAS, Jacob's Heart holds the memories and honors legacies of hundreds of children from our local community who have been lost to cancer, ensuring that their memories will never be forgotten; and

WHEREAS, the Oncology Department at Lucile Packard Children's Hospital at Stanford has worked closely with Jacob's Heart for the past 28 years as a trusted community partner in providing family-centered care that addresses the emotional, practical, and financial struggles of families of children with cancer in the City of Gonzales; and

WHEREAS, it is important for all Gonzales City residents to recognize the impact of pediatric cancer on families within our community and honor the children in our community whose lives have been cut short by cancer.

NOW, **THEREFORE**, I, Jose L. Rios, Mayor of the City of Gonzales, hereby declare **September 2026, as Childhood Cancer Awareness Month** in the City of Gonzales, and do hereby honor Jacob's Heart Children's Cancer Support Services for outstanding support to our community and acknowledge the organization's contributions to Childhood Cancer Awareness Month.

_____

Jose L. Rios, The Honorable Mayor
September 8, 2026

CITY OF GONZALES

AGENDA ITEM

4.3

CITY MANAGER

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Carmen Gil, City Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: Proclamation No. 2026-10 Proclaiming September as National Alcohol and Drug Addiction Recovery Month

ATTACHMENTS:
Proclamation No. 2026-10

PROCLAMATION NO. 2026-10

WHEREAS, mental health and substance use disorders affect all communities nationwide, with commitment and support, those impacted can embark on a journey of improved health and overall wellness; and

WHEREAS the focus of National Recovery Month this September is to celebrate all people that make the journey of recovery possible; and

WHEREAS, the impact of mental health and substance use disorders is apparent in our local community, and an estimated drug overdose rate of 23.5 per 100,000 residents and rising synthetic opioids/ fentanyl impacts, continue to affect thousands of individuals and families across Monterey County: and

WHEREAS, through Recovery Month, people become more aware and able to recognize the signs of mental health and substance use disorders, and encourages people in need of recovery services to seek help; and

WHEREAS, the Recovery Month observance continues to work to improve the lives of those affected by mental health and substance use disorders by raising awareness and educating communities about the effective services that are available; and

WHEREAS, prevention of mental and substance use disorders works, treatment is effective, and people recover in our area and around the nation.

NOW, THEREFORE, for the above reasons, I am asking the citizens of the City of Gonzales to join me in celebrating this September as National Recovery Month. I, Mayor Jose L. Rios, on behalf of the Gonzales City Council do hereby proclaim the month of **September 2026** as **NATIONAL ALCOHOL AND DRUG ADDICTION RECOVERY MONTH** throughout the City of Gonzales and call upon our community to observe this month with compelling programs and events that support this year's observance, the 37th anniversary of recovery month by embracing the 2026 theme, **"Recovery is Real (Restoring Every Aspect of Life)**."

Jose L. Rios, The Honorable Mayor
September 8, 2026

CITY OF GONZALES

AGENDA ITEM

6.1

CITY MANAGER

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Carmen Gil, City Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: Approve the Joint City Council/Successor Agency/Successor Housing Agency/Electric Authority/Municipal Electric Utility Meeting Minutes of August 17, 2026

ATTACHMENTS:
August 17, 2026 Minutes

MINUTES

JOINT MEETIN OF THE GONZALES CITY COUNCIL, GONZALES SUCESSOR AGENCY, GONZALES SUCCESSOR HOUSING AGENCY, GONZALES ELECTRIC AUTHORITY BOARD, AND GONZALES MUNICIPAL ELECTRIC UTILTY BOARD
MONDAY, AUGUST 17, 2026
6:00 PM

1. CALL TO ORDER

Mayor Rios called the meeting to order at 6:00pm.

2. PLEDGE OF ALLEGIANCE

Mayor Pro Tem Silva led the flag salute.

3. ROLL CALL

Attendee Name	Title	Status
Jose L Rios	Mayor/Chair/President	Present
Liz Silva	Mayor Pro Tem/Vice Chair/Vice President	Present
Maria Orozco	Member	Present
Scott Funk	Member	Excused Absence
Lorraine Worthy	Member	Excused Absence

STAFF PRESENT:

City Manager Carmen Gil, City Attorney Michael F. Rodriquez, Community Development Director Taven Kinison Brown, Financial Consultant Andy Heath, Executive Assistant to the City Manager/Deputy City Clerk Mary Villegas, Administrative Assistant II Yoanna Meza, Finance Manager Alex Avalos, Public Works Director/City Engineer Octavio Hurtado, and Police Chief Keith Wise.

PUBLIC NOTICE

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4. BUSINESS FROM THE PUBLIC

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Andrew Castillo, Gonzales Resident, elaborated on grants that are available such as the SB1 Gas Tax Fund and Federal Safe Streets and Roads which help fund road and sidewalk improvements; concurred with extending the Mayor's term from two to four years; suggested not discouraging younger people from running for Council; and recommended pursuing SB1 and Safe Street grants for road and sidewalk repairs.

Henry Martinez III commented about helping the food bank doing potato bags, walking around the streets picking up trash, and helping his great grandma in the garden.

Henry Martinez Jr. (via zoom) commented about two candidates, recent high school graduates coming for the chair; the elections dirt starting; being happy for new leadership coming in; Council costing the City too much money; and the Council should let new people come in.

Deputy City Clerk Villegas read a comment received via email from Ted Bear on August 10, 2026 at 9:58pm and was entered into the record.

5. CONSENT AGENDA

All matters listed under the Consent Agenda are considered routine by the City Council and will be adopted by one action of the Council unless any Council Member has a question or wishes to make a statement or discuss an item. In that event, the Mayor will remove the item from the Consent Calendar for separate consideration.

5.1 Approve the Joint City Council/Successor Agency Regular Meeting Minutes of July 20, 2026

5.2 Approve the Joint City Council/Successor Agency Regular Meeting Minutes of August 3, 2026

5.3 Approve Accounts Payable Warrants #54214-54272

5.4 City Manager Report

5.5 Community Development Department Activity Report

5.6 Community Engagement & Recreation Activity Report

5.7 Police Department Activity Report

5.8 Public Works/City Engineer Department Activity Report

5.9 Resolution No. 2026-50, A Resolution of the City Council of the City of Gonzales Approving a Property Tax Transfer for the Proposed Vista Lucia Reorganization Involving Annexation of 771 Acres to the City of Gonzales and Detachment from the Monterey County Resource Conservation District and Gonzales Rural Fire Protection District

5.10 Resolution 2026- 51, A Resolution of the City Council of the City of Gonzales Certifying Compliance with State Law with Respect to the Levying of General and Special Taxes, Assessments, and Property Related Fees and Charges

5.11 Resolution No. 2026-52, A Resolution of the City Council of the City of Gonzales Establishing the Appropriations Subject to Limit for the City of Gonzales for the 2026-2027 Fiscal Year

5.12 Joint Resolution No. 2026-55, A Resolution of the City Council of the City of Gonzales/City Council as Board to the Successor Agency to the Gonzales Redevelopment Agency/Board of the Successor Housing Agency/Board of the Gonzales Electric Authority/Board of the Gonzales Municipal Electric Utility Approving a First Amendment to an Employment Agreement for City Manager/Successor Agency Director/Successor Housing Agency Executive Director/Electric Authority Executive Director/Electric Utility Executive Director Services with Carmen Gil

RESULT:	**PASSED[UNANIMOUS] Consent Agenda Items**
MOVER:	Liz Silva
SECONDER:	Maria Orozco
AYES:	Jose L Rios, Liz Silva, Maria Orozco
ABSENT:	Scott Funk, Lorraine Worthy

6. REGULAR AGENDA

6.1 **Resolution No. 2026-53,** A Resolution of the City Council of the City of Gonzales Adopting an Operating Budget for the City for the Fiscal Year July 1, 2026, through June 30, 2027, Providing for the Appropriations and Expenditures of All Sums Set Forth Therein; and **Resolution SA-2026-03**, A Resolution of the City Council of the City of Gonzales Acting as Successor Agency for the Gonzales Redevelopment Agency Approving and Adopting a Successor Agency Budget for the Period Between July 1, 2026, and June 30, 2027

Staff Report: City Manager Gil and Financial Consultant Heath presented the staff report via powerpoint presentation. They gave an overview of the proposed budget development process, and explained the general fund, revenues and expenditures, enterprise funds, special revenue funds, impact fee funds, revenue generating opportunities, and future items on the horizon.

Public Comment: Henry Martinez Jr. (via zoom) talked about the lack of big stores in town and suggested looking at that; questioned why the Police Department budget was 44% compared to other cities; said it should be broken even across the board especially the Fire Department; and commented about people paying more for water, sewage and trash which shouldn't go to new projects.

RESULT:	**PASSED[UNANIMOUS] Resolution No. 2026-53**
MOVER:	Liz Silva
SECONDER:	Maria Orozco
AYES:	Jose L Rios, Liz Silva, Maria Orozco
ABSENT:	Scott Funk, Lorraine Worthy

RESULT:	**PASSED[UNANIMOUS] Resolution No. SA-2026-03**
MOVER:	Liz Silva
SECONDER:	Maria Orozco
AYES:	Jose L Rios, Liz Silva, Maria Orozco
ABSENT:	Scott Funk, Lorraine Worthy

7. BUSINESS FROM CITY COUNCIL

7.1 Board/Committee Reports

League of California Cities - No report.

Association of Monterey Bay Area Governments - No report.

Monterey Salinas Transit - No report.

7.2 Oral Communications

Mayor Pro Tem Silva commended the Youth Council for attending Board of Supervisors meeting and providing their great comments. She announced the Salinas Valley Solid Waste Authority meeting this Thursday at 6:00pm, and the Salinas Valley Solid Waste Authority Employee Annual Dinner this Friday. She said she won't be able to attend the first football game this Friday against Alisal. She announced the Adult Aqua Fitness was back from 5:00pm-6:00pm, and the Monterey County Fair on September 2 - 7, 2026.

Council Member Orozco echoed Mayor Pro Tem Silva's comments regarding our youth who attended and spoke at the Board of Supervisors meeting and said they are the ones who want to come back after college and live in our City. She thanked staff for all they do for the different services, and recreational programs which sometimes are done with a very limited budget.

Mayor Rios reported Public Works Director Hurtado applied and received a grant which was on tonight's agenda. He was also impressed with our Youth Council, particularly Orlando, who attended and spoke at the Board of Supervisors meeting and gave excellent comments. He asked how the red curb painting was going. He mentioned there are a number of complaints he has heard such as sidewalk repair, overgrown bushes, etc. throughout the community.

He asked staff to take a look at that especially now that kids are back at school and they need a good safe walk to school routes.

8. BUSINESS FROM CITY MANAGER

Public Works Director Hurtado announced that staff received a grant to put some traffic attenuation devices on certain streets and as part of that, got extra money to take care of the red curb day lighting law. He also reported the subdivisions in the assessment districts will be slurry sealed, and re-striped to include making sure that all the red curbs in that subdivision are in place. In regards to the slough, he informed Public Works staff are taking care of one side of the fence with the larger growth as it is part of fire prevention, and then they'll do the other side.

City Manager Gil announced the Relay for Life Event on September 19th in downtown Salinas, and asked if anyone was interested in joining the City's team. She announced the LAFCO meeting on August 24th at 3:00pm, where they will discuss one of the issues left on the application. She mentioned staff will be there and hoped folks can join us either in person or via zoom.

Mayor Rios asked if anyone from the Council could attend.

City Manager Gil thought it would be a great idea to have testimonials.

Council Member Orozco said it was a good idea to encourage people on the housing list so they can be informed of what the next steps are.

9. CLOSED SESSION

Any member of the public may address the Council on a closed session item appearing on the agenda. Speakers shall have a limited time of two (2) minutes. Please be brief and to the point.

There was none.

9.1 The City Council will recess to closed session pursuant to Government Code Section 54956.9(a) to confer with its Attorney regarding pending litigation which has been initiated formally and to which the City is a party: Duran v. City of Gonzales.

Council approved settlement and provided direction to legal counsel. No other reportable action taken.

10. ADJOURNMENT

RESULT:	**PASSED[UNANIMOUS]**
MOVER:	Liz Silva
SECONDER:	Jose L Rios
AYES:	Jose L Rios, Liz Silva, Maria Orozco
ABSENT:	Scott Funk, Lorraine Worthy

The joint meeting was adjourned at 7:27pm.

ATTEST:

Mary Villegas, Deputy City Clerk

CITY OF GONZALES

AGENDA ITEM

6.2

CITY MANAGER

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Carmen Gil, City Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: Approve Accounts Payable Warrants #54273-54382

ATTACHMENTS:
Warrants #54273-54382



Gonzales, CA

Check Report

By Check Number

Date Range: 08/01/2026 - 08/28/2026

Vendor Number / Payable #	Vendor Name / Payable Type	Post Date	Payment Date / Payable Description	Payment Type	Discount Amount / Discount Amount	Payment Amount / Payable Amount	Number
Bank Code: POOL-MECHANICS-POOL-MECHANICS BANK							
3232	CREATIVE SERVICES OF NEW ENGLAND		08/13/2026	Regular	0.00	-613.95	54036
PWDUES	CA PROFESSIONAL EMPLOYEES AFL-CIO		08/14/2026	Regular	0.00	326.40	54273
INV0001508	Invoice	08/14/2026	PW UNION DUES		0.00	326.40	
GONZPOA	GONZALES POLICE OFFICERS ASSOCIATION		08/14/2026	Regular	0.00	450.00	54274
INV0001501	Invoice	08/14/2026	POA UNION DUES		0.00	450.00	
FIREDUES	GONZALES PROFESSIONAL FIREFIGHTERS ASSO(		08/14/2026	Regular	0.00	73.44	54275
INV0001493	Invoice	08/14/2026	FIRE UNION DUES		0.00	73.44	
PARS	JOHN HANCOCK USA		08/14/2026	Regular	0.00	2,267.01	54276
INV0001497	Invoice	08/14/2026	CITIBANK-PARS CONTRACT # 86360		0.00	2,267.01	
ICMA	MISSION SQUARE		08/14/2026	Regular	0.00	5,800.26	54277
INV0001488	Invoice	08/14/2026	457 LOAN PAYMENT		0.00	1,253.55	
INV0001495	Invoice	08/14/2026	457 ICMA DEFERRED COMP		0.00	4,546.71	
3232	CREATIVE SERVICES OF NEW ENGLAND		08/13/2026	Regular	0.00	613.95	54278
C26-31130	Invoice	06/19/2026	PD Stickers		0.00	613.95	
1922	A & G PUMPING, INC.		08/14/2026	Regular	0.00	586.00	54279
26-107149	Invoice	08/14/2026	PORTA POTTY RENTAL		0.00	405.50	
26-107275	Invoice	08/14/2026	Car Show Porta Pottys		0.00	180.50	
256	ABAG PUBLICLY OWNED ENERGY RESOURCES		08/14/2026	Regular	0.00	1,329.11	54280
1005004	Invoice	08/14/2026	Levelized Natural Gas		0.00	1,329.11	
4362	AGILE OCCUPATIONAL MEDICINE PC		08/14/2026	Regular	0.00	260.00	54281
EM086928	Invoice	08/14/2026	PHYSICAL/DRUG TESTING		0.00	260.00	
108	AIRGAS		08/14/2026	Regular	0.00	223.73	54282
5526615782	Invoice	08/14/2026	PROPANE		0.00	64.81	
5526615916	Invoice	08/14/2026	PROPANE		0.00	158.92	
ALFREDO'S	ALFREDO'S CONCRETE 1, INC		08/14/2026	Regular	0.00	8,840.00	54283
3195	Invoice	08/14/2026	SIDEWALK REPAIR 08/26		0.00	8,840.00	
3045	ALLIANT INSURANCE SERVICES INC.		08/14/2026	Regular	0.00	6,739.97	54284
3653252	Invoice	08/14/2026	Insurance		0.00	6,739.97	
3893	ALVAREZ TECHNOLOGY GROUP, INC.		08/14/2026	Regular	0.00	30,176.19	54285
81331	Invoice	08/14/2026	IT SERVICES		0.00	193.05	
81450	Invoice	08/14/2026	SERVER UPGRADE		0.00	21,988.37	
81459	Invoice	08/14/2026	MONTHLY BILLING 09/26		0.00	7,747.27	
81625	Invoice	08/14/2026	IT SUPPORT		0.00	247.50	
ANDREW HEATH	ANDREW HEATH		08/14/2026	Regular	0.00	3,587.50	54286
26-04	Invoice	08/14/2026	Financial Consulting		0.00	3,587.50	
3284	ARMANASCO PUBLIC RELATIONS, INC.		08/14/2026	Regular	0.00	6,000.00	54287
13041	Invoice	08/14/2026	Grant Support		0.00	6,000.00	
3168	AUTOZONE INC.		08/14/2026	Regular	0.00	77.68	54288
05509153959	Invoice	08/14/2026	VEHICLE MAINT		0.00	76.63	
05509155951	Credit Memo	08/14/2026	RETURN		0.00	-50.63	
05509155952	Invoice	08/14/2026	VEHICLE MAINT.		0.00	51.68	
3805	BADGER METER INC.		08/14/2026	Regular	0.00	185.01	54289

Vendor Number / Payable #	Vendor Name / Payable Type	Post Date	Payment Date / Payable Description	Payment Type	Discount Amount / Discount Amount	Payment Amount / Payable Amount	Number
80245413	Invoice	08/14/2026	METERS & READING		0.00	185.01	
1442	BOUND TREE MEDICAL LLC		08/14/2026	Regular	0.00	933.98	54290
86298588	Invoice	08/14/2026	MEDICAL SUPPLIES		0.00	933.98	
770	CARLOS ALBERTO ESQUIVEL JACOB'S MAINTEN/		08/14/2026	Regular	0.00	1,000.00	54291
2106	Invoice	08/14/2026	JANITORIAL		0.00	900.00	
2107	Invoice	08/14/2026	JANITORIAL		0.00	100.00	
CHRISP	CHRISP COMPANY		08/14/2026	Regular	0.00	115,364.19	54292
39903	Invoice	08/14/2026	5TH ST TRUCK BAN PROJECT		0.00	115,364.19	
212	CITY OF GONZALES		08/14/2026	Regular	0.00	9,445.66	54293
073126	Invoice	08/14/2026	Utilities		0.00	9,445.66	
4373	CORE & MAIN LP		08/14/2026	Regular	0.00	332.64	54294
Z504159	Invoice	08/14/2026	METER BOXES		0.00	332.64	
1821	CSK AUTO, INC.		08/14/2026	Regular	0.00	38.24	54295
3566-311711	Invoice	08/14/2026	VEHICLE MAINT		0.00	38.24	
3028	D & J TIRE SERVICE		08/14/2026	Regular	0.00	664.51	54296
18410	Invoice	08/14/2026	TIRE REPAIR		0.00	337.70	
18411	Invoice	08/14/2026	TIRE REPAIR		0.00	30.00	
18412	Invoice	08/14/2026	TIRE REPAIR		0.00	296.81	
3752	DUDEK		08/14/2026	Regular	0.00	31,435.50	54297
202607710	Invoice	08/14/2026	IWTF SUPPORT		0.00	31,435.50	
593	FERGUSON ENTERPRISES, INC 1423		08/14/2026	Regular	0.00	348.41	54298
1930775	Invoice	08/14/2026	CURB STOPS		0.00	348.41	
3274	GONZALES ACE HARDWARE INC.		08/14/2026	Regular	0.00	339.62	54299
044692/3	Invoice	08/14/2026	Chalk for Adult Co-ed Games		0.00	20.65	
044737/3	Invoice	08/14/2026	POOL CHEMICALS		0.00	46.48	
044748/3	Invoice	08/14/2026	POOL CHEMICALS		0.00	272.49	
225	GONZALES IRRIGATION		08/14/2026	Regular	0.00	38.68	54300
138659	Invoice	08/14/2026	SEWER PLANT PUMP MAINT		0.00	18.98	
138679	Invoice	08/14/2026	SEWER PLANT PUMP MAINT.		0.00	15.33	
138811	Invoice	08/14/2026	SEWER PLANT PUMP MAINT		0.00	4.37	
4071	GREAT AMERICA FINANCIAL SERVICES CORPOR/		08/14/2026	Regular	0.00	1,348.84	54301
42648265	Invoice	08/14/2026	COPIER LEASE		0.00	1,348.84	
1319	GREEN VALLEY FARM SUPPLY		08/14/2026	Regular	0.00	520.66	54302
185876	Invoice	08/14/2026	WEED CONTROL FOR SEWER PLANT		0.00	494.46	
185877	Invoice	08/14/2026	WEED CONTROL @ SEWER PLANT		0.00	26.20	
3228	HARRIS & ASSOCIATES, INC.		08/14/2026	Regular	0.00	11,854.50	54303
73411	Invoice	08/14/2026	COMMUNITY CENTER - CM SERVICES		0.00	11,854.50	
4120	HILL BROTHERS CHEMICAL CO		08/14/2026	Regular	0.00	4,824.11	54304
INV13160713	Invoice	08/14/2026	CHLORINE FOR POOL		0.00	4,824.11	
4287	JESSICA OLMEDO		08/14/2026	Regular	0.00	97.28	54305
080626	Invoice	08/14/2026	Travel - Pool Snackbar Runs		0.00	97.28	
1931	LAFCO OF MONTEREY COUNTY		08/14/2026	Regular	0.00	1,225.00	54306
081426	Invoice	08/14/2026	Vista Lucia AG Policy Appeal		0.00	1,225.00	
72	MISSION UNIFORM SERVICE		08/14/2026	Regular	0.00	1,458.27	54307
526446846	Invoice	08/14/2026	TOWELS & UNIFORMS		0.00	111.44	
526482061	Invoice	08/14/2026	gloves		0.00	141.55	
526484421	Invoice	08/14/2026	TOWELS		0.00	106.14	
526484423	Invoice	08/14/2026	mats		0.00	60.53	

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526484424	Invoice	08/14/2026	TOWELS & UNIFORMS		0.00	111.44	
526484425	Invoice	08/14/2026	Uniforms		0.00	213.40	
526487262	Invoice	08/14/2026	MISSION LINEN		0.00	74.07	
526487410	Invoice	08/14/2026	UNIFORMS		0.00	93.79	
526534478	Invoice	08/14/2026	MATS & TOWELS		0.00	191.80	
526534479	Invoice	08/14/2026	Mats		0.00	60.53	
526534480	Invoice	08/14/2026	MATS & TOWELS		0.00	111.44	
526534481	Invoice	08/14/2026	UNIFORMS		0.00	182.14	
3970	MNS ENGINEERS, INC.		08/14/2026	Regular	0.00	79,050.00	54308
26080165	Invoice	08/14/2026	CM FOR IWWTP		0.00	79,050.00	
341	PATRICK ASKEW		08/14/2026	Regular	0.00	361.00	54309
080326	Invoice	08/14/2026	Retiree Medical Insurance Benefit		0.00	361.00	
4092	RAZZO LINK, INC. RAZZOLINK		08/14/2026	Regular	0.00	109.95	54310
467475	Invoice	08/14/2026	INTERNET (BACKUP)		0.00	109.95	
258	SALINAS VALLEY SOLID WASTE AUTHORITY		08/14/2026	Regular	0.00	34,588.14	54311
26916	Invoice	08/14/2026	AB939 SERVICE FEE		0.00	10,832.00	
27004	Invoice	08/14/2026	TONAGE - 07/26		0.00	23,756.14	
2685	SC FUELS		08/14/2026	Regular	0.00	365.66	54312
1277176	Invoice	08/14/2026	FUEL		0.00	365.66	
1771	SOCIAL VOCATIONAL SERVICES INC		08/14/2026	Regular	0.00	1,575.00	54313
25G2603-IN	Invoice	08/14/2026	Janitorial		0.00	1,575.00	
1771	SOCIAL VOCATIONAL SERVICES INC		08/14/2026	Regular	0.00	437.16	54314
24G2608-IN	Invoice	08/14/2026	Janitorial		0.00	437.16	
SUSP	SPECIALIZED UTILITY SERVICES PROGRAM		08/14/2026	Regular	0.00	4,080.00	54315
3508	Invoice	08/14/2026	CPO SERVICES 07/26		0.00	4,080.00	
2673	SPECTRUM Charter Communications		08/14/2026	Regular	0.00	1,346.97	54316
170001001080126	Invoice	08/14/2026	INTERNET		0.00	1,346.97	
4361	STAPLES, INC. Staples Contract & Commercial		08/14/2026	Regular	0.00	178.08	54317
6070250477	Invoice	08/14/2026	SUPPLIES		0.00	47.00	
6070250478	Invoice	08/14/2026	SUPPLIES		0.00	131.08	
1857	SUMMIT UNIFORMS, LLC		08/14/2026	Regular	0.00	1,038.40	54318
44702	Invoice	08/14/2026	UNIFORMS		0.00	752.40	
44703	Invoice	08/14/2026	UNIFORMS		0.00	286.00	
3175	TRANS UNION RISK AND ALTERNATI DATA SOLU		08/14/2026	Regular	0.00	110.00	54319
298157-202607-1	Invoice	08/14/2026	TRANS UNION		0.00	110.00	
27	TRI - CITIES DISPOSAL		08/14/2026	Regular	0.00	78,414.84	54320
019905	Invoice	08/14/2026	DROP BOX SERVICES 07/26		0.00	890.07	
019930	Invoice	08/14/2026	CLEAN UP WEEK		0.00	45.02	
070126	Invoice	08/14/2026	07/26 BILLING		0.00	77,479.75	
3718	TRINI'S PLUMBING		08/14/2026	Regular	0.00	790.49	54321
6333	Invoice	08/14/2026	VOSTI CENTER		0.00	40.02	
6346	Invoice	08/14/2026	WATER DEPT		0.00	53.53	
6350	Invoice	08/14/2026	SEWER DEPT		0.00	87.30	
6360	Invoice	08/14/2026	PARKS		0.00	106.83	
6364	Invoice	08/14/2026	POOL		0.00	248.29	
6365	Invoice	08/14/2026	STREETS		0.00	152.19	
6371	Invoice	08/14/2026	POLICE DEPT		0.00	10.85	
6381	Invoice	08/14/2026	FIRE DEPT		0.00	34.99	
6386	Invoice	08/14/2026	BUILDINGS		0.00	24.99	
6397	Invoice	08/14/2026	SHOP		0.00	31.50	

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174	VALLEY SAW & GARDEN EQUIPMENT		08/14/2026	Regular	0.00	328.36	54322
448803	Invoice	08/14/2026	WEED WACKER MAINT		0.00	328.36	
2856	COUNTY OF SANTA CLARA OFFICE OF THE SHER		08/14/2026	Regular	0.00	357.80	54323
1800098797	Invoice	06/30/2026	COP LINK 12/25-11/26		0.00	357.80	
3646	ENGIE SERVICES U.S. INC.		08/14/2026	Regular	0.00	39,291.00	54324
90075122	Invoice	06/30/2026	solar panel maint.		0.00	39,291.00	
GATEWAYP	GATEWAY PACIFIC CONTRACTORS, INC		08/14/2026	Regular	0.00	1,568,691.30	54325
8	Invoice	06/30/2026	IWTF CONSTRUCTION		0.00	802,659.75	
9	Invoice	06/30/2026	IWTF CONSTRUCTION		0.00	766,031.55	
KIMLEY HORN	KIMLEY-HORN AND ASSOCIATES INC		08/14/2026	Regular	0.00	19,500.00	54326
36155450	Invoice	06/30/2026	GRANT APPLICATION SUPPORT 06/26		0.00	19,500.00	
OPTERRA	OPTERRA ENERGY SERVICES LLC		08/14/2026	Regular	0.00	44,089.00	54327
90081318	Invoice	06/30/2026	SOLAR PANEL MAINT.		0.00	3,620.00	
90081451	Invoice	06/30/2026	SOLAR PANEL MAINT		0.00	40,469.00	
4424	REVENUE NOW INC.		08/14/2026	Regular	0.00	269.70	54328
29069	Invoice	06/30/2026	VEHICLE MAINT		0.00	269.70	
EDIS	EMPLOYER DRIVEN INSURANCE SERVICES		08/28/2026	Regular	0.00	21,255.98	54329
INV0001521	Invoice	08/28/2026	EDIS - ADMIN		0.00	1,073.50	
Sept 2026	Invoice	08/28/2026	EDIS Claims		0.00	20,182.48	
	Void		08/28/2026	Regular	0.00	0.00	54330
MEDEYE	EYEMED		08/28/2026	Regular	0.00	481.50	54331
INV0001540	Invoice	08/28/2026	VISION INSURANCE - EMPLOYER		0.00	481.50	
GONZPOA	GONZALES POLICE OFFICERS ASSOCIATION		08/28/2026	Regular	0.00	450.00	54332
INV0001531	Invoice	08/28/2026	POA UNION DUES		0.00	450.00	
FIREDUES	GONZALES PROFESSIONAL FIREFIGHTERS ASSO(		08/28/2026	Regular	0.00	73.44	54333
INV0001522	Invoice	08/28/2026	FIRE UNION DUES		0.00	73.44	
PARS	JOHN HANCOCK USA		08/28/2026	Regular	0.00	2,267.01	54334
INV0001528	Invoice	08/28/2026	CITIBANK-PARS CONTRACT # 86360		0.00	2,267.01	
ICMA	MISSION SQUARE		08/28/2026	Regular	0.00	4,908.23	54335
INV0001515	Invoice	08/28/2026	457 LOAN PAYMENT		0.00	1,253.55	
INV0001524	Invoice	08/28/2026	457 ICMA DEFERRED COMP		0.00	3,654.68	
STANDARD	STANDARD INSURANCE COMPANY		08/28/2026	Regular	0.00	2,062.96	54336
INV0001518	Invoice	08/28/2026	AD&D - EMPLOYER		0.00	155.43	
INV0001525	Invoice	08/28/2026	BASIC LIFE - EMPLOYER		0.00	907.06	
INV0001527	Invoice	08/28/2026	LONG TERM DISABILITY - EMPLOYER		0.00	1,000.47	
	Void		08/28/2026	Regular	0.00	0.00	54337
COLUMBIABANK	COLUMBIA BANK		08/28/2026	Regular	0.00	32,000.00	54338
5021-PB10	Invoice	06/30/2026	Retention for Progress #8		0.00	32,000.00	
3752	DUDEK		08/28/2026	Regular	0.00	33,612.50	54339
202606485	Invoice	06/30/2026	IWTF Engineering Support		0.00	33,612.50	
507	EMC PLANNING GROUP INC.		08/28/2026	Regular	0.00	4,042.73	54340
25-047-6	Invoice	06/30/2026	Consulting Services		0.00	448.66	
25-047-7	Invoice	06/30/2026	Consulting Services		0.00	3,594.07	
1109	GONZALES UNIFIED SCHOOL DISTRICT		08/28/2026	Regular	0.00	91,429.78	54341
AR26-00085	Invoice	06/30/2026	April Fuel		0.00	31,892.91	
AR26-00086	Invoice	06/30/2026	May Fuel Cost		0.00	33,104.09	
AR26-00094	Invoice	06/30/2026	June Fuel		0.00	26,432.78	
3821	PASSPORT LABS, INC.		08/28/2026	Regular	0.00	222.94	54342

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INV-1060376	Invoice	06/30/2026	Parking Ticket Services		0.00	222.94	
3880	THE MAYNARD GROUP		08/28/2026	Regular	0.00	1,986.55	54343
IN2066245cr	Credit Memo	08/27/2026	Phone + Zoom Credit		0.00	-749.50	
IN2067077	Invoice	06/30/2026	Phones + Zoom		0.00	2,736.05	
3577	U.S. BANK		08/28/2026	Regular	0.00	434.25	54344
070626CG	Invoice	06/30/2026	Credit Card Expenses		0.00	434.25	
3331	2NDNATURE SOFTWARE INC,		08/28/2026	Regular	0.00	6,364.41	54345
23181	Invoice	08/28/2026	Stormwater Software		0.00	6,364.41	
108	AIRGAS		08/28/2026	Regular	0.00	589.36	54346
9174763017	Invoice	08/28/2026	Oxygen		0.00	589.36	
2	ALL - SAFE ALARMS		08/28/2026	Regular	0.00	750.00	54347
141970	Invoice	08/28/2026	Monthly Monitoring		0.00	600.00	
142008	Invoice	08/28/2026	Fire Monitoring		0.00	150.00	
137	AMERICAN SUPPLY CO.		08/28/2026	Regular	0.00	235.22	54348
3097081	Invoice	08/28/2026	Wax		0.00	117.61	
3097113	Invoice	08/28/2026	Wax		0.00	117.61	
ANDREW HEATH	ANDREW HEATH		08/28/2026	Regular	0.00	4,112.50	54349
26-05	Invoice	08/28/2026	Finance Consulting Services		0.00	4,112.50	
3033	ASAP SIGNS & PRINTING		08/28/2026	Regular	0.00	34.37	54350
27537	Invoice	08/28/2026	name plates		0.00	34.37	
4117	AT&T		08/28/2026	Regular	0.00	401.37	54351
080726	Invoice	08/28/2026	AT&T		0.00	401.37	
3168	AUTOZONE INC.		08/28/2026	Regular	0.00	365.16	54352
05509156514	Invoice	08/28/2026	Vehicle Maint		0.00	59.06	
05509156515	Invoice	08/28/2026	Vehicle Maint		0.00	170.80	
05509162074	Invoice	08/28/2026	Pump Maint		0.00	135.30	
1054	BANUELOS ENTERPRISES, INC.		08/28/2026	Regular	0.00	405.76	54353
1093	Invoice	08/28/2026	July Fuel		0.00	405.76	
4318	BRENT SLAMA		08/28/2026	Regular	0.00	512.50	54354
094	Invoice	08/28/2026	Project Management		0.00	512.50	
3838	CAL-WEST LIGHTING AND SIGNAL MAINTENAN(		08/28/2026	Regular	0.00	100.00	54355
260737	Invoice	08/28/2026	Monthly Maint		0.00	100.00	
770	CARLOS ALBERTO ESQUIVEL JACOB'S MAINTEN/		08/28/2026	Regular	0.00	100.00	54356
2112	Invoice	08/28/2026	Janitorial		0.00	100.00	
ART BLACK	CARMEL FIRE PROTECTION		08/28/2026	Regular	0.00	1,725.00	54357
126330	Invoice	08/28/2026	Review + Inspection		0.00	450.00	
126342	Invoice	08/28/2026	Review + Inspection		0.00	825.00	
126343	Invoice	08/28/2026	Review + Inspection		0.00	450.00	
889	CASNER EXTERMINATING, INC.		08/28/2026	Regular	0.00	270.00	54358
807993	Invoice	08/28/2026	Pest Control		0.00	270.00	
757	COMPLIANCE POSTER CO.		08/28/2026	Regular	0.00	96.75	54359
815839	Invoice	08/28/2026	Compliance Posters		0.00	96.75	
1821	CSK AUTO, INC.		08/28/2026	Regular	0.00	137.98	54360
3566-312437	Invoice	08/28/2026	Supplies		0.00	137.98	
3028	D & J TIRE SERVICE		08/28/2026	Regular	0.00	1,252.11	54361
18432	Invoice	08/28/2026	Vehicle Maint		0.00	550.30	
18434	Invoice	08/28/2026	Tire Repair		0.00	30.00	

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18436	Invoice	08/28/2026	Tire Repair		0.00	30.00	
18440	Invoice	08/28/2026	Tire Repair		0.00	60.00	
18442	Invoice	08/28/2026	Tire Repair		0.00	60.00	
18447	Invoice	08/28/2026	Tire Repair		0.00	30.00	
18474	Invoice	08/28/2026	Vehicle Maint		0.00	296.81	
18475	Invoice	08/28/2026	Tire Repair		0.00	165.00	
18476	Invoice	08/28/2026	Tire Repair		0.00	30.00	
507	EMC PLANNING GROUP INC.		08/28/2026	Regular	0.00	18,422.77	54362
25-047-8	Invoice	08/28/2026	Consulting Services		0.00	18,422.77	
3274	GONZALES ACE HARDWARE INC.		08/28/2026	Regular	0.00	201.44	54363
044812/3	Invoice	08/28/2026	Paint for Streets		0.00	8.87	
044914/3	Invoice	08/28/2026	Tools		0.00	34.07	
044920/3	Invoice	08/28/2026	Water Tools		0.00	28.49	
044935/3	Invoice	08/28/2026	Repair Supplies		0.00	44.74	
044939/3	Invoice	08/28/2026	Supplies		0.00	18.57	
045045/3	Invoice	08/28/2026	Supplies		0.00	66.70	
GREENRU	GREEN RUBBER-KENNEDY AG		08/28/2026	Regular	0.00	524.86	54364
S-836731	Invoice	08/28/2026	Repair Material		0.00	524.86	
1319	GREEN VALLEY FARM SUPPLY		08/28/2026	Regular	0.00	128.10	54365
378533	Invoice	08/28/2026	Supplies		0.00	128.10	
3228	HARRIS & ASSOCIATES, INC.		08/28/2026	Regular	0.00	4,500.00	54366
73578	Invoice	08/28/2026	2026 Annual District Admin		0.00	4,500.00	
2818	JARVIS FAY LLP.		08/28/2026	Regular	0.00	7,218.50	54367
22315	Invoice	08/28/2026	Legal Services		0.00	5,814.00	
22316	Invoice	08/28/2026	Legal Services		0.00	1,404.50	
72	MISSION UNIFORM SERVICE		08/28/2026	Regular	0.00	947.08	54368
526446845	Invoice	08/28/2026	MATS		0.00	60.53	
526575452	Invoice	08/28/2026	Uniforms		0.00	62.53	
526578349	Invoice	08/28/2026	Towels		0.00	106.14	
526578351	Invoice	08/28/2026	Mats		0.00	60.53	
526578352	Invoice	08/28/2026	Towels and Uniforms		0.00	111.44	
526578353	Invoice	08/28/2026	Uniforms		0.00	182.14	
526606667	Invoice	08/28/2026	Towels and Mats		0.00	191.80	
526606668	Invoice	08/28/2026	Mats		0.00	60.53	
526606669	Invoice	08/28/2026	Towels and Uniforms		0.00	111.44	
MCRFD	Monterey County Regional Fire District		08/28/2026	Regular	0.00	4,650.00	54369
08102026	Invoice	08/28/2026	Duty chief		0.00	4,650.00	
91	P. G. & E.		08/28/2026	Regular	0.00	44,567.32	54370
081426-26379	Invoice	08/28/2026	PG&E		0.00	2,980.56	
081426-40172	Invoice	08/28/2026	PG&E		0.00	1,157.61	
081826-82103	Invoice	08/28/2026	PG&E		0.00	40,005.30	
081926-12637	Invoice	08/28/2026	PG&E		0.00	423.85	
3194	PUBLIC AGENCY RETIREMENT SERVICES		08/28/2026	Regular	0.00	521.92	54371
081726	Invoice	08/28/2026	Admin Fees		0.00	521.92	
2979	SALINAS VALLEY PRO SQUAD		08/28/2026	Regular	0.00	1,743.39	54372
023201	Invoice	08/28/2026	Officer Uniforms		0.00	1,743.39	
2685	SC FUELS		08/28/2026	Regular	0.00	857.29	54373
1268661	Invoice	08/28/2026	Fuel		0.00	368.90	
1284823	Invoice	08/28/2026	Fuel		0.00	488.39	
2449	SMITH & ENRIGHT LANDSCAPING, INC.		08/28/2026	Regular	0.00	6,410.45	54374

Vendor Number / Payable #	Vendor Name / Payable Type	Post Date	Payment Date / Payable Description	Payment Type	Discount Amount / Discount Amount	Payment Amount / Payable Amount	Number
5701	Invoice	08/28/2026	08/26 Landscaping Services		0.00	6,410.45	
3880	THE MAYNARD GROUP		08/28/2026	Regular	0.00	5,474.18	54375
IN2067906	Invoice	08/28/2026	Phone + Zoom		0.00	2,736.39	
IN2068738	Invoice	08/28/2026	Phones + Zoom		0.00	2,737.79	
1890	THE SPCA OF MONTEREY COUNTY		08/28/2026	Regular	0.00	3,850.00	54376
07-26	Invoice	08/28/2026	SPCA		0.00	3,850.00	
3577	U.S. BANK		08/28/2026	Regular	0.00	2,794.26	54377
070626CG2	Invoice	08/28/2026	Credit Card Expenses		0.00	240.64	
080626CG	Invoice	08/28/2026	Credit Card Expenses		0.00	2,383.62	
080626OH	Invoice	08/28/2026	Credit Card Expenses		0.00	155.00	
080626TKB	Invoice	08/28/2026	Credit Card Expenses		0.00	15.00	
3550	ULYSES FIERROS		08/28/2026	Regular	0.00	35.00	54378
081926	Invoice	08/28/2026	Travel Expense to Training		0.00	35.00	
174	VALLEY SAW & GARDEN EQUIPMENT		08/28/2026	Regular	0.00	286.18	54379
449490	Invoice	08/28/2026	Weed Eater Maintenance		0.00	220.64	
449548	Invoice	08/28/2026	Maintenance		0.00	65.54	
3471	VERIZON WIRELESS		08/28/2026	Regular	0.00	344.09	54380
6150298360	Invoice	08/28/2026	Verizon - Broadbands		0.00	344.09	
99	VOSTI'S, INC.		08/28/2026	Regular	0.00	828.08	54381
278755-1	Invoice	08/28/2026	Battery Exchange		0.00	408.25	
278767-1	Invoice	08/28/2026	Charger		0.00	419.83	
2919	WAGEWORKS		08/28/2026	Regular	0.00	100.00	54382
INV9353584	Invoice	08/28/2026	Admin Fees		0.00	100.00	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	14.00	DFT0000447
INV0001498	Invoice	08/14/2026	PERS CITY COUNCIL		0.00	14.00	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	1,515.73	DFT0000448
INV0001499	Invoice	08/14/2026	PERS MISC EMPLOYEE		0.00	1,515.73	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	2,017.80	DFT0000449
INV0001500	Invoice	08/14/2026	PERS SAFETY EMPLOYEE		0.00	2,017.80	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	4,703.93	DFT0000450
INV0001502	Invoice	08/14/2026	PERS PEPRA MISC EMPLOYER		0.00	4,703.93	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	4,597.16	DFT0000451
INV0001503	Invoice	08/14/2026	PERS PEPRA MISC EMPLOYEE		0.00	4,597.16	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	5,172.51	DFT0000452
INV0001504	Invoice	08/14/2026	PERS PEPRA SAFETY EMPLOYER		0.00	5,172.51	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	5,093.77	DFT0000453
INV0001505	Invoice	08/14/2026	PERS PEPRA SAFETY EMPLOYEE		0.00	5,093.77	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	2,267.31	DFT0000454
INV0001506	Invoice	08/14/2026	PERS MISC EMPLOYER		0.00	2,267.31	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/14/2026	Bank Draft	0.00	4,831.76	DFT0000455
INV0001507	Invoice	08/14/2026	PERS SAFETY EMPLOYER		0.00	4,831.76	
IRS	INTERNAL REVENUE SERVICE		08/14/2026	Bank Draft	0.00	24,519.70	DFT0000458
INV0001511	Invoice	08/14/2026	SOCIAL SECURITY WITHHOLDING		0.00	24,519.70	
EDD	EMPLOYMENT DEVELOPMENT DEPT. State of C		08/14/2026	Bank Draft	0.00	7,663.57	DFT0000459
INV0001512	Invoice	08/14/2026	CA STATE WITHHOLDING		0.00	7,663.57	
IRS	INTERNAL REVENUE SERVICE		08/14/2026	Bank Draft	0.00	18,580.67	DFT0000460

Vendor Number / Payable #	Vendor Name / Payable Type	Post Date	Payment Date / Payable Description	Payment Type	Discount Amount / Discount Amount	Payment Amount / Payable Amount	Number
INV0001513	Invoice	08/14/2026	PAYROLL FEDERAL WITHHOLDINGS		0.00	18,580.67	
IRS	INTERNAL REVENUE SERVICE		08/14/2026	Bank Draft	0.00	5,734.56	DFT0000461
INV0001514	Invoice	08/14/2026	MEDICARE WITHHOLDING		0.00	5,734.56	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/28/2026	Bank Draft	0.00	1,386.56	DFT0000468
INV0001529	Invoice	08/28/2026	PERS MISC EMPLOYEE		0.00	1,386.56	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/28/2026	Bank Draft	0.00	2,017.80	DFT0000469
INV0001530	Invoice	08/28/2026	PERS SAFETY EMPLOYEE		0.00	2,017.80	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/28/2026	Bank Draft	0.00	4,786.35	DFT0000470
INV0001532	Invoice	08/28/2026	PERS PEPRA MISC EMPLOYER		0.00	4,786.35	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/28/2026	Bank Draft	0.00	4,677.55	DFT0000471
INV0001533	Invoice	08/28/2026	PERS PEPRA MISC EMPLOYEE		0.00	4,677.55	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/28/2026	Bank Draft	0.00	5,185.61	DFT0000472
INV0001534	Invoice	08/28/2026	PERS PEPRA SAFETY EMPLOYER		0.00	5,185.61	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/28/2026	Bank Draft	0.00	5,106.67	DFT0000473
INV0001535	Invoice	08/28/2026	PERS PEPRA SAFETY EMPLOYEE		0.00	5,106.67	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/28/2026	Bank Draft	0.00	2,054.03	DFT0000474
INV0001536	Invoice	08/28/2026	PERS MISC EMPLOYER		0.00	2,054.03	
CALPERS RET	CAL PERS RETIREMENT SYSTEM		08/28/2026	Bank Draft	0.00	4,831.76	DFT0000475
INV0001537	Invoice	08/28/2026	PERS SAFETY EMPLOYER		0.00	4,831.76	
IRS	INTERNAL REVENUE SERVICE		08/28/2026	Bank Draft	0.00	21,709.36	DFT0000478
INV0001541	Invoice	08/28/2026	SOCIAL SECURITY WITHHOLDING		0.00	21,709.36	
EDD	EMPLOYMENT DEVELOPMENT DEPT. State of C		08/28/2026	Bank Draft	0.00	7,420.40	DFT0000479
INV0001542	Invoice	08/28/2026	CA STATE WITHHOLDING		0.00	7,420.40	
IRS	INTERNAL REVENUE SERVICE		08/28/2026	Bank Draft	0.00	17,565.23	DFT0000480
INV0001543	Invoice	08/28/2026	PAYROLL FEDERAL WITHHOLDINGS		0.00	17,565.23	
IRS	INTERNAL REVENUE SERVICE		08/28/2026	Bank Draft	0.00	5,079.30	DFT0000481
INV0001544	Invoice	08/28/2026	MEDICARE WITHHOLDING		0.00	5,079.30	

Bank Code POOL-MECHANICS Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	197	108	0.00	2,440,864.46
Manual Checks	0	0	0.00	0.00
Voided Checks	0	3	0.00	-613.95
Bank Drafts	25	25	0.00	168,533.09
EFT's	0	0	0.00	0.00
	222	**136**	**0.00**	**2,608,783.60**

All Bank Codes Check Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	197	108	0.00	2,440,864.46
Manual Checks	0	0	0.00	0.00
Voided Checks	0	3	0.00	-613.95
Bank Drafts	25	25	0.00	168,533.09
EFT's	0	0	0.00	0.00
	222	**136**	**0.00**	**2,608,783.60**

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash Fund	8/2026	2,608,783.60
			2,608,783.60

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: POOL-MECHANICS-POOL-MECHANICS BANK						
3577	U.S. BANK	08/28/2026	Regular	0.00	434.25	54344

Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount
	Account Number	**Account Name**	**Item Description**	**Distribution Amount**	
070626CG	Invoice	06/30/2026	Credit Card Expenses	0.00	434.25
	100-1100-52010	Special Departmental Exp...	Office - Amazon Supplies		20.58
	100-2500-52010	Special Departmental Exp...	Aquatics - Amazon		20.97
	100-2500-52010	Special Departmental Exp...	Aquatics - Amazon		-69.59
	100-2500-52010	Special Departmental Exp...	Aquatics Amazon Supplies		35.88
	100-2600-52010	Special Departmental Exp...	Rec/Sports Amazon Supplies		78.29
	100-2600-52010	Special Departmental Exp...	Kid Power - Amazon Supplies		20.65
	100-2600-52010	Special Departmental Exp...	Kid Power - Amazon Supplies		59.64
	100-2600-52010	Special Departmental Exp...	Kid Power - Amazon Supplies		68.40
	100-2600-52010	Special Departmental Exp...	Rec/Sports Amazon Supplies		133.91
	100-2600-52035	Office Supplies	Rec - Amazon		10.76
	100-2610-52010	Special Departmental Exp...	Aquatics - Amazon		18.48
	100-2610-52020	Dues & Subscriptions	Kid Power - Netflix		26.99
	112-0000-52010	Special Departmental Exp...	Community Center - Amazon		9.29

3577	U.S. BANK	08/28/2026	Regular	0.00	2,794.26	54377

Payable #	Payable Type	Post Date	Payable Description	Discount Amount	Payable Amount
	Account Number	**Account Name**	**Item Description**	**Distribution Amount**	
070626CG2	Invoice	08/28/2026	Credit Card Expenses	0.00	240.64
	100-2500-52010	Special Departmental Exp...	Aquatics - Amazon Supplies		39.00
	100-2500-52010	Special Departmental Exp...	Aquatics - Amazon Supplies		108.74
	100-2600-52010	Special Departmental Exp...	Kid Power - Amazon Supplies		-47.10
	100-2600-52020	Dues & Subscriptions	Summer Camp/Rec Time Cards		140.00
080626CG	Invoice	08/28/2026	Credit Card Expenses	0.00	2,383.62
	100-1100-52010	Special Departmental Exp...	Office Supplies		-20.58
	100-1100-52020	Dues & Subscriptions	City Manager - Membership CC...		400.00
	100-2500-52010	Special Departmental Exp...	Aquatics - Amazon Supplies		39.12
	100-2500-52010	Special Departmental Exp...	Aquatics		42.40
	100-2600-52010	Special Departmental Exp...	Kid Power Amazon Supplies		63.92
	100-2600-52010	Special Departmental Exp...	Rec/Sports Amazon Supplies		-153.27
	100-2600-52010	Special Departmental Exp...	Rec - Amazon NNO Prizes		27.16
	100-2600-52010	Special Departmental Exp...	Rec/Sports Amazon Supplies		153.27
	100-2600-52010	Special Departmental Exp...	Rec/Sports Amazon Supplies		18.48
	100-2600-52010	Special Departmental Exp...	Kid Power - Amazon Supplies		86.96
	100-2600-52010	Special Departmental Exp...	Rec - Amazon Supplies		97.86
	100-2600-52010	Special Departmental Exp...	Kid Power - Amazon Supplies		28.26
	100-2600-52020	Dues & Subscriptions	Summer Camp/Rec Time Cards		140.00
	100-2610-52010	Special Departmental Exp...	Kid Power (NBRF Grant) Amazon...		71.25
	100-2610-52010	Special Departmental Exp...	Kid Power (NBRF Grant) - Amaz...		135.15
	100-2610-52010	Special Departmental Exp...	Kid Power (NBRF Grant) - Amaz...		130.76
	100-2610-52010	Special Departmental Exp...	Kid Power (NBRF Grant) - Amaz...		106.65
	100-2610-52010	Special Departmental Exp...	Kid Power (NBRF Grant) - Amaz...		217.47
	100-2610-52010	Special Departmental Exp...	Kid Power (NBRF Grant) - Amaz...		771.77
	100-2610-52020	Dues & Subscriptions	Kid Power - Netflix		26.99
080626OH	Invoice	08/28/2026	Credit Card Expenses	0.00	155.00
	300-0000-52010	Special Departmental Exp...	Internet PW Yard		77.50
	310-0000-52010	Special Departmental Exp...	Internet PW Yard		77.50
080626TKB	Invoice	08/28/2026	Credit Card Expenses	0.00	15.00

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
	100-1300-52020	Dues & Subscriptions	Monthly Subscription		15.00	

Bank Code POOL-MECHANICS Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	5	2	0.00	3,228.51
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	0	0	0.00	0.00
	5	**2**	**0.00**	**3,228.51**

All Bank Codes Check Summary

Payment Type	Payable Count	Payment Count	Discount	Payment
Regular Checks	5	2	0.00	3,228.51
Manual Checks	0	0	0.00	0.00
Voided Checks	0	0	0.00	0.00
Bank Drafts	0	0	0.00	0.00
EFT's	0	0	0.00	0.00
	5	**2**	**0.00**	**3,228.51**

Fund Summary

Fund	Name	Period	Amount
999	Pooled Cash Fund	8/2026	3,228.51
			3,228.51

CITY OF GONZALES

AGENDA ITEM

6.3

FINANCE DEPARTMENT

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Alex Avalos, Finance Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: Resolution No. 2026-54, A Resolution of the City Council of the City of Gonzales Approving an Amendment to the Gonzales Salary Classification Plans for Fiscal Years 2022-2023, 2023-2024, 2024-2025, and 2025-2026, and Repealing Resolutions in Conflict Herewith

RECOMMENDATION

Resolution No. 2026-54, A Resolution of the City Council of the City of Gonzales Approving an Amendment to the Gonzales Salary Classification Plans for Fiscal Years 2022-2023, 2023-2024, 2024-2025, and 2025-2026, and Repealing Resolutions in Conflict Herewith.

BACKGROUND

City of Gonzales employees participate in the California Public Employee's Retirement System (CalPERS). Continued participation in the California Public Employee's Retirement System requires adherence to CalPers rules and regulations. As a result of a recent audit conducted by CalPers, it was requested that the City of Gonzales revise its Salary Classification Plans for Fiscal Years 2022-2023, 2023-2024, 2024-2025, 2025-2026 to include the volunteer firefighters' compensation information to comply with its regulations.

REVIEW AND ANALYSIS

The volunteer firefighters' compensation information to be included in the city's classification plans for fiscal years 2022–2023, 2023–2024, 2024–2025, and 2025–2026 is a fixed shift rate of $40.00. This rate remains unchanged across all affected fiscal years. Inclusion in the Salary Classification Plans does not change anything. However, this inclusion is necessary to comply with CalPERS regulations. This structural update is required of all municipalities participating in CalPERS, bringing the City of Gonzales into alignment and uniformity with other participating cities statewide.

Explain Recommendation and How it Supports the Vision

Gonzales will continue to be a safe, clean, family-friendly community, diverse in its heritage, and committed to

working collaboratively to preserve and retain its small-town charm.

Explain: It is important that the City comply with CalPers regulations to ensure the city's workforce is allowed to participate in its retirement system. City employees rely on CalPers for their retirement planning and benefits.

Explain how the Recommendation Directly Implements the Mission

The City Council and Staff of the City of Gonzales will realize our Vision by providing the leadership, commitment, and resources necessary to provide excellent services that enhance the quality of life of our diverse community.

Explain: Please see explanation above.

City services will be delivered in a cost-effective, respectful, and friendly manner to insure the safety and wellbeing of the residents and the promotion of business, recreational, housing and employment opportunities in an environmentally sustainable manner.

Explain: Please see explanation above.

Strong fiscal policies allow us to provide appropriate infrastructure for:

- *Public Safety* X Yes No N/A
- *Housing* X Yes No N/A
- *Recreation* X Yes No N/A
- *Environment* X Yes No N/A
- *Education* X Yes No N/A

Explain: Please see explanation above.

ALTERNATIVES

- Adopt the proposed resolution.
- Do not adopt the resolution. However, failure to adopt the resolution may jeopardize the City's ability to participate in CalPERS and may affect the City workforce's retirement benefits.

BUDGET IMPACT

No budget impact. This is a simple administrative update to the Salary Classification Plans for previous fiscal years with no fiscal impact.

CONCLUSION

It is recommended that the City Council adopt Resolution No. 2026-54, A Resolution of the City Council of the City of Gonzales Approving an Amendment to the Gonzales Salary Classification Plans for Fiscal Years 2022-2023, 2023-2024, 2024-2025, and 2025-2026, and Repealing Resolutions in Conflict Herewith.

ATTACHMENTS:

Resolution No. 2026-54
2022 Salary Plan- Amended
2023 Salary Plan- Amended
2024 Salary Plan- Amended
2025 Salary Plan- Amended

RESOLUTION NO. 2026-54

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GONZALES APPROVING AN AMENDMENT TO THE GONZALES SALARY CLASSIFICATION PLANS FOR FISCAL YEARS 2022-2023, 2023-2024, 2024-2025, AND 2025-2026, AND REPEALING RESOLUTIONS IN CONFLICT HEREWITH

WHEREAS, the City maintains job descriptions for each position and a Salary Classification Schedule that sets forth all existing job classifications and salary steps; and

WHEREAS, the adoption of an annual Salary Schedule which includes all job classifications is required by the California Public Employee's Retirement System (CalPERS); and

WHEREAS, the California Public Employee's Retirement System (CalPERS) completed an audit and found that the City of Gonzales' Salary Classification Plans for Fiscal Years 2022-2023, 2023-2024, 2024-2025, 2025-2026 did not include the classification of Volunteer Firefighter; and

WHEREAS, the California Public Employee's Retirement System (CalPERS) has requested that the City of Gonzales' Finance Department revise and include the classification of Volunteer Firefighter in the Salary Classification Plans for Fiscal Years 2022-2023, 2023-2024, 2024-2025 to comply with its reporting rules and regulations.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Gonzales hereby authorizes the revision of the Salary Classification Plans for Fiscal Years 2022-2023, 2023-2024, 2024-2025, and 2025-2026 to reflect the classification of Volunteer Firefighter.

BE IT FURTHER RESOLVED, that the City Council does hereby stipulate that all previous Resolutions which may be in conflict with this Resolution are hereby rescinded.

Jose L. Rios, Mayor Signature _____

Carmen Gil, City Manager Signature _____

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Gonzales held on the 8th day of September, 2026, by the following vote:

AYES: COUNCIL MEMBERS:
NOES: COUNCIL MEMBERS:
ABSTAIN: COUNCIL MEMBERS:
ABSENT: COUNCIL MEMBERS:

_____
Jose L. Rios, The Honorable Mayor

ATTEST:

_____
Mary Villegas, Deputy City Clerk

CITY OF GONZALES CLASSIFICATION PLAN
FISCAL YEAR 2022/2023

Revised 6-8-26, Effective 01/01/23

CLASSIFICATION	FOUR AND ONE HALF-PERCENT STEP ADVANCEMENT						EXCELLENCE INCENTIVES	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EXECUTIVE MANAGEMENT STAFF								
CITY MANAGER	$16,166.67 MONTHLY (SALARY INDEPENDENT OF STEP SCHEDULE)							
ASSISTANT CITY MANAGER	$11,706.10	$12,232.88	$12,783.36	$13,358.61	$13,959.74	$14,587.93	$15,244.39	$15,930.39
DEPUTY CITY MANAGER	$9,425.21	$9,849.34	$10,292.57	$10,755.73	$11,239.74	$11,745.53	$12,274.08	$12,826.41
COMMUNITY DEVELOPMENT DIRECTOR	$9,948.84	$10,396.53	$10,864.38	$11,353.28	$11,864.17	$12,398.06	$12,955.97	$13,538.99
PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE)	$10,575.13	$11,051.01	$11,548.31	$12,067.98	$12,611.04	$13,178.54	$13,771.57	$14,391.30
*PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE) - GRANDFATHERED	$11,315.39	$11,824.58	$12,356.69	$12,912.74	$13,493.81	$14,101.03	$14,735.58	$15,398.68
SPECIAL PROJECTS DIRECTOR	$8,976.39	$9,380.33	$9,802.44	$10,243.55	$10,704.51	$11,186.21	$11,689.59	$12,215.62
DIRECTOR OF PUBLIC WORKS	$9,475.08	$9,901.46	$10,347.03	$10,812.64	$11,299.21	$11,807.68	$12,339.02	$12,894.28
*DIRECTOR OF PUBLIC WORKS - GRANDFATHERED	$9,806.71	$10,248.01	$10,709.17	$11,191.08	$11,694.68	$12,220.94	$12,770.89	$13,345.58
FIRE CHIEF	$8,935.01	$9,337.09	$9,757.26	$10,196.33	$10,655.17	$11,134.65	$11,635.71	$12,159.32
FIRE CHIEF - GRANDFATHERED	$9,560.46	$9,990.68	$10,440.26	$10,910.07	$11,401.02	$11,914.07	$12,450.20	$13,010.46
DIRECTOR OF COMMUNITY ENGAGEMENT & STRATEGIC PARTNERSHIPS	$9,046.70	$9,453.80	$9,879.22	$10,323.79	$10,788.36	$11,273.83	$11,781.16	$12,311.31
MID-MANAGEMENT STAFF								
CAPTAIN	$9,022.61	$9,428.63	$9,852.91	$10,296.30	$10,759.63	$11,243.81	$11,749.78	$12,278.52
DEPUTY FIRE CHIEF	$7,480.32	$7,816.94	$8,168.70	$8,536.29	$8,920.42	$9,321.84	$9,741.33	$10,179.69
RECREATION COORDINATOR/ ADMINISTRATIVE	$4,384.61	$4,581.92	$4,788.10	$5,003.57	$5,228.73	$5,464.02	$5,709.90	$5,966.85
PUBLIC WORKS SUPERVISOR	$5,549.82	$5,799.56	$6,060.54	$6,333.26	$6,618.26	$6,916.08	$7,227.30	$7,552.53
SUPERVISORY STAFF								
POLICE SERGEANT	$8,294.74	$8,668.00	$9,058.06	$9,465.68	$9,891.63	$10,336.76	$10,801.91	$11,287.99
*POLICE SERGEANT - GRANDFATHERED	$8,875.38	$9,274.77	$9,692.13	$10,128.28	$10,584.05	$11,060.33	$11,558.05	$12,078.16
PUBLIC WORKS LEAD WORKER	$4,427.46	$4,626.69	$4,834.90	$5,052.47	$5,279.83	$5,517.42	$5,765.70	$6,025.16
*PUBLIC WORKS LEAD WORKER - GRANDFATHERED	$4,582.42	$4,788.63	$5,004.12	$5,229.30	$5,464.62	$5,710.53	$5,967.50	$6,236.04
BUILDING/MAINTENANCE STAFF								
BUILDING INSPECTOR II	$5,171.50	$5,404.22	$5,647.41	$5,901.54	$6,167.11	$6,444.63	$6,734.64	$7,037.70
BUILDING INSPECTOR I	$4,395.77	$4,593.58	$4,800.29	$5,016.31	$5,242.04	$5,477.93	$5,724.44	$5,982.04
MECHANIC II	$4,540.24	$4,744.56	$4,958.06	$5,181.17	$5,414.33	$5,657.97	$5,912.58	$6,178.65
MECHANIC I	$4,197.73	$4,386.63	$4,584.03	$4,790.31	$5,005.87	$5,231.14	$5,466.54	$5,712.53
TECHNICIAN	$4,197.73	$4,386.63	$4,584.03	$4,790.31	$5,005.87	$5,231.14	$5,466.54	$5,712.53
MAINTENANCE WORKER	$3,474.25	$3,630.59	$3,793.96	$3,964.69	$4,143.10	$4,329.54	$4,524.37	$4,727.97
PUBLIC SAFETY STAFF								
POLICE CORPORAL	$6,622.49	$6,920.50	$7,231.92	$7,557.36	$7,897.44	$8,252.82	$8,624.20	$9,012.29
POLICE CORPORAL - GRANDFATHERED	$7,086.06	$7,404.94	$7,738.16	$8,086.37	$8,450.26	$8,830.52	$9,227.90	$9,643.15
POLICE OFFICER	$6,307.13	$6,590.95	$6,887.54	$7,197.48	$7,521.37	$7,859.83	$8,213.52	$8,583.13
*POLICE OFFICER - GRANDFATHERED	$6,748.63	$7,052.31	$7,369.67	$7,701.30	$8,047.86	$8,410.02	$8,788.47	$9,183.95
FIRE CAPTAIN	$5,155.62	$5,387.62	$5,630.06	$5,883.42	$6,148.17	$6,424.84	$6,713.96	$7,016.08
FIRE FIGHTER/ENGINEER	$4,707.30	$4,919.13	$5,140.49	$5,371.82	$5,613.55	$5,866.16	$6,130.13	$6,405.99
POLICE SERVICES TECHNICIAN	$3,312.16	$3,461.20	$3,616.96	$3,779.72	$3,949.81	$4,127.55	$4,313.29	$4,507.39
SUPPPORT STAFF								
SENIOR ACCOUNTING TECHNICIAN	$4,986.88	$5,211.29	$5,445.80	$5,690.86	$5,946.95	$6,214.56	$6,494.21	$6,786.45
EXECUTIVE ASSISTANT TO THE CITY MANAGER/DEPUTY CITY CLERK	$4,986.88	$5,211.29	$5,445.80	$5,690.86	$5,946.95	$6,214.56	$6,494.21	$6,786.45
*EXECUTIVE ASSISTANT TO THE CITY MANAGER DEPUTY CITY CLERK - GRANDFATHERED	$5,161.43	$5,393.69	$5,636.41	$5,890.05	$6,155.10	$6,432.08	$6,721.52	$7,023.99
DEVELOPMENT SERVICES TECHNICIAN/ADMINISTRATIVE ANALYST	$3,897.99	$4,073.40	$4,256.70	$4,448.26	$4,648.43	$4,857.61	$5,076.20	$5,304.63
ACCOUNTING SPECIALIST	$3,626.58	$3,789.78	$3,960.32	$4,138.53	$4,324.77	$4,519.38	$4,722.75	$4,935.28
ADMINISTRATIVE ASSISTANT/RECORDS SUPERVISOR	$3,897.99	$4,073.40	$4,256.70	$4,448.26	$4,648.43	$4,857.61	$5,076.20	$5,304.63
ADMINISTRATIVE ASSISTANT II	$3,626.58	$3,789.78	$3,960.32	$4,138.53	$4,324.77	$4,519.38	$4,722.75	$4,935.28
ADMINISTRATIVE ASSISTANT I	$3,203.87	$3,348.05	$3,498.71	$3,656.15	$3,820.68	$3,992.61	$4,172.28	$4,360.03
YOUTH PROGRAM COORDINATOR	$3,774.85	$3,944.72	$4,122.23	$4,307.73	$4,501.58	$4,704.15	$4,915.84	$5,137.05
SPORTS & SENIOR PROGRAMS COORDINATOR	$3,774.85	$3,944.72	$4,122.23	$4,307.73	$4,501.58	$4,704.15	$4,915.84	$5,137.05
SECRETARY	$2,772.14	$2,896.88	$3,027.24	$3,163.47	$3,305.83	$3,454.59	$3,610.04	$3,772.50
RECEPTIONIST- CLERK	$2,627.78	$2,746.03	$2,869.60	$2,998.73	$3,133.68	$3,274.69	$3,422.05	$3,576.05
SEASONAL/PART-TIME (HOURLY RATE)								
PROJECT COORDINATOR	$23.88	$24.95	$26.07	$27.25	$28.47	$29.75		
COMMUNITY HEALTH WORKER	$21.09	$22.04	$23.03	$24.07	$25.15	$26.29		
POOL MANAGER	$18.30	$19.12	$19.98	$20.88	$21.82	$22.81		
ASSISTANT POOL MANAGER	$17.60	$18.39	$19.22	$20.08	$20.99	$21.93		
SENIOR LIFE GUARD	$16.90	$17.66	$18.46	$19.29	$20.15	$21.06		
LIFE GUARD	$16.15	$16.88	$17.64	$18.43	$19.26	$20.13		
RECREATION LEADER II	$16.15	$16.88	$17.64	$18.43	$19.26	$20.13		
RECREATION LEADER I/AFTER SCHOOL AID	$15.50	$16.20	$16.93	$17.69	$18.48	$19.32		
RECREATION PROGRAM SUPERVISOR	$16.15	$16.88	$17.64	$18.43	$19.26	$20.13		
VOLUNTEER FIFREFIGHTER (PER SHIFT)	$40.00							
CITY COUNCIL & MAYOR								
CITY COUNCIL & MAYOR - MONTHLY STIPEND	$400.00							

CITY OF GONZALES CLASSIFICATION PLAN
FISCAL YEAR 2023/24

Revised 6-8-26, Effective 01/01/23

CLASSIFICATION	FOUR AND ONE HALF-PERCENT STEP ADVANCEMENT						EXCELLENCE INCENTIVES	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EXECUTIVE MANAGEMENT STAFF								
CITY MANAGER	$16,166.67 MONTHLY (SALARY INDEPENDENT OF STEP SCHEDULE)							
ASSISTANT CITY MANAGER	$11,706.10	$12,232.88	$12,783.36	$13,358.61	$13,959.74	$14,587.93	$15,244.39	$15,930.39
DEPUTY CITY MANAGER	$9,425.21	$9,849.34	$10,292.57	$10,755.73	$11,239.74	$11,745.53	$12,274.08	$12,826.41
COMMUNITY DEVELOPMENT DIRECTOR	$9,948.84	$10,396.53	$10,864.38	$11,353.28	$11,864.17	$12,398.06	$12,955.97	$13,538.99
PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE)	$10,575.13	$11,051.01	$11,548.31	$12,067.98	$12,611.04	$13,178.54	$13,771.57	$14,391.30
*PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE) - GRANDFATHERED	$11,315.39	$11,824.58	$12,356.69	$12,912.74	$13,493.81	$14,101.03	$14,735.58	$15,398.68
SPECIAL PROJECTS DIRECTOR	$8,976.39	$9,380.33	$9,802.44	$10,243.55	$10,704.51	$11,186.21	$11,689.59	$12,215.62
DIRECTOR OF PUBLIC WORKS	$9,475.08	$9,901.46	$10,347.03	$10,812.64	$11,299.21	$11,807.68	$12,339.02	$12,894.28
*DIRECTOR OF PUBLIC WORKS - GRANDFATHERED	$9,806.71	$10,248.01	$10,709.17	$11,191.08	$11,694.68	$12,220.94	$12,770.89	$13,345.58
FIRE CHIEF	$8,935.01	$9,337.09	$9,757.26	$10,196.33	$10,655.17	$11,134.65	$11,635.71	$12,159.32
FIRE CHIEF - GRANDFATHERED	$9,560.46	$9,990.68	$10,440.26	$10,910.07	$11,401.02	$11,914.07	$12,450.20	$13,010.46
DIRECTOR OF COMMUNITY ENGAGEMENT & STRATEGIC PARTNERSHIPS	$9,046.70	$9,453.80	$9,879.22	$10,323.79	$10,788.36	$11,273.83	$11,781.16	$12,311.31
MID-MANAGEMENT STAFF								
CAPTAIN	$9,022.61	$9,428.63	$9,852.91	$10,296.30	$10,759.63	$11,243.81	$11,749.78	$12,278.52
DEPUTY FIRE CHIEF	$7,480.32	$7,816.94	$8,168.70	$8,536.29	$8,920.42	$9,321.84	$9,741.33	$10,179.69
RECREATION COORDINATOR/ ADMINISTRATIVE	$4,384.61	$4,581.92	$4,788.10	$5,003.57	$5,228.73	$5,464.02	$5,709.90	$5,966.85
PUBLIC WORKS SUPERVISOR	$5,549.82	$5,799.56	$6,060.54	$6,333.26	$6,618.26	$6,916.08	$7,227.30	$7,552.53
SUPERVISORY STAFF								
POLICE SERGEANT	$8,294.74	$8,668.00	$9,058.06	$9,465.68	$9,891.63	$10,336.76	$10,801.91	$11,287.99
*POLICE SERGEANT - GRANDFATHERED	$8,875.38	$9,274.77	$9,692.13	$10,128.28	$10,584.05	$11,060.33	$11,558.05	$12,078.16
PUBLIC WORKS LEAD WORKER	$4,427.46	$4,626.69	$4,834.90	$5,052.47	$5,279.83	$5,517.42	$5,765.70	$6,025.16
*PUBLIC WORKS LEAD WORKER - GRANDFATHERED	$4,582.42	$4,788.63	$5,004.12	$5,229.30	$5,464.62	$5,710.53	$5,967.50	$6,236.04
BUILDING/MAINTENANCE STAFF								
BUILDING INSPECTOR II	$5,171.50	$5,404.22	$5,647.41	$5,901.54	$6,167.11	$6,444.63	$6,734.64	$7,037.70
BUILDING INSPECTOR I	$4,395.77	$4,593.58	$4,800.29	$5,016.31	$5,242.04	$5,477.93	$5,724.44	$5,982.04
MECHANIC II	$4,540.24	$4,744.56	$4,958.06	$5,181.17	$5,414.33	$5,657.97	$5,912.58	$6,178.65
MECHANIC I	$4,197.73	$4,386.63	$4,584.03	$4,790.31	$5,005.87	$5,231.14	$5,466.54	$5,712.53
TECHNICIAN	$4,197.73	$4,386.63	$4,584.03	$4,790.31	$5,005.87	$5,231.14	$5,466.54	$5,712.53
MAINTENANCE WORKER	$3,474.25	$3,630.59	$3,793.96	$3,964.69	$4,143.10	$4,329.54	$4,524.37	$4,727.97
PUBLIC SAFETY STAFF								
POLICE CORPORAL	$6,622.49	$6,920.50	$7,231.92	$7,557.36	$7,897.44	$8,252.82	$8,624.20	$9,012.29
POLICE CORPORAL - GRANDFATHERED	$7,086.06	$7,404.94	$7,738.16	$8,086.37	$8,450.26	$8,830.52	$9,227.90	$9,643.15
POLICE OFFICER	$6,307.13	$6,590.95	$6,887.54	$7,197.48	$7,521.37	$7,859.83	$8,213.52	$8,583.13
*POLICE OFFICER - GRANDFATHERED	$6,748.63	$7,052.31	$7,369.67	$7,701.30	$8,047.86	$8,410.02	$8,788.47	$9,183.95
FIRE CAPTAIN	$5,155.62	$5,387.62	$5,630.06	$5,883.42	$6,148.17	$6,424.84	$6,713.96	$7,016.08
FIRE FIGHTER/ENGINEER	$4,707.30	$4,919.13	$5,140.49	$5,371.82	$5,613.55	$5,866.16	$6,130.13	$6,405.99
POLICE SERVICES TECHNICIAN	$3,312.16	$3,461.20	$3,616.96	$3,779.72	$3,949.81	$4,127.55	$4,313.29	$4,507.39
SUPPPORT STAFF								
SENIOR ACCOUNTING TECHNICIAN	$4,986.88	$5,211.29	$5,445.80	$5,690.86	$5,946.95	$6,214.56	$6,494.21	$6,786.45
EXECUTIVE ASSISTANT TO THE CITY MANAGER/DEPUTY CITY CLERK	$4,986.88	$5,211.29	$5,445.80	$5,690.86	$5,946.95	$6,214.56	$6,494.21	$6,786.45
*EXECUTIVE ASSISTANT TO THE CITY MANAGER DEPUTY CITY CLERK - GRANDFATHERED	$5,161.43	$5,393.69	$5,636.41	$5,890.05	$6,155.10	$6,432.08	$6,721.52	$7,023.99
DEVELOPMENT SERVICES TECHNICIAN/ADMINISTRATIVE ANALYST	$3,897.99	$4,073.40	$4,256.70	$4,448.26	$4,648.43	$4,857.61	$5,076.20	$5,304.63
ACCOUNTING SPECIALIST	$3,626.58	$3,789.78	$3,960.32	$4,138.53	$4,324.77	$4,519.38	$4,722.75	$4,935.28
ADMINISTRATIVE ASSISTANT/RECORDS SUPERVISOR	$3,897.99	$4,073.40	$4,256.70	$4,448.26	$4,648.43	$4,857.61	$5,076.20	$5,304.63
ADMINISTRATIVE ASSISTANT II	$3,626.58	$3,789.78	$3,960.32	$4,138.53	$4,324.77	$4,519.38	$4,722.75	$4,935.28
ADMINISTRATIVE ASSISTANT I	$3,203.87	$3,348.05	$3,498.71	$3,656.15	$3,820.68	$3,992.61	$4,172.28	$4,360.03
YOUTH PROGRAM COORDINATOR	$3,774.85	$3,944.72	$4,122.23	$4,307.73	$4,501.58	$4,704.15	$4,915.84	$5,137.05
SPORTS & SENIOR PROGRAMS COORDINATOR	$3,774.85	$3,944.72	$4,122.23	$4,307.73	$4,501.58	$4,704.15	$4,915.84	$5,137.05
SECRETARY	$2,772.14	$2,896.88	$3,027.24	$3,163.47	$3,305.83	$3,454.59	$3,610.04	$3,772.50
RECEPTIONIST- CLERK	$2,627.78	$2,746.03	$2,869.60	$2,998.73	$3,133.68	$3,274.69	$3,422.05	$3,576.05
SEASONAL/PART-TIME (HOURLY RATE)								
PROJECT COORDINATOR	$23.88	$24.95	$26.07	$27.25	$28.47	$29.75		
COMMUNITY HEALTH WORKER	$21.09	$22.04	$23.03	$24.07	$25.15	$26.29		
POOL MANAGER	$18.30	$19.12	$19.98	$20.88	$21.82	$22.81		
ASSISTANT POOL MANAGER	$17.60	$18.39	$19.22	$20.08	$20.99	$21.93		
SENIOR LIFE GUARD	$16.90	$17.66	$18.46	$19.29	$20.15	$21.06		
LIFE GUARD	$16.15	$16.88	$17.64	$18.43	$19.26	$20.13		
RECREATION LEADER II	$16.15	$16.88	$17.64	$18.43	$19.26	$20.13		
RECREATION LEADER I/AFTER SCHOOL AID	$15.50	$16.20	$16.93	$17.69	$18.48	$19.32		
RECREATION PROGRAM SUPERVISOR	$16.15	$16.88	$17.64	$18.43	$19.26	$20.13		
VOLUNTEER FIFREFIGHTER (PER SHIFT)	$40.00							
CITY COUNCIL & MAYOR								
CITY COUNCIL & MAYOR - MONTHLY STIPEND	$400.00							

CITY OF GONZALES CLASSIFICATION PLAN
FISCAL YEAR 2024-25

Revised 5-15-25, Effective 01/11/25

CLASSIFICATION	FOUR AND ONE HALF-PERCENT STEP ADVANCEMENT						EXCELLENCE INCENTIVES	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EXECUTIVE MANAGEMENT STAFF								
CITY MANAGER	$17,278.19 MONTHLY (SALARY INDEPENDENT OF STEP SCHEDULE)							
ASSISTANT CITY MANAGER	$12,509.43	$13,072.36	$13,660.61	$14,275.34	$14,917.73	$15,589.03	$16,290.53	$17,023.61
DEPUTY CITY MANAGER	$10,072.02	$10,525.26	$10,998.89	$11,493.84	$12,011.07	$12,551.56	$13,116.38	$13,706.62
COMMUNITY DEVELOPMENT DIRECTOR	$10,631.58	$11,110.00	$11,609.95	$12,132.39	$12,678.35	$13,248.88	$13,845.08	$14,468.11
PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE)	$11,300.85	$11,809.39	$12,340.81	$12,896.15	$13,476.48	$14,082.92	$14,716.65	$15,378.90
*PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE) - GRANDFATHERED	$12,091.91	$12,636.04	$13,204.67	$13,798.88	$14,419.83	$15,068.72	$15,746.81	$16,455.42
SPECIAL PROJECTS DIRECTOR	$9,592.39	$10,024.05	$10,475.13	$10,946.51	$11,439.11	$11,953.87	$12,491.79	$13,053.92
DIRECTOR OF PUBLIC WORKS	$9,760.40	$10,199.62	$10,658.61	$11,138.24	$11,639.46	$12,163.24	$12,710.58	$13,282.56
*DIRECTOR OF PUBLIC WORKS - GRANDFATHERED	$10,479.69	$10,951.28	$11,444.09	$11,959.07	$12,497.23	$13,059.61	$13,647.29	$14,261.42
FIRE CHIEF	$9,548.18	$9,977.85	$10,426.85	$10,896.06	$11,386.38	$11,898.77	$12,434.21	$12,993.75
FIRE CHIEF - GRANDFATHERED	$10,216.55	$10,676.29	$11,156.72	$11,658.78	$12,183.42	$12,731.67	$13,304.60	$13,903.31
DIRECTOR OF COMMUNITY ENGAGEMENT & STRATEGIC PARTNERSHIPS	$9,667.53	$10,102.57	$10,557.18	$11,032.26	$11,528.71	$12,047.50	$12,589.64	$13,156.17
MID-MANAGEMENT STAFF								
CAPTAIN	$9,641.78	$10,075.67	$10,529.07	$11,002.88	$11,498.01	$12,015.42	$12,556.11	$13,121.14
DEPUTY FIRE CHIEF	$7,993.66	$8,353.37	$8,729.28	$9,122.09	$9,532.59	$9,961.56	$10,409.83	$10,878.27
RECREATION COORDINATOR/ ADMINISTRATIVE	$4,685.50	$4,896.35	$5,116.69	$5,346.94	$5,587.55	$5,838.99	$6,101.74	$6,376.32
PUBLIC WORKS SUPERVISOR	$5,930.67	$6,197.55	$6,476.44	$6,767.88	$7,072.44	$7,390.70	$7,723.28	$8,070.82
SUPERVISORY STAFF								
POLICE SERGEANT	$8,863.96	$9,262.84	$9,679.67	$10,115.26	$10,570.44	$11,046.11	$11,543.19	$12,062.63
*POLICE SERGEANT - GRANDFATHERED	$9,484.45	$9,911.25	$10,357.25	$10,823.33	$11,310.38	$11,819.35	$12,351.22	$12,907.02
PUBLIC WORKS LEAD WORKER	$4,719.89	$4,932.29	$5,154.24	$5,386.18	$5,628.56	$5,881.84	$6,146.53	$6,423.12
*PUBLIC WORKS LEAD WORKER - GRANDFATHERED	$4,885.09	$5,104.92	$5,334.64	$5,574.70	$5,825.56	$6,087.71	$6,361.66	$6,647.93
BUILDING/MAINTENANCE STAFF								
BUILDING INSPECTOR II	$5,706.01	$5,962.78	$6,231.10	$6,511.50	$6,804.52	$7,110.72	$7,430.71	$7,765.09
BUILDING INSPECTOR I	$4,850.10	$5,068.35	$5,296.43	$5,534.77	$5,783.83	$6,044.10	$6,316.09	$6,600.31
MECHANIC II	$4,851.87	$5,070.21	$5,298.37	$5,536.79	$5,785.95	$6,046.32	$6,318.40	$6,602.73
MECHANIC I	$4,485.85	$4,687.71	$4,898.66	$5,119.10	$5,349.46	$5,590.19	$5,841.75	$6,104.62
TECHNICIAN	$4,485.85	$4,687.71	$4,898.66	$5,119.10	$5,349.46	$5,590.19	$5,841.75	$6,104.62
MAINTENANCE WORKER	$3,712.72	$3,879.79	$4,054.38	$4,236.82	$4,427.48	$4,626.72	$4,834.92	$5,052.49
PUBLIC SAFETY STAFF								
POLICE CORPORAL	$7,076.95	$7,395.42	$7,728.21	$8,075.98	$8,439.40	$8,819.17	$9,216.04	$9,630.76
POLICE CORPORAL - GRANDFATHERED	$7,572.34	$7,913.10	$8,269.19	$8,641.30	$9,030.16	$9,436.52	$9,861.16	$10,304.91
POLICE OFFICER	$6,739.96	$7,043.26	$7,360.20	$7,691.41	$8,037.53	$8,399.22	$8,777.18	$9,172.15
*POLICE OFFICER - GRANDFATHERED	$7,211.75	$7,536.28	$7,875.41	$8,229.81	$8,600.15	$8,987.15	$9,391.58	$9,814.20
FIRE CAPTAIN	$5,522.70	$5,771.22	$6,030.92	$6,302.32	$6,585.92	$6,882.29	$7,191.99	$7,515.63
FIRE FIGHTER/ENGINEER	$5,042.46	$5,269.37	$5,506.49	$5,754.28	$6,013.23	$6,283.82	$6,566.59	$6,862.09
POLICE SERVICES TECHNICIAN	$3,539.45	$3,698.73	$3,865.17	$4,039.10	$4,220.86	$4,410.80	$4,609.29	$4,816.70
POLICE OFFICER RECRUIT	$28.00							
SUPPPORT STAFF								
SENIOR ACCOUNTING TECHNICIAN	$5,329.10	$5,568.91	$5,819.51	$6,081.39	$6,355.05	$6,641.03	$6,939.88	$7,252.17
EXECUTIVE ASSISTANT TO THE CITY MANAGER/DEPUTY CITY CLERK	$5,329.10	$5,568.91	$5,819.51	$6,081.39	$6,355.05	$6,641.03	$6,939.88	$7,252.17
*EXECUTIVE ASSISTANT TO THE CITY MANAGER DEPUTY CITY CLERK - GRANDFATHERED	$5,515.63	$5,763.83	$6,023.21	$6,294.25	$6,577.49	$6,873.48	$7,182.79	$7,506.01
DEVELOPMENT SERVICES TECHNICIAN/ADMINISTRATIVE ANALYST	$4,165.49	$4,352.94	$4,548.82	$4,753.52	$4,967.43	$5,190.96	$5,424.55	$5,668.66
ACCOUNTING SPECIALIST	$3,875.46	$4,049.85	$4,232.10	$4,422.54	$4,621.56	$4,829.53	$5,046.85	$5,273.96
ADMINISTRATIVE ASSISTANT/RECORDS SUPERVISOR	$4,165.49	$4,352.94	$4,548.82	$4,753.52	$4,967.43	$5,190.96	$5,424.55	$5,668.66
ADMINISTRATIVE ASSISTANT II	$3,875.46	$4,049.85	$4,232.09	$4,422.54	$4,621.55	$4,829.52	$5,046.85	$5,273.96
ADMINISTRATIVE ASSISTANT I	$3,423.74	$3,577.81	$3,738.81	$3,907.05	$4,082.87	$4,266.60	$4,458.60	$4,659.23
YOUTH PROGRAM COORDINATOR	$4,033.90	$4,215.42	$4,405.12	$4,603.35	$4,810.50	$5,026.97	$5,253.19	$5,489.58
SPORTS & SENIOR PROGRAMS COORDINATOR	$4,033.90	$4,215.42	$4,405.12	$4,603.35	$4,810.50	$5,026.97	$5,253.19	$5,489.58
SECRETARY	$2,962.38	$3,095.68	$3,234.99	$3,380.56	$3,532.69	$3,691.66	$3,857.78	$4,031.38
RECEPTIONIST- CLERK	$2,808.11	$2,934.48	$3,066.53	$3,204.52	$3,348.73	$3,499.42	$3,656.89	$3,821.45
SEASONAL/PART-TIME (HOURLY RATE)								
PROJECT COORDINATOR	$25.51	$26.66	$27.86	$29.12	$30.43	$31.80		
COMMUNITY HEALTH WORKER	$22.54	$23.56	$24.62	$25.72	$26.88	$28.09		
POOL MANAGER	$19.30	$20.17	$21.08	$22.02	$23.02	$24.05		
ASSISTANT POOL MANAGER	$18.60	$19.44	$20.31	$21.23	$22.18	$23.18		
SENIOR LIFE GUARD	$17.90	$18.71	$19.55	$20.43	$21.35	$22.31		
LIFE GUARD	$17.15	$17.92	$18.73	$19.57	$20.45	$21.37		
RECREATION LEADER II	$17.15	$17.92	$18.73	$19.57	$20.45	$21.37		
RECREATION LEADER I/AFTER SCHOOL AID	$16.50	$17.24	$18.02	$18.83	$19.68	$20.56		
RECREATION PROGRAM SUPERVISOR	$17.15	$17.92	$18.73	$19.57	$20.45	$21.37		
VOLUNTEER FIFREFIGHTER (PER SHIFT)	$40.00							
CITY COUNCIL & MAYOR								
CITY COUNCIL & MAYOR - MONTHLY STIPEND	$400.00							

CITY OF GONZALES CLASSIFICATION PLAN
FISCAL YEAR 2025-26

Revised 6/8/26, Effective 01/01/26

CLASSIFICATION	FOUR AND ONE HALF-PERCENT STEP ADVANCEMENT						EXCELLENCE INCENTIVES	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
EXECUTIVE MANAGEMENT STAFF								
CITY MANAGER	$17,278.19 MONTHLY (SALARY INDEPENDENT OF STEP SCHEDULE)							
ASSISTANT CITY MANAGER	$12,509.43	$13,072.36	$13,660.61	$14,275.34	$14,917.73	$15,589.03	$16,290.53	$17,023.61
DEPUTY CITY MANAGER	$10,072.02	$10,525.26	$10,998.89	$11,493.84	$12,011.07	$12,551.56	$13,116.38	$13,706.62
COMMUNITY DEVELOPMENT DIRECTOR	$10,631.58	$11,110.00	$11,609.95	$12,132.39	$12,678.35	$13,248.88	$13,845.08	$14,468.11
PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE)	$11,300.85	$11,809.39	$12,340.81	$12,896.15	$13,476.48	$14,082.92	$14,716.65	$15,378.90
*PUBLIC SAFETY DIRECTOR (CHIEF OF POLICE) - GRANDFATHERED	$12,091.91	$12,636.04	$13,204.67	$13,798.88	$14,419.83	$15,068.72	$15,746.81	$16,455.42
SPECIAL PROJECTS DIRECTOR	$9,592.39	$10,024.05	$10,475.13	$10,946.51	$11,439.11	$11,953.87	$12,491.79	$13,053.92
DIRECTOR OF PUBLIC WORKS	$9,760.40	$10,199.62	$10,658.61	$11,138.24	$11,639.46	$12,163.24	$12,710.58	$13,282.56
*DIRECTOR OF PUBLIC WORKS - GRANDFATHERED	$10,479.69	$10,951.28	$11,444.09	$11,959.07	$12,497.23	$13,059.61	$13,647.29	$14,261.42
FIRE CHIEF	$9,548.18	$9,977.85	$10,426.85	$10,896.06	$11,386.38	$11,898.77	$12,434.21	$12,993.75
FIRE CHIEF - GRANDFATHERED	$10,216.55	$10,676.29	$11,156.72	$11,658.78	$12,183.42	$12,731.67	$13,304.60	$13,903.31
DIRECTOR OF COMMUNITY ENGAGEMENT & STRATEGIC PARTNERSHIPS	$9,667.53	$10,102.57	$10,557.18	$11,032.26	$11,528.71	$12,047.50	$12,589.64	$13,156.17
MID-MANAGEMENT STAFF								
CAPTAIN	$9,641.78	$10,075.67	$10,529.07	$11,002.88	$11,498.01	$12,015.42	$12,556.11	$13,121.14
DEPUTY FIRE CHIEF	$7,993.66	$8,353.37	$8,729.28	$9,122.09	$9,532.59	$9,961.56	$10,409.83	$10,878.27
RECREATION COORDINATOR/ ADMINISTRATIVE	$4,685.50	$4,896.35	$5,116.69	$5,346.94	$5,587.55	$5,838.99	$6,101.74	$6,376.32
PUBLIC WORKS SUPERVISOR	$5,930.67	$6,197.55	$6,476.44	$6,767.88	$7,072.44	$7,390.70	$7,723.28	$8,070.82
FINANCE MANAGER	$7,500.00	$7,837.50	$8,190.19	$8,558.75	$8,943.89	$9,346.36	$9,766.95	$10,206.46
SUPERVISORY STAFF								
POLICE SERGEANT	$8,863.96	$9,262.84	$9,679.67	$10,115.26	$10,570.44	$11,046.11	$11,543.19	$12,062.63
*POLICE SERGEANT - GRANDFATHERED	$9,484.45	$9,911.25	$10,357.25	$10,823.33	$11,310.38	$11,819.35	$12,351.22	$12,907.02
PUBLIC WORKS LEAD WORKER	$4,719.89	$4,932.29	$5,154.24	$5,386.18	$5,628.56	$5,881.84	$6,146.53	$6,423.12
*PUBLIC WORKS LEAD WORKER - GRANDFATHERED	$4,885.09	$5,104.92	$5,334.64	$5,574.70	$5,825.56	$6,087.71	$6,361.66	$6,647.93
BUILDING/MAINTENANCE STAFF								
BUILDING INSPECTOR II	$5,891.45	$6,156.57	$6,433.61	$6,723.13	$7,025.67	$7,341.82	$7,672.20	$8,017.45
BUILDING INSPECTOR I	$5,007.73	$5,233.08	$5,468.56	$5,714.65	$5,971.81	$6,240.54	$6,521.36	$6,814.83
MECHANIC II	$5,009.56	$5,234.99	$5,470.56	$5,716.74	$5,973.99	$6,242.82	$6,523.74	$6,817.31
MECHANIC I	$4,631.64	$4,840.06	$5,057.87	$5,285.47	$5,523.32	$5,771.87	$6,031.60	$6,303.02
TECHNICIAN	$4,631.64	$4,840.06	$5,057.87	$5,285.47	$5,523.32	$5,771.87	$6,031.60	$6,303.02
MAINTENANCE WORKER	$3,833.38	$4,005.89	$4,186.15	$4,374.53	$4,571.38	$4,777.09	$4,992.06	$5,216.71
PUBLIC SAFETY STAFF								
POLICE CORPORAL	$7,076.95	$7,395.42	$7,728.21	$8,075.98	$8,439.40	$8,819.17	$9,216.04	$9,630.76
POLICE CORPORAL - GRANDFATHERED	$7,572.34	$7,913.10	$8,269.19	$8,641.30	$9,030.16	$9,436.52	$9,861.16	$10,304.91
POLICE OFFICER	$6,739.96	$7,043.26	$7,360.20	$7,691.41	$8,037.53	$8,399.22	$8,777.18	$9,172.15
*POLICE OFFICER - GRANDFATHERED	$7,211.75	$7,536.28	$7,875.41	$8,229.81	$8,600.15	$8,987.15	$9,391.58	$9,814.20
FIRE CAPTAIN	$5,522.70	$5,771.22	$6,030.92	$6,302.32	$6,585.92	$6,882.29	$7,191.99	$7,515.63
FIRE FIGHTER/ENGINEER	$5,042.46	$5,269.37	$5,506.49	$5,754.28	$6,013.23	$6,283.82	$6,566.59	$6,862.09
POLICE SERVICES TECHNICIAN	$3,539.45	$3,698.73	$3,865.17	$4,039.10	$4,220.86	$4,410.80	$4,609.29	$4,816.70
POLICE OFFICER RECRUIT	$28.00							
SUPPPORT STAFF								
SENIOR ACCOUNTING TECHNICIAN	$5,329.10	$5,568.91	$5,819.51	$6,081.39	$6,355.05	$6,641.03	$6,939.88	$7,252.17
EXECUTIVE ASSISTANT TO THE CITY MANAGER/DEPUTY CITY CLERK	$5,329.10	$5,568.91	$5,819.51	$6,081.39	$6,355.05	$6,641.03	$6,939.88	$7,252.17
*EXECUTIVE ASSISTANT TO THE CITY MANAGER DEPUTY CITY CLERK - GRANDFATHERED	$5,515.63	$5,763.83	$6,023.21	$6,294.25	$6,577.49	$6,873.48	$7,182.79	$7,506.01
DEVELOPMENT SERVICES TECHNICIAN/ADMINISTRATIVE ANALYST	$4,165.49	$4,352.94	$4,548.82	$4,753.52	$4,967.43	$5,190.96	$5,424.55	$5,668.66
ACCOUNTING SPECIALIST	$3,875.46	$4,049.85	$4,232.10	$4,422.54	$4,621.56	$4,829.53	$5,046.85	$5,273.96
ADMINISTRATIVE ASSISTANT/RECORDS SUPERVISOR	$4,165.49	$4,352.94	$4,548.82	$4,753.52	$4,967.43	$5,190.96	$5,424.55	$5,668.66
ADMINISTRATIVE ASSISTANT II	$3,875.46	$4,049.85	$4,232.09	$4,422.54	$4,621.55	$4,829.52	$5,046.85	$5,273.96
ADMINISTRATIVE ASSISTANT I	$3,423.74	$3,577.81	$3,738.81	$3,907.05	$4,082.87	$4,266.60	$4,458.60	$4,659.23
YOUTH PROGRAM COORDINATOR	$4,033.90	$4,215.42	$4,405.12	$4,603.35	$4,810.50	$5,026.97	$5,253.19	$5,489.58
SPORTS & SENIOR PROGRAMS COORDINATOR	$4,033.90	$4,215.42	$4,405.12	$4,603.35	$4,810.50	$5,026.97	$5,253.19	$5,489.58
SECRETARY	$2,962.38	$3,095.68	$3,234.99	$3,380.56	$3,532.69	$3,691.66	$3,857.78	$4,031.38
RECEPTIONIST- CLERK	$2,808.11	$2,934.48	$3,066.53	$3,204.52	$3,348.73	$3,499.42	$3,656.89	$3,821.45
SEASONAL/PART-TIME (HOURLY RATE)								
PROJECT COORDINATOR	$25.51	$26.66	$27.86	$29.12	$30.43	$31.80		
COMMUNITY HEALTH WORKER	$22.54	$23.56	$24.62	$25.72	$26.88	$28.09		
POOL MANAGER	$19.70	$20.59	$21.51	$22.48	$23.49	$24.55		
ASSISTANT POOL MANAGER	$19.00	$19.86	$20.75	$21.68	$22.66	$23.68		
SENIOR LIFE GUARD	$18.30	$19.12	$19.98	$20.88	$21.82	$22.81		
LIFE GUARD	$17.55	$18.34	$19.17	$20.03	$20.93	$21.87		
RECREATION LEADER II	$17.55	$18.34	$19.17	$20.03	$20.93	$21.87		
RECREATION LEADER I/AFTER SCHOOL AID	$16.90	$17.66	$18.46	$19.29	$20.15	$21.06		
RECREATION PROGRAM SUPERVISOR	$17.55	$18.34	$19.17	$20.03	$20.93	$21.87		
VOLUNTEER FIREFIGHTER (PER SHIFT)	$40.00							
CITY COUNCIL & MAYOR								
CITY COUNCIL & MAYOR - MONTHLY STIPEND	$400.00							

CITY OF GONZALES

AGENDA ITEM

6.4

CITY MANAGER

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Carmen Gil, City Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: Resolution No. 2026-56, A Resolution of the City Council of the City of Gonzales Amending the Adopted Conflict of Interest Code

ATTACHMENTS:
Resolution No. 2026-56 with Exhibits A and B

RESOLUTION NO. 2026-56

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GONZALES AMENDING THE ADOPTED CONFLICT OF INTEREST CODE

WHEREAS, Government Code Section 87306.5 requires a local agency to review its adopted Conflict of Interest Code on a biennial basis and submit a report to the City Council identifying changes, if any; and

WHEREAS, the City Council adopted the Standard Conflict of Interest Code on December 20, 1982, and has made periodic changes thereto to either reflect changes in the law or the designated positions that participate in making government decisions required to file disclosure statements; and

WHEREAS, staff has reviewed the current Gonzales Conflict of Interest Code, a copy of which is attached hereto as Exhibit "A," has determined that an amendment is necessary, and has completed the "2026 Local Agency Biennial Notice," a copy of which is attached hereto as Exhibit "B."

NOW THEREFORE BE IT HEREBY RESOLVED, that the City Council of the City of Gonzales has reviewed the adopted Conflict of Interest Code and finds that:

1. All designated positions which make or participate in the making of governmental decisions are accurately described in Exhibit "A."

2. The disclosure statements assigned those positions accurately requires the disclosure of all investments, business positions, interest in real property and sources of income which may foreseeable be affected materially by the decisions made by those designated positions.

3. The Code includes all other provisions required by Government Code Section 87302.

PASSED AND ADOPTED by the City Council of the City of Gonzales at a regular meeting duly held on the 8th day of September, 2026 by the following vote:

AYES: COUNCIL MEMBERS:
NOES: COUNCIL MEMBERS:
ABSTAIN: COUNCIL MEMBERS:
ABSENT: COUNCIL MEMBERS:

_____
Jose L. Rios, The Honorable Mayor

ATTEST:

_____
Mary Villegas, Deputy City Clerk

EXHIBIT A

CITY OF GONZALES

CONFLICT OF INTEREST CODE

Section 1. Adopted by Reference.

The Standard Conflict of Interest Code developed by the Fair Political Practices Commission (Title 2, California Administrative Code, Section 18730), copies of which are on file in the office of the City Clerk, is adopted as the amended Conflict of Interest Code of the City of Gonzales for designated employees or appointees. The terms set forth in the Standard Code, and any amendment made thereto, except for those changes hereinafter appearing, are referred to and made a part hereof for all purposes as fully as if set forth herein.

Section 2. Filing Statement of Economic Interest.

Notwithstanding anything to the contrary in the Standard Conflict of Interest Code, each Statement of Economic Interest shall be filed as follows:

A. The original of each disclosure statement shall be filed with the City Clerk, or his/her designee, who shall review a copy thereof pursuant to this section. Upon completion of review of the disclosure statement pursuant to subsection (B) of this section, the City Clerk or his/her designee shall cause the same to be officially filed as the date the disclosure statement was initially received.

B. Upon receipt of a copy of the disclosure statement pursuant to subsection (A) of this section, the City Clerk or his/her designee shall review the statement to determine if the designated employee or appointee has filed each statement required by this Code. The Clerk or his/her designee shall notify the designated employee or appointee immediately in writing should the Clerk or his/her designee find that any required disclosure statement(s) have not been filed. Failure of the Clerk or his/her designee to discover that any requirement of this Code has not been met shall not relieve the designated employee or appointee of any civil or criminal penalties and any such failure on the part of the Clerk or his/her designee shall not subject the Clerk or his/her designee to any liability whatsoever. Upon such notification, the designated employee or appointee shall file the required statements.

Section 3. Appendices Adopted.

The appendices referred to in sections 2 and 3 of the Standard Conflict of Interest Code are adopted and attached herewith as “Appendix A” and “Appendix B,” respectively.

APPENDIX A

Designated Positions	Disclosure Category
Public Works Director	CAT-01
Community Development Director	CAT-01
Consultants*	CAT-01

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* The definition of "Consultant" contained in 2 Cal. Code of Regs., Section 18701(a)(2), and any amendment to said section duly adopted by the Fair Political Practices Commission, is incorporated herein by reference.

With respect to Consultants, the City Manager may determine in writing that a particular consultant is hired to perform a range of duties that are limited in scope and thus not required to comply with the disclosure requirements described in these categories. Such determination shall include a description of the consultant's duties, and, based upon that description, a statement of the extent of the disclosure requirements. The City Manager shall forward a copy of this determination to the Fair Political Practices Commission. Nothing herein excuses any such consultant from any other provision of this Conflict of Interest Code.

** It has been determined that the positions listed below manage public investments and will file a statement of economic interests pursuant to Government Code Section 87200 (CAT-01 and 02):

City Mayor
City Council Members
City Planning Commissioners
City Manager
City Attorney
Successor Agency Board Members
Successor Agency Executive Director
Successor Agency Counsel
Successor Housing Agency Board Members
Successor Housing Agency Executive Director
Successor Housing Agency Counsel
City Treasurer

APPENDIX B

General Provisions

When a designated employee is required to disclose investments and sources of income, s/he need only disclose investments in business entities and sources of income which do business in the jurisdiction, plan to do business in the jurisdiction, or have done business in the jurisdiction within the past two years. In addition to other activities, a business entity is doing business within the jurisdiction if it owns real property. When a designated employee is required to disclose interests in real property, s/he need only disclose real property which is located in whole or in part within or not more than two miles outside the boundaries of the jurisdiction or within two miles of any land owned or used by the local government agency.

Designated employees shall disclose their financial interests pursuant to the appropriate disclosure category as indicated in Appendix A.

Disclosure Categories:

CAT-01 All interests in real property in the local jurisdiction, as well as investments, business positions and sources of income (including gifts, loans and travel payments.

CAT-02 All investments, business positions and sources of income (including gifts, loans and travel payments.

CAT-03 All interest in real property in the local jurisdiction.

2026 Local Agency Biennial Notice

Name of Agency: City of Gonzales

Mailing Address: PO Box 647, Gonzales, CA 93926

Contact Person: Mary Villegas Phone No. 831-675-5000

Email: mvillegas@ci.gonzales.ca.us Alternate Email: cgil@ci.gonzales.ca.us

Accurate disclosure is essential to monitor whether officials have conflicts of interest and to help ensure public trust in government. The biennial review examines current programs to ensure that the agency's code includes disclosure by those agency officials who make or participate in making governmental decisions.

This agency has reviewed its conflict of interest code and has determined that *(check one BOX):*

☒ **An amendment is required. The following amendments are necessary:**

(Check all that apply.)

- ☐ Include new positions
- ☐ Revise disclosure categories
- ☐ Revise the titles of existing positions
- ☒ Delete titles of positions that have been abolished and/or positions that no longer make or participate in making governmental decisions
- ☐ Other *(describe)* _____

☐ **The code is currently under review by the code reviewing body.**

☐ **No amendment is required.** (If your code is over five years old, amendments may be necessary.)

Verification **(to be completed if no amendment is required)**

This agency's code accurately designates all positions that make or participate in the making of governmental decisions. The disclosure assigned to those positions accurately requires that all investments, business positions, interests in real property, and sources of income that may foreseeably be affected materially by the decisions made by those holding designated positions are reported. The code includes all other provisions required by Government Code Section 87302.

_____ _____

Signature of Chief Executive Officer *Date*

All agencies must complete and return this notice regardless of how recently your code was approved or amended. Please return this notice no later than **October 1, 2026**, or by the date specified by your agency, if earlier, to:

City of Gonzales
PO Box 647
Gonzales, CA 93926

PLEASE DO NOT RETURN THIS FORM TO THE FPPC.

CITY OF GONZALES

AGENDA ITEM

6.5

CITY MANAGER

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Carmen Gil, City Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: Resolution No. 2026-57, A Resolution of the City Council of the City of Gonzales Authorizing the Execution of a Memorandum of Understanding Between the City of Gonzales and the Gonzales Police Officers Association (GPOA) for the period covering July 1, 2026 through June 30, 2027

RECOMMENDATION

It is recommended that the City Council adopt Resolution No. 2026-57, A Resolution of the City Council of the City of Gonzales Authorizing the Execution of a Memorandum of Understanding Between the City of Gonzales and the Gonzales Police Officers Association (GPOA) for the period covering July 1, 2026 through June 30, 2027.

BACKGROUND

In February 2026, the City of Gonzales and the GPOA agreed to Amendment #1 which extended the MOU that covered the term of January 1, 2026 through June 30, 2026 so that the City would have the outcome of the Measure B results to make an informed decision.

On June 3rd, the City of Gonzales was notified by the GPOA of their desire to open negotiations for a new successor Memorandum of Understanding. The association and the City began negotiating on June 25, 2026. After several meetings, the parties agreed on a Tentative Agreement on August 18, 2026.

The City was notified on August 28th that the GPOA had ratified the Tentative Agreement and signed on August 31, 2026.

REVIEW AND ANALYSIS

As referenced in the background, the City and the GPOA began negotiations for a successor Memorandum of Understanding for the expiring Memorandum of Understanding in June.

Key items in the new MOU for the City of Gonzales Police Officers are listed below:

- The term of the MOU will be 1 year, retroactive to July 1, 2026, and will run through June 30, 2027
- Effective the first full pay period on July 1, 2026, an increase in base pay of 2.8%
- 1% Longevity Pay starting at year 6
- 2% Longevity Pay at year 10

Explain Recommendation and How it Supports the Vision

Gonzales will continue to be a safe, clean, family-friendly community, diverse in its heritage, and committed to working collaboratively to preserve and retain its small-town charm.

Explain: The proposed MOU supports the Vision by maintaining stability for the one-year period in a critical public safety function that is necessary to maintain a safe family-friendly community.

Explain how the Recommendation Directly Implements the Mission

The City Council and Staff of the City of Gonzales will realize our Vision by providing the leadership, commitment and resources necessary to provide excellent services that enhance the quality of life of our diverse community. X Yes __ No __ NA

Explain: Please see explanation above for the Vision.

City services will be delivered in a cost-effective, respectful and friendly manner to ensure the safety and well-being of the residents and the promotion of business, recreational, housing and employment opportunities in an environmentally sustainable manner. X Yes __No __ NA

Explain: Please see explanation above for the Vision.

Strong fiscal reporting allows us to provide appropriate resources for:

Public Safety	X	Yes	__	No	__	N/A
Housing	__	Yes	__	No	X	N/A
Recreation	__	Yes	__	No	X	N/A
Environment	X	Yes	__	No	__	N/A
Education	__	Yes	__	No	X	N/A

Explain: A stable organization is needed to ensure a high level of service necessary to promote public safety for the community and to maintain the City's infrastructure.

ALTERNATIVES

The City Council has the authority to not approve the MOU and direct staff to continue negotiations with further policy direction. While this action is not recommended, should this occur, the existing employment practices would continue until the MOU is approved.

BUDGET IMPACT

The financial impact to the Budget for the MOU is estimated to be about $40,299. The increased cost has no effect on the current cost, since the estimated increase was already built into the FY 2026-2027 Budget.

CONCLUSION

It is recommended that the City Council adopt Resolution No. 2026-57, A Resolution of the City Council of the City

of Gonzales Authorizing the Execution of a Memorandum of Understanding Between the City of Gonzales and the Gonzales Police Officers Association (GPOA) for the period covering July 1, 2026 through June 30, 2027.

ATTACHMENTS:
Resolution No. 2026-57
Memorandum of Understanding with GPOA

RESOLUTION NO. 2026-57

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GONZALES AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF GONZALES AND THE GONZALES POLICE OFFICERS ASSOCIATION, FOR THE PERIOD COVERING JULY 1, 2026 THROUGH JUNE 30, 2027

WHEREAS, the City of Gonzales and the Gonzales Police Officers Association entered into a six-month extension of the 2025 MOU that would extend that contract through June 30, 2026; and

WHEREAS, the City was notified by the Gonzales Police Officers Association on June 3rd of their desire to begin negotiations for a successor MOU; and

WHEREAS, the City and the Association began negotiations on June 25th and reached a Tentative Agreement on August 18, 2026; and

WHEREAS, the Gonzales Police Officers Association held a ratification vote shortly after the tentative agreement. The City was notified on August 28th, 2026 that the new MOU was ratified by the membership.

NOW, THEREFORE, BE IT HEREBY RESOLVED, that the City Council of the City of Gonzales hereby approves the Memorandum of Understanding between the City of Gonzales and the Gonzales Police Officers Association, for the period covering July 1, 2026 through June 30, 2027, attached hereto as Exhibit A.

PASSED AND ADOPTED by the City Council of the City of Gonzales at a regular meeting duly held on the 8th day of September 2026, by the following vote:

AYES: COUNCIL MEMBERS:
NOES: COUNCIL MEMBERS:
ABSTAIN: COUNCIL MEMBERS:
ABSENT: COUNCIL MEMBERS:

_____
Jose L. Rios, The Honorable Mayor

ATTEST:

_____
Mary Villegas, Deputy City Clerk

MEMORANDUM OF UNDERSTANDING

CITY OF GONZALES
AND THE
GONZALES POLICE OFFICERS ASSOCIATION

July 1, 2026, THROUGH June 31, 2027

SECTION 1: PREAMBLE

This Memorandum of Understanding is entered into by the City of Gonzales (hereinafter referred to as "the City") and the Gonzales Police Officers Association (hereinafter referred to as "The GPOA"). This Memorandum of Understanding is subject to Sections 3500-3510 of the California Government Code and Chapter 1.24 of the Gonzales City Code, along with the City of Gonzales Personnel Rules, Regulations and Policies, which are incorporated herein by reference and made a part hereof

"Employee," as defined for the purpose of this Memorandum of Understanding, shall mean a regularly appointed employee in an appropriate job classification as defined in Section 3.10 of the City's Personnel Rules, Regulations and Policies.

SECTION 2: RECOGNITION

Pursuant to Sections 3500-3510 of the Government Code of the State of California and Chapter 15 of the City's Personnel Rules, Regulations and Policies, the City certifies the GPOA as the recognized employee organization of the representation unit consisting of all regular employees classified as Police Sergeant, Police Corporal, and Police Officer.

SECTION 3: PAY RATE AND PRACTICES

A. SALARY INCREASES: Refer to Attachment A, for base salary increases for the period from July 1, 2026, through June 31, 2027.

B. MERIT INCREASES: A Performance Evaluation will be completed annually for all employees. An evaluation of eligibility for step advancement to the next step of the ClassificationPlan will occur coincidentally with the employee's eligibility date. Merit advancements at the established review dates shall not exceed one step annually. Once the top step of the range (Eighth Step) has been achieved, the employee is not eligible for further merit advancements in that classification.

C. SEVENTH AND EIGHTH STEPS: The Seventh and Eighth Steps identified in the City of Gonzales Classification Plan (Public Safety Staff) will no longer be classified as Excellence Incentive Steps and shall now represent the last two (2) Steps recognized in the Classification Plan available to Public Safety Staff. An employee in the GPOA must meet the step eligibility standards outlined in Section B above to be eligible for step advancement.

D. FIELD TRAINING OFFICER (F.T.O.) PAY: Police Corporals and those employees assigned to F.T.O. responsibilities (assigned to Officer Trainee) shall receive an additional five percent (5%) of their current monthly base salary per month, while actively performing F.T.O. duties, during the time

of such assignment. Said assignment and the attendant differential, which may be made via appointment by way of a selection process, shall be reviewed and authorized at the discretion of the Chief of Police. Once an employee has been selected and assigned as an F.T.O., the employee shall remain in the F.T.O. assignment for three (3) years unless the employee is removed from the F.T.O. assignment for cause.

E. SCHOOL RESOURCE OFFICER (S.R.O.) PAY: Employees assigned S.R.O. responsibilities shall receive an additional five percent (5%) of their current monthly base salary per month during the time of such assignment. Said assignment and the attendant differential, which may be made via appointment by way of a selection process, shall be reviewed and authorized at the discretion of the Chief of Police. Once an employee has been selected and assigned as a S.R.O., the employee shall remain in the S.R.O. assignment for three (3) years unless the employee is removed from the S.R.O. assignment for cause.

F. EVIDENCE ROOM CUSTODIAN PAY: Police Officers assigned as Evidence Room Custodian responsibilities shall receive an additional five percent (5%) of their current monthly base salary per month during the time of such assignment. Said assignment and the attendant differential, which may be made via appointment by way of selection process, shall be reviewed and authorized at the discretion of the Chief of Police. Once an employee has been selected and assigned as an Evidence Room Custodian, the employee shall remain in the Evidence Room Custodian assignment for three (3) years unless the employee is removed from the Evidence Room Custodian assignment for cause.

G. RANGE MASTER PAY: Police Officers who are assigned Range Master responsibilities shall receive an additional five percent (5%) of their current monthly base salary per month, while actively performing the Range Master Duties, during the time of such assignment. Said assignment and the attendant differential, which may be made via assignment by way of a selection process, shall be reviewed and authorized at the discretion of the Chief of Police. Once an employee has been selected and assigned as a Range Master, the employee shall remain in the Range Master assignment for three (3) years unless the employee is removed from the Range Master assignment for cause.

H. DETECTIVE PAY: Police Officers assigned solely to Detective responsibilities shall receive an additional five percent (5%) of their current monthly base salary per month, while actively performing the Detective Duties, during the time of such assignment. Said assignment and the attendant differential, which may be made via assignment by way of a selection process, shall be reviewed and authorized at the discretion of the Chief of Police. Once an employee has been selected and assigned as a Detective, the employee shall remain in the Detective assignment for four (4) years unless the employee is removed from the Detective assignment for cause.

I. CANINE OFFICER PAY: Police Officers assigned Canine responsibilities shall receive an additional five percent (5%) of their current monthly base salary per month. This payment is in recognition of the additional duties and responsibilities involved in being a Canine Officer. Said assignment and the attendant differential, which may be made via assignment by way of a selection process, shall be reviewed and authorized at the discretion of the Chief of Police. Once an employee has been selected and assigned as a Canine Officer, the employee shall remain in the Canine assignment until the canine itself retires or the employee is removed from the Canine assignment for cause.

J. BILINGUAL PAY: Upon the successful passing of a test designed and administered by the City

Manager's office to determine Spanish language skills, effective July 1, 2006, an employee shall receive an additional 5% of current monthly base salary. The test shall measure both writing and speaking abilities. The employee may be required to pass a proficiency test each year to continue receiving bilingual pay during the term of this Memorandum of Understanding.

K. SPECIAL COMPENSATION PAY: In lieu of Medical First Responder and Height-Weight Incentive Differential Pay, each officer shall have the option to contribute a total of an additional Fifty Dollars ($50.00) to his/her Health Insurance Employee Cost Deduction or an approved Deferred Compensation Plan.

L. EDUCATION INCENTIVE PAY: Each employee holding an Associate or Arts (AA), or an Associate of Science (AS) Degree shall receive an additional Seventy-Five Dollars ($75.00) per month, and each employee holding a Bachelors (BA or BS) Degree shall receive an additional One Hundred Dollars ($100.00) per month, payable in the first pay period of each month. Payment shall begin in the month following the date a copy of the diploma documenting the AA or AS and/or BA or BS Degree was received by the City. A maximum of $100.00 per month shall be paid per employee for Degree(s) obtained in this section of Educational Incentive Pay.

M. POST INCENTIVE PAY: Effective January 1, 2019, each employee who possesses and/or obtains a Peace Officers Standardized Training (POST) Intermediate Certificate shall receive an additional 3.5% of monthly base salary per month, and each employee who obtains a Peace Officers Standardized Training (POST) Advanced Certificate shall receive an additional 3.5% of monthly base salary per month. The maximum amount an officer may receive pursuant to this section will be 7% of monthly base salary per month.

N. EDUCATIONAL REIMBURSEMENT PAY: Employees shall be entitled to up to $8,000 a year) in reimbursement for continuing educational costs related to the performance of their duties pursuant to Chapter 14-Employee Development of the City of Gonzales Personnel Rules, Regulations and Policies.

O. CALL BACK WORK/COURT PAY: Call back work is defined as any time an employee is called back to work that does not continue into or after regular shift time. Call back work shall be compensated at the rate of a minimum of three (3) hours of pay at the overtime rate of time-and-one half of the employee's base hourly rate of pay. Court Pay shall be compensated at a rate of a minimum of four (4) hours of pay at time-and-one-half of the employee's base hourly rate of pay. The Parties recognize that Court Pay is compensating the employee for physically appearing for court while off-duty. Employees will not be required to report to the Department after being released from court to work the remaining minimum paid overtime hours; however, employees shall be required to contact the Department Watch Commander (Sergeant), or designated Watch Commander upon being released from court.

P. HOLIDAY LEAVE/PAY: Holiday leave and/or pay are provided in recognition that employees must work on the eleven twelve (12) established City holidays. Each employee shall be paid for said seven and one-third (8.00) hours of leave at the over-time rate of time-and-one-half of the employee's base hourly rate of pay, payable in the second pay period of the month.

Q. COMPENSATION TIME: Employees shall be entitled to compensation time pursuant to Section 5.12 of Chapter 5-Compensation and Hours of the City of Gonzales Personnel Rules, Regulations and Policies, subject to the following modifications:

1. Employees shall be entitled to accumulate a maximum of eighty (80) hours of compensatory time. No further compensatory hours may be accrued after this cap has been reached.
2. Employees shall have the right to sell up to 40 (forty) hours of compensatory time once per calendar year, in December, subject to the following rules:
   (a) The request for payment of up to 40 hours of compensatory time must be received by November 1 of each year.
   (b) City shall retain the discretion to buy back hours at other times of the year.

R. UNIFORM ALLOWANCE:

1. The City shall provide all Officers with standardized uniforms in accordance with the agreed upon City policy.
2. The City shall pay each Unit Member the sum of Eight Hundred Dollars ($800.00) annually as a uniform maintenance allowance. Said uniform maintenance allowance shall be reported to CalPERS periodically when earned, on a pay period basis, in accordance with the Public Employees' Retirement Law and applicable regulations. This item is not reportable for new members under PEPRA, as defined by Government Code Section 7522.04(f).

SECTION 4: INSURANCE COVERAGE

A. HEALTH INSURANCE: The Employee shall contribute monthly to the cost of insurance coverage per the table below:

Premium Classification	New Contribution
Employee Only	$128.13
Employee + Dependent	$179.38
Employee + Spouse	$179.38
Employee + Family	$486.88

Additionally, the association members and City shall share 50% / 50% in any premium increases imposed after the effective date of this Memorandum of Understanding.

Any employee in the GPOA with valid proof of enrollment in an outside medical coverage, whose health insurance premiums are not being paid by the City, and that was receiving the former "payment-in lieu-of-the-medical-coverage" benefit as of June 1, 2006, was grandfathered in at a rate of Four Hundred Dollars ($400.00) per month. Effective April 1, 2016, for new employees, this "payment-in-lieu-of the medical-coverage" of Four Hundred Dollars ($400) is for an Employee + Family and will be adjusted to Two Hundred Dollars ($200.00) for an Employee + Dependent, and to One

Hundred Dollars ($100.00) for an Employee only. Payments made for dependent premiums are not included in this rebate. This special rate will be permanently forfeited in the event that said employee opts to accept the medical coverage provided by the City.

B. LIFE INSURANCE: The City shall pay for life insurance as per the City's current policy.

SECTION 5: CONTRIBUTION TO PUBLIC EMPLOYEES RETIREMENT SYSTEM

A. CLASSIC EMPLOYEES: The City shall contribute the Employers' contribution, as per the existing Contract between CalPERS and the Gonzales Public Safety Group under the 2% at 55 Defined Retirement Plan for Classic Employees as defined by CalPERS.

B. EMPLOYEE RETIREMENT PAYMENT OFFSET: Effective July 1, 2014, the City will provide seven percent (7%) increase to the base salary for those employees employed on that date. For all other CalPERS Classic Employees hired after July 1, 2014, the seven percent (7%) increase to the employee's base salary does not apply and does not apply to new hires.

C. NEW EMPLOYEES: Effective January 1, 2013, the City shall contribute the Employers' contribution as per the formula established by CalPERS for the Gonzales Public Safety Group under the 2% at 57 Defined Retirement Plan for New Employees as defined by CalPERS. New Members shall pay the full amount of the employee contribution as established by CalPERS each year.

SECTION 6: DEFINED CONTRIBUTION PLAN (PARS) FOR CLASSIC GRANDFATHERED EMPLOYEES

Commencing July 1, 2013, for Classic Grandfathered Employees as defined by PEPRA, the City agrees to contribute seven percent (7%) of the employee's base salary to a Defined Contribution Plan (PARS) pursuant to the Public Agency Retirement Services (PARS) Plan.

Effective July 1, 2014, the City agrees to contribute an additional two percent (2%) of the employee's base salary to a Defined Contribution Plan (PARS) for a total amount of nine percent (9%), pursuant to the Public Agency Retirement Services (PARS) Plan.

SECTION 7: DEFERRED COMPENSATION:

The City will contribute up to $600 (six hundred dollars per year) every December toward deferred compensation. Employee must be in active status at the time of City contribution. The City will contribute $.20 (twenty cents) for every $1.00 (one dollar) an employee contributes to deferred compensation. Unit Member has to contribute $3,000 (three thousand dollars) per year to realize the city yearly contribution.

SECTION 8: TENURED (LONGEVITY) PAY

The City agrees to provide Tenured (Longevity) adjustments to base salary pursuant to the following schedule to be applied as of the date this MOU is effective and thereafter. This does not apply or make adjustments to employees who have already surpassed the service year schedules listed below.

For example, if an employee has reached 15 years and already receives 2% Longevity differential pay he or she will NOT be eligible to backtrack and collect the additional 2% at year 10 or 1% at year 6. They shall start at scale rate they are closest to as of the effective date of this MOU (e.g. those at 6+ will receive 1%, 10+ years will go to 10 (2%) and those at 15+ years will only receive their respective 2% at 15 and will not get the additional 2% for 10 years nor the 1% for 6 years).

- All unit members who have been employed with the City for at least six (6) years will be compensated an additional one percent (1%) of the employee's base pay;
- All unit members who have been employed with the City for at least ten (10) years will be compensated an additional two percent (2%) of the employee's base pay;
- All unit members who have been employed with the City for at least fifteen (15) years will be compensated an additional two percent (2%) of the employee's base pay.
- All unit members who have been employed with City for at least twenty (20) years will be compensated an additional two percent (2%) of the employee's base pay.
- All unit members who have been employed with City for at least twenty-five (25) years will be compensated an additional two percent (2%) of the employee's base pay.
- All unit members who have been employed with City for at least thirty (30) years will be compensated an additional two percent (2%) of the employee's base pay.

SECTION 9: PROBATIONARY PERIOD

Employees shall serve a probationary period of twelve (12) months.

SECTION 10: TERM

This Memorandum of Understanding shall become effective with a date of July 1, 2026, upon approval by the City Council of the City of Gonzales and shall remain in force and effect up to and including June 31, 2027.

SECTION 11: PROVISIONS OF THE LAW

This Memorandum of Understanding is subject to all current and future applicable Federal and State laws and regulations, as well as the Personnel Rules and Regulations of the City of Gonzales.

Should any of the provisions herein contained be rendered or declared invalid by a court of competent jurisdiction or reasons of any State and Federal legislation or court action, such invalidations of such part or portions of this Memorandum of Understanding shall not invalidate the remaining portions and they shall remain in full force and effect insofar as such remaining portions are severable, and City will provide notice to GPOA Representative of all changes, as referenced in this section, related to provisions contained herein, and have the opportunity to meet and confer over the impacts and effects.

SECTION 12: FULL UNDERSTANDING

This Memorandum of Understanding includes each and every agreement with respect to those employees for which the Gonzales Police Officers Association is authorized to represent.

Any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters, are hereby superseded when called for or terminated in their entirety as contained herein.

Except as specifically provided herein, it is agreed and understood that each party agrees that the other shall not be required, unless mutually agreed by both parties, to negotiate with respect to any subject or matter within the scope of representation during the term of this Memorandum of Understanding.

The waiver of any breach, term, or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and provision.

****

APPROVAL SIGNATURES:

CITY OF GONZALES

Carmen Gil
City Manager

Dated: _____

GONZALES POLICE OFFICERS ASSOCIATION:

Miguel Perez-Laguna
Police Officer/GPOA Representative

Craig MacDonald
Association Negotiator

Dated: August 31,2026

Attachement A

SALARY INCREASES

The City Agrees to provide adjustments/increases to the base monthly salary of all GPOA Members over the term of this Memorandum of Understanding pursuant to the following schedule:

- Effective the first full pay period in July 2026: 2.8%

****NO INFORMATION FOLLOWS ON ATTACHMENT A****

CITY OF GONZALES

AGENDA ITEM

6.6

CITY MANAGER

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Carmen Gil, City Manager

THROUGH: Carmen Gil, City Manager

SUBJECT: **Resolution No. 2026-58,** A Resolution of the City Council of the City of Gonzales Establishing the July 1, 2026 to June 30, 2027 Level of Benefits for Miscellaneous Employees; and **Resolution No. 2026-59,** A Resolution of the City Council of the City of Gonzales Establishing the July 1, 2026 to June 30, 2027 Level of Benefits for Management Employees

RECOMMENDATION

It is recommended that the City Council consider and adopt:

- Resolution No. 2026-58, A Resolution of the City Council of the City of Gonzales Establishing the July 1, 2026 to June 30, 2027 Level of Benefits for Miscellaneous Employees; and
- Resolution No. 2026-59, A Resolution of the City Council of the City of Gonzales Establishing the July 1, 2026 to June 30, 2027 Level of Benefits for Management Employees.

BACKGROUND

Because neither the Management nor Miscellaneous employee groups are represented as a bargaining unit, and neither have a Memorandum of Understanding (MOU), any changes to their benefits need to be made via Resolution. Staff recently negotiated MOUs with the Police bargaining unit and will be in the process of negotiating with Fire shortly, and Public Works in the winter.

REVIEW AND ANALYSIS

The attached resolutions include the following changes and recommendations.

For both Management and Miscellaneous:

1. Salary Adjustment
   - First Pay Period of July 2026: 2.8%

2. Tenured (Longevity) Pay
    - 1% Longevity Pay starting at year 6
    - 2% Longevity Pay starting at year 10

The proposed changes are recommended to support staff retention and support the great work that employees carry out daily.

Explain Recommendation and How it Supports the Vision

Gonzales will continue to be a safe, clean, family-friendly community, diverse in its heritage, and committed to working collaboratively to preserve and retain its small-town charm.

Explain: Recommending salary adjustments and a longevity incentive for our employees when feasible is prudent as we need to stay competitive and work to retain our workforce. It is more costly to replace good staff; therefore, it's important to at the very least support them with a Cost-of-Living adjustment and retention efforts.

Explain how the Recommendation Directly Implements the Mission

The City Council and Staff of the City of Gonzales will realize our Vision by providing the leadership, commitment and resources necessary to provide excellent services that enhance the quality of life of our diverse community. X Yes __No __ NA

Explain: This supports the mission of the City because adjusting staff salaries to meet inflation helps retain staff who support the implementation of the City's mission and vision.

Strong fiscal policies allow us to provide appropriate infrastructure for:

Public Safety	X	Yes	__	No	__	N/A
Housing	X	Yes	__	No	__	N/A
Recreation	X	Yes	__	No	__	N/A
Environment	X	Yes	__	No	__	N/A
Education	X	Yes	__	No	__	N/A

Explain: Same as above.

ALTERNATIVES

Alternative 1. The City Council can choose not to approve the resolution and direct staff to modify the recommendation.

Alternative 2. The City Council could reject the idea of increased salaries and not approve the Resolutions. This is not recommended as staff believes the recommended increases are warranted and necessary.

BUDGET IMPACT

If approved, the recommendation is for one year and will be revisited next calendar year again. The total budget impact of this increase is within the budget.

CONCLUSION

It is recommended that the City Council consider and adopt:

- Resolution No. 2026-58, A Resolution of the City Council of the City of Gonzales Establishing the July 1, 2026 to June 30, 2027 Level of Benefits for Miscellaneous Employees; and

- Resolution No. 2026-59, A Resolution of the City Council of the City of Gonzales Establishing the July 1, 2026 to June 30, 2027 Level of Benefits for Management Employees.

ATTACHMENTS:
Resolution No. 2026-58
Resolution No. 2026-59

RESOLUTION NO. 2026-58

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GONZALES ESTABLISHING THE JULY 1, 2026 TO JUNE 30, 2027 LEVEL OF BENEFITS FOR MISCELLANEOUS EMPLOYEES

WHEREAS, the City Council of the City of Gonzales establishes the salaries and benefits for the City's miscellaneous employees via resolution; and

WHEREAS, the City Council has determined that the salary schedules for the miscellaneous classifications shall be revised and conditions of the Level of Benefits shall continue through June 30, 2027.

NOW, THEREFORE, IT IS HEREBY RESOLVED, by the City Council of the City of Gonzales that the following classifications are subject to the terms and conditions of this resolution:

Miscellaneous Employees:

Public Works Lead Worker
Building Inspector I & II
Police Services Technician
Senior Accounting Technician
Executive Assistant to the City Manager/Deputy City Clerk
Development Services Technician/Administrative Analyst
Accounting Specialist
Administrative Assistant/Records Supervisor
Administrative Assistant I and II
Youth Program Coordinator
Sports and Senior Programs Coordinator
Secretary
Receptionist-Clerk

Section 1: Salary Adjustment

Salary Adjustment Schedule: The City agrees that all classifications covered by this resolution may be entitled to a wage increase in accordance with the following schedule and procedure:

First full Pay Period, July 2026: 2.8%

The following changes are being proposed to Sections 2. No other changes are proposed.

2. Tenured (Longevity) Pay: Tenured (Longevity) Pay currently begins at year 15 with 2% of base pay:

- Under this resolution, Tenure would start at year 6 with 1% of base pay, and adds 2% at year 10.

- The rest stays the same.

This does not apply or make adjustments to employees who have already surpassed the service year schedules listed below.

For example, if an employee has reached 15 years and already receives 2% Longevity differential pay he or she will NOT be eligible to backtrack and collect the additional 2% at year 10 or 1% at year 6. They shall start at scale rate they are closest to as of the effective date of this Resolution (e.g. those at 6+ will receive 1%, 10+ years will go to 10 (2%) and those at 15+ years will only receive their respective 2% at 15 and will not get the additional 2% for 10 years nor the 1% for 6 years).

- Employees who have been employed with the City for at least fifteen (15) years, will be compensated an additional two percent (2%) of the employee's base pay;
- Employees who have been employed with the City for at least twenty (20) years, will be compensated an additional two percent (2%) of the employee's base pay;
- Employees who have been employed with the City for at least twenty (25) years, will be compensated an additional two percent (2%) of the employee's base pay.
- Employees who have been employed with the City for at least thirty (30) years, will be compensated an additional two percent (2%) of the employee's base pay.

Section 3: Bilingual Pay

For the classifications covered by this Resolution and upon approval by management, according to City's need and upon the employee passing a City-sponsored test for bilingual verbal skills, City shall pay 5% of base salary per month as bilingual pay.

Section 4: Retirement

The City will provide the following CalPERS Retirement plan:

Miscellaneous Employees:

- CALPERS CLASSIC EMPLOYEES: The City shall contribute the employer's contribution, as per the existing contract between CalPERS and the Gonzales miscellaneous group under the 2% @ 60 defined benefit retirement plan for classic employees as defined by CalPERS. Employees under this designation will contribute the full 7% of reportable compensation toward this benefit on a pre-tax basis.

- GRANDFATHERED CLASSIC EMPLOYEES RETIREMENT PAYMENT OFFSET: Effective July 1, 2016, the City will provide a 3.5% increase to the base salary for those employed on that date with no break in service since. For all other CalPERS classic employees hired after July 1, 2016, the 3.5% increase to the employee's base salary does not apply and does not apply to re-hires.

- *NEW (PEPRA) EMPLOYEES:* Effective January 1, 2013, the City shall contribute the employer's contribution as per the formula established by CalPERS for the Gonzales miscellaneous group under the 2% @ 62 defined benefit retirement plan for new (PEPRA) employees as defined by CalPERS. However, as required by PEPRA the City is no longer allowed to pay for the Employee Paid Member Contribution (EPMC) and therefore, new (PEPRA) employees are responsible for paying the full amount of the employee's portion of the CalPERS defined benefit retirement plan.

Section 5: Health, Dental and Vision Insurance

The City shall pay 100% of the cost of an employee's vision and dental coverage and contribute significantly towards medical insurance coverage.

The City's Health Insurance is a self-funded plan. The City no longer provides medical retiree health coverage.

Effective January 1, 2025, the Employees and City shall share 50% / 50% in any premium increases.

A. **Employee Contribution**: If coverage is requested, an employee will pay $128.13 per month. If dependents coverage is requested, employees will pay $179.38 per month for 1 dependent or $486.88 per month for 2 or more dependents. As of January 1, 2025, the Employee and City begun to share 50% / 50% in any premium increases.

B. **Payment-in-Lieu-of-Medical-Coverage:** Any employee in this classification with valid proof of enrollment in an outside medical coverage program, whose health insurance premiums are not paid by the City, may receive a payment-in-lieu of medical coverage.

    a. Employees hired prior to April 1, 2016 with no break in service, "payment-in-lieu-of-medical-coverage" is grandfathered at the monthly reimbursement rate of $400. This special rate will be permanently forfeited if an employee opts to accept the medical coverage provided by the City.

    b. Effective April 1, 2016, for new employees, this "payment-in-lieu-of-medical-coverage" of $400 is for an employee with 2 or more dependents, this will be adjusted to $200 for an employee with 1 dependent, and to $100 for an employee only.

No Changes are being proposed to Sections 6 to 11

6. Deferred Compensation
7. Life Insurance
8. Conversion of Accumulated Sick Leave
9. Holidays
10. Safety Boots
11. Uniforms

Section 6: Deferred Compensation

The City will contribute up to $600 (six hundred dollars per year) every December toward deferred compensation. Employee must be in active status at the time of City contribution. The City will contribute $.20 (twenty cents) for every $1.00 (one dollar) an employee contributes to deferred compensation. Miscellaneous Employee has to contribute $3,000 (three thousand dollars) per year to realize the city yearly contribution.

Section 7: Life Insurance

City shall provide term life insurance for each employee. The amount of coverage shall be the employee's annual salary multiplied by 1.5 not to exceed $150,000.

Section 8: Conversion of Accumulated Sick Leave

Any employee who retires or resigns from City services with a minimum of fifteen (15) years of services shall be entitled to convert unused sick leave as provided below:

A. Employee who has completed a minimum of twenty (20) years of service and has accumulated a minimum of one thousand (1000) hours of sick leave, shall be entitled to convert fifty percent (50%) of his/her unused sick leave to paid time off;

B. Employee who is at least fifty-five (55) years old and has completed a minimum of fifteen (15) years of service, shall be entitled to convert twenty percent (20%) of his/her unused sick leave to paid time off;

C. Employee who is under the age of fifty-five (55) and has completed a minimum of fifteen (15) years of service, shall be entitled to convert ten percent (10%) of his/her unused sick leave to paid time off;

Such paid time off shall be used immediately preceding the employee's retirement date. City retains the right and sole discretion to determine whether to pay an employee the cash equivalent of the unused sick leave referenced in subsections A., B., and C. above, in-lieu of paid time off. Employees terminated by City are not eligible for the provisions provided herein.

Section 9: Holidays

The following holidays are recognized as municipal holidays, and all employees shall have these days off, except as otherwise provided. Permanent employees shall receive eight (8) hours of holiday pay for each holiday.

A. January 1 (New Years Day)

B. Third Monday in January (Martin Luther King Jr. Day)

C. Third Monday in February (President's Day)

D. Last Monday in May (Memorial Day)

E. June 19 (Juneteenth)

F. July 4 (Independence Day)

G. First Monday in September (Labor Day)

H. November 11 (Veteran's Day)

I. Fourth Thursday in November (Thanksgiving Day)

J. Fourth Friday in November (The day following Thanksgiving Day)

K. December 24 (Christmas Eve)

L. December 25 (Christmas Day)

M. Every day appointed by the President of the United States or the Governor of the State for a public fast, thanksgiving, day of mourning or holiday.

N. Floating Holiday: Each employee, upon their individual request, shall be granted one floating holiday each calendar year. Sufficient notice shall be given to the employee's immediate supervisor prior to the use of said holiday. Scheduling of said holiday is not to interfere with the work schedule of City.

O. Employees assigned to work on holidays shall receive eight (8) hours credit for said holiday, plus one and one-half (1 1/2) times their hourly rate for each hour worked on said holiday.

Section 10: Safety Boots

For the classification of Public Works Lead Worker upon administrative direction, City shall pay $200.00 maximum to provide safety boots on an as-needed basis, but not more often than once every twelve (12) months. In the event, that an employee resigns within six (6) months of the purchase of the safety boots, the employee shall be required to reimburse the City for one-half (1/2) of the City's cost of the safety boots.

Section 11: Uniforms

a. Public Works Lead Worker shall be furnished with 3 shirts, trousers, and coveralls for use at work.

b. From January 1, 2016, at the commencement of the updated resolution establishing the level of benefits for miscellaneous and fire safety employees, and upon the direction of CalPERS, the City will report to CalPERS the monetary value for providing, maintaining, and replacing uniforms to all employees covered under this resolution, who are required to wear uniforms provided by the City. The City will report the total bi-weekly amount for the initial cost and/or maintenance and/or replacement of uniforms, for each employee. The bi-weekly amounts reported to CalPERS will derive from the City's invoices of total cost per employee for the maintenance of uniforms. The bi-weekly amounts reported to CalPERS will also include the total cost for initially providing uniforms, and/or the replacement of uniforms when applicable, and the amounts for the initial cost and/or replacement. The invoices provided to the City, by its uniform vendor,

will include the unit price, which will determine the total cost, per employee. The City will report to CalPERS, no more than $800 per year, per employee, for providing the initial cost, replacement, and maintenance of required uniforms, in the manner as described in this paragraph for all employees that receive a uniform.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Gonzales duly held on the 8th day of September 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

_____

Jose L. Rios, The Honorable Mayor

ATTEST:

_____

Mary Villegas, Deputy City Clerk

RESOLUTION NO. 2026-59

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GONZALES ESTABLISHING THE JULY 1, 2026 TO JUNE 30, 2027 LEVEL OF BENEFITS FOR MANAGEMENT EMPLOYEES

WHEREAS, the City Council of the City of Gonzales establishes the salaries and benefits for the City's management employees via resolution; and

WHEREAS, the City Council has determined that the salary schedules for the management employees shall be revised, and conditions of the Level of Benefits shall continue through June 30, 2027.

NOW, THEREFORE, IT IS HEREBY RESOLVED, by the City Council of the City of Gonzales that the following benefits are approved for all FLSA exempt executive, administrative and professional employees, as well as all exempt executive, administrative, professional and safety employees for 2026 and shall be applicable to the following classifications:

Management (Exempt) Employees:

Community Development Director
Public Works Director/City Engineer
Building Official/Code Enforcement Officer (vacant)
Recreation Coordinator/Administrative Analyst
Public Works Supervisor

Public Safety Management (Exempt) Employees:

Public Safety Director (vacant)
Police Chief
Fire Chief
Deputy Police Chief (vacant)
Deputy Fire Chief (vacant)

Section 1: Salary Adjustment

Salary Adjustment Schedule: The City agrees that all classifications covered by this resolution may be entitled to a wage increase in accordance with the following schedule and procedure:

** A vacant position indicates that the position is not currently filled. It does not indicate that it will be filled either. It is an approved Class on the City's Classification Plan for when the city can fill the position, if needed.*

A) All employees in these classifications except Public Safety Director, Police Chief and Deputy Police Chief shall receive the following cost-of-living-adjustment (COLA) as follows:

First full Pay Period, July 2026: 2.8%

B) For the classification of Public Safety Director, Police Chief and Deputy Police Chief, the City agrees that they are tied to the same salary adjustments provided in the Gonzales Police Supervision Association Memorandum of Understanding which is as follows:

First full Pay Period, July 2026: 2.8%

The following changes to Sections 2 are being proposed. No other changes are being proposed.

2. Tenured (Longevity) Pay: Tenured (Longevity) Pay currently begins at year 15 with 2% of base pay.

- Under this resolution, Tenure would start at year 6 with 1% of base pay, and adds a schedule of 2% at year 10.
- The rest stays the same.

This does not apply or make adjustments to employees who have already surpassed the service year schedules listed below.

For example, if an employee has reached 15 years and already receives 2% Longevity differential pay he or she will NOT be eligible to backtrack and collect the additional 2% at year 10 or 1% at year 6. They shall start at scale rate they are closest to as of the effective date of this Resolution (e.g. those at 6+ will receive 1%, 10+ years will go to 10 (2%) and those at 15+ years will only receive their respective 2% at 15 and will not get the additional 2% for 10 years nor the 1% for 6 years).

- All employees who have been employed with the City for at least fifteen (15) years will be compensated an additional two percent (2%) of the employee's base pay.
- All employees who have been employed with City for at least twenty (20) years will be compensated an additional two percent (2%) of the employee's base pay.
- All employees who have been employed with City for at least twenty-five (25) years will be compensated an additional two percent (2%) of the employee's base pay.
- All employees who have been employed with City for at least thirty (30) years will be compensated an additional two percent (2%) of the employee's base pay.

Section 6: Medical/Dental/Vision Insurance

The City shall pay 100% of the cost of an employee's vision and dental coverage and contribute significantly towards medical insurance coverage.

The City's Health Insurance is a self-funded plan. The City no longer provides medical retiree health coverage.

Effective January 1, 2025, the Employees and City shall share 50% / 50% in any premium increases.

A. Employee Contribution: If coverage is requested, an employee will pay $128.13 per month. If dependents coverage is requested, employees will pay $179.38 per month for 1 dependent or $486.88 per month for 2 or more dependents. As of January 1, 2025, the Employees and City begun to share 50% / 50% in any premium increases.

B. Payment-in-Lieu-of-Medical-Coverage: Any employee in this classification with valid proof of enrollment in an outside medical coverage program, whose health insurance premiums are not paid by the City, may receive a payment-in-lieu of medical coverage.

a. Employees hired prior to April 1, 2016 with no break in service, "payment-in-lieu-of-medical-coverage" is grandfathered at the monthly reimbursement rate of $400. This special rate will be permanently forfeited if an employee opts to accept the medical coverage provided by the City.

b. Effective April 1, 2016, for new employees, this "payment-in-lieu-of-medical-coverage" of $400 is for an employee with 2 or more dependents, this will be adjusted to $200 for an employee with 1 dependent, and to $100 for an employee only.

Section 7: Life Insurance

City shall provide term life insurance for each employee. The amount of coverage shall be the employee's annual salary multiplied by 1.5 not to exceed $150,000.

Section 8: Conversion of Accumulated Sick Leave

Any employee who retires or resigns from City services in good standing with a minimum of fifteen (15) years of service shall be entitled to convert unused sick leave as provided below:

A. Employee who has completed a minimum of twenty (20) years of service and has accumulated a minimum of one thousand (1000) hours of sick leave, shall be entitled to convert fifty percent (50%) of his/her unused sick leave to paid time off;

B. Employee who is at least fifty-five (55) years old and has completed a minimum of fifteen (15) years of service, shall be entitled to convert twenty percent (20%) of his/her unused sick leave to paid time off;

C. Employee who is under the age of fifty-five (55) and has completed a minimum of fifteen (15) years of service, shall be entitled to convert ten percent (10%) of his/her unused sick leave to paid time off.

Such paid time off shall be used immediately preceding the employee's retirement date. City retains the right and sole discretion to determine whether to pay an employee the cash equivalent of the unused sick leave referenced in subsections A., B., and C. above, in-lieu of paid time off. Employees terminated by City are not eligible for the provisions provided herein.

Section 9: Holidays

The following holidays are recognized as municipal holidays, and all employees shall have these days off, except as otherwise provided. Permanent employees shall receive eight (8) hours of holiday pay for each holiday.

A. January 1 (New Years Day)

B. Third Monday in January (Martin Luther King Jr. Day)

C. Third Monday in February (President's Day)

D. Last Monday in May (Memorial Day)

E. July 4 (Independence Day)

F. Juneteenth (June 19)

G. First Monday in September (Labor Day)

H. November 11 (Veteran's Day)

I. Fourth Thursday in November (Thanksgiving Day)

J. Fourth Friday in November (The day following Thanksgiving Day)

K. December 24 (Christmas Eve)

L. December 25 (Christmas Day)

M. Every day appointed by the President of the United States or the Governor of the State for a public fast, thanksgiving, day of mourning or holiday.

N. Floating Holiday: Each employee, upon their individual request, shall be granted one floating holiday each calendar year. Sufficient notice shall be given to the employee's immediate supervisor prior to the use of said holiday. Scheduling of said holiday is not to interfere with the work schedule of City.

Section 10: Safety Boots

For all Public Safety Management (Exempt) Employees and Public Works Supervisor upon administrative direction, City shall pay $200.00 maximum to provide safety boots on an as-needed basis, but not more often than once every twelve (12) months. In the event, that an employee resigns within six (6) months of the purchase of the safety boots, the employee shall be required to reimburse the City for one-half (1/2) of the City's cost of the safety boots.

Section 11: Uniforms

a. For the classification of Public Safety Director, Police Chief and Deputy Police Chief, the City shall provide uniforms as provided in the Gonzales Police Supervision Association Memorandum of Understanding.

b. For the classification of Fire Chief and Deputy Fire Chief, the City shall provide two (2) shirts and trousers annually for use at work.

c. From January 1, 2016, at the commencement of the updated resolution establishing the level of benefits for management employees, and upon the direction of CalPERS, the City will report to CalPERS the monetary value for providing, maintaining, and replacing uniforms to all employees covered under this resolution, who are required to wear uniforms provided by the City. The City will report the total bi-weekly amount for the initial cost and/or maintenance and/or replacement of uniforms, for each employee. The bi-weekly amounts reported to CalPERS will derive from the City's invoices of total cost per employee for the maintenance of uniforms. The bi-weekly amounts reported to CalPERS will also include the total cost for initially providing uniforms, and/or the replacement of uniforms when applicable, and the amounts for the initial cost and/or replacement. The invoices provided to the City, by its uniform vendor, will include the unit price, which will determine the total cost, per employee. The City will report to CalPERS, no more than $800 per year, per employee, for providing the initial cost, replacement, and maintenance of required uniforms, in the manner as described in this paragraph for all employees that receive a uniform.

Section 12: Other Benefit Provisions of the Personnel Rules, Regulations, and Policies

Management employees shall be eligible for all benefits provided for in the Personnel Rules, Regulations, and Policies.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Gonzales duly held on the 8th day of September 2026, by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

_____

Jose L. Rios, The Honorable Mayor

ATTEST:

_____

Mary Villegas, Deputy City Clerk

CITY OF GONZALES

AGENDA ITEM

6.7

PUBLIC WORKS/CITY ENGINEER DEPARTMENT

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Octavio Hurtafo, Public Works Director/City Engineer

THROUGH: Carmen Gil, City Manager

SUBJECT: Resolution No. 2026-61, A Resolution of the City Council of the City of Gonzales Approving the Purchase of One Trailer Mounted Trash Pump for the Municipal Wastewater Treatment Plant in the Amount of $58,130.14 from Thompson Pump Through the Sourcewell Cooperative Purchasing Program

RECOMMENDATION

It is recommended that the City Council adopt Resolution No. 2026-61, A Resolution of the City Council of the City of Gonzales approving the purchase of one trailer mounted trash pump for the Municipal Wastewater Treatment Plant in the amount of $58,130.14 from Thompson Pump through the Sourcewell Cooperative Purchasing Program.

BACKGROUND

Trash pumps are used to move wastewater between treatment ponds and disposal beds at the wastewater treatment plant. This is done to fill and empty disposal ponds to maximize percolation of treated wastewater and maintenance of the ponds.

REVIEW AND ANALYSIS

The City has been renting a pump from Rain for Rent for a cost of $5,800 the past 10 months to distribute flows to the newly built Pond D through a series of Clarifiers. Conditions at the treatment plant have improved and the Clarifiers have been removed. There is still a need to operate one of the rented pumps to transfer flows to Pond D. The City and Thompson Pump are members of Sourcewell, a cooperative sourcing solution for public agencies that provide expedited quotes and discounts on a variety of products and types of equipment. Staff obtained the attached quote for one pump from Thompson Pump for $58,130.14. The pump has a delivery timeframe of 14-16 weeks. Purchasing the pump from Thompson Pump though the Sourcewell cooperative purchasing program is preferred for the following reasons:

- Lowest Cost
- No need to rent pump for use at WWTP

Explain Recommendation and How it Supports the Vision

Gonzales will continue to be a safe, clean, family-friendly community, diverse in its heritage, and committed to working collaboratively to preserve and retain its small town charm.

Explain: This purchase will improve safety and efficiency and allow reliable service to the community by keeping the Wastewater Treatment Plant operational

Explain how the Recommendation Directly Implements the Mission

The City Council and Staff of the City of Gonzales will realize our Vision by providing the leadership, commitment, and resources necessary to provide excellent services that enhance the quality of life of our diverse community. X Yes ___ No __ N/A

Explain: See Vision explanation above.

City services will be delivered in a cost-effective, respectful, and friendly manner to insure the safety and well-being of the residents and the promotion of business, recreational, housing and employment opportunities in an environmentally sustainable manner.

Explain: See Vision explanation above.

Strong fiscal policies allow us to provide appropriate infrastructure for:

Public Safety	X	Yes	__	No	__	N/A
Housing	X	Yes	__	No	__	N/A
Recreation	X	Yes	__	No	__	N/A
Environment	X	Yes	__	No	__	N/A
Education	X	Yes	__	No	__	N/A

Explain: See Vision explained above

ALTERNATIVES

The following alternatives are provided for Council consideration.

1. Direct staff to purchase a new pump;
2. Direct staff not to purchase a new pump and continue renting pump from Rain for Rent;
3. Provide other direction to staff.

BUDGET IMPACT

Funding for this capital purchase will come from the Sewer Enterprise Fund - Capital Outlay Equipment (GL310-000-57030) and sufficient funds are available.

CONCLUSION

It is recommended that the City Council adopt Resolution No. 2026-61, A Resolution of the City Council of the City of Gonzales approving the purchase of one trailer mounted trash pump for the Municipal Wastewater Treatment Plant in the amount of $58,130.14 from Thompson Pump through the Sourcewell Cooperative Purchasing Program.

ATTACHMENTS:

Resolution No. 2026-61
Thompson Pump - Sourcewell Quote
Thompson Pump Specifications

RESOLUTION NO. 2026-61

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GONZALES APPROVING THE PURCHASE OF ONE TRAILER MOUNTED TRASH PUMP FOR THE MUNICIPAL WASTEWATER TREATMENT PLANT IN THE AMOUNT OF $58,130.14 FROM THOMPSON PUMP THROUGH THE SOURCEWELL COOPERATIVE PURCHASING PROGRAM

WHEREAS, the City has been renting pumps, pipes and clarifiers from Rain for Rent for the purpose of transmitting sewage to the newly constructed Pond D and other ponds for the past under an emergency situation; and

WHEREAS, the conditions have improved at the WWTP where the clarifiers and the majority of the piping are not needed; and

WHEREAS, there is still a need for the rented pump due to the construction of the new Pond D; and

WHEREAS, staff recommends purchasing a new trash pump from Thompson Pump through the Sourcewell cooperative purchasing program to eliminate paying rent for the needed third pump; and

WHEREAS, the City of Gonzales and Thompson Pump are members of Sourcewell, a cooperative sourcing solution for public agencies that provide expedited quotes, discounts and free shipping on a variety of products and types of equipment; and

WHEREAS, funding for this purchase will come from the Sewer Enterprise Fund Capital outlay (GL 310-0000-57030); and

WHEREAS, staff recommends that the Council authorize the purchase of one new 6" compressor-assisted solid handling pump from Thompson Pump and Sourcewell in the amount of $58,130.14.

NOW THEREFORE, BE IT HEREBY RESOLVED, that all of the recitals set fourth above are true and correct to the best of the Council's knowledge and are hereby adopted as findings.

BE IT FURTHER RESOLVED, the City Council of the City of Gonzales hereby authorizes the purchases of one new solid handling pumps from Thompson pump and Sourcewell using funds from the Sewer Enterprise Fund in the amount of $58,130.14.

PASSED AND APOPTED by the City Council of the City of Gonzales at a regular meeting duly held on 8th of September 2026, by the following vote:

AYES: COUNCIL MEMBERS:
NOES: COUNCIL MEMBERS:
ABSTAIN: COUNCIL MEMBERS:
ABSENT: COUNCIL MEMBERS:

_____
Jose Rios, The Honorable Mayor

ATTEST:

_____
Mary Villegas, Deputy City Clerk

Municipal Sales Division
4620 City Center Drive
Port Orange, FL 32129
(800) 767-7310 | www.thompsonpump.com
mstrong@thompsonpump.com

07/21/26

Quote # COG-MS-0986

City of Gonzales, CA
PO Box 647
Gonzales, CA 93926

PH: 831-675-5000
E: ttwisselmann@ci.gonzales.ca.u

RE: FY2026-2027 6JSCEE- #3 for WWTP

Tifanny,

Thank you for your interest in Thompson Pump and Manufacturing Company and the products/services we provide. We understand this pump will be utilized by City of Gonzales as a trailer mounted, bypass pump. Please review the attached specifiaction sheets for performance capabilities.

Sourcewell serves as a National Municipal Contracting Agency which enables the City of Gonzales to avoid the time and expense of purchasing this pump through the traditional public bid process. Sourcewell facilitates a "competitive bidding process" on behalf of its members, establishing a legal contract pathway which allows you to efficiently choose the high quality products and services you need while saving valuable time and money. Our Sourcewell Contract number is: 021726-TPM. You can also visit Thompson Pump's Sourcewell contract landing page at: https://www.sourcewell-mn.gov/cooperative-purchasing/021726-tpm to view all Thompson Pump's Sourcewell contract documents and your Sourcewell membership status. Please reference the following Sourcewell information on any purchase orders:

City of Gonzales Sourcewell Member Number: 135078
Member Since: Nov 2017

TPM Sourcewell Contract #: 021726-TPM
TPM Sourcewell Contract Maturity Date: June 11th, 2030
TPM Sourcewell Category: Sewer Vacuum, Hydro-Excavation, and Municipal Pumping Equipment with Related Accessories & Supplies

Should you require further information or have an questions, please feel free to contact me directly at the cell number/email listed below.

Thank you for the opportunity to earn your business.

Martin Strong

Martin Strong
Municipal Applications Engineer
Thompson Pump and Manufacturing Company Inc.
Cell: (386) 780-4189
Email: mstrong@thompsonpump.com

cc: David Perry, Municipal Sales Manager

Municipal Sales Division
4620 City Center Drive
Port Orange, FL 32129
(800) 767-7310 | www.thompsonpump.com
mstrong@thompsonpump.com

Sourcewell Awarded Contract
Contract # 021726-TPM

Sourcewell Contract # 021726-TPM - TPM Direct Quote

Product Description	Qty.	Sourcewell Unit Price	Sourcewell Subtotal
Thompson Pump Model: 6JSCEE-DIST-4LE2T-M, (Sourcewell Site Trailer-Mount Price)	**1**	**$48,203.00**	**$48,203.00**
Size: "6 x 6" (Male Camlock)			
Max Performance: 2300 GPM Max; 95 ft TDH Max			
Performance Duty Point Required: N/A			
Impeller: 9.5", high efficiency enclosed impeller; 3" solids handling			
Engine: Final Tier 4 Isuzu 4LE2T, 43 HP, in-line, 4-cycle, turbo-charged, electronically governed, diesel engine (DOC only) DOC only to meet FT4 emission standards without any additional after treatment.			
Priming System: Enviroprime System® with Compressor is an environmentally sensitive air\water separation chamber, compressor, venturi, and priming check valve working simultaneously to allow the pumping system to reliably and			
automatically prime and reprime from a dry state without BLOW-BY. Limited lifetime warranty on venturi priming device.			
Base Frame/Fuel Tank: Trailer-mounted with modular skid base frame/fuel tank with a 100 US gallons w/ maximum operatingtime of 89+ hours @ 1,400 rpm. Fenders, license plate holder, safety chains, and 3" military ring hitch included.			
Standard Equipment: Modular fuel tank base, lifting provision, document box, interior base drain, engine oil drain valve kit, alternator, radiator, muffler and exhaust stack, engine safety shutdowns tachometer, hour meter, vacuum gauge, fuel gauge,			
12VDC battery, fuel cap, integral fuel tank cleanouts and drain ports, fuel strainer, fuel gauge, vacuum gauge, and 65' auto start/stop floats.			
RECON 2000 Control Panel: Thompson Pump control panel capable of auto start/stop via 65' non-mercury mechanical floats.			
0-100 PSI Fluid Filled Pressure Gauge installed on Discharge: Included			
6" Butterfly Valve installed on Discharge: Included			
8.75% Sales Tax Charges to City of Gonzales:	**1**	**$4,677.14**	**$4,677.14**
Delivery Freight Charges to City of Gonzales:	**1**	**$5,250.00**	**$5,250.00**
Non-Specified Sourcewell Add Options:			
Total for (1) Portable Thompson Pump 6JSCEE-DIST-4LE2T-M :			$58,130.14

Terms & Conditions
· Delivery freight charge: Included in total sale price above.
· Delivery lead time: 18-20+ weeks after receipt of order w/ approved submittals
· Sales stock can be delivered in 1-2 weeks after receipt of order w/ approved submittals
· Sales stock must be delivered as built. Changes will extend delivery lead time.
· FOB: Port Orange, FL
· Payment terms: Net 30 Days w/ Credit Approval
· Sales prices do not include applicable sales taxes.
· Please provide a copy of tax-exemption certificate at time of purchase, if applicable
· No penalties or liquidated damages are acceptable.
· Cancellation of order will result in restocking fees.

Model: 6” Compressor-Assisted Solids Handling Pump

Name: 6JSCEE

With its heavy-duty construction and fast priming capabilities, the Thompson 6JSCEE solids handling end suction centrifugal pump leads the industry in construction, industrial and municipal applications. The Thompson 6JSCEE is designed for moderate flows up to 2,250 gpm and heads up to 110 feet making it perfect for sewage bypass pumping or general construction dewatering.



Photo shown may not be exact model.

Consult factory for other options including but not limited to trailers and stainless steel impellers.

Pump End Materials	
Pump Casing	Heavy-duty 65-45-12 ductile-iron.
Impeller	Dynamically balanced, non-clogging, enclosed, 65-45-12 ductile-iron with rear-equalizing vanes to reduce axial loading and prolong seal and bearing life; diameter 9.5”.
Mechanical Seal	Dry-running, grease or oil lubricated with tungsten carbide rotating and silicon carbide stationary seal faces. Single inside mounted, non- pusher type with self-adjusting elastomeric bellows. Other compo-nents are 304 stainless-steel and Viton.
Head	Rugged, back pull out design, heavy-duty class 30 cast-iron with tapered bore design.
Bearings	Heavy-duty grease lubricated to carry both axial and radial loads.
Bearing Frame	Heavy-duty class 30 cast-iron.
Shaft	SAE 1144 steel fitted with a 416 stainless-steel shaft sleeve.

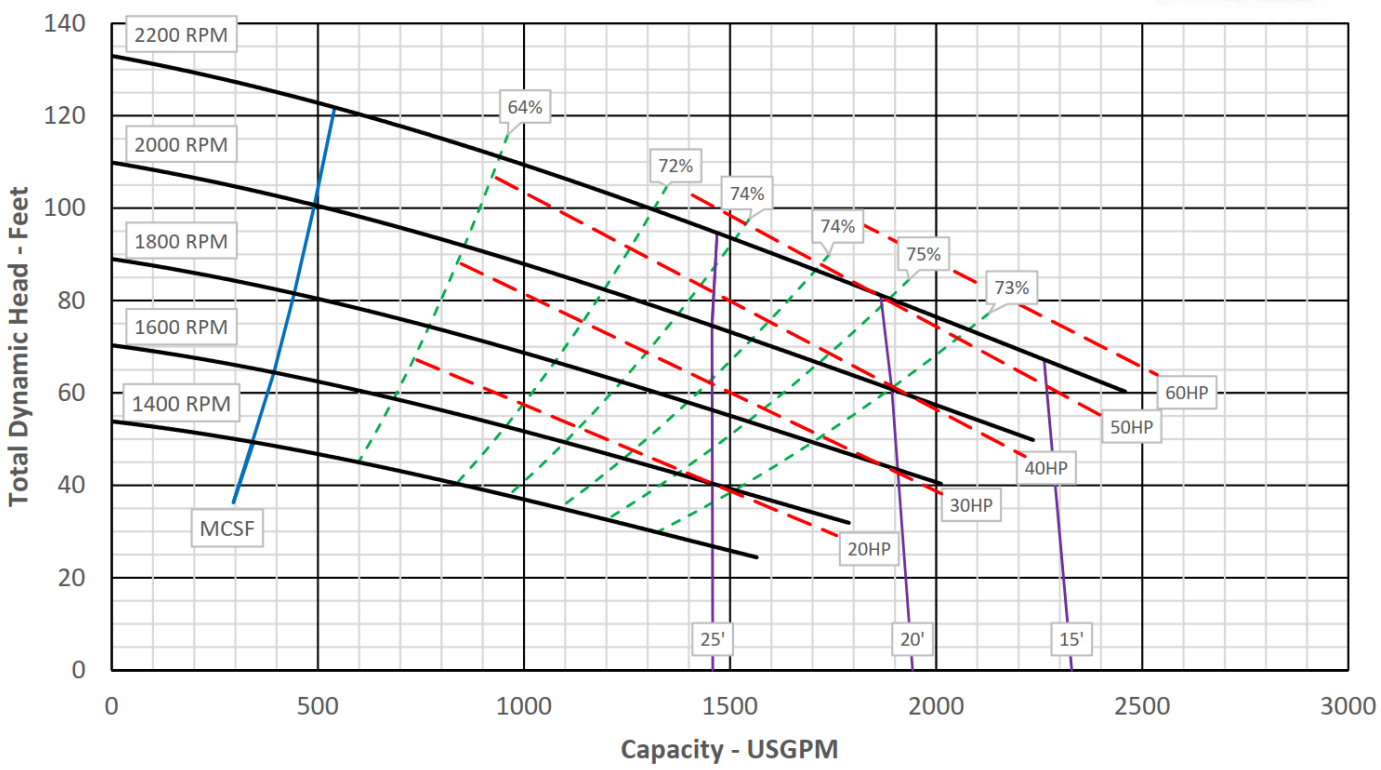
Technical Specifications			
Suction Size	6 in (15.24 cm)	Approximate Dry Weight	4,100 lbs (1,859.73 kg)
Discharge Size	6 in (15.24 cm)	Best Efficiency	71%
Maximum Solids Handling	3 in (7.62 cm)	Maximum Operating Speed	2,000 rpm
Maximum Operating Temperature	200° F (93.33° C)	Maximum Operating Pressure	41 psi (325.34 kPa)

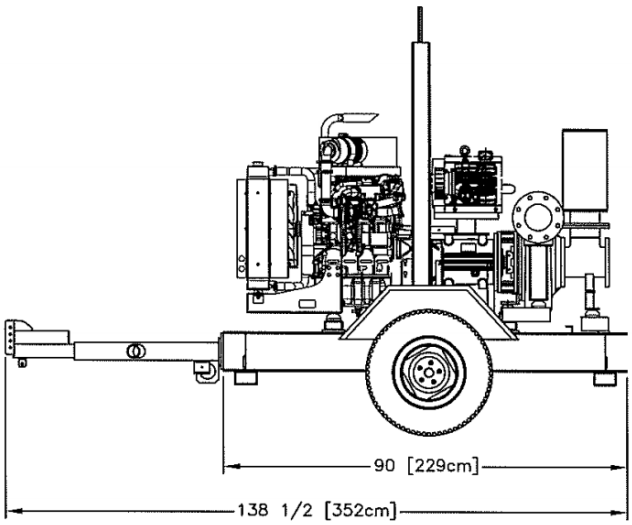
Fuel Tank Options*		Isuzu
Modular (M)	100 Gal	74 Hours
Double-Wall (D)	75 Gal	55 Hours
Modular Large Capacity (X)	150 Gal	111 Hours
Double-Wall Large Capacity (Z)	150 Gal	111 Hours

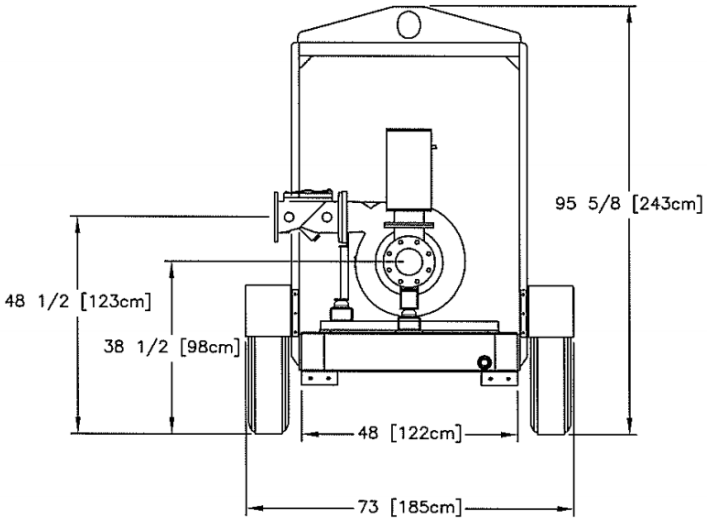
*Contact factory for fuel tank sizes not listed above.

Thompson Pump and Manufacturing Co., Inc.
4620 City Center Drive, Port Orange, FL 32129 USA
www.thompsonpump.com

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sales@thompsonpump.com







Isuzu 4LE2T—43 hp @ 2,400 rpm				
Typical Operating Speed	2,000 rpm	**Engine Speed**	**Fuel Economy**	**Run Time***
Maximum Head	110 ft (33.5 m)	2,200 rpm	0.390 lb/hp-hr	44 hrs
Maximum Flow Capacity	2,250 gpm (511 m^3/hr)	2,000 rpm	0.386 lb/hp-hr	56 hrs
Maximum Fuel Consumption	2.22 gph (8.4 L/hr)	1,800 rpm	0.378 lb-hp-hr	74 hrs

*Engine run times calculated based on a 100 gallon fuel tank.

Specifications and illustrations are subject to revision without notice and without incurring any obligation for previous or subsequent equipment sold. Thompson Pump (ISO 9001:2015) makes no representation regarding the completeness or accuracy of this information and is not liable for any direct or indirect damages arising from or relating to this information or its use. Capacity & Head are shown for comparative purposes. Consult Thompson factory for exact capabilities.

CITY OF GONZALES

AGENDA ITEM

7.1

PUBLIC WORKS/CITY ENGINEER DEPARTMENT

STAFF REPORT

TO: Honorable Mayor Rios and City Council

DATE: September 8, 2026

FROM: Octavio Hurtado, Public Works Director/City Engineer

THROUGH: Carmen Gil, City Manager

SUBJECT: Resolution No. 2026-60, A Resolution of the City Council of the City of Gonzales Adopting the Vision Zero Action Plan for the City of Gonzales

- Staff Report
- Public Comment
- Council Discussion
- Council Action

RECOMMENDATION

It is recommended that the City Council consider adopting Resolution No. 2026-60, A Resolution of the City Council of the City of Gonzales adopting the Vision Zero Action Plan for the City of Gonzales.

BACKGROUND

As part of ongoing regional efforts to improve roadway safety and reduce traffic- related fatalities and serious injuries, the Transportation Agency for Monterey County (TAMC) has initiated the development of a Monterey County Regional Vision Zero Action Plan. This effort is funded through a federal Safe Streets and Roads for All (SS4A) planning grant and is being developed in coordination with participating local jurisdictions, including the City of Gonzales.

The Regional Vision Zero Action Plan will serve as a comprehensive, data-driven safety planning document that identifies high-risk roadway conditions, establishes safety goals, and outlines strategies and projects to improve safety for all roadway users. The Plan will include both a regional framework and jurisdiction-specific components to address local safety needs.

As part of this effort, TAMC is supporting the preparation of a Vision Zero Action Plan for each participating jurisdiction. Adoption of a Vision Zero Action Plan is required for eligibility under the federal SS4A Grant Program, which provides funding for implementing roadway safety improvements identified in the plan.

REVIEW AND ANALYSIS

The City of Gonzales, in coordination with the Transportation Agency for Monterey County and regional partners, has participated in developing the Monterey County Regional Vision Zero Action Plan, a data driven safety framework funded by the federal Safe Streets and Roads for All (SS4A) program. The Plan evaluates roadway conditions using collision history, traffic patterns, and high-injury corridors to identify targeted strategies for reducing traffic- related fatalities and serious injuries. It incorporates public engagement, equity considerations, and performance measures to ensure recommendations reflect community needs across Monterey County. Adoption of the Plan is required to maintain eligibility for future SS4A implementation funding and positions the City of Gonzales to compete for grants supporting safety improvements such as traffic calming, roadway reconfiguration, and pedestrian and bicycle enhancements. Approval of the Plan does not obligate the City to implement specific projects or commit to immediate expenditures, but instead represents a policy level commitment to Vision Zero principles. There is no cost to the City associated with adoption, as the Plan is fully funded through the SS4A program administered by TAMC.

The proposed Vision Zero Action Plan provides the City with a strategic framework to proactively address roadway safety and reduce the likelihood of traffic- related fatalities and serious injuries. The planning process included a comprehensive evaluation of roadway conditions, including collision history, traffic patterns, and identification of high-injury corridors, to inform targeted safety strategies and improvements.

Adopting the Vision Zero Action Plan establishes the City's eligibility for future SS4A implementation grant funding for safety improvements such as traffic calming measures, roadway reconfigurations, and pedestrian and bicycle enhancements. Federal guidelines require jurisdictions to adopt a qualifying safety action plan to compete for these funds.

The Plan also incorporates public engagement, equity considerations, and performance measures to ensure that safety improvements are responsive to community needs and are implemented effectively over time. These elements support a transparent and data-driven approach to improving roadway safety. The project team conducted two rounds of community outreach in Gonzales through one workshop, one pop-up event, an online survey and interactive comment maps. These efforts identified transportation safety challenges and opportunities, as well as recommended priority areas and proposed improvements for community feedback. Across both methods of community outreach, all the comments received reflected meaningful community participation in shaping the Plan.

Gonzales's Vision Zero Action Plan represents a policy-level commitment to improving traffic safety and working toward the long- term goal of eliminating traffic fatalities and serious injuries. Approval of the Plan does not commit the City to specific projects or immediate financial obligations. Additionally, participation in this regional effort further supports coordination with TAMC and neighboring jurisdictions, promotes consistency in safety strategies, and strengthens the City's competitiveness for future state and federal funding opportunities outside of SS4A.

Explain Recommendation and How it Supports the Vision

Gonzales will continue to be a safe, clean, family-friendly community, diverse in its heritage, and committed to working collaboratively to preserve and retain its small town charm.

Explain: By adopting the Vision Zero Action Plan, Gonzales is following cost effect procedures to analyze our street network to prioritize available funding to achieve zero traffic- related fatalities and sever injuries through data-driven design, education, enforcement, and collaboration to improve the quality of life of the residence of Gonzales.

Explain how the Recommendation Directly Implements the Mission

The City Council and Staff of the City of Gonzales will realize our Vision by providing the leadership, commitment, and resources necessary to provide excellent services that enhance the quality of life of our diverse community.

Explain: Committing to cost effective and collaborative procedures to analyze our transportation network and using

available resources provided and funded by TAMC to achieve zero traffic related fatalities and severe injuries, is part of the provision of excellent services.

City services will be delivered in a cost-effective, respectful, and friendly manner to insure the safety and well-being of the residents and the promotion of business, recreational, housing and employment opportunities in an environmentally sustainable manner.

Explain: Having a Vision Zero Action Plan of the entire City will ensure funds are prioritized in a fair and equitable manner. This Strategic Plan will help advance Safe Routes to School and other identified safety improvements identified through the plan. Improved safety on our street network will improve safety for all users including pedestrians, cyclists, students, and seniors. across Gonzales's transportation network.

Strong fiscal policies allow us to provide appropriate infrastructure for:

Public Safety	X	Yes	__	No	__	N/A
Housing	X	Yes	__	No	__	N/A
Recreation	X	Yes	__	No	__	N/A
Environment	X	Yes	__	No	__	N/A
Education	X	Yes	__	No	__	N/A

Explain: Adopting the Vison Zero Action Plan will ensure the best use of funds to increase safety across Gonzales's transportation network.

ALTERNATIVES

The following alternatives are provided for Council consideration:

1. Adopt the proposed Resolution;
2. Do not adopt the proposed Resolution. This is not recommended, as the City would lose the opportunity to compete for future funding;
3. Provide other direction to staff.

BUDGET IMPACT

There is no cost to the City associated with developing or adopting the Vision Zero Action Plan, as the planning effort is fully funded by a SS4A grant administered by TAMC.

Adoption of the Vision Zero Action Plan is a key eligibility requirement for the City to pursue future SS4A implementation funding.

Approval of this item will position the City to compete for federal funding opportunities to implement roadway safety improvements identified through the Vision Zero Action Plan, the Salinas Valley Safe Routes to School Plan, the Local Road Safety Plan, and other transportation planning documents the City has developed over the years. While future grant applications may require local matching funds depending on the program requirements, no immediate financial commitment is required as part of this action.

CONCLUSION

It is recommended that the City Council consider adopting Resolution No. 2026-60, A Resolution of the City Council of the City of Gonzales adopting the Vision Zero Action Plan for the City of Gonzales.

ATTACHMENTS:
Resolution No. 2026-60

RESOLUTION NO. 2026-60

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GONZALES ADOPTING THE VISION ZERO ACTION PLAN FOR THE CITY OF GONZALES

WHEREAS, the Transportation Agency for Monterey County (TAMC) has initiated the development of a Monterey County Regional Vision Zero Action Plan through a federal Safe Streets and Roads for All (SS4A) planning grant; and

WHEREAS, the Regional Vision Zero Action Plan includes jurisdiction-specific components to address local roadway safety needs for participating agencies, including the City of Gonzales; and

WHEREAS, the Vision Zero Action Plan provides a comprehensive, data-driven framework to identify high-risk roadway conditions, establish safety goals, and recommend strategies to reduce traffic-related fatalities and serious injuries; and

WHEREAS, adoption of a Vision Zero Action Plan is required for eligibility under the federal SS4A Grant Program for future implementation funding; and

WHEREAS, the Vision Zero Action Plan incorporates public engagement, equity considerations, and performance measures to ensure safety improvements are responsive to community needs; and

WHEREAS, there is no cost to the City of Gonzales associated with the preparation or adoption of the Vision Zero Action Plan, as it is fully funded through the SS4A grant; and

WHEREAS, adoption of the Vision Zero Action Plan does not commit the City to any specific projects or immediate financial obligations, and any future projects will be subject to separate environmental review in accordance with the California Environmental Quality Act (CEQA); and

WHEREAS, the adoption of the Vision Zero Action Plan is not a "project" pursuant to CEQA Guidelines Section 15378.

NOW, THEREFORE, BE IT HEREBY RESOLVED, by the City Council of the City of Gonzales as follows**:**

1. Adopts the Vision Zero Action Plan for the City of Gonzales.

PASSED AND ADOPTED by the City Council of the City of Gonzales at a regular meeting duly held on the 8th day of September 2026 by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

_____

Jose Rios, The Honorable Mayor

ATTEST:

_____

Mary Villegas, Deputy City Clerk

Gonzales



Acknowledgments

TRANSPORTATION AGENCY FOR MONTEREY COUNTY

Doug Bilse

Janneke Strause

Theresa Wright

Michael Zeller

Todd Muck

CITY OF GONZALES STAFF

Octavio Hurtado, Public Works Director/City Engineer

Frank Valladarez, Public Works

Keith Wise, Chief of Police

Sergeant Santiago Melgoza, Police Department

REGIONAL TASK FORCE PARTNERS

Bicycling Monterey

Blue Zones

California Highway Patrol

Caltrans

California State University Monterey Bay

Monterey County Public Health Department

Monterey County Sheriff's Office

Monterey-Salinas Transit

North County Fire Protection District

Monterey Off Road Cycling Association

Association of Monterey Bay Area Governments

CONSULTANT TEAM

Lacy Brown

Bincy Koshy

Crystal Chavez

Elise Brockett

Sheida Carugati

Nikki Davis

Melissa Abadie

Kathryn Miller

Darryl DePencier

Julio Camacho

Abbey Ibarra

Frederik Venter

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Key Acronyms & Definitions

TAMC	Transportation Agency for Monterey County
FHWA	Federal Highway Administration
SS4A	Safe Streets and Roads for All
USDOT	United States Department of Transportation
VRU	Vulnerable Road User
HIN	High Injury Network
PDO	Property Damage Only
Fatal Crash	One or more participants died from injuries sustained, within 30 days of the crash event
Serious Injury Crash	A non-fatal crash where one or more participants sustained a severe injury preventing them from walking, driving, or performing activities they were capable of before the crash







This plan is dedicated to the lives lost or forever altered by traffic crashes on City of Gonzales roadways. We are committed to working towards a future where everyone gets home safely every day.

About the City of Gonzales

Founded in 1847 and later incorporated in 1947, the City of Gonzales is a vibrant agricultural community in the heart of the Salinas Valley. Known as the “Wine Capital of the Salinas Valley” and “The Heart of the Salad Bowl”, Gonzales is surrounded by a patchwork of farmland. The construction of the Southern Pacific Railroad and influx of immigrants from Mexico, Switzerland, and Portugal in the late 19th and early 20th century helped transform a small ranching community into an agricultural hub. The city is bordered by the Salinas River to the west and lies within close proximity to Pinnacles National Park to the southeast. U.S. Highway 101 runs north-south through Gonzales, providing vital local and regional connectivity.







Our Community

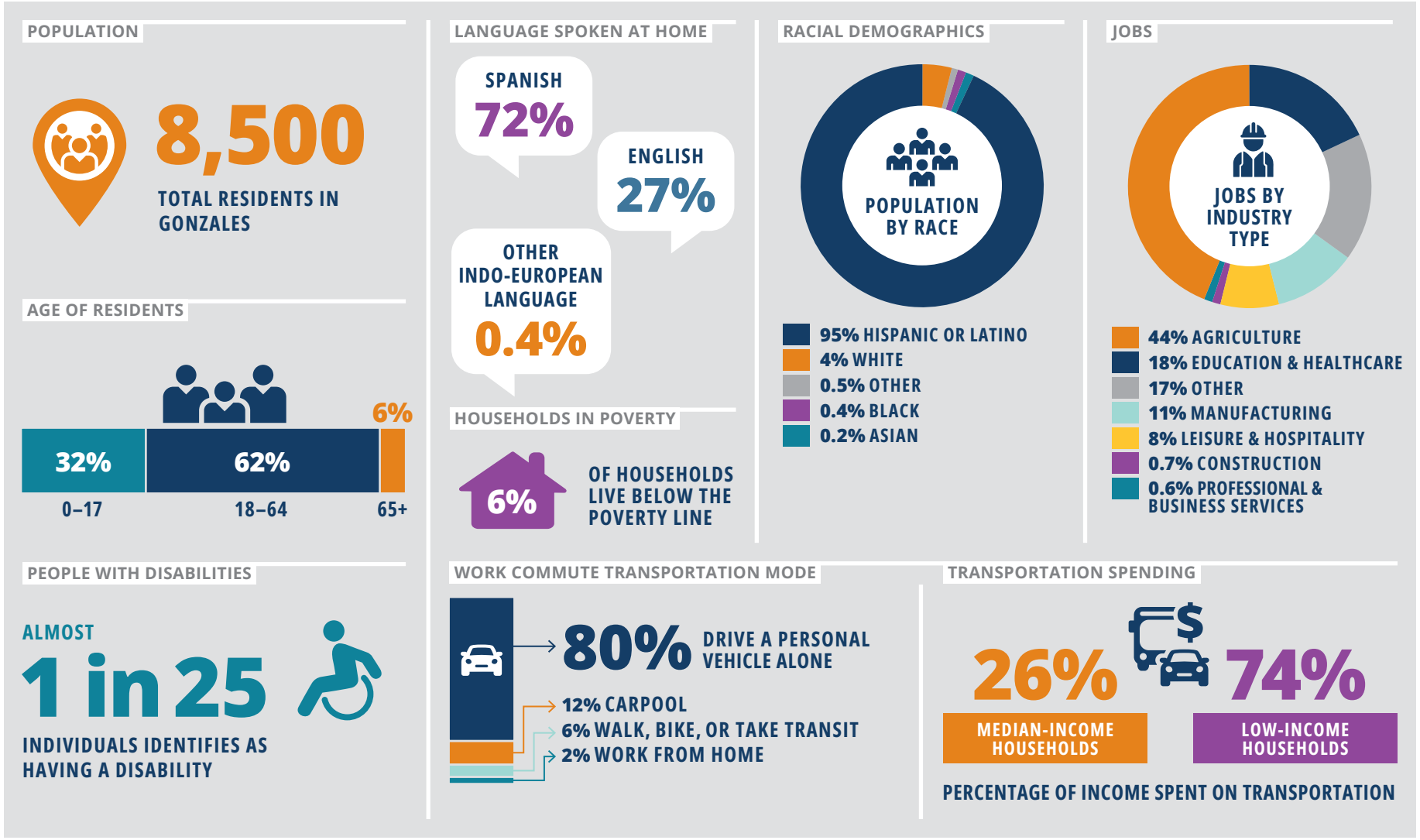


FIGURE 1. DEMOGRAPHICS OF THE CITY OF GONZALES

Sources: 2020 U.S. Census and 2019-2023 American Community Survey data

The Importance of Traffic Safety in Gonzales

This plan focuses on traffic safety on city-owned roadways in Gonzales.

This plan studied city-owned and maintained roads; state highways that are owned and operated by Caltrans are not included in this plan, but are discussed in the Monterey County Regional Safety Action Plan.

There were a total of 37 crashes reported on city streets in Gonzales from 2019 to 2023. One of these crashes resulted in a fatality and five crashes resulted in a severe life-altering injury. Each of these 37 crashes had a significant impact on those involved, their family and friends, and our greater community. These crashes happened all across the City, and each one under a unique set of circumstances, but commonalities from the data emerged.



What is a Safety Action Plan?

A Safety Action Plan is a roadmap for prioritizing and investing in the projects, places, and efforts that are most likely to reduce the risk of fatal and serious injury crashes. This plan is part of a larger effort led by the Transportation Agency of Monterey County to develop regional and agency-specific action plans. Development of these plans is funded by a grant awarded by the U.S. Department of Transportation through the Safe Streets and Roads for All program.

The Monterey County Regional Safety Action Plan provides a broad view of the safety needs across the entire region, and outlines high priority strategies for addressing risky behaviors and reducing crash risks countywide. Individual agency plans, like this one, provide a more localized look at the unique safety needs and projects that are important within each community.



FIGURE 2. REGIONAL AND AGENCY-SPECIFIC PLANS

Guiding Principles

OUR SAFETY VISION AND GOAL

TAMC and the City of Gonzales believe that everyone deserves to travel safely. To achieve this vision, TAMC has set an ambitious and achievable goal to reduce fatal and serious injuries by 30% by 2030 with the ultimate goal of eliminating fatal and serious injuries by 2040. This Monterey County Regional Vision Zero target was officially adopted by the TAMC Board of Directors on March 25, 2026.

WHAT IS VISION ZERO?

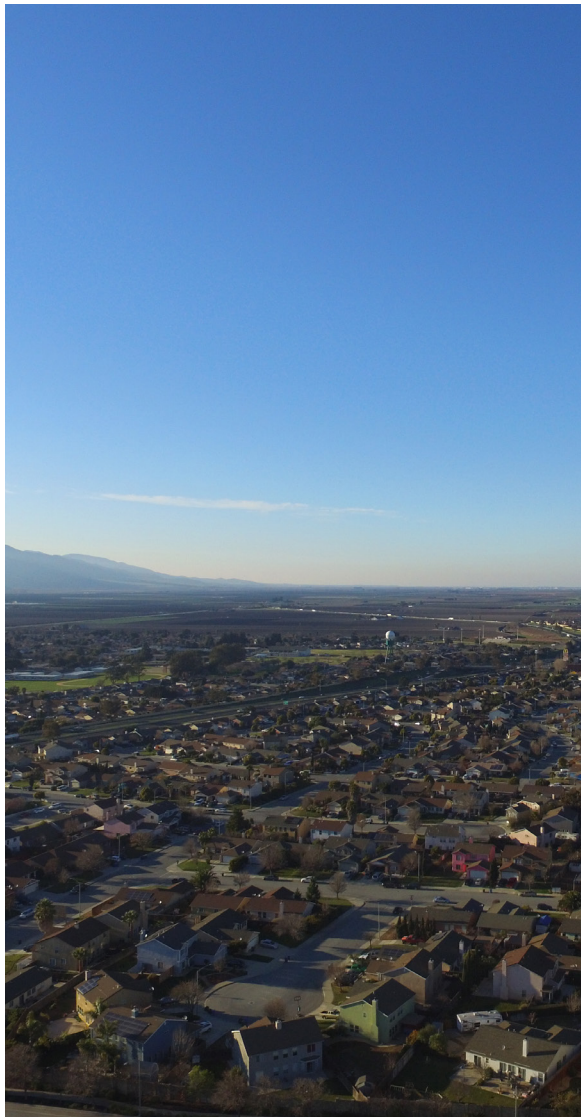
Vision Zero is a global strategy to eliminate traffic deaths and serious injuries in a certain timeframe by treating them as preventable events. In the U.S., the Vision Zero strategy led to the adoption of the Federal Highway Administration's (FHWA) Safe System Approach – a holistic roadway safety guide that recognizes that humans make mistakes, that our transportation network should be designed to prevent fatal mistakes from happening in the first place, and to minimize the injury severity when a crash does occur.

WHAT IS A VISION ZERO SAFETY ACTION PLAN AND WHY NOW?

Every year, approximately 40,000 people lose their lives traveling on U.S. roadways. From 2019 to 2023 there were 37 total crashes in the City of Gonzales. One of these crashes resulted in a fatality and an additional five crashes resulted in a severe life-altering injury.

These are not merely statistics – these are members of our community, our family, friends, kids, neighbors, and colleagues. The City of Gonzales is committed to reducing and eventually eliminating the most severe crashes in our city. This commitment takes shape with effective strategies, policies, programs, and projects that can be implemented by the City and partner agencies to reduce the risk of fatal and serious injury crashes. This plan, in coordination with the people and plans developed for each agency in Monterey County, will help us achieve our ambitious regional Vision Zero goal together.

Zero is our goal.
A safe system is how we get there.



WHAT IS THE SAFE SYSTEM APPROACH?

The Safe System Approach is a framework for effectively managing the diverse inherent risks within the transportation system. As part of this approach, multiple layers of protection are created to prevent crashes and reduce harm when crashes do occur. It is centered on the idea that we all have a role to play in creating a safer transportation system, and achieving Vision Zero requires that we all do our part to keep ourselves and others safe.

THERE ARE SIX KEY PRINCIPLES OF THE USDOT SAFE SYSTEM APPROACH:

1. Death and Serious Injuries are Unacceptable
2. Humans Make Mistakes
3. Humans are Vulnerable
4. Responsibility is Shared
5. Safety is Proactive
6. Redundancy is Crucial



FIGURE 3. USDOT SAFE SYSTEM APPROACH

Each of the six key principles in the Safe System Approach are supported by five main objectives:

1	**Safer People** 	Consider and address the safety of all road users, including those who walk, bike, drive, take transit, or travel by other modes.
2	**Safer Roads** 	Engineer roads to prioritize the safety of all road users, especially vulnerable road users, to minimize human mistakes, and to account for injury tolerance.
3	**Safer Travel Options (Safer Vehicles)** 	Expand the availability of safer travel options, including multimodal transportation networks, safe and reliable transit options, and advanced vehicle design and technologies.
4	**Safer Speeds** 	Promote safer speeds through context-appropriate roadway design, education, outreach, and enforcement.
5	**Post-Crash Care** 	Enhance the survivability of a crash by making it easier and faster to receive emergency medical care and access trauma centers, create a safe working environment for emergency responders, and prevent secondary crashes.

While not yet an element of the USDOT Safe System wheel, the concept of Safer Land Use is gaining attention across the industry, and several states including California, Oregon, and Washington are considering adding it as a sixth element of the Safe System Approach. Land use decisions shape many aspects of the transportation system, including the ability for people to choose safer travel options and make fewer and shorter trips, reducing their exposure to crash risk.

Developing this Plan

To help local agencies develop plans and implement roadway safety improvements that incorporate the Safe System Approach, a once-in-a-generation federal grant program known as Safe Streets and Roads for All (SS4A) was developed to award demonstration and implementation funds to state and local agencies. The SS4A Grant Program is funded by the Infrastructure Investment and Jobs Act starting in fiscal year 2022 and ends in fiscal year 2026. With SS4A funds, the TAMC has led the effort to develop regional, municipal, and rural county level action plans to help reduce and eventually eliminate fatal and serious injury crashes in Monterey County.



FIGURE 4. PLAN DEVELOPMENT PROCESS

SS4A REQUIRED ELEMENTS OF A SAFETY ACTION PLAN:

- ✓ Leadership commitment to a "Zero" goal
- ✓ Involvement of a task force
- ✓ Data-driven safety analysis
- ✓ Robust public engagement
- ✓ Assessment of policies, programs, and processes
- ✓ Prioritized projects that reflect the Safe System Approach
- ✓ Ongoing transparency and reporting

DATA-DRIVEN ANALYSIS

The cornerstone of this Plan is a data-driven evaluation of safety needs and effective solutions. We studied reported crash data, lived experiences from community members, travel patterns, and demographics to understand where and why fatal and serious crashes are happening. We then paired these findings with national research, best practices, and local knowledge to identify feasible, practical, locally supported ways to save lives. More information on the analysis and findings can be found in the Where and Why Are Traffic Crashes Happening and Plan of Action sections.

ENGAGING WITH GONZALES

The project team conducted two rounds of public outreach through workshops, pop-up events, and an online survey and comment map. The first round, held in Summer 2025, focused on understanding the challenges and opportunities related to transportation and safety in Gonzales. Feedback from the community during this phase was incorporated into the planning process and helped shape potential solutions.

The second round, conducted in Fall 2025, presented the recommended challenge areas and solutions back to the community for input. Community members could review the recommendations, project ideas, and share their feedback.

The City of Gonzales had a total of 30 comments received through in-person comments, survey responses, and the interactive comment map. Figure 5 depicts the pop-up set up for the Local Challenge Areas Gonzales Phase 2 outreach event.

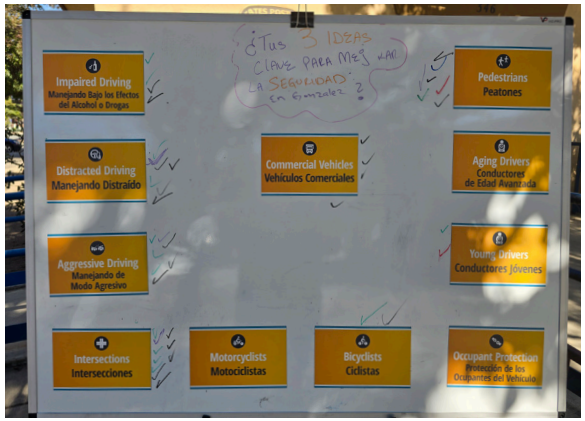


FIGURE 5. POP-UP EVENT DISPLAY

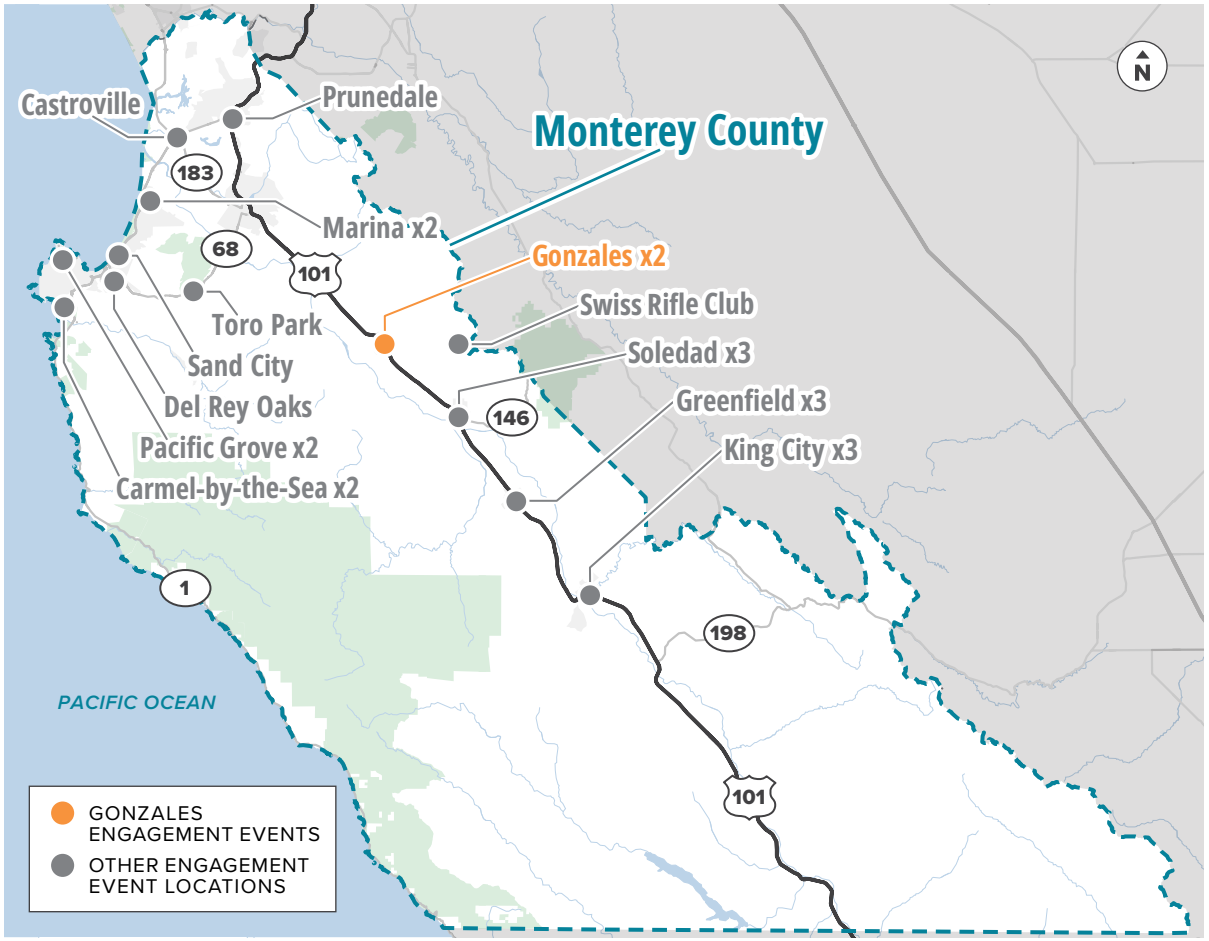


FIGURE 6. ENGAGEMENT EVENTS FOR PLAN DEVELOPMENT

Safety Concerns of Gonzales

Concerns were shared about speeding, aggressive driving, pedestrian safety, unsafe passing of agriculture vehicles (tractors, quarry vehicles, etc.) on rural roads, pot holes, congestion along arterials (especially near the Monterey Zoo), and low visibility and illumination. Figure 7 is a word cloud of the most common words related to roadway safety that community members in Gonzales said or wrote down during the outreach process. Figure 8 shows the safety concerns that were shared on the board at the Phase 2 Gonzales pop-up event.

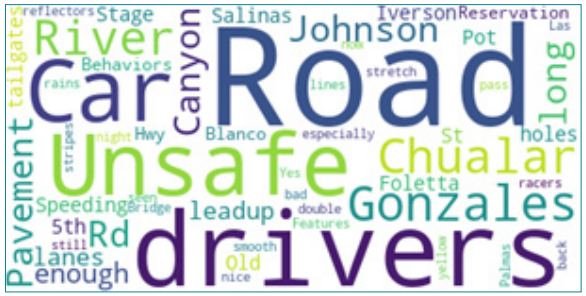


FIGURE 7. SAFETY CONCERN AREAS WORD CLOUD

The community in Gonzales expressed support for safety improvements such as roundabouts, improved bicycle and pedestrian safety near school zones, employing more crossing guards during school drop-off/pick-up hours, adding intersection controls like stop signs at uncontrolled intersections, restriping roadway pavement markings, and improved roadway maintenance.

During Phase 2 of the outreach, community members voted on which emphasis areas should be prioritized for safety improvements.

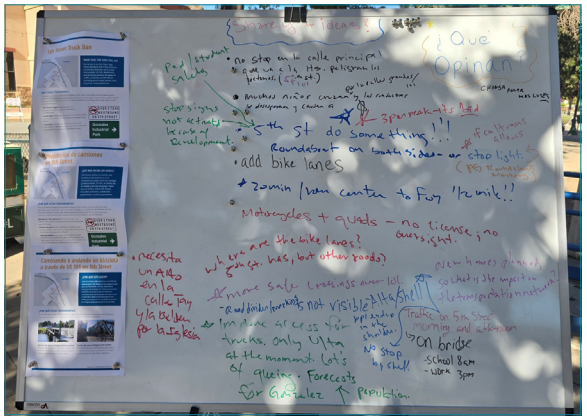


FIGURE 8. SAFETY CONCERN AREAS BOARD DURING PHASE 2 POP-UP EVENT

The following emphasis areas were identified as being a priority to improve safety in Gonzales:

- Intersections
- Impaired Driving
- Distracted Driving
- Aggressive Driving
- Pedestrians
- Bicyclists
- Young Drivers

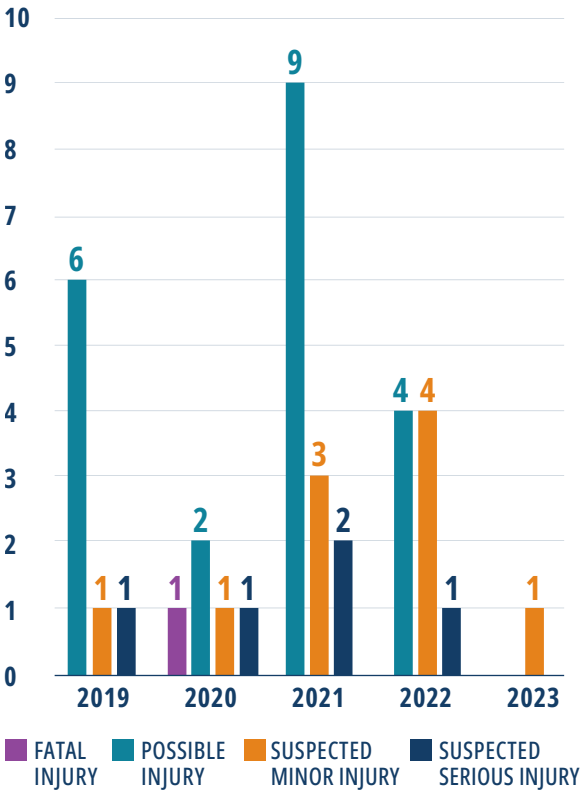
TAMC VISION ZERO TASK FORCE

The Monterey County Vision Zero Task Force was made up of safety partners across the community, including representatives from schools, medical and emergency response professionals, community organizations, public works, law enforcement, and fire departments. Three task force groups were created to capture the diverse area and interests in Monterey County – the South County, Peninsula, and Regional task forces. Task Force membership included a mix of urban, rural, and regional interests as participants shared their input and experiences not just where they work, but also where they live and travel. This Plan incorporates safety concerns, feedback, and suggestions for the City of Gonzales that were gathered from the South County and Regional Task Force groups.

Where and Why are Traffic Crashes Happening?

To understand traffic safety risks and needs, we studied reported crash data for the most recent five years of available data, spanning January 1, 2019 through December 31, 2023. Crashes with no reported injuries, also referred to as property damage only crashes, were not included in the analysis.

Over five years, 37 crashes resulting in an injury were reported on Gonzales streets, including 1 fatality, 5 serious injuries, and 10 minor injuries.



CRASH TYPES

Understanding the most common types of collisions that resulted in fatalities and serious injuries on city streets can help tailor safety improvements to address those patterns.

17% *Broadside (right-angle) crashes*

50% *Involved a pedestrian*

17% *Sideswipe*

17% *Involved a hit object*

CRASHES INVOLVING VULNERABLE ROAD USERS

Vulnerable road users (VRUs) include both pedestrians and bicyclists.

30% *Of all crashes in Gonzales involved a pedestrian*

1/2 *Of all fatal or serious injury crashes involved a pedestrian*

No bicyclist-involved crashes were reported from 2019 to 2023 in Gonzales.

PRIMARY CONTRIBUTING FACTORS

Across the US, over 90% of crashes are the result of human error.

There is rarely a single cause of a crash, but rather a combination of factors related to the driver, vehicle, environment, or other road users. The following summarizes trends in the primary factor reported in crashes of all severities on City of Gonzales roads.*

24% *Cited improper turning*

22% *Involved drivers traveling at unsafe speeds*

8% *Involved driving or bicycling while impaired*

**Contributing factors often overlap and are not mutually exclusive.*

HIGH INJURY NETWORK

The High Injury Network, or HIN, identifies the roadways that have experienced the highest number and severity of crashes. The HIN helps focus the safety priorities and investments in the areas with the highest need. A map of the HIN is shown in Figure 9.

83%

OF HIGH SEVERITY CRASHES OCCURRED ON ONLY

15%

OF THE ROAD MILES IN GONZALES

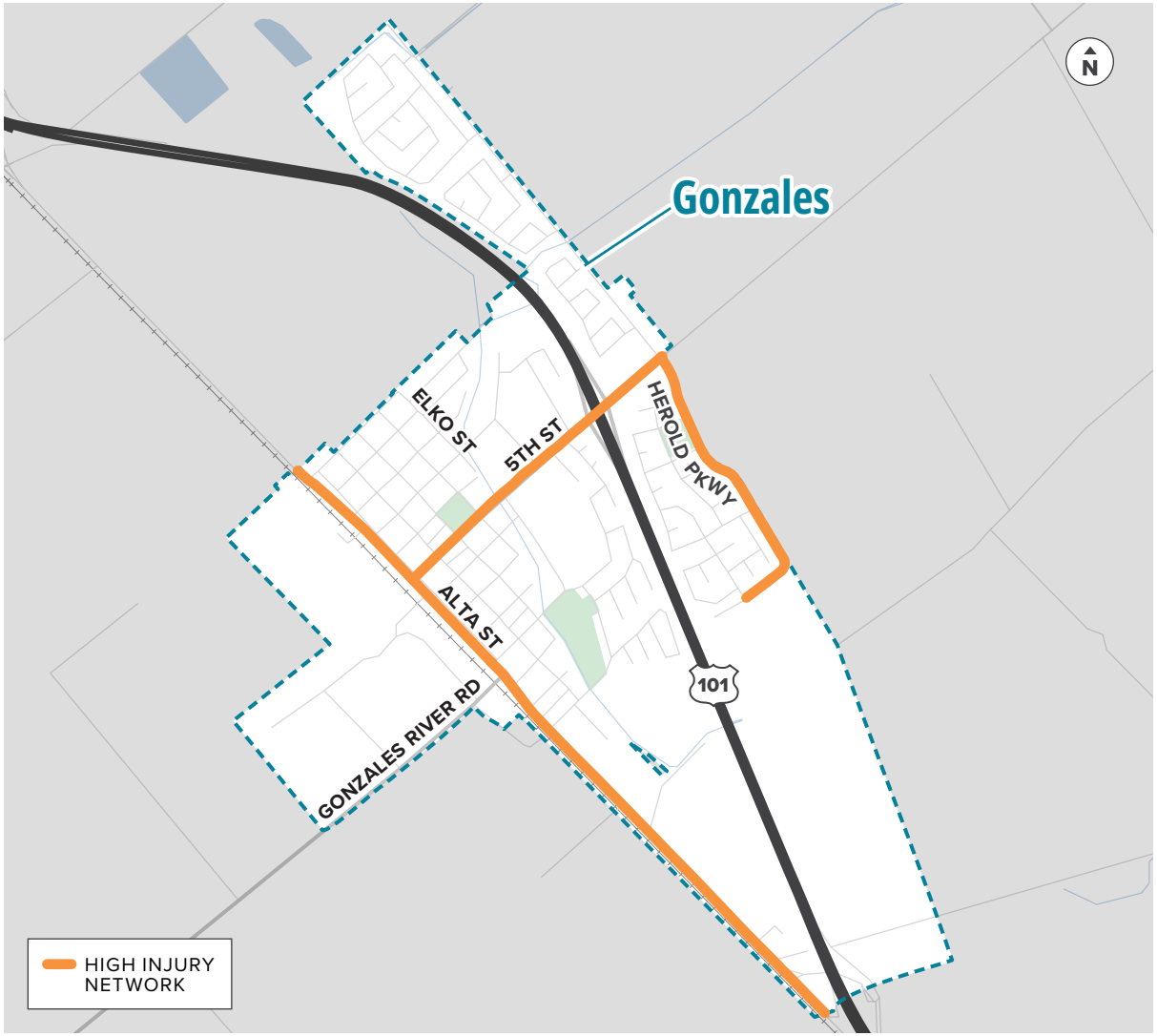


FIGURE 9. GONZALES'S HIGH INJURY NETWORK

Challenge Areas

Challenge areas are not locations. They represent the underlying crash patterns that are most contributing to fatal and serious injury crashes. In an environment of limited funding, we must focus our resources on the efforts that will make the biggest difference, and emphasis areas help us do that. Challenge areas provide a strategic framework for developing and implementing safety strategies, prioritizing capital projects, guiding enforcement and education.

We applied a data-driven approach to selecting challenge areas. We started with the list of 16 Challenge Areas outlined in the California Strategic Highway Safety Plan (SHSP), and used local crash patterns and community input to select the subset that best reflect local needs.

The City of Gonzales challenge areas are focused on those that reflect the unique needs of the City, while the Monterey County Region plan captures those that are more broadly applicable across the entire region.

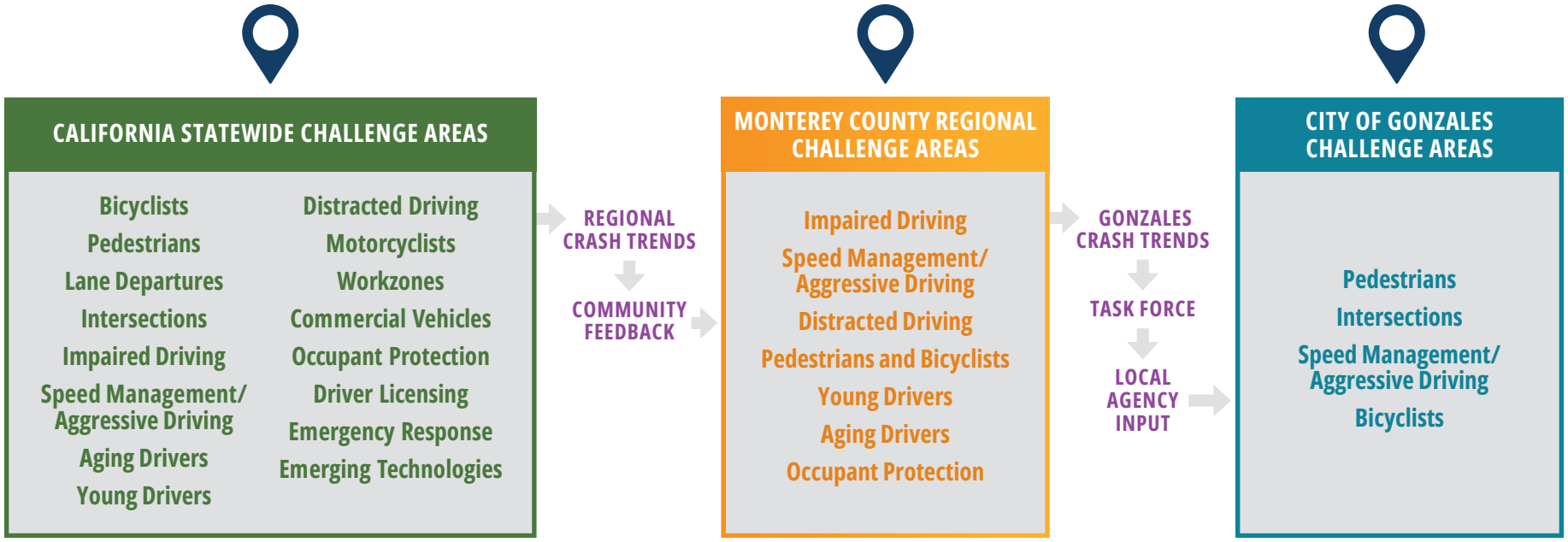


FIGURE 10. CHALLENGE AREAS FOR GONZALES

PEDESTRIANS

50%

OF FATAL AND SERIOUS INJURY CRASHES IN GONZALES (HIGHER THAN STATEWIDE AVERAGE)

Pedestrians are some of the most vulnerable users of a roadway network, and many younger and older people travel on foot, which compounds this vulnerability. Even if their primary mode of travel is by car, everyone is a pedestrian at some point during their trip, whether to get to a bus stop, a parking spot, or even the mailbox. Crashes involving pedestrians can occur at intersections, at mid-block locations, or along streets where there is not a safe place to walk. Because pedestrians aren't protected by a vehicle, even low-speed crashes can cause serious injury or death.

INTERSECTIONS

57%

OF FATAL AND SERIOUS INJURY CRASHES IN GONZALES (LOWER THAN STATEWIDE AVERAGE)

Intersections are the primary source of conflicts between road users of all types, including drivers, pedestrians, and bicyclists. Crash severity and patterns depend on the type of traffic control (traffic signal, stop signs, or a roundabout), but often include rear-end, turning, and angle crashes. Intersection crashes that involve speeding, red-light running, and vulnerable users are more likely to result in people being seriously injured or killed.



SPEED MANAGEMENT/AGGRESSIVE DRIVING

0%

OF FATAL AND SERIOUS INJURY CRASHES IN GONZALES (HIGHER THAN STATEWIDE AVERAGE)

Aggressive driving includes driving at unsafe speeds, following too closely, disregarding traffic signals or signs, and reckless driving. These behaviors are frequently driven by impatience, stress, congestion, or a perceived need to "make up time."

Speeding is often one of the most visible and measurable forms of aggressive driving, but it rarely occurs in isolation. Drivers who exceed speed limits are also more likely to engage in other risky behaviors such as tailgating, unsafe lane changes, rapid acceleration, failure to yield, and running red lights. These behaviors compound one another, reducing reaction time, shrinking safe following distances, and creating unpredictable conflicts on the roadway.

BICYCLISTS

0%

OF FATAL AND SERIOUS INJURY CRASHES IN GONZALES (LOWER THAN STATEWIDE AVERAGE)

Bicyclists, including those riding traditional bikes as well as e-bikes and e-scooters, are also considered vulnerable road users. Depending on the infrastructure available, bicyclists are often traveling in close proximity to vehicle traffic, sometimes sharing the lane. Crashes involving bicyclists are common along street segments and at intersections where bicyclists interact with turning vehicles. Not only do bicyclists lack the physical protection of a vehicle, but they are often traveling at higher speeds than a pedestrian, which increases their risk of serious injury.



Plan of Action

Achieving Vision Zero by eliminating traffic deaths and severe injuries will take real action—doing nothing is not an option. However, we also must recognize that the City of Gonzales has limited resources, and we must focus on the efforts with the biggest safety benefits, measure progress, and make informed decisions to improve safety for everyone.

The recommendations in this Plan are meant to guide future work, not lock the City into a fixed set of actions. They provide a starting point for funding requests and project design, and they will be updated over time as conditions change, new funding becomes available, projects are completed, and more community input is received. In that way, this Safety Action Plan is not just a summary of current conditions—it's a practical tool to help the City of Gonzales make steady progress toward safer roads.

The following sections summarize the recommended efforts and projects that are most likely to save lives in Gonzales, as well as a guide for implementing those projects and monitoring progress.

EXISTING EFFORTS

Providing a safe transportation system has been a guiding principle for Gonzales for many years. The City has an Active Transportation Plan and a Safe Routes to School Plan, which focus on improving safety and mobility for those who walk and bike around the City. The City of Gonzales has several goals and policies related to safety in their 2010 General Plan.

- **Goal CIR 1:** A safe, efficient system that facilitates mobility through connectivity, avoids congestion, and maintains the quality of life of residents.
- **Goal CIR 5:** Reduced traffic safety hazards on Gonzales streets.
- **Goal CIR 9:** Safe and efficient movement of goods with minimal disruption to residential neighborhoods.

The City continues to work toward these goals through construction of road improvements, regular maintenance activities, studying and planning for future needs, and pursuing grant funding for future projects. These are just a few of the recently completed or currently underway projects aimed at improving safety on city roads:

- Reduced speed limits on major streets
- Daylighting to improve sight distance at intersections
- Heavy truck restrictions
- Pedestrian crossing enhancements
- Safe Routes to School improvements
- Implementation of speed cushions on Del Monte Drive and Fairview Drive

SAFE SYSTEM STRATEGIES

When we think of ways to improve safety, many people think only of engineering projects. However, through the Safe System Approach, we know that achieving Vision Zero will require a variety of efforts and investments that are much more broad than a list of capital projects.

THE STRATEGIES ARE INTENDED TO COMPLIMENT AND SUPPORT ENGINEERING PROJECTS IN THREE KEY WAYS:

1. **Elevate the importance of traffic safety within our agency**
2. **Make it easier to fund or build safety improvements**
3. **Encourage safe behaviors and foster a stronger culture of traffic safety in our community**







Table 1 lists the recommended strategies that will help the City of Gonzales better prioritize safety and move projects forward.

TABLE 1. SAFE SYSTEM STRATEGIES FOR GONZALES

STRATEGIES	TIER	CATEGORY	CHALLENGE AREAS			
			PEDESTRIANS	INTERSECTIONS	SPEED MANAGEMENT	BICYCLISTS
Conduct education and awareness campaigns targeting risky behaviors such as speeding, impairment, distraction, not wearing a seatbelt, improper e-bike and e-scooter use, and failure to yield to pedestrians	Tier 1	Engagement, Education, and Enforcement	■	▪	■	■
Conduct outreach with agriculture businesses about truck routing to and from coolers west of Alta Street.	Tier 1	Engagement, Education, and Enforcement	■	▪		
Collaborate with the Gonzales Youth Council and school district to provide education and encouragement campaigns focused on safe driving, walking, and biking behaviors.	Tier 2	Engagement, Education, and Enforcement	■	▪	■	■
Establish a process for implementing daylighting (painting curbs), prioritizing streets on the High Injury Network (HIN) and near schools and other high pedestrian areas	Tier 2	Policies/programs for Countermeasure Implementation	■	■		▪
Establish a multi-agency (public works, emergency response, first responders, health and trauma, etc.) task force or committee that meets regularly to discuss and coordinate efforts related to traffic safety, including data sharing.	Tier 2	Agency Processes, Policies, and Planning	▪	▪	▪	▪

■ INTENDED PURPOSE ■ SECONDARY PURPOSE/DIRECT BENEFIT ▪ INDIRECT BENEFIT □ DOES NOT APPLY

PRIORITIZING INVESTMENTS

Recognizing the reality of the City's limited resources and inability to complete all recommended projects, investments should be prioritized, based on the following data-driven criteria to maximize the potential safety benefits (listed in order of importance).

1	**High Injury Network Focus**	Highest priority should be given to projects located on or directly addressing corridors and intersections identified on the High Injury Network. These locations represent a disproportionate share of fatal and serious injury crashes and offer the greatest opportunity for measurable safety benefits.
2	**Systemic Safety Opportunity**	Projects that can be implemented systemically to benefit a large proportion of the community, such as speed management, signing and striping upgrades, and low-cost intersection enhancements, should be prioritized to proactively reduce risk before crashes occur.
3	**Proximity to Schools and Youth Activity Areas**	Projects near K–12 schools, childcare facilities, parks, and other youth-oriented destinations should be prioritized, particularly those that improve walking and bicycling safety. This includes improvements aligned with Safe Routes to School programs and corridors with documented student travel demand.
4	**Vulnerable Road Users**	Priority should be given to projects that improve safety for pedestrians, bicyclists, older adults, people with disabilities, and transit users. Locations with a history of pedestrian- or bicycle-involved crashes, or where vulnerable users are exposed to high-speed or high-volume traffic, should rank highly.
5	**Disadvantaged Community Considerations**	Projects serving communities disproportionately impacted by traffic injuries, areas of persistent poverty, or communities with limited access to safe transportation options should be elevated.
6	**Feasibility and Readiness**	Project readiness, cost-effectiveness, ease of implementation, and compatibility with planned roadway or capital projects should be considered to maximize near-term safety benefits.

PROJECTS

Across the High Injury Network, there are a variety of safety needs that can be addressed through a combination of systemic (proactive) and hotspot (reactive) projects.

Systemic projects aim to treat one or more underlying risk factors by installing a low-cost treatment at several similar locations. An example of a systemic project would be upgrading warning signs at 30 stop-controlled intersections that have limited sight distance.

Hotspot projects, on the other hand, tend to include higher cost solutions that improve safety at a single location where there is a high risk for crashes and/or where there has been a history of severe crashes. An example of a hotspot project would be installing a roundabout at a stop-controlled intersection with a history of multiple fatal and severe injury crashes.

The following project tables list the hotspot and systemic solutions that address the primary crash patterns associated with fatal and serious injury crashes on Gonzales roads, with a focus on roadways that are on the High Injury Network.

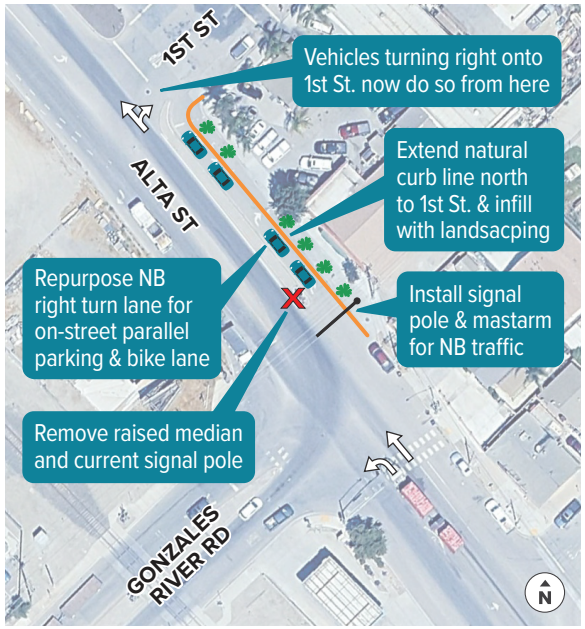


FIGURE 11. CONCEPT FOR ALTA STREET/GONZALES RIVER ROAD INTERSECTION IMPROVEMENT
(see Table 2)

TABLE 2. GONZALES HOTSPOT SAFETY PROJECTS

PROJECT LOCATION	PROJECT DESCRIPTION	TIMELINE
Alta Street / Gonzales River Road	Replace the post-mounted traffic signal with a pole and mast-arm. Reconfigure northbound travel lanes and rebuild curb line to simplify intersection and accommodate signal modifications. See concept design in Figure 11.	Near-term
5th Street (east)	Install marked crossing and RRFB across 5th Street in front of Santa Fe Foods near transit stop	Near-term
5th Street bridge over US 101	Study options to widen bridge to create a separated pedestrian and bicycle multi-use path, or to construct a separated bicycle and pedestrian bridge over Hwy 101 in another location (per SRTS)	Long-term

In addition to location-specific strategies, the Plan identifies opportunities for systemic, citywide safety improvements on Gonzales roadways, particularly along corridors that are part of the City's HIN. Systemic treatments applied consistently across similar roadway types can proactively reduce crash risk, even in locations with few reported crashes.

TABLE 3. GONZALES SYSTEMIC SAFETY PROJECTS

SYSTEMIC TREATMENTS	PROJECT DESCRIPTION	TIMELINE
Truck Routing	Fifth Street Truck Ban – Install "No Trucks" pavement markings in SB left turn lane on Alta Street at 5th Street. Conduct outreach with coolers, farmers, and businesses to inform employees, contractors, and delivery drivers of the truck restrictions.	Near-term
Safety Modifications on Wide Collector Streets	Install bicycle lanes on Belden Street, Day Street, and 7th Street.	Near-term
	On streets without bicycle lanes, install centerline and edgeline (parking zone) striping.	Near-term
	Widen sidewalk along Center Street to shared-use path widths.	Mid-term
	Install curb extensions at intersections.	Mid-term
Speed Management	Prioritize traffic calming on High Injury Network and near schools (Alta Street, 5th Street, 7th Street, Elko Street, Fairview Drive, Del Monte Drive), including speed feedback signs and enhanced crosswalks with curb extensions and in-street pedestrian crossing signs. Along Elko Street, consider raised crosswalks at school crossings.	Mid-term

RESOURCES AND TOOLS

Our understanding of safety strategies, their effectiveness, and best practices for implementation are continually evolving. The following state and federal resources may be useful when identifying safety strategies for a specific location, underlying risk, or crash pattern:

- FHWA Proven Safety Countermeasures
- FHWA Proven Safety Countermeasures in Rural Communities
- NHTSA Countermeasures that Work
- USDOT National Roadway Safety Strategy
- Caltrans Local Roadway Safety Manual
- Safe System Roadway Design Hierarchy

We recognize that much of this plan is based on a snapshot of reported crashes, and that new high-crash locations and crash patterns may emerge in the coming years. The Monterey County Regional Safety Action Plan includes several tools and resources that can be used to diagnose safety risks and find effective solutions.

Safe System Toolbox: A comprehensive list of safety countermeasures, expected safety benefits, and considerations for implementation.

Case Studies: 24 example case studies of locations throughout Monterey County that highlight common crash trends, site characteristics, and potential countermeasures.



FUNDING SOURCES

Implementing this Plan will require assembling funding from multiple levels – federal, state, regional, and local, based on project type (capital vs. programmatic), sponsor eligibility (TAMC vs. local jurisdictions), and readiness (quick-build vs. construction). The 2026 TAMC Regional Transportation Improvement Program (RTIP) confirms that Monterey County projects already draw from a broad mix of sources, including federal formula programs state programs, and local funds.

Federal Funding Sources

Safe Streets and Roads for All (SS4A) – USDOT

SS4A is the primary federal funding source for Vision Zero and Safe System efforts. It provides about **$1B/year (2022–2026)** for local agencies to complete safety planning and deliver safety projects. Grant types include **Planning** (about **$100K–$1M**) and **Implementation** (about **$1M–$20M**, requires an adopted safety action plan). A **20% local match** is required and may include in-kind contributions. SS4A is well suited for systemic safety improvements, Safe Routes to School, and education/enforcement programs.

Highway Safety Improvement Program (HSIP)

HSIP funds infrastructure projects with proven crash reduction benefits, including signals, striping/signing, crosswalks, beacons, rumble strips, guardrails, and other countermeasures. Projects using a **systemic approach**, targeting the **High Injury Network**, and aligning with Vision Zero priorities are typically most competitive. Cycles occur about every **1–2 years** (next anticipated in **2026**).

INFRA Competitive Grants – FHWA

INFRA supports **large, corridor-scale projects** with strong regional or national benefits. Projects combining safety with freight, transit, and multimodal access may be competitive.

IIJA / Bipartisan Infrastructure Law (BIL)

The IIJA expanded federal transportation funding, including SS4A and major competitive programs such as **BUILD**, which can support safety, multimodal access, and state-of-good-repair improvements.

Transportation Alternatives (TA) Set-Aside – FHWA

TA supports **smaller-scale pedestrian and bicycle projects**, including Safe Routes to School, trails, sidewalks, bikeways, crossings, and traffic calming—especially near schools and in high pedestrian activity areas.

State of California Funding Sources

Active Transportation Program (ATP)

ATP is California's primary competitive program for walking and biking projects and related planning and safety programs, including Safe Routes to School and education/enforcement efforts.

SB 1 (Road Repair and Accountability Act)

SB 1 provides ongoing state funding for roadway rehabilitation and safety upgrades. Key categories include **local streets/roads maintenance**, **bicycle and pedestrian improvements** (often through ATP), and **planning grants**.

State Transportation Improvement Program (STIP)

STIP funds major multi-year capital projects on state and local networks. Projects with clear safety benefits and regional mobility/connectivity value may be good candidates.

California Office of Traffic Safety (OTS) Grants

OTS provides annual grants for **non-infrastructure** safety strategies such as education, enforcement, emergency response support, and safety campaigns, based on documented crash and safety needs.

Programming + Local Funding

RTIP/TIP Programming

The Safety Action Plan should serve as a project pipeline, helping move projects into RTIP/TIP programming for construction using sources such as HSIP, ATP, STIP, and SB 1.

Local Revenues + Development Fees

Local funds are critical for grant match, quick-build pilots, and near-term improvements. Development impact fees and mitigation funding can also support safety upgrades in growth areas and high-need corridors.

MONITORING PERFORMANCE

A core element of Vision Zero is the commitment to accountability and transparency, ensuring that the City of Gonzales's progress toward eliminating fatal and serious injury crashes can be measured, monitored, and communicated clearly to the public. Performance measures provide the framework for tracking that progress over time and evaluating whether the strategies and investments outlined in this Plan are producing meaningful results.

As strategies and projects are implemented, it is vital to regularly monitor citywide safety performance to determine the effectiveness of those efforts, and make adjustments to future investments and priorities, as needed.

Moving forward, the City of Gonzales will use the following performance measures to track the successful implementation of this plan.

Number of fatal and serious injury crashes on City roadways (total)

Number of fatal and serious injury crashes by challenge area:

- At intersections
- Involving pedestrians

These performance measures can be tracked in coordination with TAMC's planned safety performance report, which will be prepared and shared annually. TAMC is in the process of establishing a regional crash database that will allow for more timely, accurate, and accessible local crash data, and will also allow for improved regional data sharing capabilities.



A Call to Action

We all have a shared responsibility to keep ourselves and others safe when we travel. Infrastructure matters, but so do the choices we make every day. Whether you are behind the wheel, on a bike, or walking, each of us plays a role by slowing down, staying alert, and respecting the rules of the road. Together, we can build a culture where getting home safely is the expectation, every time, for everyone.