



Agenda
City Council Regular Meeting
Tuesday, July 15, 2025
Richland City Hall ~ Council Chambers
625 Swift Boulevard

City Council Regular Meeting - 6:00 p.m.

Welcome and Roll Call

Pledge of Allegiance

Approval of Agenda: (Approved by Motion)

Presentations

None.

Public Hearing: Please limit public hearing comments to 3 minutes. Comments must speak only to the item for which the hearing is convened. Records intended for Council consideration must be given to the City Clerk for distribution.

1. Approving the 2025-2027 Collective Bargaining Agreement with the International Union of Operating Engineers, Local No. 280, Resolution No. 2025-104

Public Comments: Please limit public comments to 2 minutes. The public comment period is not an opportunity for dialogue with councilmembers, or for posing questions with the expectation of an immediate answer. Many questions require an opportunity for information-gathering and deliberation. For this reason, Council will accept comments, but will not directly respond to comments, questions or concerns during public comment. Records intended for Council consideration must be given to the City Clerk for distribution.

Consent Calendar: Items on the Consent Calendar have been distributed to the City Council in advance for reading and study, are considered to be routine, and will be enacted by one motion of the Council with no discussion. Councilmembers may transfer individual items to Items of Business for deliberation before voting.

Minutes:

2. Approval of the July 1, 2025 City Council Regular Meeting Minutes
 - Jennifer Rogers, City Clerk

Ordinances - First Reading:

3. Ordinance No. 2025-09, Establishing Chapter 20.10 of the Richland Municipal Code related to Alarm Systems for Law Enforcement Response
 - Marty Pilcher, Chief of Police
 - Heather Kintzley, City Attorney

Ordinances - Second Reading & Passage:

None.

Resolutions - Adoption:

4. Resolution No. 2025-55, Authorizing an Amendment to the Purchase and Sale Agreement with Beef Expansion, LLC
 - Amanda Wallner, Economic Development Manager

5. Resolution No. 2025-101, Authorizing an Interagency Agreement with Washington State Department of Transportation for SR-240/Aaron Drive Complete Streets Improvements Project
 - Carlo D'Alessandro, Public Works Director
6. Resolution No. 2025-102, Authorizing a Letter of Intent with Energy Northwest to Purchase 5-15MW from the Ruby Flats Solar Project
 - Clint Whitney, Energy Services Director
7. Resolution No. 2025-103, Authorizing a Consultant Agreement with BPM LLP for Virtual Chief Information Security Officer Services
 - Drew Florence, Assistant City Manager

Items - Approval:

None.

Expenditures - Approval:

8. Expenditures from June 1, 2025 to June 30, 2025 for \$27,357,587.09 including Travel Checks Nos. 20793-20812, Accounts Payable Check Nos. 336779-337603, Accounts Payable Wire Nos. 10590-10629, Payroll Wires & ACH Nos. 14772-14836 Payroll Check Nos. 237606-237614, and Payroll Direct Deposits Nos. 251550003877-251810004672
 - Brandon Allen, Finance Director

Items of Business:

9. Resolution No. 2025-104, Approving the 2025-2027 Collective Bargaining Agreement with the International Union of Operating Engineers, Local No. 280
 - Lacey Paulsen, Human Resources Director
10. Downtown Connectivity Project Status Update
 - Carlo D'Alessandro, Public Works Director

Reports and Comments:

1. City Manager
2. City Council
3. Mayor

Executive Session:

11. Executive Session Per RCW 42.30.110(1)(i): Discuss Current or Potential Litigation with Legal Counsel (45 minutes)
 - Heather Kintzley, City Attorney

Adjournment

This meeting will be broadcast live on [CityView Channel 192](#) on the City's website and on the [City's YouTube Channel](#). Richland City Hall is ADA accessible. Any individual who has difficulty attending the meeting in-person may request to provide comments remotely. (Ch. 42.30 RCW) Requests for sign interpreters, audio equipment, and/or other special services must be received 48 hours prior to the meeting by calling the City Clerk's Office at 509-942-7389.



MINUTES
Richland City Council Regular Meeting
Tuesday, July 1, 2025
Richland City Hall ~ Council Chambers
625 Swift Boulevard

City Council Regular Meeting - 6:00 p.m.

Mayor Richardson called the Council meeting to order at 6:00 p.m.

Welcome and Roll Call

Mayor Richardson welcomed those in the audience and expressed appreciation for their attendance.

Attendance: Mayor Richardson	Present
Mayor Pro Tem Kent	Absent
Councilmember Jones	Present
Councilmember Lukson	Present
Councilmember Maier	Present
Councilmember VanDyke	Present
Councilmember Whitten	Present

COUNCILMEMBER LUKSON MOVED AND COUNCILMEMBER WHITTEN SECONDED THE MOTION TO EXCUSE MAYOR PRO TEM KENT. MOTION CARRIED 6-0.

Also present were City Manager Amundson, Deputy City Manager Schiessl, Assistant City Manager Florence, City Attorney Kintzley, Fire Chief Huntington, Chief of Police Pilcher, Energy Services Director Whitney, Finance Director Allen, Human Resources Director Paulsen, Parks & Public Facilities Director Waite, Public Works Director D'Alessandro, Development Services Director Rizzitiello, and City Clerk Rogers.

Pledge of Allegiance

Councilmember VanDyke led the Council and audience in the Pledge of Allegiance.

Approval of Agenda

COUNCILMEMBER VANDYKE MOVED AND COUNCILMEMBER JONES SECONDED THE MOTION TO APPROVE THE AGENDA AS PUBLISHED. MOTION CARRIED 6-0.

Presentations

1. Introduction of Basic Law Enforcement Academy Class No. 913 Graduates and Exceptional Entry Hire: Camryn Dezember, Jeffrey Luce, Breckan McDaid, Titan Ramberg, and Sean Finkbeiner

Chief of Police Pilcher introduced the newly sworn-in officers and shared brief background information for each. Chief Pilcher noted that all new officers will soon enter the department's Field Training Program, with one officer scheduled to work in the field that evening.

On behalf of the Richland Police Department Foundation, Ms. Ortega welcomed the new officers, expressed appreciation for their service, and presented each with a welcome basket.

Mayor Richardson thanked the officers on behalf of the City Council. She then highlighted her recent visit to the police academy in Pasco, and expressed gratitude that it is located locally, allowing officers to remain close to family during training.

2. New Hires and Retirements

A video featuring the new hires and retirements for the month of June was played for the audience.

- Jennifer Ballard - Senior Planner, Planning Division
- Brandon Brown - Fleet & Equipment Maintenance Analyst, Equipment Maintenance Division
- Abel Corona - Community Risk Reduction Specialist, Richland Fire Department
- Ben Dezember - Police Officer, Richland Police Department
- Sean Finkbeiner - Police Officer, Richland Police Department
- Geoffrey Mitchell - Maintenance Worker I, Street Maintenance Division
- Brian Mora-Pudilo - Police Officer, Richland Police Department
- Yuliya Oharkov - Emergency Communications Dispatcher, SECOMM
- Mike Rizzitiello - Development Services Director, Development Services Department

The City recognized six (6) individuals who retired in June, each concluding a long and distinguished career in public service:

- Stan Johnson - Parks & Recreation Coordinator, 34 years of service
- Ken Buechler - Deputy Fire Marshal, 27 years of service
- David Roney - Fire Lieutenant, 30 years of service
- Dawn Senger - Energy Efficiency Coordinator, 28 years of service
- Gail Everett - Communications & Marketing Specialist, 30 years of service
- Kevin Brown - Truck Driver Heavy, 41 years of service

Public Hearing

None.

Public Comments

City Clerk Rogers read the Public Comments procedures.

The following individuals provided public comments:

- Megan (no last name provided) expressed concerns over a recent Council discussion on homelessness and urged the Council to consider proactive solutions to support the unhoused and prevent future issues. Megan quoted the Bible to emphasize her position that Council has a moral responsibility to care for all members of the community. Megan reminded the Council that their role is to serve everyone, regardless of housing status or financial means.
- Ken Peterson, a resident of Richland, expressed his appreciation to the Parks Department for their excellent work in addressing various issues along and below the dike, as well as within city parks. He also raised concerns about safety issues along the curve on Haines Avenue, where visibility is obstructed by trees, bushes, and parked vehicles. He noted that a "No Parking" sign was installed in front of his home but was removed the same day due to a lack of prior city approval. Mr. Peterson concluded by once again thanking the Parks Department for their continued efforts in maintaining the community.

Consent Calendar

City Clerk Rogers read the Consent Calendar.

Minutes

3. Approval of the June 17, 2025 City Council Regular Meeting Minutes and the June 24, 2025 City Council Workshop Meeting Minutes

Ordinances - First Reading

None.

Ordinances - Second Reading & Passage

4. Ordinance No. 2025-18, Amending Richland Municipal Code Section 9.24.070 related to Purchase, Possession, or Consumption by Minors

Resolutions – Adoption

5. Resolution No. 2025-81, Authorizing an Interagency Agreement with the Washington State Department of Ecology on behalf of Hanford Communities
6. Resolution No. 2025-96, Authorizing Change Order No. 2 to Contract No. 451-24 with Sharpe & Preszler Construction Company, Inc. for the Meadows Drive South Water Service Replacement Project
7. Resolution No. 2025-97, Authorizing a First Amendment to the Lease Agreement with The Friends of the Richland Library
8. Resolution No. 2025-98, Authorizing a Services Agreement with ABM Industry Groups, LLC for Janitorial Services

Items – Approval

9. Reappointment to the Richland Public Facilities District Board: Mr. Charles (Ted) Miller

COUNCILMEMBER MAIER MOVED AND COUNCILMEMBER WHITTEN SECONDED THE MOTION TO APPROVE THE CONSENT CALENDAR AS PUBLISHED. THOSE IN FAVOR: MAYOR RICHARDSON AND COUNCILMEMBERS JONES, LUKSON, MAIER, VANDYKE AND WHITTEN. THOSE OPPOSED: NONE. MOTION CARRIED 6-0.

Items of Business

10. Resolution No. 2025-99, Authorizing a Lateral Incentive Program for Richland Fire & Emergency Services

Deputy Fire Chief Randy Aust presented proposed enhancements to the Fire Department's Lateral Recruitment Program intended to help attract and retain experienced firefighters in Richland. He highlighted the success of the initial 2022 lateral recruitment process and emphasized the value lateral hires bring through experience, reduced onboarding time, and organizational depth. Deputy Fire Chief Aust noted that RFD has struggled to recruit lateral candidates since 2022 due to competitive barriers.

Key incentives of the proposed program include hiring lateral firefighters at top-step pay (F-step), reducing promotion eligibility from five (5) to three (3) years of service, crediting prior service toward vacation accrual, and offering reimbursement for remaining paramedic training debt. These changes are designed to improve recruitment, reduce onboarding time, and build organizational depth.

Following his presentation, Deputy Fire Chief Aust answered Council questions.

COUNCILMEMBER MAIER MOVED AND COUNCILMEMBER JONES SECONDED THE MOTION TO APPROVE RESOLUTION NO. 2025-99, AUTHORIZING A LATERAL INCENTIVE PROGRAM FOR RICHLAND FIRE & EMERGENCY SERVICES. THOSE IN FAVOR: MAYOR RICHARDSON AND COUNCILMEMBERS JONES, LUKSON, MAIER, VANDYKE AND WHITTEN. THOSE OPPOSED: NONE. MOTION CARRIED 6-0.

11. Resolution No. 2025-100, Authorizing a Lateral Incentive Program for the Richland Police Department

Chief of Police Pilcher presented proposed enhancements to the Richland Police Department's Lateral Incentive Program, designed to increase competitiveness and attract experienced officers from outside the region. Under the program, a lateral is defined as a commissioned law enforcement officer with a minimum of two (2) years of continuous full-time service in a city, county, state, or federal agency.

Key incentives proposed include placement in a pay step commensurate with previous years of service, an initial vacation benefit of eighty (80) hours plus accrual based on years of service in law enforcement, and relocation assistance for those living more than one hundred (100) miles from Richland.

Following his presentation, Chief Pilcher answered Council questions.

COUNCILMEMBER VANDYKE MOVED AND COUNCILMEMBER WHITTEN SECONDED THE MOTION TO APPROVE RESOLUTION NO. 2025-100, AUTHORIZING A LATERAL INCENTIVE PROGRAM FOR THE RICHLAND POLICE DEPARTMENT. THOSE IN FAVOR: MAYOR RICHARDSON AND COUNCILMEMBERS JONES, LUKSON, MAIER, VANDYKE AND WHITTEN. THOSE OPPOSED: NONE. MOTION CARRIED 6-0.

Reports and Comments

City Manager

City Manager Amundson reported that the proposed incentive programs for police and fire personnel were part of a coordinated effort aligned with the City's strategic priority of having an engaged workforce. He stated that this effort is tied to the goal for increasing recruitment and retention.

He then introduced Mike Rizzitiello as the City's new Development Services Director and highlighted his extensive background with over seventeen (17) years of local government experience. City Manager Amundson then shared an overview of Mr. Rizzitiello's professional qualifications and accomplishments.

Next, City Manager Amundson encouraged both Council and the public to promote and help fill upcoming fall vacancies on several boards, commissions and committees.

City Manager Amundson concluded by recognizing staff contributions to the recent Association of Washington Cities (AWC) conference held at the Three Rivers Convention Center in Kennewick, June 24-27, 2025. Public Works Director D'Alessandro participated in the Transportation Summit, while Energy Services Director Whitney served on a panel discussing state energy needs. City Manager Amundson noted that the conference provided valuable insights into legislative impacts and innovative solutions for local government challenges.

City Council

Councilmember Lukson welcomed Development Services Director Rizzitiello. He then emphasized the significance of the Lodging Tax Advisory Committee and encouraged anyone interested in serving to apply.

Councilmember Lukson wished everyone a safe 4th of July holiday, and expressed appreciation for the City's approach to fireworks regulations, which strikes a balance between enforcement and community expectations. While acknowledging that the current regulatory framework has room for improvement, he urged all citizens to exercise caution and mindfulness during their celebrations to ensure a festive yet incident-free holiday for the entire community.

Councilmember VanDyke also welcomed Development Services Director Rizzitiello to the City and expressed excitement about the experience and expertise he will bring to the team. He also thanked Human Resources Director Paulsen for her efforts in preparing the monthly new hire and retirees presentation. In closing, Councilmember VanDyke recognized City Manager Amundson and Finance Director Allen for receiving the Triple Crown Award, emphasizing that such achievements foster trust in the City's financial systems and enable Council to focus on major initiatives such as the Strategic Plan.

Councilmember Jones thanked first responders for their daily service and bravery, especially in light of a recent incident in Coeur d'Alene, Idaho. She advocated for expediting the City's drone program, noting its potential to improve safety by assessing emergency scenes before first responders arrive. Councilmember Jones emphasized its value in preventing similar events in Richland and reaffirmed her appreciation for the courage and dedication of first responder personnel.

Councilmember Whitten expressed his condolences to the victims' families of the recent attack in Coeur d'Alene, describing it as a cowardly and evil act. He voiced strong support for the use of drone technology, citing its past effectiveness during an active shooter event. He welcomed the City's new police officers and recent academy graduates to the Richland Police Department, which he described as one of the best in the state. Councilmember Whitten also highlighted his attendance at Cool Desert Nights, praising it as a well-organized and well-attended event, and noted his appreciation for the improved weather compared to the previous year.

Councilmember Maier welcomed the City's new hires and expressed his appreciation to City Manager Amundson and staff for providing timely updates on various city matters,

especially code enforcement issues. He noted an increase in constituent inquiries and thanked staff for their efforts in compiling the necessary responses, which enables him to keep residents informed. Councilmember Maier concluded his remarks by wishing his wife a happy birthday.

Mayor

Mayor Richardson welcomed the City's new employees and echoed the appreciation shared by other councilmembers. She then announced the conclusion of the Hanford Advisory Economic Investment Fund Advisory Committee (HAEIFAC) after 30 years. During its tenure, the committee awarded over \$24 million in grants, supported the creation of more than 4,380 jobs, and generated an estimated \$330 million in economic impact. The remaining \$2.6 million in funds will now be managed by TRIDEC. She noted that the City recently received a \$462,000 grant from the program to support sewer infrastructure in the Northwest Advanced Clean Energy Park.

Next, Mayor Richardson highlighted the value of the Association of Washington Cities' (AWC) annual conference held in Kennewick, noting it was a sold-out event with over 500 attendees. Mayor Richardson encouraged greater Council participation at next year's conference to maximize learning opportunities.

Mayor Richardson also highlighted the recent ribbon-cutting events for Level Up Learning and Sabor a Mi Tierra. She thanked both businesses for their contributions to the local economy.

In conclusion, Mayor Richardson recognized recent retiree, Gail Everett, thanking her for her 30 years of dedicated service to the City. She described Gail as a positive, energetic individual who consistently embodied the spirit of Richland.

Adjournment

Mayor Richardson adjourned the meeting at 6:57 p.m.

APPROVED:

ATTEST:

Theresa Richardson, Mayor

Jennifer Rogers, City Clerk

DATE APPROVED:

DATE PUBLISHED:



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 7/15/2025

Agenda Category: Ordinances - First Reading

Strategic Priority 1 - High Performance Government

Strategic Priority 2 - Financial Sustainability

Subject

Ordinance No. 2025-09, Establishing Chapter 20.10 of the Richland Municipal Code related to Alarm Systems for Law Enforcement Response

Department/Office

Police

Ordinance/Resolution Number

2025-09

Document Type

Ordinance

Recommended Motion

Give first reading to Ordinance No. 2025-09, establishing Chapter 20.10 RMC related to Alarm Systems for Law Enforcement Response.

Summary

According to the U.S. Department of Justice (DOJ) Office of Justice Programs, “The vast majority of alarm calls – between 94 and 98 percent (higher in some jurisdictions), are false.” According to data reviewed by the Richland Police Department, RPD responded to 1,459 alarm calls between 8/1/23 and 7/31/2024. Consistent with the Department of Justice study, as well as other cities’ experiences, the overwhelming majority of these alarm calls have been false. RPD data indicates that less than 3% of alarm calls actually required an emergency response – over 97% were false alarms. Police responses to false alarms have created a significant drain on resources, diverting officers from other calls or activities, delaying responses to calls, and creating higher liability for municipalities.

Each false alarm requires approximately 20 minutes of police time and typically involves two (2) officers. In many jurisdictions, the direct cost of responding to false alarms is not recouped through fines. Additionally, jurisdictions often do not account for lost opportunity costs, which represent the inability of officers to respond to actual emergencies.

Ordinance No. 2025-09 would establish Chapter 20.10 RMC to require the registration of alarm systems, enhanced call verification protocols, and establish a fine schedule for false alarm activations. Ordinance No. 2025-09 would also allow RPD to discontinue responding to alarms at locations that have caused six (6) or more false alarms in a twelve-month period. Ordinance No. 2025-09 is intended to reduce the number of false alarms to which the Richland Police Department responds and authorize the City to recover costs associated with responding to false alarms.

Staff recommends approval of Ordinance No. 2025-09 for first reading.

Fiscal Impact

None.

Attachments

- I. Ordinance No. 2025-09

ORDINANCE NO. 2025-09

**AN ORDINANCE OF THE CITY OF RICHLAND, WASHINGTON,
AMENDING TITLE 20: LIFE SAFETY OF THE RICHLAND
MUNICIPAL CODE BY CREATING A NEW CHAPTER 20.10
RELATED TO ALARM SYSTEMS FOR LAW ENFORCEMENT
RESPONSE.**

NOW, THEREFORE, BE IT ORDAINED by the City of Richland as follows:

Section 1. A new chapter, entitled Alarm Systems for Law Enforcement Response, is hereby created and codified as Chapter 20.10 RMC, and shall read as follows:

Title 20 LIFE SAFETY

Chapters:

- 20.02 Fire Prevention Code**
- 20.05 Requirements for the Installation and Maintenance of Fire Alarm, Automatic Sprinkler, Commercial Kitchen Extinguishing, and Emergency Responder Radio Coverage Systems**
- 20.06 Rules and Regulations for Manual and Automatic Fire Alarm Systems**
- 20.08 Fire Alarm System**
- 20.09 Emergency Medical Service**
- 20.10 Alarm Systems for Law Enforcement Response**

Chapter 20.10 ALARM SYSTEMS FOR LAW ENFORCEMENT RESPONSE

Sections:

- 20.10.010 Purpose.**
- 20.10.020 Definitions.**
- 20.10.030 Authority—Funds.**
- 20.10.040 License required.**
- 20.10.050 License fees.**
- 20.10.060 Duties of the alarm user.**
- 20.10.070 Duties of the alarm responder.**
- 20.10.080 Duties of the alarm company.**
- 20.10.090 Violations.**
- 20.10.100 Enforcement—Penalties.**
- 20.10.110 Appeals.**
- 20.10.120 Chapter exemption.**
- 20.10.130 Confidentiality.**
- 20.10.140 Government immunity.**

20.10.010 Purpose.

A. The purpose of this chapter is to improve the reliability and effectiveness of alarm systems, license the alarm industry in the city, encourage alarm owners and alarm companies to properly use and maintain alarm systems, require accurate alarm user contact information, reduce the number of false alarms occurring within the city and the resultant waste of city resources, recover the costs associated with responses to false alarms, and to provide for corrective measures when necessary.

B. This chapter governs alarm systems intended to summon law enforcement response. This chapter establishes fees, provides for penalties for violations, establishes a system of administration, and sets conditions for suspension of police response.

20.10.020 Definitions.

The following words, terms and phrases, when used in this chapter, shall have the meanings ascribed to them, except where the context clearly indicates a different meaning:

“Actual call verification (ACV)” means the transfer and monitoring of real-time audio or video from the alarm site to the monitoring company, as a result of activation of one or more devices, to confirm or deny the validity of the alarm signal.

“Alarm activation” means an alarm system has transmitted an alarm signal to an alarm company or alarm user.

“Alarm administrator” means a person or persons designated by the chief of police to administer, control and review false alarm reduction efforts and administer the provisions of this chapter. All or part of the duties assigned to the alarm administrator may be assigned to a private third-party person and/or company.

“Alarm company” means a person and/or company in the business of selling, leasing, installing, maintaining, servicing, or monitoring an alarm system at an alarm site within the city.

“Alarm dispatch request” means a notification to a 911 emergency call center that an alarm, either manual or automatic, has been activated at a particular alarm site.

“Alarm manager” means either the alarm user in the case of a local alarm system, or the alarm company in the case of an alarm site that is monitored by an alarm company and the alarm company is acting on behalf of the alarm user to make an alarm dispatch request.

“Alarm responder” means those persons capable of reaching and having access to the alarm site, that know the code for arming and disarming the alarm system, and that the monitoring company maintains contact information for to verify an alarm activation and/or to request a response to the alarm site when requested by law enforcement officers.

“Alarm site” means a single fixed premises or location served by an alarm system or systems. Each unit, if served by a separate alarm system in a multi-unit building or complex, shall be considered a separate alarm site.

“Alarm system” means any device(s) designed to detect and/or alert: unauthorized and/or illegal entry to an alarm site, other illegal activity, or an emergency requiring a law enforcement response; that upon such detection emits or transmits an alarm signal which is intended to summon a law enforcement response. “Alarm system” includes any systems monitored by an alarm company and/or alarm user, and local alarm systems that transmit an alarm signal at the alarm site either audibly or visually. The term does not include vehicle or vessel alarms, fire alarms, alarms for medical responses, flooding alarms, gas detection alarms, personal alarms, doorbell alerting camera devices not used to detect and alert illegal intrusions, or those local alarm systems that are intended to solely alert the occupants of an alarm site and/or the alarm user and which will not emit an alarm signal that can be received, heard, or seen outside of the alarm site premise(s).

“Alarm user” means any person, corporation, partnership, proprietorship, governmental or educational entity owning, leasing, contracting, responsible for, or operating an alarm system, or on whose premises an alarm system is maintained.

“Building,” in addition to its ordinary meaning, includes any dwelling, fenced area, cargo container, or any other structure used for lodging of persons or for carrying on business therein, or for the use, sale, or deposit of goods.

“Cancellation” means an alarm company makes an alarm dispatch request and then later terminates the police response to the alarm site by completing a notification to the police 911 emergency call center that there is not a situation at the alarm site that requires a response by the Richland police department. An alarm dispatch request cannot be cancelled once law enforcement personnel have been dispatched to the alarm site.

“City” means the city of Richland, Washington, or its agent.

“Doorbell alerting camera device” means a device that detects activity at an entry door or porch rea, typically residential, and notifies the resident by an alert and video transmission of such activity at the entry door. Doorbell alerting camera devices are not considered alarm systems if they are not used to detect and alert illegal intrusions to an alarm site.

“Duress alarm” means a silent alarm system signal generated by the entry of a designated code into an alarm system in order to signal that the individual entering the code is being forced to turn off the system and requires law enforcement response.

“Enhanced call verification (ECV)” or “enhanced call confirmation (ECC)” means an attempt by telephone made by the monitoring company to contact an alarm responder following an alarm activation to determine if the alarm activation is valid before making an alarm dispatch request. The alarm company, at a minimum, will make a second call to a different number if the first attempted call fails to reach an alarm responder who can properly identify themselves and determine whether the alarm signal requires an alarm dispatch request.

False Alarm.

1. A “false alarm” means and requires the following:

a. Richland police officers were dispatched to the alarm site in response to an alarm dispatch request; and

b. The investigation of the alarm site by Richland police officers found no evidence that the alarm activation was the result of the commission of or attempted commission of a criminal offense, or that a law enforcement-related emergency occurred or was occurring at the alarm site, in which case the alarm will be presumed to be false.

2. A “false alarm” specifically does not include:

a. An alarm activation which can reasonably be determined to have been caused by violent conditions of nature (e.g., earthquakes, tornados, damaging winds) or other extraordinary circumstances not reasonably within the control of the owner or tenant of the alarm site or the operator of the alarm service (e.g., widespread electrical surges or widespread power outages); or

b. Intentional activation of an alarm system because of the reasonable, but mistaken, belief that a crime was being or about to be committed, or that a law enforcement emergency was occurring or about to occur; or

c. The alarm company or alarm user completed a cancellation of the alarm dispatch request with the police 911 emergency call center before law enforcement officers were dispatched to the alarm site; or

d. Law enforcement officers responding to the alarm cancel the response to the alarm site at their discretion.

“Holdup alarm” or “robbery alarm” means an alarm, typically silent, generated by the manual activation of a device intended to signal a robbery in progress or immediately after it has occurred.

“Local alarm system” means any alarm system, which is not monitored, that annunciates an alarm only at the alarm site.

“Monitoring” means the process by which an alarm company and/or alarm user receives signals from an alarm system and relays an alarm dispatch request to the police 911 emergency call center for the purpose of summoning law enforcement to the alarm site.

“Panic alarm” means an alarm system signal generated by the manual activation of a device intended to signal a life threatening or emergency situation requiring law enforcement response.

“Personal alarm” means an alarm system that is intended for personal wear on the body, that is typically a panic alarm, and that is not fixed at an alarm site or associated to a specific alarm site.

“Police 911 emergency call center” means the public safety answering point or call center responsible for answering calls to an emergency telephone number and dispatching law enforcement officers from the Richland police department.

“Runaway alarm” means an alarm system that produces repeated alarm signals that do not appear to be caused by separate human action or that produces three separate false alarm signals within a twenty-four-hour period.

“Trespass alarm” means an alarm that detects and alerts when a person or persons enters or remains unlawfully in or upon the premises of another other than a building.

“Violator” means any alarm user, alarm manager, or alarm company that violates any provisions under this chapter including but not limited to any alarm user on whose property a false alarm occurs.

20.10.030 Authority-Funds.

A. The chief of police is responsible for administration of this chapter. The chief of police is authorized to promulgate policies, procedures and interpretations in his/her administration of this chapter, and may contract with and/or designate a third party (alarm administrator) to assist with the enforcement and administration of the City’s rights and responsibilities under this chapter.

B. Monies generated by this chapter shall be deposited into the city’s general fund.

C. Periodically, the chief of police will review and recommend to the city council any modification to the fees in this chapter.

20.10.040 License required.

Alarm Company Operator. In addition to any other required city license, an alarm company operator license shall be required for any alarm company to be or become or operate or provide an alarm monitoring service within the jurisdictional limits of the city. This includes any alarm company that monitors alarm systems installed at alarm sites in the jurisdictional limits of the city even if such monitoring is conducted from a location outside the city limits. Such license shall be valid for the calendar year in which it is issued and is not transferrable.

20.10.050 License fees.

The license fees for alarm company operator are based upon the number of alarm sites monitored by the alarm company within city limits at the time the license is applied for, and are hereby fixed as follows:

<u>Number of Alarm Sites</u>	<u>Annual License Fee</u>
<u>For 1 to 100 alarm sites</u>	<u>\$100 per annum</u>
<u>For 101 to 200 alarm sites</u>	<u>\$200 per annum</u>
<u>For 201 to 500 alarm sites</u>	<u>\$400 per annum</u>
<u>For 501 or more alarm sites</u>	<u>\$500 per annum</u>

20.10.060 Duties of the alarm user.

A. An alarm user shall:

1. Comply with all sections of this chapter;

2. Maintain the premises and the alarm system in a manner that will reduce or eliminate false alarms, and set any exterior audible alarm so that it will activate for no more than fifteen (15) minutes in case of an alarm activation;

3. Provide the alarm company, if used for monitoring, with current contact information and update that information as it changes for a minimum of two individuals, including the alarm user, to act as alarm responders with access to the alarm site, who know the code for arming and disarming the alarm system, who can be contacted for verification of an alarm activation, and who can routinely be available to respond to the alarm site if requested by law enforcement. The contact list should be updated when alarm responders will not be available for extended periods of time such as vacation;

4. Only activate the alarm for the occurrence of an event or a reason that the alarm system was intended to report; and

5. If monitoring the alarm system and upon initiating an alarm dispatch request, differentiate between either a residential or business alarm; identify the alarm type as either a building intrusion alarm, a trespass alarm, or a robbery/hold-up/panic/duress alarm; and identify whether the alarm is silent or audible at the alarm site. The alarm user will report where the activation occurred at the alarm site and activations from different zones/locations within the alarm site if known.

B. Failure of alarm user to comply with the duties of this chapter may result in a civil penalty.

20.10.070 Duties of the alarm responder.

A. An alarm responder shall:

1. Routinely be available for phone contact by the alarm company as needed for enhanced call verification;

2. Be able to access the alarm site and know the code to arm and disarm the alarm system; and

3. Make every reasonable effort to respond to the alarm site within thirty minutes when requested by the Richland Police Department to provide access to the alarm site, disarm the alarm system, and secure the alarm site or arrange for security of the site if the alarm system cannot be rearmed or if there is damage to the premises that prevents the site from being secured.

20.10.080 Duties of the alarm company.

A. Any alarm company engaged in business in the city shall comply with the following:

1. Obtain and maintain the required state, county and/or city license(s);

2. Supply each of their alarm users for which they are licensed to provide alarm monitoring service pursuant to this chapter with copies of all current ordinances pertaining to alarms and a copy of the licensee's policies and practices with respect to billing an alarm user for any violation penalty fees established by this chapter;

3. Maintain current phone contact information for the alarm user and alarm responders who can be called in an emergency, twenty-four hours a day, who will be requested to respond to the alarm site immediately if necessary;

4. In the case of an alarm company providing monitoring service, the alarm company will, at the direction of the alarm administrator:

a. Act as the alarm manager for the alarm user accounts the alarm company monitors and pay to the city within thirty (30) days all fees that are due for violation penalties under this chapter for those accounts when notified by the city that those fees are due; and

b. Upon payment of the annual alarm company operator license fee, provide the city a list of all monitored alarm sites in the city in a format specified by the alarm administrator, to include the name and mailing address of the alarm user, alarm site address, and type of alarm at the alarm site (residential or business; intrusion, trespass, panic, duress, holdup and/or robbery; silent or audible), and further provide monthly updates to the alarm administrator noting the alarm sites added and deleted.

B. Ninety (90) days after the effective date of the ordinance codified in this chapter, alarm companies shall, on all new and upgraded installations:

1. Use only alarm control panels which meet current industry standards;

2. Eliminate the use of duress codes that add a single digit to a normal alarm code. Duress codes, if programmed, must be a separate code that is unique and does not resemble any normal alarm code;

3. Disable use of any automatic voice dialers that call the police 911 emergency call centers and play messages requesting a response to an alarm activation.

C. Prior to activation of the alarm system, the alarm company must provide:

1. Written and oral instructions to the alarm user explaining the proper operation of the alarm system, to include turning the system on and off and how to avoid false alarms; and

2. Written information of how to obtain service from the alarm company for the alarm system.

D. An alarm company performing monitoring services shall, upon receiving an alarm activation:

1. Use enhanced call verification to attempt to verify a valid alarm before initiating the alarm dispatch request by calling the alarm site, the alarm user, and/or an alarm responder by telephone. The alarm company, at a minimum, will make a second call to a different number if the first attempted call fails to reach an alarm responder who can properly identify themselves and determine whether the alarm signal requires an alarm dispatch request. Enhanced call verification is not required in the case of a duress alarm, holdup or robbery alarm, panic alarm, or personal

alarm activations. Enhanced call verification is also not required when an alarm has been confirmed by actual call verification through audio or video monitoring of the alarm site;

2. When initiating an alarm dispatch request, the alarm company must differentiate between either a residential or business alarm; identify the alarm type as either a building intrusion alarm, a trespass alarm, or a robbery/hold-up/panic/duress alarm; and identify whether the alarm is silent or audible at the alarm site;

3. Report the alarm site address and communicate any available information about where the activation occurred at the alarm site, how many activations have occurred, any person(s) known to be at the alarm site, and any activations from different zones/locations within the alarm site when they occur;

4. Communicate a cancellation to the law enforcement communications center as soon as possible following a determination that a law enforcement response is unnecessary;

5. Upon the request of the Richland Police Department, provide the most current name, address, and telephone number and other available information for the alarm user and provide the most current names and telephone numbers of alarm responders available to immediately respond to the alarm site if necessary;

6. Direct the alarm user or alarm responder go to the alarm site if requested by law enforcement, communicate to law enforcement if the alarm company is aware that the alarm user or alarm responder is self-dispatching to the alarm site, and provide a name, description, and an estimated time of arrival for any alarm user or alarm responder going to the alarm site; and

7. Within twenty-four hours of an alarm dispatch request, the alarm company will notify the alarm user by mail, fax, or electronic means of the alarm dispatch request.

E. Maintain for a period of at least one year from the date of any alarm dispatch request all records relating to the request to include the alarm user name, address, phone number, date and time(s) of alarm zones activated, specific alarm zone(s) activated, and attempted enhanced call verification contacts. The alarm administrator may request copies of such records for individually named alarm users. If the request is made within sixty (60) days of an alarm dispatch request, the alarm company shall furnish requested records within three (3) business days of receiving the request. If the records are requested between sixty (60) days to one year after an alarm dispatch request, the alarm company shall furnish the requested records within thirty (30) days of receiving the request.

F. All alarm companies licensed pursuant to this chapter shall notify each of their alarm users for which they are licensed to provide alarm monitoring service pursuant to this chapter of the revocation or suspension of any license issued by the city. The notice shall be in writing and shall be mailed to all alarm users no later than the tenth calendar day following such suspension or revocation.

G. Failure of an alarm company to comply with the duties under this chapter may result in a civil penalty.

20.10.090 Violations.

A. It shall be a violation of this chapter for an alarm user to:

1. Have a false alarm occur on the alarm user's property;
2. Install, maintain, or use an audible alarm system which can sound continually for more than fifteen (15) minutes;
3. Install, maintain, or use an automatic dial protection device that reports, or causes to be reported, any recorded message to the Richland Police Department or the police 911 emergency call center;
4. Fail to comply with any other requirement of this chapter applicable to alarm users.

B. The alarm user and alarm company, if acting as the alarm manager, will be jointly responsible for violations under this chapter whether or not s/he or it individually caused the violation to occur.

C. It shall be a violation of this chapter for an alarm company to violate any requirements of this chapter applicable to said companies.

D. It shall be a violation of this chapter for an alarm user or alarm company making an alarm dispatch request to fail to identify and differentiate a trespass alarm from any other type of alarm activation such as a building intrusion alarm activation or a robbery/hold-up/panic/duress activation.

20.10.100 Enforcement—Penalties.

A. False Alarms. Civil penalties for false alarms may be assessed against violators for any false alarms occurring in a twelve-month period as follows:

<u>Frequency</u>	<u>Penalty</u>
<u>First false alarm (all alarm types)</u>	<u>Warning/\$0</u>
<u>Each subsequent false alarm (all alarm types)</u>	<u>\$200*</u>

*This fee is based on cost recovery for a 2-officer response, dispatch efforts and vehicle use.

B. Other Civil Penalty(ies). Any other violations of this chapter will be enforced through the assessment of civil penalty(ies) in the amount of one hundred dollars (\$100) per violation against violators, except that the penalty assessed against an alarm company for failure to utilize enhanced call verification when required will be in the amount of two hundred fifty dollars (\$250) per violation.

C. Notice of Violation and Civil Penalty(ies)—Notice of Civil Penalties. Violators of this chapter shall be notified in writing of their violation(s) and penalty. The notice of civil penalty shall include the following:

1. The name and address of the person responsible for the violation;

2. The street address or description sufficient for identification of the building, structure, premises, or land upon or within which the alarm violation has occurred or is occurring;

3. A description of the violation and a reference to the provision(s) of the city regulation which has been violated;

4. The required penalty amount due, the manner and means of payment, and a demand that the penalty must be paid within thirty (30) days of service of the notice after which the city may seek collection of funds (including the costs of collection) unless the violator requests an internal review or subsequent to an internal review, files an appeal;

5. The monetary penalty constitutes a personal obligation of the violator;

6. The right to ask for internal review of the notice of civil penalty or request a fee waiver to the Richland Police Department within fifteen (15) days after the date of notice of civil penalty(ies) as described in subsection F of this section; and

7. The right to file an appeal with the city's code enforcement board within fifteen (15) days of the date of the chief of police or designee's written final determination of the internal review/request for fee waiver.

D. Service of Notice. The notice of civil penalty(ies) can be served by sending it to the address of the alarm site or, in the case of an alarm system monitored by an alarm company licensed to provide alarm monitoring service for the alarm site, to the address of the alarm company and to the mailing address provided by the alarm company for the alarm user. The notice(s) shall be sent by first class mail. Alternatively, the notice of civil penalty can be personally served on the violator(s). Proof of service shall be made by a written declaration under penalty of perjury executed by the person effecting the service.

E. Discontinuance of Law Enforcement Response. The chief of police, or designee, may in his/her discretion discontinue police responses to alarm signals from what appears to be a runaway alarm, or from an alarm site that has accrued six or more false alarms in a twelve-month period, or from the alarm site(s) of an alarm user or alarm company that has failed to make payment of any civil penalty(ies) assessed under this chapter as required until payment is received, or an alarm company that has failed to pay annual license fees. If police response is discontinued due to an apparent runaway alarm or repeated false alarms as identified herein, the chief of police may direct that law enforcement response resume upon receipt of sufficient evidence demonstrating that repeated false alarms will no longer occur.

F. Internal Review of Notice of Civil Penalties or Request for Waiver of False Alarm Fee.

1. If the violator believes the violation did not occur and/or where in the interest of justice imposing a fee is not appropriate, the violator may submit a written request for internal review of the notice of civil penalty to the chief of police or designee within fifteen (15) days of the date of the notice of civil penalty. The request shall state all reasons for disputing the notice of civil penalty and provide a mailing address for further correspondence with the violator.

2. The chief of police or designee shall consider the information and respond in writing to the violator within fifteen (15) days of receipt of the request stating whether the notice of civil penalty has been withdrawn or upheld and the reasons supporting the decision. If the chief of police or designee upholds the notice of civil penalty, the chief of police or designee shall notify the violator:

a. Of the right to appeal the notice of violation by requesting a hearing before the code enforcement board within fifteen (15) days of the date of the chief of police or designee's decision as provided in this section;

b. That the notice of appeal shall explain the reasons supporting the appeal;

c. Of the obligation to pay the civil penalty within thirty (30) days of the chief of police or designee's written decision if no appeal is filed; and

d. The address at which to file the appeal.

3. The city will send the chief of police or designee's decision to the violator at the address provided by the violator with the written request for internal review.

G. Monetary Penalty. The monetary penalty must be paid to the city in the manner designated in the notice of penalty. In the case of an alarm system monitored by an alarm company licensed to provide alarm monitoring service for the alarm site, at the city's discretion, the monetary penalty will be charged to the alarm company providing the alarm monitoring service. The city attorney or designee is authorized to take appropriate action to collect the monetary penalty. The violator will be responsible for the costs of collection in addition to the monetary penalty.

20.10.110 Appeals.

A. Procedure. A violator may, within fifteen (15) days of the date of the chief of police or designee's written final determination of the internal review/request for fee waiver, appeal such final decision by filing an appeal in writing with the city's code enforcement board. The violator shall be notified of the date, time and place of the hearing within fifteen (15) days from the date of the notice of appeal. The code enforcement board shall conduct a hearing on the notice of civil penalty in accordance with RMC 10.02.060. To the extent a provision of RMC 10.02.060 conflict with a provision of this chapter, this chapter will control. The chief of police or designee and the violator to whom the notice of civil penalty was directed may participate as parties in the hearing. The city shall have the burden of proof to show by a preponderance of the evidence that there was a violation under this chapter and that the penalty is reasonable. Copies of police reports, dispatch logs, and alarm company alarm response request records shall be admissible in such actions.

B. Decision of the Code Enforcement Board.

1. The code enforcement board shall affirm, vacate, or modify the city's decisions regarding the alleged violation and penalty and mail a copy of the decision to the violator and to the chief of police.

2. The code enforcement board shall issue an order to the violator for the violation which contains the following information:

a. The decision regarding the alleged violation including findings of fact and conclusions based thereon in support of the decision;

b. The monetary penalty assessed; and

c. The date and time by which the penalty shall be completed or paid and the manner and means of payment after which the city may seek collection of funds.

C. Failure to Appear. If the violator to whom the notice of civil penalty was issued fails to appear at the scheduled hearing, the code enforcement board will enter an order finding the violation as stated in the notice of civil penalty, and ordering the appropriate monetary penalty. The city will carry out the code enforcement board's order and recover the monetary penalty.

D. Appeal to Superior Court. An appeal of the decision of the code enforcement board must be filed with superior court within twenty (20) calendar days from the date the code enforcement board's decision was mailed to the violator to whom the notice of civil penalty was directed, or is thereafter barred.

E. Collection of Monetary Penalty. The monetary penalty constitutes a personal obligation of the violators to whom the notice of civil violation is directed. Any monetary penalty assessed must be paid to the city within thirty (30) days from the date of mailing of the code enforcement board's decision or a notice from the city that penalties are due. The city attorney or designee is authorized to take appropriate action to collect the monetary penalty. The violator will be responsible for the costs of collection in addition to the monetary penalty, except in the case of an alarm system monitored by an alarm company licensed to provide alarm monitoring service for the alarm site where, at the city's discretion, the monetary penalty will be charged to the alarm company providing the alarm monitoring service.

20.10.120 Chapter exemption.

The federal government, its departments and institutions; the state of Washington, its departments or institutions, except for the Richland School District; Benton County and its departments; and the city of Richland and its departments shall be exempt from this chapter.

20.10.130 Confidentiality.

In the interest of public safety, all information contained in and gathered through the alarm registration applications, no-response records, applications for appeals and any other alarm records shall be held in confidence by all employees and/or representatives of the city except as otherwise required by law including Chapter 42.56 RCW.

20.10.140 Government immunity.

Alarm registration is not intended to, nor will it, create a contract, duty or obligation, either expressed or implied, of response. Any and all liability and consequential damage resulting from the failure to respond to a notification is hereby disclaimed and governmental immunity as

provided by law is retained. By applying for an alarm registration, the alarm user acknowledges that the Richland Police Department response may be influenced by factors such as the availability of police units, priority of calls, weather conditions, traffic conditions, emergency conditions, staffing levels and prior response history

Section 2. This Ordinance shall take effect the day following its publication in the official newspaper of the City of Richland.

Section 3. Should any section or provision of this Ordinance be declared by a court of competent jurisdiction to be invalid, that decision shall not affect the validity of the Ordinance as a whole or any part thereof, other than the part so declared to be invalid.

Section 4. The City Clerk and the codifiers of this Ordinance are authorized to make necessary corrections to this Ordinance, including but not limited to the correction of scrivener's errors/clerical errors, section numbering, references, or similar mistakes of form.

PASSED by the City Council of the City of Richland, Washington, at a regular meeting on the ____ day of _____, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

First Reading: _____

Second Reading: _____

Date Published: _____



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 7/15/2025

Agenda Category: Resolutions - Adoption

Strategic Priority 3 - Focused Development

Subject

Resolution No. 2025-55, Authorizing an Amendment to the Purchase and Sale Agreement with Beef Expansion, LLC

Department/Office
Development Services

Ordinance/Resolution Number
2025-55

Document Type
Resolution

Recommended Motion

Adopt Resolution No. 2025-55, authorizing the City Manager to sign and execute a first amendment to Contract No. 225-22 to extend the deadlines to submit building permit applications and to start construction.

Summary

On May 17, 2022, the Richland City Council authorized the City Manager to enter into a Purchase and Sale Agreement with Beef Expansion, LLC for the sale and development of a 20-acre site located at 2905 Kingsgate Way in the Horn Rapids Industrial Park for the development of a 50,000 square-foot food manufacturing facility (see Contract No. 225-22). Beef Expansion, LLC closed on the land sale on January 5, 2023.

Beef Expansion, LLC is the legal entity for Old Trapper Beef Jerky. Its headquarters are located in Forest Grove, Oregon, and the company currently employs approximately 600 people. The proposed facility at Horn Rapids is expected to employ approximately 100 individuals. The purchase price for the 20-acre property was \$65,000 per acre, totaling a purchase price of \$1,300,000. The Purchase and Sale Agreement included deadlines for Beef Expansion, LLC to submit building permit applications to the City within eighteen (18) months of closing (July 5, 2024) and to commence construction within thirty (30) months of closing (July 5, 2025).

Beef Expansion, LLC is requesting an amendment to the Purchase and Sale Agreement to extend the deadline for submitting permit applications and the start of construction. Over the past year, Beef Expansion, LLC has kept the City apprised of its challenges in getting the Horn Rapids project started. In its request for an extension, Beef Expansion, LLC reaffirmed its commitment to develop in Horn Rapids, and described needing additional time to design the facility and acquire necessary equipment.

The proposed amendment to the agreement would extend the deadline to submit building permit applications by two (2) years from July 5, 2024 to July 6, 2026, and extend the deadline to commence construction by one and one-half (1.5) years from July 5, 2025 to January 4, 2027. As consideration for this extension, Beef Expansion, LLC has agreed to pay a \$100,000 extension fee that will be refunded if the updated deadlines are met. The fee will be forfeited by Beef Expansion, LLC if the deadlines are not met.

Staff recommend adoption of Resolution No. 2025-55.

Fiscal Impact

As a condition for the extension, Beef Expansion, LLC is required to post \$100,000 which will be deposited into the Industrial Development Fund. The extension fee will be refunded if Beef Expansion, LLC meets its permit submittal and construction start deadlines. The fee will be forfeited if these deadlines are not met.

Attachments

1. Resolution No. 2025-55
2. Proposed First Amendment to Contract No. 225-22

RESOLUTION NO. 2025-55

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
AUTHORIZING A FIRST AMENDMENT TO THE PURCHASE AND
SALE AGREEMENT BY AND BETWEEN THE CITY OF
RICHLAND AND BEEF EXPANSION, LLC.**

WHEREAS, on May 17, 2022, Richland City Council adopted Resolution No. 2022-69, authorizing execution of a Purchase and Sale Agreement by and between the City of Richland and Beef Expansion, LLC (legal entity for Old Trapper Smoked Products, Inc.) (*see* Richland Contract No. 225-22); and

WHEREAS, Beef Expansion, LLC purchased twenty (20) acres of industrial property for development of a 50,000 square-foot food manufacturing facility; and

WHEREAS, Beef Expansion, LLC closed on the land sale on January 5, 2023; and

WHEREAS, the City retained a Right to Repurchase in the aforementioned Purchase and Sale Agreement for the 20-acre property if Beef Expansion, LLC failed to submit an application for approval of building plans within eighteen (18) months of closing (by July 5, 2024), and if Beef Expansion, LLC failed to initiate construction of structures, as authorized by the issuance of a building permit, within thirty (30) months of closing (by July 5, 2025); and

WHEREAS, in an email dated May 21, 2024, Beef Expansion, LLC notified the City that it would not be able to meet the July 5, 2024 deadline to submit a building permit application due to supply chain issues in acquiring transformers, electrical equipment and machinery for the facility; and

WHEREAS, in an email dated March 10, 2025, Beef Expansion, LLC notified the City that it would not be able to meet the July 5, 2025 deadline to commence construction of the facility due to continued supply chain issues and difficulty in getting a definitive timeline established for rendering permittable drawings of the facility; and

WHEREAS, in its March 10, 2025 email, Beef Expansion, LLC requested an extension of the deadlines to submit the building permit application and to commence construction of the facility, while also confirming its commitment to build in Richland; and

WHEREAS, the City remains supportive of Beef Expansion, LLC's project and desires to see its successful development in the Horn Rapids Industrial Park; and

WHEREAS, the Right to Repurchase expressly survives Closing, remains enforceable, and can be modified by written agreement of the City and Beef Expansion, LLC upon receipt of satisfactory consideration.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Richland that the City Manager is authorized to sign and execute a First Amendment to the Purchase and Sale

Agreement by and between the City of Richland and Beef Expansion, LLC to extend the deadlines provided for in Section 11.14 of the Purchase and Sale Agreement from July 5, 2024 to July 6, 2026 (for building permit application submittal), and from July 5, 2025 to January 4, 2027 (for start of construction) as provided therein.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately.

ADOPTED by the City Council of the City of Richland, Washington, at a regular meeting on the 15th day of July, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

**FIRST AMENDMENT TO
PURCHASE AND SALE AGREEMENT
Between
CITY OF RICHLAND
and
BEEF EXPANSION, LLC**

This **FIRST AMENDMENT** to the June 7, 2022 Purchase and Sale Agreement is made and entered into on this ____ day of _____, 2025, by and between the **CITY OF RICHLAND**, a Washington municipal corporation (“Seller”) and **BEEF EXPANSION, LLC** a Washington limited liability company (“Purchaser”).

I. RECITALS

WHEREAS, on May 17, 2022, Richland City Council adopted Resolution No. 2022-69, authorizing execution of a Purchase and Sale Agreement (Contract No. 225-22) by and between the City of Richland and Beef Expansion, LLC (legal entity for Old Trapper Smoked Products, Inc.); and

WHEREAS, Beef Expansion, LLC purchased twenty (20) acres of industrial property for their development of a 50,000 square foot food manufacturing facility; and

WHEREAS, Beef Expansion LLC closed on the land sale on January 5, 2023; and

WHEREAS, the City retained a Right to Repurchase in the aforementioned Purchase and Sale Agreement for the 20-acre property if Beef Expansion, LLC fails to submit an application to Seller for approval of building plans within eighteen (18) months of closing (by July 25, 2024), and if Beef Expansion, LLC failed to initiate construction of structures, as authorized by the issuance of a building permit, within thirty (30) months of closing (by July 25, 2025); and

WHEREAS, in an email dated May 21, 2024, Beef Expansion, LLC notified the City that it would not be able to meet the July 5, 2024 deadline to submit building permit application due to supply chain issues in acquiring transformers, electrical equipment and machinery for their facility; and

WHEREAS, in an email dated March 10, 2025, Beef Expansion, LLC notified the City that they would not be able to meet their July 5, 2025 deadline to commence construction of the facility due to continued supply chain issues and difficulty in getting a definitive timeline established with their architect for permittable drawings of the facility; and

WHEREAS, in its March 10, 2025 email, Beef Expansion, LLC requested an extension of the deadlines to submit the building permit application and to commence construction of the facility, while also confirming their commitment to building in Richland; and

WHEREAS, in consideration of agreeing to extend Beef Expansions, LLC’s deadlines to submit permit applications and start construction of their development project, Beef Expansion,

LLC will pay the City a refundable \$100,000 extension fee if they meet their permit submittal and start of construction deadlines; and

WHEREAS, the City of Richland remains supportive of Beef Expansion LLC's project, and desires to see their successful development in the Horn Rapids Industrial Park; and

WHEREAS, the Right to Repurchase expressly survives Closing, remains enforceable, and can be modified by written agreement of the City and Beef Expansion, LLC.

NOW THEREFORE, in consideration of the foregoing and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Seller and Purchaser hereby agree as follows:

II. AGREEMENT

1. Seller's consideration for extending Purchaser's deadlines to submit building permit applications and start of construction of its food manufacturing facility and, in turn, further delay the development and direct investment in the Horn Rapids Industrial Park property, Purchaser agrees to pay Seller an extension fee in the amount of **One Hundred Thousand Dollars and no cents (\$100,000.00)**. The extension fee will be refunded to Purchaser if Purchaser meets both deadlines for building permit submittal and start of construction, as defined below in Section 2. \$50,000 will be forfeited to Seller in the event Purchaser fails to meet the revised deadline for submitting permits. The remaining \$50,000 will be forfeited to Seller in the event Purchaser fails to meet the revised deadline for commencing construction.
2. Section 11.14 of the Purchase and Sale Agreement (Contract No. 225-22) is amended as follows:

11.14 Right to Repurchase. This Property is being sold to Purchaser in anticipation of development of a manufacturing facility approximately 50,000 square feet in size, subject to the following:

(a) If Purchaser fails to submit an application to Seller for approval of building plans ~~within eighteen (18) months of Closing~~ on or before July 6, 2026, Seller reserves the right to reclaim title to the Property through repurchase.

(b) If Purchaser fails to initiate construction of structures, as authorized by the issuance of a building permit, ~~within thirty (30) months of Closing~~ on or before January 4, 2027, Seller reserves the right to reclaim title to the Property through repurchase.

(c) The rights of Seller set forth in Sections 11.14 (a) and (b) are referred to in this Agreement as the "Right to Repurchase."

(d) On exercise of the Right to Repurchase Seller shall reclaim the Property by refunding, without interest, the original Purchase Price identified herein for the Property.

(e) Purchaser and Seller shall each pay for one half of the closing costs related to Seller's repurchase of the Property. Other than closing costs, Seller will not assume any liability for expenses incurred by Purchaser in conducting this transaction. Purchaser agrees to re-convey fee title to Seller within sixty (60) days of receipt of notification of Seller's election to exercise its Right to Repurchase.

(f) This Right to Repurchase is exclusive to Seller and may be exercised at Seller's sole discretion. This Right to Repurchase shall survive forty-eight months (48) months after ~~Closing~~ January 4, 2027, or until such time as Purchaser initiates construction of structures on the, whichever is earlier.

(g) Seller shall be under no obligation to exercise this Right to Repurchase. Purchaser agrees that Seller must grant approval to any resale of the Property by Purchaser to any third party within the forty-eight (48) months Right to Repurchase period, which shall be given in Seller's sole discretion. This Right to Repurchase right shall survive Closing and the delivery of the Deed.

(h) Seller and Purchaser agree to execute a Memorandum of Repurchase Right to evidence Seller's Right to Repurchase, which Memorandum may be recorded by Seller in the real property records of Benton County, Washington.

IN WITNESS WHEREOF, the Parties have executed this First Amendment on the date first written above.

CITY OF RICHLAND – SELLER

BEEF EXPANSION, LLC – PURCHASER

By: Jon Amundson, ICMA-CM
Its: City Manager

By: Eric Evenson
Its: Owner

ATTEST:

By: Jennifer Rogers, City Clerk

APPROVED AS TO FORM:

By: Heather Kintzley, City Attorney



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 7/15/2025

Agenda Category: Resolutions - Adoption

Strategic Priority I - High Performance Government

Subject

Resolution No. 2025-101, Authorizing an Interagency Agreement with Washington State Department of Transportation for SR-240/Aaron Drive Complete Streets Improvements Project

Department/Office

Public Works

Ordinance/Resolution Number

2025-101

Document Type

Resolution

Recommended Motion

Adopt Resolution No. 2025-101, authorizing the City Manager to sign and execute an agreement with the Washington State Department of Transportation for the SR-240/Aaron Drive Complete Streets Improvements Project.

Summary

The City's 2025 – 2030 Transportation Improvement Program (TIP), adopted by Resolution No. 2024-76, includes a project titled SR-240/Aaron Drive Complete Streets Improvements Project (the "Project"). On March 18, 2025, Richland City Council adopted Resolution No. 2025-42 authorizing a Local Programs State Funding Agreement with the Washington State Department of Transportation (WSDOT) to allocate funds for the preliminary design and environmental review services. The total funding amount was \$1,000,000. The City contracted with Jacobs Engineering to perform the design and environmental work in coordination with WSDOT.

An interagency agreement is required by WSDOT to define responsibilities for reviewing work completed by the City of Richland on state highway facilities impacted by the Project. It is in the best interest of the City to enter into an interagency agreement to ensure coordinated execution of Project deliverables and to allow WSDOT to conduct necessary reviews to support continued design progress. A separate funding agreement with WSDOT allocated \$62,000 for staff review.

Staff recommends adoption of Resolution No. 2025-101.

Fiscal Impact

Under the proposed Agreement, the City will receive preliminary design and environmental review services from the Washington State Department of Transportation (WSDOT). Part of the agreement authorizes WSDOT to allocate local program funds to the City in support of this effort. The City does not anticipate incurring any costs beyond the \$62,000 currently available through the existing grant funding.

Attachments

1. Resolution No. 2025-101
2. Proposed Agreement with WSDOT for SR-240/Aaron Drive Complete Streets Improvements Project

RESOLUTION NO. 2025-101

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
AUTHORIZING AN INTERAGENCY AGREEMENT WITH THE
WASHINGTON STATE DEPARTMENT OF TRANSPORTATION
FOR THE SR-240/AARON DRIVE COMPLETE STREETS
IMPROVEMENTS PROJECT.**

WHEREAS, the City's 2025-2030 Transportation Improvement Program (TIP), adopted by Richland City Council on June 4, 2025 via Resolution No. 2024-76, includes a project titled SR-240/Aaron Drive Interchange Improvements (the "Project"); and

WHEREAS, on March 18, 2025, Richland City Council adopted Resolution No. 2025-42, authorizing a Local Programs State Funding Agreement with the Washington State Department of Transportation (WSDOT) to allocate funds for the City of Richland to deliver preliminary design and environmental review work for the Project; and

WHEREAS, an interagency agreement is required by WSDOT to define responsibilities for the review of work produced by the City on state highway facilities impacted by the Project; and

WHEREAS, the City's best interests are served by entering into an interagency agreement to facilitate cooperative execution of the Project deliverables.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Richland that the City Manager is authorized to sign and execute an interagency agreement with the Washington State Department of Transportation for the SR-240/Aaron Drive Complete Streets Improvements Project.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately.

ADOPTED by the City Council of the City of Richland, Washington, at a regular meeting on the 15th day of July, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

**INTERAGENCY AGREEMENT
BETWEEN
WASHINGTON STATE DEPARTMENT OF TRANSPORTATION (GCC 1180)
AND
THE CITY OF RICHLAND**

This Agreement (Agreement) is between the Washington State Department of Transportation (WSDOT) and the City of Richland (City), also referenced as “Party” and the “Parties”.

RECITALS

1. The City is planning improvements to the Interstate 182 (I-182)/State Route 240 (SR 240) and Aaron Drive Interchange in the City of Richland, Benton County, I-182/SR-240/Aaron Drive Complete Streets Improvements (“Project”).
2. At the location of the proposed improvements, I-182 is classified as a fully controlled limited access interstate facility.
3. The scope of this Agreement is limited to design through contract advertisement and award of the Project.
4. The City is responsible for all work to complete the Project, including preliminary engineering, and preparation of final plans, specifications and cost estimates (collectively, “Work”).
5. The Work will be performed on behalf of the City through its consultant, Jacobs Engineering (“Consultant”).
6. WSDOT will provide review services as required for the Project, (Services).
7. WSDOT's direct and indirect costs for performing the review Services as required for the Project will be paid for through WSDOT's Local Programs funds.
8. WSDOT authorizes the City to perform all necessary Work to complete the Project subject to the terms and conditions herein.
9. The Parties acknowledge that the City is currently not funded to fully complete the design of the Project. The design will be progressed to the extent possible with the understanding that additional funds may become available to the City.

Now therefore, pursuant to chapter 47.28.140 RCW, the above recitals that are incorporated herein as if fully set forth below, and in consideration of the terms, conditions, covenants, and performances contained herein, and the attached Exhibits are incorporated and made a part hereof, it is mutually agreed as follows:

1. PURPOSE

- 1.1 The purpose of this Agreement is to outline the City's duties and responsibilities as it relates to the Project due to its location within interstate right of way.

2. STATEMENT OF WORK

- 2.1 The City shall furnish the necessary personnel, equipment, material and/or service(s) and otherwise do all things necessary for or incidental to the performance of work set forth in the attached Exhibits and incorporated herein.

3. PERIOD OF PERFORMANCE

- 3.1 Subject to its other provisions, the period of performance of this Agreement shall commence as of the date this Agreement is fully executed and shall continue until the Project goes out for advertisement, or as otherwise provided herein, and all obligations for payment have been met unless terminated sooner as provided in this Agreement.

4. UTILITY MITIGATION

- 4.1 The Parties agree that utilities in conflict with the Project, which are also located within each jurisdiction, shall be identified in a timely manner that does not delay the Project. The Parties agree to work together in good faith to identify all utilities in conflict with the Project. The Parties shall develop a utility listing of all facilities in conflict with the project located in each jurisdiction and include the mode of occupation or accommodation for each utility, including but not limited to a franchise, permit, lease, easement, etc. The Parties agree to work together to conduct a thorough utility conflict analysis. Further, the Parties agree that they shall adequately mitigate all utilities in their own jurisdictional right-of-way so as to not be in conflict with the project, including temporary or permanent relocation. This includes mitigating all utilities who occupy the underlying right-of-way via franchise, permit, ordinance, lease, easement, or any other mode of occupation, in a timely manner that does not delay the Project.
- 4.2 State law prohibits WSDOT from expending any Project funds to mitigate a utility conflict unless the utility's facilities occupy the underlying right-of-way via a compensable, real property interest, such as an easement. WSDOT does not recognize Agency issued franchises, permits, ordinances, or other similar accommodation agreements issued by Agency as instruments that convey a compensable, real property interest to a utility. WSDOT, at its sole discretion, reserves the right to alter, de-scope or terminate any of the Project within the Agency's jurisdiction at any time if the terms of this section are not satisfied.

5. COSTS

- 5.1 The City is solely responsible for all costs for the Work, including but not limited to review, permitting, design, development of the PS&E, and WSDOT-incurred costs. WSDOT will not be required to contribute to the cost of the Work. WSDOT Local Programs has established a work order to fund the state for its Services.

6. RIGHT OF ENTRY

- 6.1 Subject to the terms of this Agreement, WSDOT hereby grants to the City, its Consultant, authorized agents, and their employees, a right of entry upon state-owned highway right of way which is necessary to design the Work, subject to any and all permitting requirements. The City shall provide WSDOT's Contact, section 10.1, with written notice, including the nature and duration of the right of way use, at least three (3) calendar days before entering upon the state-owned highway right of way.

7. AMENDMENT

- 7.1 This Agreement may be amended by mutual agreement of the Parties. Such amendments shall not be binding unless they are in writing and signed by personnel authorized to bind each of the parties.

8. ASSIGNMENT

- 8.1 The work to be provided under this Agreement, and any claim arising under this Agreement, is not assignable or delegable by either Party in whole or in part, without the express prior written consent of the other Party, which consent shall not be unreasonably withheld.

9 ASSURANCES

- 9.1 The Parties agree that all activity pursuant to this Agreement shall be in accordance with all applicable federal, state, and local laws, rules, and regulations as they currently exist or as amended.

10 AGREEMENT MANAGEMENT

- 10.1 The project manager for each of the parties shall be responsible for and shall be the contact person for all communications and billings regarding the performance of this Agreement.

The Project Manager for the City is:	The Project Manager for WSDOT is:
Carlo D'Alessandro, P.E. City of Richland 625 Swift Blvd., MS-26 Richland WA, 99352 Phone: (509) 942-7500 E-Mail: cdalelessandro@ci.richland.wa.us	Seth Walker Local Programs Engineer 2809 Rudkin Rd. Union Gap, WA 98903 Phone: (509) 557-1780 E-Mail: Seth.Walker@wsdot.wa.gov

11. DISPUTES

- 11.1 The Parties shall work collaboratively to resolve disputes and issues arising out of, or related to, this Agreement. Disagreements shall be resolved promptly and at the lowest level of hierarchy. To this end, following the dispute resolution process shown below shall be a prerequisite to the filing of litigation concerning any dispute between the Parties:

- 11.1.1 The representative, as shown herein designated in this Agreement shall use their best efforts to resolve disputes and issues arising out of or related to this Agreement. The representatives shall communicate regularly to discuss the status of the tasks to be performed hereunder and to resolve any disputes or issues related to the successful performance of this Agreement. The representatives shall cooperate in providing staff support to facilitate the performance of this Agreement and the resolution of any disputes or issues arising during the term of this Agreement.
- 11.1.2 A Party's representative shall notify the other Party in writing of any dispute or issue that the representative believes may require formal resolution according to this Section. The representatives shall meet within five (5) working days of receiving the written notice and attempt to resolve the dispute.
- 11.1.3 In the event the representatives cannot resolve the dispute or issue, the entity, and WSDOT's Region Administrator, or their respective designees, shall meet and engage in good faith negotiations to resolve the dispute.
- 11.1.4 In the event the entity and WSDOT's Region Administrator, or their respective designees, cannot resolve the dispute or issue, the entity and WSDOT shall each appoint a member to a Dispute Board. These two members shall then select a third member not affiliated with either Party. The three-member board shall conduct a dispute resolution hearing that shall be informal and unrecorded. All expenses for the third member of the Dispute Board shall be shared equally by both Parties; however, each Party shall be responsible for its own costs and fees.

12. GOVERNING LAW AND VENUE

- 12.1 This Agreement shall be construed and interpreted in accordance with the laws of the state of Washington and the venue of any action brought under this Agreement shall be in Superior Court for Thurston County.

13. INDEPENDENT CAPACITY

- 13.1 The employees or agents of each Party who are engaged in the performance of this Agreement shall continue to be employees or agents of that Party and shall not be considered for any purpose to be employees or agents of the other Party.

14. MAINTENANCE OF RECORDS

- 14.1 The Parties to this Agreement shall each maintain books, records, documents, and other evidence that sufficiently and properly reflect all direct and indirect costs expended by either Party in the performance of the service(s) described herein. These records shall be subject to inspection, review, or audit by personnel of both parties, other personnel duly authorized by either Party, the Office of the State Auditor, and federal officials so authorized by law. All books, records, documents, and other material relevant to this Agreement will be retained for six years after expiration of agreement. The Office of the State Auditor, federal auditors, and any persons duly authorized by the Parties shall have full access and the right to examine any of these materials during this period.
- 14.2 If any litigation, claim, or audit is started before the expiration of the six (6) year period, the records shall be retained until all litigation, claims, or audit findings involving the records have been resolved.
- 14.3 Records and other documents, in any medium, furnished by one Party to this Agreement to the other Party, will remain the property of the furnishing Party, unless otherwise agreed. The receiving Party will not disclose or make available any confidential information to any third parties without first giving notice to the furnishing Party and giving it a reasonable opportunity to respond. Each Party will utilize reasonable security procedures and protections to assure that records and documents provided by the other Party are not erroneously disclosed to third parties. However, the Parties acknowledge that State Agencies are subject to chapter 42.56 RCW, the Public Records Act.

15. ORDER OF PRECEDENCE

- 15.1 In the event of an inconsistency in the terms of this Agreement, or between its terms and any applicable statute or rule, the inconsistency shall be resolved by giving precedence in the following order:
1. Applicable state and federal statutes, and local laws, rules and regulations;
 2. Statement of Work;
 3. Exhibits and Appendices; and
 4. Any other provisions of the agreement, including materials incorporated by reference.

16. RESPONSIBILITIES OF THE PARTIES

- 16.1 Each Party to this Agreement hereby assumes responsibility for claims and/or damages to persons and/or property resulting from any act or omissions on the part of itself, its employees, its officers, and its agents. Neither Party assumes any responsibility to the other Party for the consequences of any claim, act, or omission of any person, agency, firm, or corporation not a party to this Agreement.

17. SEVERABILITY

- 17.1 If any term or condition of this Agreement is held invalid, such invalidity shall not affect the validity of the other terms or conditions of this Agreement.

18. SITE SECURITY and SAFETY

- 18.1 While on WSDOT premises, the City, its agents, employees, or subcontractors shall comply with WSDOT safety and security policies and regulations. Including requirements for the prevention of transmission of communicable diseases such as Covid.

19. SUBCONTRACTING

- 19.1 "Subcontractor" means one not in the employment of a Party to this Agreement, who is performing all or part of those services under this Agreement under a separate contract with a Party to this Agreement. The terms "subcontractor" and "subcontractors" mean subcontractor(s) in any tier.
- 19.2 Except as otherwise provided in the Agreement, the City shall not subcontract any of the contracted services without the prior approval of the Agency. The City is responsible to ensure that all terms, conditions, assurances, and certifications set forth in this Agreement are included in any and all Subcontracts. Any failure of City or its Subcontractors to perform the obligations of this Agreement shall not discharge The City from its obligations under this Agreement.

20. TERMINATION

- 20.1 This Agreement may be terminated, without penalty or further liability as follows:

20.1.1 Termination for Convenience

This Agreement may be terminated for convenience by either Party at any time. The notice of intent to terminate for convenience shall be issued by a Party in writing no less than thirty (30) working days in advance of termination. The Party terminating for convenience shall not be liable to the other Party for any direct, indirect, or consequential damages arising solely from termination of this Agreement.

20.1.2 Termination for Cause

This Agreement may be terminated for cause by either Party if the other Party does not fulfill in a timely and proper manner its obligations under this Agreement, or if the other Party violates any of the terms and conditions of this Agreement. The notice of intent to terminate for cause shall be issued by a Party in writing and the other Party shall have the opportunity to correct the violation or failure within fifteen (15) working days of the date of the notice. If the failure or violation is not corrected within the time allowed, this Agreement will automatically terminate.

20.1.3 Termination for Withdrawal of Authority

This Agreement may be terminated by WSDOT in the event that WSDOT's authority to perform any of its duties is withdrawn, reduced, or limited in any way after the commencement of this Agreement. The notice of intent to terminate for withdrawal of authority shall be issued by WSDOT in writing no less than **even (7) calendar days or other appropriate time period** in advance of termination. No penalty shall accrue to WSDOT in the event termination under this section is exercised. This section shall not be construed to permit WSDOT to terminate this Agreement in order to acquire similar services from a third-party.

20.1.4 Any termination of this Agreement shall not prejudice any rights or obligations accrued to the Parties prior to termination.

21. INDEMNIFICATION

- 21.1 To the fullest extent permitted by law, each Party to this Agreement will protect, defend, indemnify, and save harmless the other Party, its officers, officials, employees, and agents, while acting within the scope of their employment as such, from any and all costs, claims, judgments, and/or awards of damages (both to persons and property), arising out of, or in any way resulting from, each Party's negligent acts or omissions with respect to the provisions of this Agreement. Neither Party will be required to indemnify, defend, or save harmless the other Party if the claim, suit, or action for injuries, death, or damages (both to persons and property) is caused by the sole negligence of the other Party. Where such claims, suits, or actions result from the concurrent negligence of the Parties, their agents, officials, or employees, and/or involve those actions covered by RCW 4.24.115, the indemnity provisions provided herein will be valid and enforceable only to the extent of the negligence of the indemnifying Party, its agents, officials, or employees.
- 21.2 The Parties agree that their obligations under this section extend to any claim, demand, and/or cause of action brought by, or on behalf of, any of their officers, officials, employees, or agents. For this purpose only, the Parties, by mutual negotiation, hereby waive, with respect to each other only, any immunity that would otherwise be available against such claims under the Industrial Insurance provisions of Title 51 RCW.
- 21.3 This indemnification and waiver will survive the termination of this Agreement.

22. INSURANCE

- 22.1 The City warrants that it is self-insured pursuant to a self-insurance "risk pool" duly authorized by the State of Washington and agrees to provide acceptable evidence of its self-insured status to WSDOT. The City self-insurance risk pool insurance policy must provide liability coverage for its operations under this Agreement, including (i) general liability coverage for bodily injury, property damage, and personal injury of not less than three million dollars (\$3,000,000) combined single limit per occurrence, with a general aggregate amount of not less than five million dollars (\$5,000,000) per policy period; coverage under policies shall be triggered on an "occurrence basis," not on a "claims made" basis; and (ii) commercial automobile liability coverage providing bodily injury and property damage liability coverage for all owned and non-owned vehicles assigned to or used in the performance of the operations under this Agreement, with a combined single limit of not less than one million dollars (\$1,000,000) per occurrence. WSDOT shall be named as an additional insured by endorsement of the commercial general liability coverage provided under the "risk pool" coverage, utilizing ISO Form 2026 (Additional Insured – Designated Person or Organization) or its equivalent without modification. Coverage obtained by City in compliance with the Section shall not be deemed as having relieved City of any liability in excess of such coverage.
- 22.2 In the event the City is not a party to a state approved self-insurance "risk pool", it shall secure insurance coverage in conformance with the requirements of this Section 22.1 and promptly provide a certificate of insurance from an insurer licensed to conduct business in the State of Washington, evidencing the procurement of the required insurance coverages. WSDOT shall be named as an additional insured by endorsement of the liability policy required, utilizing ISO Form 2026 (Additional Insured – Designated Person or Organization) or its equivalent without modification on any such general liability policies.

23. WAIVER

23.1 A failure by either Party to exercise its rights under this Agreement shall not preclude that Party from subsequent exercise of such rights and shall not constitute a waiver of any other rights under this Agreement. Waiver of any default or breach shall not be deemed to be a waiver of any subsequent default or breach. Any waiver shall not be construed to be a modification of the terms of this Agreement unless stated to be such in writing and signed by personnel authorized to bind each of the parties.

24. ALL WRITINGS CONTAINED HEREIN

24.1 This Agreement contains all the terms and conditions agreed upon by the Parties. No other understanding, oral or otherwise, regarding the subject matter of this Agreement shall be deemed to exist or to bind any of the parties hereto.

25. COUNTERPARTS AND ELECTRONIC SIGNATURE

25.1 This Agreement may be executed in counterparts or in duplicate originals. Each counterpart or each duplicate shall be deemed an original copy of this Agreement signed by each Party, for all purposes. Electronic signatures or signatures transmitted via e-mail in a "PDF" may be used in place of original signatures on this Agreement. Each Party intends to be bound by its electronic or "PDF" signature on this Agreement and is aware that the other parties are relying on its electronic or "PDF" signature.

In witness whereof, the Parties have executed this Agreement.

City of Richland	Washington State Department of Transportation
By:	By:
Printed:	Printed:
Title:	Title:
Date:	Date:
Approved as to Form City of Richland	Approved as to Form Washington State Department of Transportation
By:	By:
Printed:	Printed:
Title:	Title:
Date:	Date:



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 7/15/2025

Agenda Category: Resolutions - Adoption

Strategic Priority 2 - Financial Sustainability

Strategic Priority 3 - Focused Development

Subject

Resolution No. 2025-102, Authorizing a Letter of Intent with Energy Northwest to Purchase 5-15MW from the Ruby Flats Solar Project

Department/Office

Energy Services

Ordinance/Resolution Number

2025-102

Document Type

Resolution

Recommended Motion

Adopt Resolution No. 2025-102, authorizing the City Manager to sign a Letter of Intent with Energy Northwest to reserve the City's opportunity to purchase 5-15MW from the Ruby Flats Solar project.

Summary

Energy Northwest (ENW) received 300 acres of land when the City and the Port of Benton received 1,341 acres transferred from the Department of Energy (DOE). Tucci Energy Services is now working with ENW to develop the 300 acres with a 127.5MWac/170MWdc solar project named Ruby Flats Solar (RFS). The RFS project will interconnect with Bonneville Power Administration (BPA) at the Benton Substation, about seven miles north of the City. The RFS has an interconnection date after BPA completes the South Tri-Cities Reinforcement project scheduled for 4Q27. A draft Power Purchase Agreement (PPA) for energy generated from RFS will be available to interested participants in 3Q25 with final PPAs expected to be signed by September 30, 2025. The RFS commercial operation date is tentative at December 31, 2028, and dependent upon transmission interconnection with BPA.

The City approved a 2020 Integrated Resource Plan and an updated Resource Plan in 2024 which identifies the need for renewable energy to meet Washington's Renewable Portfolio Standard (RPS) requirements of 3% beginning January 1, 2026, through December 31, 2028. The City also approved the 2021 Clean Energy Implementation Plan (CEIP) on October 19, 2021. The CEIP identifies existing BPA Tier 1 Renewable Energy Credits (RECs) and the renewable energy from a PPA with Tucci Energy Services at the Horn Rapids Solar, Storage and Training Site (HRSST) as sufficient for the initial 3% RPS requirement. After 2028, Energy Services (RES) will be required to purchase 9% of its wholesale energy from renewable resources or purchase RECs.

The total retail load forecast for 2030 is 989,309MWh with a 6% RPS difference equal to 59,359MWh or 6.8aMW (59,359MWh/8760hr=6.8aMW). Solar generation projects typically have a 20% effective load carrying capacity (ELCC) which will require an approximate 34MW solar site (6.8aMW/0.20 aELCC=34MW) to meet the additional 6% renewable energy requirement beyond the existing 3% renewable energy and RECs.

RES staff recommend submitting a letter of intent to Energy Northwest for a minimum of 5MW and a maximum of 15MW of renewable energy from the RFS project. The project timing aligns with the future 6% RPS requirement, and the site location could result in a BPA transmission short distance discount. The cost of solar projects continues to decrease. Renewable energy regulations may also increase or decrease future requirements. However, tariffs on solar infrastructure imported could increase project costs. Purchasing other solar projects over time will reduce the cost of solar risks.

The Letter of Intent (LOI) allows the City to consider entering into a later Power Purchase Agreement (PPA) with ENW for renewable energy from the RFS project. The LOI calls for a \$5k/MW Reservation Premium that will either be credited to power purchased at a later date or forfeited in whole or in part under certain circumstances, including if the City does not complete the PPA. The cost of energy for RFS has been estimated to be \$66/MWh with shaping into a flat block by BPA adding another \$20/MWh. Current BPA Tier 2 energy is being subsidized by BPA at \$65/MWh with recent non-federal market costs of \$70-75MWh.

At a regular meeting on November 12, 2024, the UAC supported execution of the LOI with ENW. Staff recommended adoption of Resolution No. 2025-102.

Fiscal Impact	If approved, the Electric Utility Fund's budget for wholesale power is \$44M with adequate funds for the maximum \$75k Reservation Premium.
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Attachments

1. Resolution No. 2025-102
2. Proposed Ruby Flats Solar Project Letter of Intent

RESOLUTION NO. 2025-102

A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON, AUTHORIZING A LETTER OF INTENT WITH ENERGY NORTHWEST TO RECEIVE 5-15MW OF ENERGY FROM THE RUBY FLATS SOLAR PROJECT.

WHEREAS, Washington State enacted renewable portfolio standards (RPS) as part of the Energy Independence Act (EIA) and incorporated in RCW 19.285.040; and

WHEREAS, RPS requires electric utilities with more than 25,000 customers to obtain three percent (3%) of its load from renewable resources or renewable energy credits (REC) with increases to nine percent (9%) and fifteen percent (15%) every four (4) years thereafter; and

WHEREAS, Richland Energy Services (RES) provided electrical service to more than 25,000 customers beginning in 2022, with a RPS requirement for three percent (3%) beginning in 2026, nine percent (9%) beginning in 2030, and fifteen percent (15%) beginning in 2034; and

WHEREAS, RES' Clean Energy Implementation Plan (CEIP) approved in 2021 projects the three percent (3%) RPS requirement to be met with a combination of RECs received from the Bonneville Power Administration (BPA) and energy produced from a Power Purchase Agreement (PPA) at the Horn Rapids Solar, Storage and Training (HRSST) site; and

WHEREAS, Energy Northwest (EN) is a municipal corporation and joint operating agency of the State of Washington, doing business through its division of Business Development; and

WHEREAS, EN, through its designated special purpose affiliate (EN SPV) will own all of the right, title, and interest in Ruby Flats Solar, a 127.5 MWac solar generating facility located in Benton County, Washington (the "Project"); and

WHEREAS, RES is interested in securing additional renewable energy to meet part of its nine percent (9%) RPS requirement by executing a letter of intent with EN SPV for 5-15MW of energy generated by the Project for a term of 30 years through a forthcoming Power Purchase Agreement (PPA); and

WHEREAS, by executing the letter of intent, RES commits to paying within 45 days after the effective date, a Reservation Premium to EN in the amount up to \$75,000.00, which represents \$5,000 per MW of RES's maximum reserved capacity for the Project (15MW total).

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Richland that the City Manager is authorized to sign a letter of intent with Energy Northwest to receive 5-15MW of power from the Ruby Flats Solar Project.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately.

ADOPTED by the City Council of the City of Richland, Washington, at a regular meeting on the 15th day of July, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

**Letter of Intent between Energy Northwest and
The City of Richland Energy Services
for a renewable energy generation facility located in
Benton County, Washington.**

This Letter of Intent (“LOI”) is intended to: (i) set forth certain preliminary understandings as of the date hereof by and between Energy Northwest, a municipal corporation and joint operating agency of the State of Washington, doing business through its Business Development Fund (“EN”), and the City of Richland, a Washington corporation owning and operating an electric utility (the “City”); and (ii) serve as a basis for further discussions and negotiations between EN and the City and other off-takers, with respect to the Proposed Transaction (as defined below). Both the City and EN are sometimes hereinafter referred to as a “Party” and they are collectively referred to as the “Parties.” The multiple off-takers envisioned hereunder, including the City and other off-takers, are hereinafter referred to collectively as “Counterparty Off-Takers.”

1. **Proposed Transaction.** EN will own all of the right, title, and interest in the output of Ruby Flats Solar, a 127.5 MWac solar generating facility located in Benton County, Washington (the “Project”). The City is contemplating entering into a power purchase agreement with EN for a to-be-specified percentage of energy generated by the Project for a term of thirty (30) years. The proposed legal structure and financial terms of the Proposed Transaction (the “Proposed Transaction”) and the related conditions will be negotiated between the Parties by the Longstop Date (as hereinafter defined).

2. **Exclusivity and First Right of Refusal.** EN and the City agree that from the date of signing indicated below (the “Effective Date”) until the earliest of: (i) the execution of a power purchase agreement for the energy generated by the Project, or an alternative transaction structure providing for a combination of the foregoing, together with all related agreements (collectively, the “Definitive Agreements”); (ii) the termination of this Letter of Intent per Section 10 below; or (iii) the date that is three hundred and sixty (360) days after the Effective Date, as such date may be extended by the mutual agreement of the Parties (the “Longstop Date”), EN shall not engage in any activity, directly or indirectly, the purpose or intent of which would be the solicitation, offer, negotiation, or agreement to terms and conditions regarding any sale, transfer, conveyance, or disposition of the Project’s energy with or to any person other than the City and Counterparty Off-Takers who have executed Letters of Intent with EN, provided that EN may undertake such activities with third parties other than the City or such Counterparty Off-Takers if the sum of all Maximum Reservation indications from all Counterparty Off-Takers does not equal or exceed 127.5 MWac.

During the Effective Period of this LOI, any unallocated or unencumbered Output shall be offered to counterparties in descending order of Maximum Reservation. Each counterparty shall have forty-eight (48) hours from receipt of notice to exercise its right of refusal in writing. If declined or if no response is received, EN shall proceed to the next counterparty. Any Output not allocated through this process may thereafter be offered to third parties or otherwise committed at EN’s discretion.

3. City of Richland's Interest in Project. The City has a *bona fide* interest in purchasing energy generated by the Project as an off-take purchaser from EN or EN SPV. The City is interested in a minimum of five (5) MWac (the "Minimum Reservation"), and a maximum of 15 MWac (the "Maximum Reservation"). (Maximum nameplate capacity is 127.5 MWac.)

4. City of Richland Representations. By executing this LOI, the City represents that its governing body has been informed of EN's development of the Project and of the City's interest in purchasing energy generated by the Project. The City further represents that, to the best of its knowledge, it is not prohibited by law or regulation or its own charter or bylaws from participating in the Project as a Counterparty Off-Taker.

5. Reservation Premium. By executing and returning this Letter of Intent by August 1, 2025, the City elects to preserve an option to participate in the Project according to its interests indicated in Section 3 above. Such option must be exercised by written notice to EN, including Minimum and Maximum Reservation requests, by **August 1, 2025**. The full payment of **\$5,000.00** per megawatt of allocated capacity must be paid to EN by **November 1, 2025** (the "Reservation Premium"). The Reservation Premium is paid at the City's risk and is nonrefundable except as provided below.

In the event that the City is not allocated its Minimum Reservation request, the City shall have the right, at its sole discretion, to withdraw its interest in the Project without incurring any penalties, and shall have no obligation to pay the Reservation Premium.

Should the \$66/MWh rate exceed \$79.20/MWh, the City shall have the right, at its sole discretion, to withdraw its interest in the project without incurring any penalties and shall bear responsibility for fifty percent (50%) of the Reservation Premium.

In the event the Reservation Premium is refunded, the refundable portion shall be returned in full based on the originally paid amount, without interest or deductions. If a portion of the Reservation Premium is contractually retained by EN—for example, in cases where the Party voluntarily withdraws—only the refundable percentage shall be returned, calculated on a pro rata basis.

The City shall preserve the option to enter into Definitive Agreements with EN for the purchase of the City's allocated capacity at a price established in such Definitive Agreements. The City and EN each recognize the variable nature of power prices and agree to negotiate in good faith final pricing in such Definitive Agreements. In the event the Project achieves COD by such date, as extended, and the City does not enter into a power purchase agreement to purchase its allocated capacity, the Reservation Premium will be retained by EN. In the event EN gives notice to the City that it is no longer pursuing development due to failure of the EN Board of Directors to approve of the Project, EN shall then return the Reservation Premium in its entirety to the City.

In the event that the City pays the Reservation Premium and it is not returned for one of the named reasons above, the Reservation Premium shall act as a credit towards payment(s) due in the resulting Power Purchase Agreement. The application of such credit may be defined in the resulting Power Purchase Agreement.

6. Timing. Subject to Sections 2 and 10 herein, the Parties shall use commercially reasonable efforts and cooperate in good faith to negotiate, execute, and deliver mutually acceptable Definitive Agreements on or before the Longstop Date.

7. Due Diligence. During the Effective Period, the City shall be entitled to conduct, and EN shall fully cooperate with the City and will endeavor to facilitate, an in-depth due diligence review of the status and prospects for development, financing, construction, operation and performance of the Project and any matters relating thereto, including, but not limited to, the technical, construction, engineering, transmission and operation arrangements and agreements therefor, including reasonable access to the Project site for such purposes.

8. Access. During the Effective Period, EN shall, subject to reasonable advance notice from the City and to the coordination and schedule of the developer of the Project, afford City of Richland representatives the opportunity to perform on-site inspections of the Project's assets, during normal business hours.

9. Expenses. Each Party shall bear its own legal, accounting, consulting, regulatory, tax, and other professional fees and transaction costs, regardless of whether the Proposed Transaction is consummated.

10. Effective Period; Termination. This Letter of Intent shall remain in effect from the Effective Date until the earliest of: (a) the Longstop Date; (b) the date of execution of the Definitive Agreements; or (c) the termination of this Letter of Intent by the City at the sole discretion of the City at any time, effective upon written notice to EN (the "Effective Period"). Termination of this Letter of Intent by the City without execution and delivery of the Definitive Agreements will release EN from the exclusivity provisions of Section 2 hereof effective as of such termination, for that portion of the Project in which the City was interested, and EN shall, pursuant to Section 5, retain all Reservation Premium payments made to date. Notwithstanding the termination of this LOI, and except to the extent otherwise provided in this Section 10, Sections 5, 11 and 12 of this Letter of Intent shall remain binding on both parties.

11. Mutual Confidentiality. The preliminary understandings and negotiations between the Parties as it relates to the Proposed Transaction concerning the Project, and all materials, studies, documents, models, and other information thereto made available by EN to the City ("Confidential Information") shall be deemed to be confidential. Neither Party shall make use of the other's Confidential Information for purposes other than the performance of its obligations under this LOI or as required by law.

Each Party shall protect the other Party's Confidential Information by using the same degree of care as it uses to protect its own information of a like nature, but no less than a reasonable degree of care. Except as required by law, the receiving Party shall only disclose the Confidential Information to its employees or consultants who have a need to know such Confidential Information in order to perform its obligations under this LOI. Confidential Information shall not include any information that: (a) was rightfully known to a Party prior to disclosure by the other Party; (b) is rightfully obtained by a Party from a third Party; (c) is made available by the disclosing Party to the public without restrictions; (d) is disclosed lawfully without restriction; (e) is

independently learned by the recipient Party through legitimate means; or (f) is disclosed pursuant to any applicable laws, regulations, or order of a court of competent jurisdiction, or by the recipient in defense of a claim against the recipient. Except as required by either Party to comply with the Washington State Public Records Act, each Party will obtain prior written consent from the other Party before voluntarily disclosing any of the other Party's Confidential Information.

The City and EN are both subject to the Washington State Public Records Act ("PRA"), Revised Code of Washington ("RCW") 42.56, et seq. The Parties understand that information relating to price, agreement terms, and conditions cannot be regarded as proprietary under the PRA. Any record submitted to either Party is subject to the disclosure requirements of the PRA. In the event one Party receives a PRA request for information, data, or other material considered proprietary or confidential by the other Party, the receiving Party shall provide the other Party with timely written notice thereof. The non-receiving Party, at its sole expense, shall have the option to seek a protective order for the records in accordance with RCW 42.56.540 and shall assume the defense of the receiving Party's non-disclosure. The receiving Party shall provide a reasonable timeframe to allow the other Party to pursue judicial relief. If, as a result of any such judicial proceeding, a court or regulatory authority orders the disclosure of information or documents received by one Party from the other, both Parties shall agree to be bound by such order. Each Party shall hold harmless and indemnify the other from any liability associated with any action arising out of or in connection with the disclosure of either Party's non-exempt records. Neither Party shall be liable for any inadvertent public disclosure of information despite the exercise of reasonable care.

12. Governing Law. This Letter of Intent shall be governed by the laws of the State of Washington, without regard to principles of conflict of laws that would call for the application of any laws other than the laws of the State of Washington.

13. Counterparts. This Letter of Intent may be executed in several counterparts, each of which shall be deemed to be an original and all of which shall constitute one and the same instrument. The Parties acknowledge and agree that any document or signature delivered by PDF or other electronic transmission shall be deemed to be an original executed document for the purposes hereof, and such execution and delivery shall be considered valid, binding and effective for all purposes.

14. Effect of this Letter of Intent. This Letter of Intent is not an offer or a commitment on the part of the City or EN or EN SPV or any other affiliate of any of them to enter into the Proposed Transaction. The Parties understand that except as expressly set forth in this Letter of Intent, specifically Sections 2, 5, 11 and 12 hereof, this Letter of Intent constitutes a non-binding statement of the Parties' respective intentions with respect to the Proposed Transaction, does not contain all matters upon which agreement would need to be reached in order for the Proposed Transaction to be consummated, and therefore does not constitute a binding commitment or agreement with respect to the Proposed Transaction itself. Any transaction resulting from these discussions shall be contingent upon: (i) the negotiation and execution of the Definitive Agreements, which will contain customary provisions including those relating to indemnities, defaults, remedies for nonperformance, and credit support; and (ii) receipt of necessary or appropriate approvals, including, to the extent necessary or appropriate, those of the Richland City Council and the management and board of EN. No binding commitment shall arise prior to securing such

approvals, even if the Parties reach some understanding(s) or agreement(s) in principle. The closing of such transaction shall be contingent upon receipt of all required governmental approvals and such other conditions precedent to closing as shall be set forth in the Definitive Agreements. Any actions taken by a Party in reliance on the non-binding terms expressed herein or on statements made during negotiations pursuant to this Letter of Intent shall be at that Party's own risk, and this Letter of Intent shall not be the basis for a contract by estoppel, implied contract or any other legal theory. Notwithstanding the foregoing, the Parties acknowledge and agree that Sections 2, 5, 11 and 12 of the Letter of Intent create, and are intended to create, binding legal and contractual obligations of the Parties.

[Remainder of Page Intentionally Left Blank]

Draft

If the foregoing is satisfactory to you and reflects your understanding with respect to the matters referred to in this Letter of Intent, please sign and date the enclosed copy of this Letter of Intent where indicated below and return such copy, as so signed and dated, to the undersigned on or before August 1, 2025. If this Letter of Intent is not executed by EN and delivered to the City on or prior to November 1, 2025, it shall be null and void.

Very truly yours,

ENERGY NORTHWEST, INC.

By: _____

Name:

Title:

CITY OF RICHLAND

By: _____

Name: Jon Amundson, ICMA-CM

Title: Richland City Manager

Effective Date: _____



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 7/15/2025

Agenda Category: Resolutions - Adoption

Strategic Priority I - High Performance Government

Subject

Resolution No. 2025-103, Authorizing a Consultant Agreement with BPM LLP for Virtual Chief Information Security Officer Services

Department/Office

Administrative Services Department

Ordinance/Resolution Number

2025-103

Document Type

Resolution

Recommended Motion

Adopt Resolution No. 2025-103, authorizing the City Manager to sign and execute a consultant agreement with BPM LLP for virtual Chief Information Security Officer (vCISO) services.

Summary

In 2023, Council approved Resolution 2023-191 accepting two (2) grant awards totaling \$190,000.00 from the State and Local Cybersecurity Grant Program (SLGCP). The Washington State Military Department's Emergency Management Division received \$3,667,735.00 from the U.S. Department of Homeland Security as part of the Infrastructure Investment and Jobs Act (IIJA). The SLGCP provides an opportunity for the City to obtain funding to support its ongoing cybersecurity plan and improvements. One of the approved projects allocated \$90,000.00 for Virtual Chief Information Security Officer (vCISO) services.

Earlier this year, the City issued a Request for Proposal (RFP) following the City's competitive bidding requirements. A total of seventeen (17) firms submitted proposals, which were thoroughly evaluated based on experience, staff capacity, technical qualifications, and overall cost.

Following the review process, BPM LLP emerged as the most qualified service provider based on the evaluation criteria.

Staff recommends adoption of Resolution No. 2025-103.

Fiscal Impact

The agreement is valued at \$74,390 and will be fully funded by the State and Local Cybersecurity Grant Program (SLGCP) grant award.

Attachments

1. Resolution No. 2025-103
2. Consultant Agreement for Virtual Chief Information Security Officer (vCISO) Services with BPM LLP

RESOLUTION NO. 2025-103

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
AUTHORIZING A CONSULTANT AGREEMENT WITH BPM LLP
FOR VIRTUAL CHIEF INFORMATION SECURITY OFFICER
(VCISO) SERVICES.**

WHEREAS, the Washington State Military Department Emergency Management Division (EMD) received \$3,667,735 from the U.S. Department of Homeland Security as part of the Infrastructure Investment and Jobs Act (IIJA) to address cybersecurity risks and threats to information systems owned or operated by state, local and territorial governments; and

WHEREAS, the State and Local Cybersecurity Grant Program (SLCGP) provided an opportunity for the City of Richland to seek funding to support its ongoing cybersecurity plan; and

WHEREAS, the Cybersecurity and Infrastructure Security Agency (CISA) approved Washington's cybersecurity plan as required by the IIJA and prepared by the Washington State SLCGP Planning Committee; and

WHEREAS, the City of Richland submitted two (2) applications to the Washington State Military Department; and

WHEREAS, on September 1, 2023 and November 8, 2023, respectively, the City was notified that the Washington State Military Department approved the City's two grant submissions in the amounts of \$100,000 and \$90,000 for a total award amount of \$190,000 with no matching obligation; and

WHEREAS, on December 19, 2023, Richland City Council approved Resolution No. 2023-191, authorizing acceptance of the grant funds; and

WHEREAS, a competitive Request for Proposals (RFP) process was conducted in compliance with the City's purchasing policies to identify a consultant qualified to provide virtual Chief Information Security Officer (vCISO) services; and

WHEREAS, the City received seventeen (17) responses to the RFP; and

WHEREAS, BPM LLP emerged as the most qualified service provider based on the evaluation criteria.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Richland that the City Manager is authorized to sign and execute a consultant agreement with BPM LLP for virtual Chief Information Security Officer (vCISO) services in the amount of \$74,390.00.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately.

ADOPTED by the City Council of the City of Richland, Washington, at a regular meeting on the 15th day of July, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney



AGREEMENT BETWEEN CITY AND CONSULTANT

Virtual Chief Information Officer (vCISO) Services

This Agreement is entered into this _____ day of July, 2025 ("Effective Date") by and between the **City of Richland** ("**City**"), a Washington municipal corporation located at 625 Swift Blvd. Richland, WA 99352, and **BPM LLP** ("**Consultant**"), a foreign limited liability company with service at One California Street, Suite 2500, San Francisco, CA 94111. **City** and **Consultant** are referred to individually herein as a "Party" and collectively herein as the "Parties."

WITNESSETH:

1. SCOPE OF WORK

- a. Consultant shall furnish all services, labor and related equipment necessary to conduct and complete the work outlined in Exhibit A. In performing these services, Consultant shall at all times comply with all federal, state and local statutes, rules and ordinances applicable to the performance of such services. In addition, these services and all duties incidental or necessary therefore, shall be performed diligently and completely and in accordance with professional standards of conduct and performance. All services performed under this Agreement will be conducted solely for the benefit of the City and will not be used for any other purpose without written consent of the City.
- b. This Agreement consists of this Agreement and other documents listed below. These form the entire Agreement between the Parties, and are fully integrated into this Agreement as if stated or repeated herein. In the event of a conflict between documents, the order of precedence will be the order listed below. An enumeration of the Agreement documents is set forth below (mark all that apply):
 1. ☒ City of Richland Agreement No. _____
 2. ☒ Exhibit A: Scope of Work
 3. ☒ City Richland Solicitation No. RFP 25-0099
 4. ☒ Exhibit B: Solicitation No. RFP 25-0099 proposal response submitted by Consultant dated June 2, 2025.
 5. ☐ Additional Documents – N/A.

2. TIME FOR COMPLETION

Consultant shall not begin any work under the terms of this Agreement until authorized in writing by the City. Consultant agrees to use best efforts to complete all work described under this Agreement by December 31, 2025.

3. TERM

The term of this Agreement shall commence on the Effective Date identified above and end at midnight on December 31, 2025.

4. PAYMENT

- a. Services rendered by Consultant under this Agreement will be paid at the rate set forth in Exhibit A Scope of Work, but in no event shall the total compensation for services rendered under this Agreement exceed **Seventy four thousand nine hundred thirty dollars and zero cents (\$74,930.00)**, including all fees and those reimbursable expenses listed in Exhibit A.
- b. City shall pay Consultant for services rendered after receipt of a detailed invoice. Invoices not in dispute by the City will be paid net thirty (30) days and shall reference the contract number and/or purchase order applicable to the work. The invoice shall provide sufficient detail on the work being billed and include detailed receipts for any invoices.
- c. Partial payments to cover the percentage of work completed may be requested by Consultant. These payments shall not be more than one (1) per month.
- d. Pre-approved travel, meals and lodging will be reimbursed at cost and only when consultant travels at least 150 miles per one way trip. Reimbursable expenses are limited to the following: coach airfare, ground transportation (taxi, shuttle, car rental), hotel accommodations as provided below, personal or company vehicle use at the then-current federal mileage rate, and meals at the current federal per-diem meal allowance or up to the current federal per-diem with detailed receipts, no alcohol, and a 20% maximum gratuity.
 - i. Hotel accommodations: eligible lodging expenses include the room cost only; itemized receipts must be provided for hotel reimbursements.
 - ii. Hotel reimbursement is limited to the single room rate. If two or more consultants are sharing a room, reimbursement is allowable for only one consultant at the double room rate.
 - iii. The maximum reimbursement should be limited to the best discount rate available and allowable that meets traveler's business needs and basic needs for health, safety and cleanliness. Non-smoking rooms are authorized even if they are more expensive.
- e. Reimbursement for extra services/reimbursable expenses are not authorized under this Agreement unless detailed in the Scope of Work or agreed upon in writing as a modification to this Agreement.
- f. Consultant will allow access to the City, State of Washington, Federal Grantor Agency, Comptroller General of the United States, or any of their duly authorized representatives, to any books, documents, papers, and records which are directly pertinent to this Agreement for the purpose of making audit, examination, excerpts, and transcriptions. Unless otherwise provided, said records must be retained for three (3) years from the date of receipt of final payment. If any litigation, claim, or audit arising out of, in connection with, or relating to this Agreement is initiated before the expiration of the three-year period, the records shall be retained until such litigation, claim, or audit involving the records is completed.

5. INDEPENDENT CONTRACTOR

Consultant, and any and all employees of Consultant or other persons engaged in the performance of any work or services required of Consultant under this Agreement, are

independent contractors and shall not be considered employees of the City. Any and all claims that arise at any time under any Workers' Compensation Act on behalf of said employees or other persons while so engaged, and any and all claims made by a third party as a consequence of any act or omission on the part of Consultant's employees or other persons engaged in any of the work or services required to be provided herein, shall be the sole obligation and responsibility of Consultant.

6. OWNERSHIP OF DOCUMENTS

Any and all data, analyses, documents, photographs, plans, designs, drawings, specifications, surveys, films, documents, reports and other work products created, prepared, produced, constructed, assembled, made, performed, or otherwise produced by Consultant or Consultant's subcontractors for delivery to the City pursuant to this Agreement shall become the sole and absolute property of the City upon completion of the services and payment in full of all payment due to Consultant of the fees set forth in this Agreement. Such property shall constitute "work made for hire" as defined by the U.S. Copyright Act of 1976, 17 U.S.C. § 101, and the ownership of the copyright and any other intellectual property rights in such property shall vest in the City at the time of its creation. Ownership of the intellectual property includes the right to copyright, patent, and register, and the ability to transfer these rights. Material which Consultant uses to perform this Agreement but is not created, prepared, constructed, assembled, made, performed or otherwise produced for or paid for by the City is owned by Consultant and is not "work made for hire" within the terms of this Agreement. Consultant will ensure that all independent contractors have written agreements in place that transfers ownership of all Intellectual Property created by them or provided by them to the City.

The City may make or permit to be made any modifications to the plans and specifications without the prior written authorization of Consultant. The City agrees to waive any claim against Consultant arising from any unauthorized reuse of the plans and specifications, and to indemnify and hold Consultant harmless from any claim, liability or cost arising or allegedly arising out of any reuse of the plans and specifications by the City or its agent not authorized by Consultant.

7. TERMINATION

- a. This Agreement may be terminated by either Party upon thirty (30) days' written notice. In the event this Agreement is terminated by Consultant, the City shall be entitled to reimbursement of costs occasioned by such termination. In the event the City terminates this Agreement, the City shall pay Consultant for the work performed, which shall be an amount equal to the percentage of completion of the work as mutually agreed between the City and Consultant.
- b. If any work covered by this Agreement shall be suspended or abandoned by the City before Consultant has completed the assigned work, Consultant shall be paid an amount equal to the costs incurred up to the date of termination or suspension as mutually agreed upon between the City and Consultant.

8. AVAILABILITY OF RECORDS FOR PUBLIC INSPECTION

- a. As a public contract, all records prepared, generated or used by Consultant or its agents, employees and subcontractors relating to this Agreement and associated work (hereinafter "public records") may be subject to disclosure under the Washington State Public Record Act, Chapter 42.56 RCW.

- b. Contractor shall maintain and retain all such public records in a manner that is readily accessible for a minimum term of no less than three (3) years following completion of the contract work. City shall have the right to timely review all such public records upon request. Contractor shall provide copies of any public records requested by City within thirty (30) calendar days of City's request. If City requests that copies of public records be provided to City in an electronic format, said records shall be provided at no cost to City. If paper copies are requested by City, City shall pay \$.10 per page. Payment for paper copies shall be rendered to Consultant within twenty (20) calendar days of receipt.
- c. All records subject to a public disclosure request will be provided to a requester unless exempted from disclosure by law. The City's decision to exempt or redact any public record shall be based only upon valid exemptions that apply to the City. City will not refrain from disclosing any record under an exemption that may be personal to Consultant. In the event Consultant objects to release of any public record under this Agreement, Consultant may seek judicial approval to prevent such disclosure at Consultant's sole expense. City shall neither aid nor interfere with Consultant's request for an injunction to prevent disclosure of any public record under this Agreement.
- d. Consultant shall insert this provision in all contracts with subcontractors or agents providing services relating to this Agreement.

9. DISPUTE RESOLUTION

- a. The City and Consultant agree to negotiate in good faith for a period of thirty (30) days from the date of notice of all disputes between them prior to exercising their rights under this Agreement, or under law.
- b. All disputes between the City and Consultant not resolved by negotiation between the Parties may be arbitrated only by mutual agreement of the City and Consultant. If not mutually agreed to resolve the claim by arbitration, the claim will resolve by legal action.

10. DEBARMENT CERTIFICATION

Consultant certifies that neither Consultant nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participating in this contract by any federal or state department or agency. Further, Consultant agrees not to enter into any arrangements or contracts related to completion of the work contemplated under this Agreement with any party that is on the "General Service Administration List of Parties Excluded from Federal Procurement or Non-Procurement Programs" which can be found at:

www.sam.gov and <https://secure.lni.wa.gov/verify/>

11. VENUE, APPLICABLE LAW AND PERSONAL JURISDICTION

In the event that either Party deems it necessary to initiate a legal action to enforce any right or obligation under this Agreement, the Parties agree that any such action shall be initiated in the Superior Court of the State of Washington situated in Benton County. The Parties agree that all questions shall be resolved by application of Washington law, and that the Parties to such action shall have the right of appeal from such decision of the Superior Court in accordance with the laws of the State of Washington. Consultant hereby consents to the personal jurisdiction of the Superior Court of the State of Washington situated in Benton County.

12. ATTORNEY'S FEES

The Parties agree that should legal action be necessary to enforce any of the provisions of this Agreement, that the substantially prevailing Party will be awarded its reasonable attorney's fees and costs in action, including costs and attorney's fees on appeal if appeal is taken.

13. INSURANCE

Consultant shall procure and maintain for the duration of the Agreement insurance against claims for injuries to persons or damage to property which may arise from or in connection with the performance of the work hereunder by Consultant, its agents, representatives, or employees.

- a. No Limitation. Consultant's maintenance of insurance as required by this Agreement shall not be construed to limit the liability of Consultant to the coverage provided by such insurance, or otherwise limit the City's recourse to any remedy available at law or in equity.
- b. Minimum Scope of Insurance. Consultant shall obtain insurance of the types described below:
 1. Automobile Liability insurance covering all owned, non-owned, hired and leased vehicles. Coverage shall be written on Insurance Services Office (ISO) form CA 00 01 or a substitute form providing equivalent liability coverage.
 2. Commercial General Liability insurance shall be as least as broad as ISO occurrence form CG 00 01 and shall cover liability arising from premises, operations, stop-gap independent contractors and personal injury and advertising injury. The City shall be named as an insured under the Consultant's Commercial General Liability insurance policy with respect to the work performed for the City using an additional insured endorsement at least as broad as ISO CG 20 26.
 3. Workers' Compensation coverage as required by the Industrial Insurance laws of the State of Washington.
 4. Professional Liability, Errors or Omissions insurance appropriate to the Consultant's profession. Coverage shall be provided if Consultant is providing services under this Agreement as a licensed professional, including, but not limited to, engineers, architects, accountants, surveyors, and attorneys.
- c. Minimum Amounts of Insurance. Consultant shall maintain the following insurance limits:
 1. Automobile Liability insurance with a minimum combined single limit for bodily injury and property damage of \$1,000,000 per accident.
 2. Commercial General Liability insurance shall be written with limits no less than \$2,000,000 each occurrence, \$2,000,000 general aggregate.
 3. Professional Liability insurance shall be written with limits no less than \$1,000,000 per claim and \$1,000,000 policy aggregate limit.
- d. Other Insurance Provisions. Consultant's Automobile Liability and Commercial General Liability insurance policies are to contain, or be endorsed to contain that they shall be

primary insurance with respect to the City. Any insurance, self-insurance, or self-insured pool coverage maintained by the City shall be excess of Consultant's insurance and shall not contribute with it.

- e. Acceptability of Insurers. Insurance is to be placed with insurers with a current A.M. Best rating of not less than A:VII.
- f. Verification of Coverage. Consultant shall furnish the City with original certificates and a copy of the amendatory endorsements, including but not necessarily limited to, the additional insured endorsement, evidencing the insurance requirements of Consultant before commencement of the work.
- g. Notice of Cancellation. Consultant shall provide the City with written notice of any policy cancellation within two (2) business days of Consultant's receipt of such notice.
- h. Failure to Maintain Insurance. Failure on the part of Consultant to maintain the insurance as required shall constitute a material breach of contract, upon which the City may, after giving five (5) business days' notice to Consultant to correct the breach, immediately terminate the contract or, at its discretion, procure or renew such insurance and pay any and all premiums in connection therewith, with any sums so expended to be repaid to the City on demand, or at the sole discretion of the City, offset against funds due Consultant from the City.
- i. Public Entity Full Availability of Consultant Limits. If Consultant maintains higher insurance limits than the minimum shown above, the City shall be insured for the full available limits of the Commercial General and Excess or Umbrella liability maintained by Consultant, irrespective of whether such limits maintained by Consultant are greater than those required by this contract or whether any certificate of insurance furnished to the City evidences limits of liability lower than those maintained by Consultant.

14. INDEMNIFICATION / HOLD HARMLESS

- a. Consultant shall defend, indemnify, and hold the City, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses or suits including attorney fees, arising out of or resulting from the willful or negligent acts, or alleged willful or alleged negligent acts, errors or omissions of the Consultant or the Consultant's employees or agents in performance of this Agreement, except for injuries and damages caused by the sole negligence of the City.
- b. Should a court of competent jurisdiction determine that this Agreement is subject to RCW 4.24.115, then, in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the Consultant and the City, its officers, officials, employees, and volunteers, the Consultant's liability, including the duty and cost to defend, shall be only to the extent of the Consultant's negligence. It is further specifically and expressly understood that the indemnification provided herein constitutes the Consultant's waiver of immunity under Industrial Insurance, Title 51 RCW, solely for the purposes of this indemnification. This waiver has been mutually negotiated by the Parties. The provisions of this section shall survive the expiration or termination of this Agreement.

15. STANDARD OF CARE

The professional services will be furnished in accordance with the care and skill ordinarily used by members of the same profession practicing under similar conditions at the same time and in the same locality.

16. SUCCESSORS OR ASSIGNS

All of the terms, conditions and provisions hereof shall inure to the benefit of and be binding upon the Parties hereto, and their respective successors and assigns; provided, however, that no assignment of the Agreement shall be made without written consent of the non-assigning Party, which may be given in the non-assigning Party's sole discretion.

17. NOTICES

Any notices required under this Agreement will be in writing, addressed to the appropriate Party at the address which appears below (as modified in writing from time to time by such party), and given by electronic submission, by facsimile personally, by registered or certified mail, return receipt requested, or by nationally recognized overnight courier service. All notices shall be effective upon the date sent.

Purchasing Manager
City of Richland
625 Swift Blvd., MS-11
Richland, WA 99352
Email: purchasing@ci.richland.wa.us
Phone: (509) 942-7710

Contact Name: Joshua Schmidt
Name of Firm: BPM LLP
Address: 184 E. 11th Avenue, Suite 210
Address: Eugene, OR 97401
Email: jschmidt@bpm.com
Phone Number: 541-687-5222

18. EQUAL OPPORTUNITY AGREEMENT

Consultant agrees that Consultant will not discriminate against any employee or job applicants for work under this Agreement for reasons of race, sex, nationality, religious creed, or sexual orientation.

19. SEVERABILITY

If any provision of this Agreement conflicts with applicable law, or its application is found to be invalid by a court of competent jurisdiction, the remainder of this Agreement shall not be affected, and to this end, the terms of this Agreement are declared to be severable.

20. AMENDMENTS

All amendments must be in writing and be approved and signed by both Parties.

21. CHANGE IN LAW

The Parties hereto agree that in the event legislation is enacted or regulations are promulgated, or a decision of court is rendered, or any interpretive policy or opinion of any governmental agency charged with the enforcement of any such law or regulation is published that affects or may affect the legality of this Agreement or any part thereof or that materially and adversely affects the ability of either Party to perform its obligations or receive the benefits intended hereunder ("Adverse Change in Law"), then within fourteen (14) calendar days following written notice by either Party to the other Party of such adverse change in law, the Parties shall meet to negotiate in good faith an amendment which will carry out the original intention of the Parties to the extent possible. If, despite good faith attempts, the Parties cannot reach agreement upon an amendment within sixty (60) calendar days after commencing negotiation, then this Agreement may be terminated by either Party as of the

earlier of: (i) the effective date of the adverse change in law, or (ii) the expiration of a period of sixty (60) days following written notice of termination provided by one Party to the other.

22. CONFIDENTIALITY

In the course of performing under this Agreement, Consultant, including its employees, agents or representatives, may receive, be exposed to, or acquire confidential information. Confidential information may include, but is not limited to, patient information, contract terms, sensitive employee information, or proprietary data in any form, whether written, oral, or contained in any computer database or computer readable form. Consultant shall: i) not disclose or sell confidential information except as permitted by this Agreement; (ii) only permit use of such confidential information by employees, agents and representatives having a need to know in connection with performance under this Agreement; and (iii) advise each of its employees, agents, and representatives of their obligations to keep such information confidential.

23. CHANGES OF WORK

- a. When required to do so, and without any additional compensation, Consultant shall make such changes and revisions in the completed work of this Agreement as necessary to correct or revise any errors, omissions, or other deficiencies in the design, drawings, specifications, reports, and other similar documents which Consultant is responsible for preparing or furnishing under this Agreement.
- b. Should the City find it desirable for its own purposes to have previously satisfactorily completed work or parts thereof changed or revised, Consultant shall make such revisions as directed by the City. This work shall be considered as Extra Work and will be paid for as herein provided under Section 24, Extra Work.

24. EXTRA WORK

The City may desire to have Consultant perform work or render additional services within the general scope of this Agreement. Such work shall be considered as extra work and will be specified in a written supplement to this Agreement which will set forth the nature of the scope, schedule for additional work, additional fees and the method of payment. Work under a supplemental Agreement shall not proceed until authorized in writing by the City.

25. ENTIRE AGREEMENT

This Agreement contains the entire agreement of the Parties hereto and supersedes all previous understandings and agreements, written and oral, with respect to this transaction. Neither Party shall be liable to the other for any representations made by any person regarding the terms of this Agreement, except to the extent that the same are expressed in this Agreement.

26. AUTHORITY TO EXECUTE

Each person executing this Agreement on behalf of another person, corporation, partnership, company, or other organization or entity represents and warrants that he or she is fully authorized to so execute and deliver this Agreement on behalf of the entity or party for which he or she is signing. The Parties hereby warrant to each other that each has full power and authority to enter into this Agreement and to undertake the actions contemplated herein, and that this Agreement is enforceable in accordance with its terms.

27. COUNTERPART ORIGINALS

Execution of this Agreement and any amendment or other document related to this Agreement may be by electronic signature and in any number of counterpart originals, each of which shall be deemed to constitute an original agreement, and all of which shall constitute one whole agreement.

(Signature page to follow)

DRAFT

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first above written.

CITY OF RICHLAND

CONSULTANT

Jon Amundson, ICMA-CM
City Manager

Signature

Attest:

Printed Name

Jennifer Rogers, City Clerk

Title

Approved as to form:

Heather Kintzley, City Attorney

DRAFT

EXHIBIT A: Detailed Scope of Work

Exhibit A to follow

DRAFT

BPM Response to City of Richland RFP 25-0049

**City of Richland Request for
Virtual Chief Information Security Officer (vCISO) Services**

Submitted: June 2, 2025



BPM CyberSecurity Assessment Services
184 East 11th Avenue, Suite 210, Eugene, OR 97401
toll free (877) 328-7475 | local (541) 687-5222
jthomas@bpm.com

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A. PREFACE

Attachment A – RFP Signature Form and Addendum Acknowledgement

	City of Richland	Solicitation Number: RFP 25-0049
	Attachment A RFP Signature Form and Addendum Acknowledgement	

Virtual Chief Information Security Officer (vCISO) Services**ALL PROPOSERS COMPLETE THIS PAGE AND INCLUDE WITH SUBMITTAL:**

1. By submitting a response, the Proposer certifies that the Proposer has fully read and understands this RFP document and has full knowledge of the scope, nature, quantity, and quality of work to be performed; the detailed requirements of the services to be provided; and the conditions under which the services are to be performed.
2. The Proposer certifies that they have read and understand all terms and conditions of this solicitation.
3. By signing this document, the Proposer certifies that they have not, either directly or indirectly, entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free competitive bidding. If the City determines that collusion has occurred among the Proposers, none of the submittals from the participants of such collusion will be considered. The City's determination will be final.
4. The Proposer acknowledges that the person who signs below is fully authorized to sign on behalf of the firm listed and to fully bind the firm to all conditions and provisions thereof.
5. The Proposer acknowledges receipt of the following addenda: 1 through 3.

Respectfully submitted this 2nd day of June, 2025.

Name of Firm: BPM LLP

Address: 184 E 11th Avenue
Suite 210
Eugene, OR 97401

Signature: 

Name (Print): Joshua Schmidt

Title: Partner, Advisory

Email: jschmidt@bpm.com Phone: 541-687-5222

Attachment C – Debarment, Suspension, Ineligibility or Voluntary Exclusion Certification Form

Attachment C

RFP 25-0049

Debarment, Suspension, Ineligibility or Voluntary Exclusion Certification Form

NAME BPM LLP		Doing business as (DBA)	
ADDRESS One California Street, Suite 2500 San Francisco, CA 94111	Applicable Procurement or Solicitation #, if any: RFP 25-0049	WA Uniform Business Identifier (UBI)	Federal Employer Tax Identification #: 81-4234542
This certification is submitted as part of a request to contract.			

Instructions For Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion--Lower Tier Covered Transactions

READ CAREFULLY BEFORE SIGNING THE CERTIFICATION. Federal regulations require contractors and bidders to sign and abide by the terms of this certification, without modification, in order to participate in certain transactions directly or indirectly involving federal funds.

1. By signing and submitting this proposal, the prospective lower tier participant is providing the certification set out below.
2. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.
3. The prospective lower tier participant shall provide immediate written notice to the department, institution or office to which this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or had become erroneous by reason of changed circumstances.
4. The terms covered transaction, debarred, suspended, ineligible, lower tier covered transaction, participant, person, primary covered transaction, principal, proposal, and voluntarily excluded, as used in this clause, have the meaning set out in the Definitions and Coverage sections of rules implementing Executive Order 12549. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations.
5. The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is proposed for debarment under the applicable CFR, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.
6. The prospective lower tier participant further agrees by submitting this proposal that it will include this clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion--Lower Tier Covered Transaction," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
7. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not proposed for debarment under applicable CFR, debarred, suspended, ineligible, or voluntarily excluded from covered transactions, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the List of Parties Excluded from Federal Procurement and Non-procurement Programs.
8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business activity.
9. Except for transactions authorized under paragraph 5 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is proposed for debarment under applicable CFR, suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion--Lower Tier Covered Transactions

The prospective lower tier participant certifies, by submission of this proposal or contract, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this form.

Bidder or Contractor Signature: Joshua Schmidt

Date: June 2, 2025

Print Name and Title: Joshua Schmidt, Partner, Advisory

Current IRS Form W-9 for BPM LLP

Form W-9 (Rev. March 2024) Department of the Treasury Internal Revenue Service	Request for Taxpayer Identification Number and Certification Go to www.irs.gov/FormW9 for instructions and the latest information.	Give form to the requester. Do not send to the IRS.																																																		
Before you begin. For guidance related to the purpose of Form W-9, see <i>Purpose of Form</i> , below.																																																				
Print or type. See Specific Instructions on page 3.	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.) BPM LLP																																																			
	2 Business name/disregarded entity name, if different from above.																																																			
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. ☐ Individual/sole proprietor ☐ C corporation ☐ S corporation ☒ Partnership ☐ Trust/estate ☐ LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. ☐ Other (see instructions)																																																			
	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____ (Applies to accounts maintained outside the United States.)																																																			
	3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions ☐																																																			
	5 Address (number, street, and apt. or suite no.). See instructions. One California Street Suite 2500	Requester's name and address (optional)																																																		
	6 City, state, and ZIP code San Francisco, CA 94111	7 List account number(s) here (optional)																																																		
Part I Taxpayer Identification Number (TIN) Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see <i>How to get a TIN</i> , later. Note: If the account is in more than one name, see the instructions for line 1. See also <i>What Name and Number To Give the Requester</i> for guidelines on whose number to enter.																																																				
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Part II Certification Under penalties of perjury, I certify that: 1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and 2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and 3. I am a U.S. citizen or other U.S. person (defined below); and 4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct. Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.																																																				
Sign Here	Signature of U.S. person <i>Carl Sorboro</i>	Date 1/6/2025																																																		

B. EXECUTIVE SUMMARY

We are excited to convey our interest in partnering with City of Richland for vCISO consulting and related services. At BPM, the Cyber-IT team mission is to provide the most expert, unbiased, and comprehensive cybersecurity services available today, while maintaining the highest levels of integrity and ethical conduct. Our team is prepared to support in developing a structural approach to the identification, assessment, mitigation, and management of security risks across your organization's operations, assets, and systems.

At BPM, our team understands that the balance between security posture and organizational needs will differ by organization. We partner with your stakeholders for informed assessments that ensure meaningful, actionable results that fit your organization. When you engage the BPM Cyber-IT team, you can have confidence in an honest, independent assessment that will guide the development of your information security risk management program in a cost effective, best practices approach.

City of Richland's issuance of this Request for Proposals demonstrates a commitment to improving the security environment while providing a critical service, and we believe we can offer a unique and impartial assessment solution. We look forward to the opportunity to discuss how we can enhance your security resilience through our cybersecurity assessment services. Please do not hesitate to contact us should you have any questions or clarifications.

FIRM BACKGROUND

Founded in 1986 in the heart of California's Bay Area, BPM LLP has grown into one of the 35 largest public accounting and advisory firms in the United States. With over 1,200 professionals and more than 70 Partners that maintain 100% ownership of the firm, BPM delivers a full spectrum of assurance, tax, and advisory services to clients across a wide range of industries. The firm operates from offices along the U.S. West Coast and in Las Vegas, with international locations in Canada and London.

BPM's mission is to help people be successful in work and life by fostering an inclusive and empowering environment. Its vision is to fuel the potential of clients, colleagues, and communities by putting people first and striving to empower, innovate, and serve. As a Certified B Corporation, BPM is committed to using business as a force for good. The firm integrates environmental, social, and governance (ESG) principles into its operations and has been recognized for its leadership in diversity, equity, inclusion, and belonging (DEIB). It has earned accolades such as "Best CPA Firms for Women," "Best Firms for Equity Leadership," and consistent recognition on Forbes' "Best Tax and Accounting Firms" list.

BPM's service offerings span a wide array of specialties, including corporate and international tax, risk advisory (enterprise risk management, cybersecurity, compliance), business transformation, and outsourced accounting and HR services. The firm is particularly known for its work in sectors such as technology, life sciences, real estate, and financial services.

Strategic alliances, such as its partnership with AssurX to enhance cybersecurity and compliance solutions, reflect BPM's forward-thinking approach and dedication to innovation.

With a strong culture rooted in integrity, collaboration, and community engagement, BPM has been named a “Best Place to Work in the Bay Area” multiple times. Its people-centric philosophy ensures that no matter how large the firm grows, its commitment to clients, colleagues, and communities remains at the core of everything it does.

In July 2017, BPM expanded its cybersecurity and IT assurance capabilities by merging with Eugene, Oregon-based Info@Risk, Inc., a respected information security firm known for its comprehensive penetration testing and risk assessment services. Founded in 1998, Info@Risk had conducted over 1,200 penetration tests for clients across sectors including finance, healthcare, utilities, and government. The merger brought Info@Risk’s 20 employees under the BPM umbrella, enhancing BPM’s presence in the Pacific Northwest and integrating Info@Risk’s expertise into BPM’s Information Technology Audit and Compliance Practice. Since 2017 the Cyber-IT team has grown to over 30 employees and three Partners.

FIRM EXPERTISE

Located in Eugene, Oregon, our team has a long history of providing similar services to Cities, Municipalities, and other local government organizations over the course of our 25-year history. Over ten years ago our team was awarded an MSA contract by the State of Oregon to provide cybersecurity consulting services to any eligible public organization. Over the past 5 years BPM has worked with over 40 public entities including Cities, Counties, Utilities, and State Agencies. In addition, Eugene Partner in Charge Josh Schmidt and Senior Manager Ryan Ferran, have been presented numerous times at State and Local Government conferences such as Washington’s Association of County and City Information Systems (ACCIS) and the Oregon Association Government IT Managers (OAGITM) for their educational presentations about security. Session topics have included:

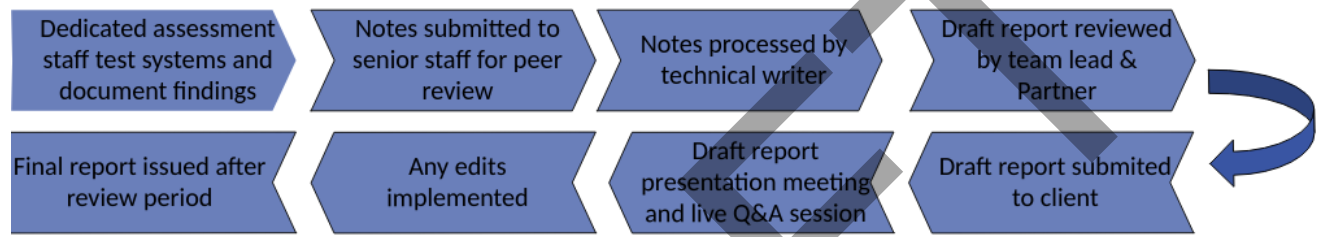
- What is Happening in the World of Hacking? (2020)
- How to harden your attack surface in the age of software vendor supply chain attacks (2021)
- The Rise of Email Compromise and Financial Fraud (2022)
- A Threat Actor’s View of Least Privilege (2023)
- What Modern Threat Actors Are Exploiting (2024)
- The Physical Cyber Gap (2025)
- Cybersecurity Lessons Learned: Key Takeaways of Government Assessments (2025)

We have provided a wide area of services to state and local government clients across four key disciplines:

Cybersecurity	IT	Compliance	Risk
Penetration Testing Social Engineering Physical Security Assessment OT/SCADA Assessment Web/Mobile Application Tests Application Architecture & Source Code Review Red & Purple Teaming Threat Hunting PCI and Vulnerability Scanning Configuration Assessments Tabletop Exercises (IR,BCP/DR)	Managed IT Managed Services Helpdesk Outsourced & co-sourced Tech Implementations Application Support Network Operations Center (NOC *) Security Operations Center (SOC *) PMO As a Service	Security Program Development Compliance Gap Analysis Compliance & Regulatory Preparation Security Best Practices Information Security Programs Policy Management ISO 2700x, NIST CSF, 800-53, 800-171, 800-30 FedRAMP, CMMC Prep.	Risk Assessments Enterprise Risk Management (ERM Advisory) Third Party Risk Management (TPRM Advisory & Management) Governance/Risk/Compliance (GRC Advisory & Management) Business Resiliency & Disaster Recovery

CONSULTANT TEAM

As the leader of the Cyber-IT team, I remain committed to providing our staff the best possible employment; our team has maintained over an 80% retention rate the past three years. As a contingency to ensure smooth client engagements in the event of unexpected staffing events, BPM has multiple people trained in each auditor/assessor role. Our staff schedule incorporates non-billable time for education, security research, and other tasks. This utilization model allows us to absorb unforeseen events and maintain engagement continuity on schedule and on budget. While each team member has areas of specialization and particular expertise, the Cyber-IT team's methodology requires rigorous peer review of all findings.



While BPM Cyber-IT performs over 85% of all delivery work with fulltime BPM employees, to balance business growth and team structure, BPM has a select few trusted subcontractors such as ZenSecured, which we have included within this proposal given their strengths in governmental vCISO engagement models.

REGIONAL OFFICES

BPM's nearest office to the City of Richland is in Bellevue Washington:

12600 SE 38th Street
Suite 245
Bellevue, WA 98006

This project will be managed out of BPM's Eugene Oregon office which is dedicated to cybersecurity consulting:

184 E 11th Avenue
Suite 210
Eugene, OR 97401
(541) 687-5222

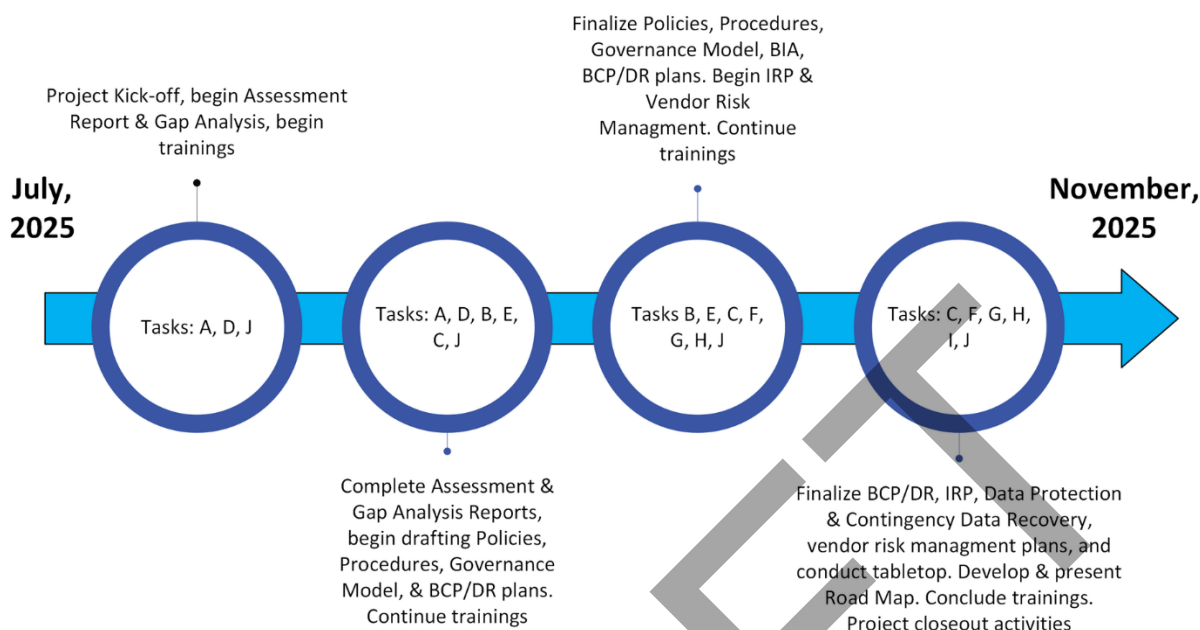
C. PROJECT APPROACH AND SCHEDULE

1. Work Plan

DELIVERABLES & POTENTIAL PITFALLS

Task	Deliverables	Potential Pitfalls & Hurdles
A	Cybersecurity Assessment Report with identified risks, gaps, and recommendations	City staff not available for interviews, requested documents or access not provided in a timely fashion.
B	Set of key IT Security Policies & Procedures including: data protection, access control, incident response, and endpoint security	City staff not available for interviews, requested documents or access not provided in a timely fashion.
C	- Business Impact Analysis - Disaster Recovery and Business Continuity Plans for system recovery, continuity of operations	City staff not available for interviews, requested documents or access not provided in a timely fashion.
D	- Gap Analysis of Current Technical Capabilities - Technical Report output from assessment tools, <i>e.g.</i> Vulnerability Scan Reports	City staff not available for interviews, requested documents or access not provided in a timely fashion.
E	Summary report detailing the current City governance model as compared/contrasted to industry standards	City staff not available for interviews, requested documents or access not provided in a timely fashion.
F	- Summary of current incident response capabilities - Documented protocol for detecting, responding to, and mitigating cyber incidents - Half-day or full-day Tabletop workshop	City staff not available for Tabletop exercise, 3 rd party vendors not accessible.
G	Developed and documented data protection strategy	City staff not available for interviews, delays in task C
H	Developed and documented vendor risk management and vetting plan	City staff availability, 3 rd party vendor participation
I	Multi-Year Cybersecurity Strategy & Roadmap	City leadership availability, delays in Tasks A-H
J	Weekly IT briefings, bi-monthly to monthly live executive trainings on relevant topics to the City and its current strategic goals	City staff availability to meet, <i>e.g.</i> PTO or workload
K	Regular project updates and meetings weekly or bi-weekly to ensure that all deliverables are on track	City staff availability to meet, <i>e.g.</i> PTO or workload

SEQUENCE OF TASKS



CITY STAFF ACTION ITEMS & INFORMATION REQUESTS

Action Items	Information Requests (Example Items)
- Vendor onboarding of BPM - Provision remote access for BPM staff - Provide requested documentation, diagrams, system information, vulnerability data - Identify key project stakeholders and any staff PTO during the engagement window - Coordinate staff availability for interviews - Detail all relevant vendor relationships	- Any existing security policies & procedures - Detailed IT documentation, network diagrams, system inventory, IT contracts - City staff organizational charts - Any prior security or risk assessment reports - Any existing vulnerability scan results - Any other items identified during the engagement

2. Methodology

PROJECT MANAGEMENT

BPM's approach to successful project delivery is aligned with Project Management Institute (PMI) PMBOK (Project Management Body of Knowledge) framework and structures a project delivery approach as a traditional waterfall, agile, or hybrid delivery model dependent on the project. This delivery will focus principally on the core process groups: Initiation, Planning, Execution, Monitoring/Control, & Closeout

Each of these process areas include discrete activities that work to ensure the scope, project schedule, stakeholders, budget and final deliverables meet the defined goals.

Project Management Tools

BPM utilizes a core set of common project tools that include:

- Microsoft Project
 - Scheduling, critical path, dependencies, tasks, owners
- Atlassian Jira/Confluence
 - Scheduling, critical path, dependencies, tasks, owners, project documentation management
- Box.com or SharePoint
 - Document & file sharing, collaboration

The toolset used is determined prior to project initiation and will be based on client need, access, and security standards. BPM has experience with additional systems and can adapt to client requirements as needed.

Project Communication

BPM will collaborate with the client to define and document a project communications strategy to ensure all participants and stakeholders are included in relevant meetings and communications. BPM's standard, recommended approach includes the following components:

- Real-time project dashboard status updates
 - Online, available to project team for viewing
- Weekly project team status meetings, delivered via Teams/Zoom - agenda items include:
 - Work Complete
 - Work Pending
 - Blocking items
 - Schedule – overall status
- Weekly status report, Project Dashboard snapshot – delivered via email
- Monthly Executive summary reports – via email
- Milestone meetings – key events:
 - Project kickoff
 - Requirements review and approval to start
 - Quality Assurance review
 - Closeout Review
- Ad-hoc meetings as required

RFP TASKS

Task A. Cybersecurity Assessment Report

Methodology: Our methodology for the comprehensive Cybersecurity Assessment Report begins by identifying core cybersecurity areas and controls that are common across all relevant frameworks (NIST, CIS controls, FISMA, COBIT as specified by the City). We then ensure that all remaining specific

requirements of each framework are met. The final report will clearly map findings and recommendations to specific controls and frameworks, providing the City with a clear understanding of its posture against these standards. This will involve a thorough review of existing documentation, interviews with key personnel, and an evaluation of current security practices.

Task B. IT Security Policies and Procedures

Methodology: To develop the IT Security Policies and Procedures, largely from scratch, we will start with the most fundamental policies common across all standards and industries (e.g., data protection, access control, incident response, endpoint security). Our process ensures these foundational policies cover all required frameworks (NIST CSF, CIS Controls) and compliance needs in a way that is meaningful and actionable to the City. We will then identify any remaining policies needed to meet all requirements. Crucially, we make all policies meaningful and actionable by gaining a deep understanding of the City's operations, capabilities, and other specific information from key stakeholders.

Task C. Disaster Recovery & Business Continuity Plan

Methodology: Given the City has not yet conducted a formal Business Impact Analysis (BIA) and requires DRP/BCP development for approximately 10 departments, our approach will commence with developing a BIA. This BIA will focus on identifying essential City systems, services, and their dependencies. The outputs of the BIA will then directly inform the creation of tailored Disaster Recovery and Business Continuity Plans, ensuring they address the most critical functions and establish appropriate recovery objectives.

Task D. Security Gaps Analysis Assessment

Methodology: For the Security Gaps Analysis Assessment, we will review the City's current tools and methods for identifying vulnerabilities, exploits, misconfigurations, and for the detection of anomalies and Indicators of Compromise (IoCs). We will then contrast these current capabilities against an appropriate target state for those tools and methods, suitable for an organization like the City of Richland. This analysis will involve non-intrusive vulnerability scanning of external and internal IPs, a review of network architecture diagrams, and configuration spot-checks of key security devices against best practices. We typically utilize industry-standard vulnerability scanners, security assessment platforms, and configuration analysis tools such as Tenable's Nessus Professional to support this process.

Task E. Security Governance Model

Methodology: To develop the Security Governance Model, our approach involves a thorough review of the City's current organization chart and conducting interviews with key personnel to understand existing decision-making pathways. We will work to determine current authority levels within the organization related to cybersecurity. Based on these findings and industry best practices, we will then make recommendations for a clear and effective governance structure that the City can successfully execute on, defining roles, responsibilities, and decision-making processes.

Task F. Incident Response Framework and Plan

Methodology: Our methodology for developing the new Incident Response Framework and Plan focuses first on understanding the City's existing capabilities (including qualified workforce, deployed security solutions, etc.) and available resources (such as third-party support, threat intelligence feeds, incident

response retainers like the existing Lumifi 24/7 MDR-SOC service). The plan will then detail phases for effective detection, response, and mitigation. To help validate the plan within the four-month engagement, we would propose and facilitate a half-day or full-day tabletop exercise with key City stakeholders after the plan is drafted.

Task G. Data Protection & Contingency Data Recovery Plan

Methodology: Our approach to the Data Protection & Contingency Data Recovery Plan involves understanding what data, systems, and services are currently covered by the City's backup, restoration procedures (using solutions like Veeam or equivalent), and contingency planning. We will then assess if these measures are meeting the needs and recovery objectives identified in the Business Impact Analysis (Task C). This will ensure the final plan is comprehensive and aligned with business priorities.

Task H. Vendor Risk Management & Vetting Plan

Methodology: To establish the Vendor Risk Management and Vetting Plan, we will first work to determine the nature and criticality of the City's vendors (Approximately 100 IT vendors, with a focus on <10 established enterprise software providers for existing integrations) by understanding their access levels to City systems/data, the information shared, and the services they provide. We will then develop a tiered risk assessment process that requires a shorter cadence and more detailed vetting in relation to the increasing nature and criticality of vendors. This will include creating tailored questionnaires and defining criteria for risk evaluation and ongoing monitoring.

Task I. Multi-Year Cybersecurity Strategy & Roadmap for the City

Methodology: Our process for creating the Multi-Year Cybersecurity Strategy & Roadmap involves synthesizing all findings from the preceding assessments and plans (Tasks A-H). We will then determine key areas of focus and propose the formal establishment of cybersecurity program initiatives as distinct projects, phased over multiple years. Each individual project within the roadmap would conclude upon that specific cybersecurity program initiative being fully operationalized within the City's environment, ensuring a structured and progressive enhancement of cybersecurity resilience.

Task J. Executive Cybersecurity Consultation & Training during the project period

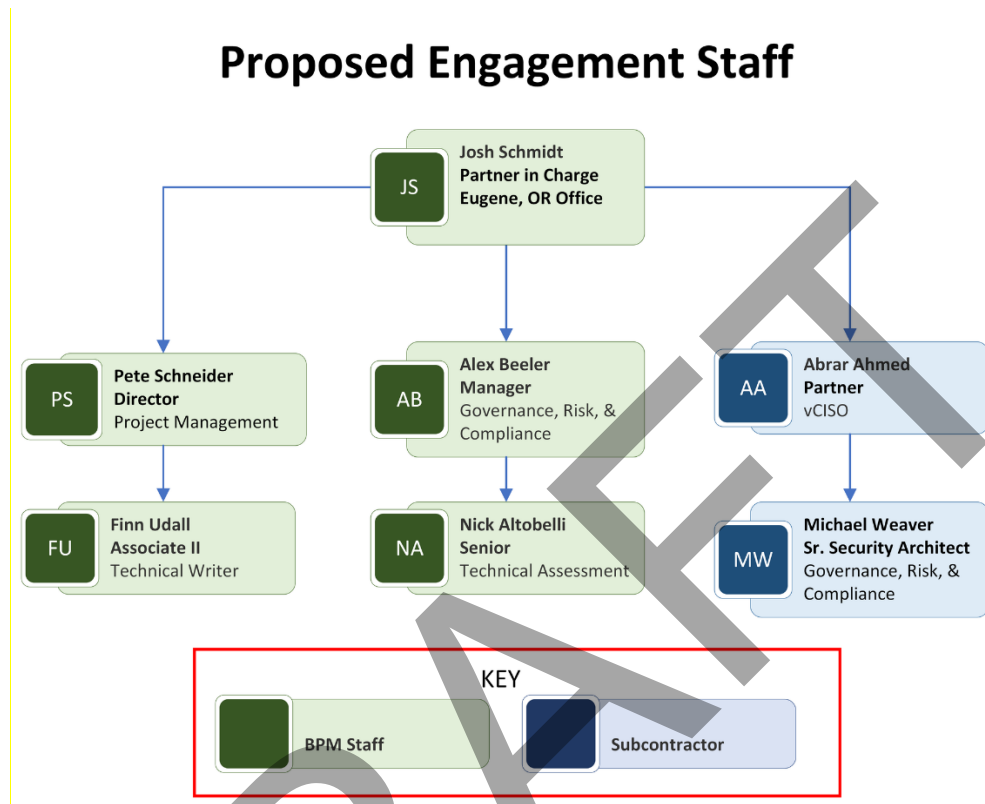
Methodology: The executive cybersecurity consultations (including weekly briefings for IT leadership) and training sessions will be tailored to match the highest priorities of the City and its current strategic goals, while also providing a clear understanding of desirable ultimate cybersecurity targets. The training provided will not only cover tactical challenges and best practices in risk management and compliance but will also arm the organization with knowledge on how to continue to mature its cybersecurity program independently beyond this engagement. We will structure content for weekly briefings to be concise and actionable, while other training sessions (at least two per month anticipated by the City) will allow for deeper dives into specific subjects.

Task K. vCISO Updates & Meetings

Methodology: As the vCISO, Abrar Ahmed will work closely with the City's IT leadership with regular updates and meetings. The cadence will be every one to two weeks to ensure that all deliverable progress aligns with the City's operational needs and regulatory requirements.

3. Team Organization

BPM's Cyber-IT practice is staffed with over 30 fulltime BPM staff members in addition to subcontractor partnerships; below is an organizational chart for the engagement staff proposed to City of Richland.



Name	Role	Budget Hours Assigned %	Other Billable Workload %
Josh Schmidt	Partner in Charge of Eugene, OR cybersecurity team, quality control for all deliverables.	5%	30%
Abrar Ahmed	Lead consultant oversight for all proposed tasks. Executive consulting, presentation, and delivery.	20%	40%
Pete Schneider	Lead project manager.	10%	50%
Michael Weaver	Primary delivery consultant.	50 %	25%
Nick Altobelli	Any additional technical assessment or validation needed <i>e.g.</i> vulnerability scans.	5%	80%
Alex Beeler	Quality control and backup delivery.	< 5%	80%
Finn Udall	Technical document editor.	5%	80%

Josh Schmidt

Partner, Advisory

Education & Certifications

- Computer Science, University of Oregon
- CJIS Certification, Level 4
- Certified Ethical Hacker (CEH)
- Certified Penetration Tester (CPT)

As the Partner in Charge of BPM's Eugene office, which is dedicated to cybersecurity, Josh actively manages the practice on day-to-day matters and is actively involved in all client relationships. Josh is a technical practitioner with over sixteen years of software development, IT, and offensive security experience. He leads a cutting-edge team of information security experts with a broad knowledge base and expansive experience conducting comprehensive penetration test engagements and security consultations for clients in government, financial, healthcare, commerce, and utility sectors. As the Partner in Charge of BPM's CyberSecurity Assessment (CSAS) team, Josh has expanded BPM's scope of services to keep up with the fast pace of cybersecurity threats. As a member of this team, Josh has personally conducted over 250 client engagements since joining the team in 2014 and actively provides oversight for all team projects.

Josh's technical background allows him to understand how systems are built and he has leveraged this ability to understand how to break into them. These defensive and offensive skills enable Josh to think like a malicious threat actor and convey real-world risk to audiences regardless of technical skill level. Since 2019 Josh has developed and presented security content at numerous IT conferences and security groups covering topics such as modern attack techniques, software supply-chain risks, and business email compromise.

Abrar Ahmed

Partner, vCISO

Education & Certifications

- Bachelor of Electrical Engineering, University of Portland, Portland, OR
- Certified Information Systems Security Professional (CISSP)
- CMMC Registered Practitioner

Abrar Ahmed is a seasoned cybersecurity executive and strategic advisor with over a decade of experience leading enterprise security transformations and aligning cybersecurity initiatives with business objectives. As Managing Partner and virtual Chief Information Security Officer (vCISO) at ZenSecured, Abrar partners with C-suite leaders to drive cyber resilience, regulatory compliance, and innovation in threat management.

Abrar's leadership is grounded in a deep understanding of risk management frameworks, including NIST, CMMC, and PCI-DSS. At ZenSecured, he has developed AI-powered threat detection systems, implemented third-party risk management programs, and negotiated FedRAMP-certified SOC partnerships to elevate security capabilities for SMBs. His work with municipalities has resulted in measurable improvements in cybersecurity posture through automation, external SOC integration, and awareness training.

Previously, Abrar founded and led IDGo, an authentication-as-a-service startup focused on eliminating credential-based threats. There, he architected a Zero Trust authentication platform using FIDO/WebAuthn, achieving SOC 2 Type II compliance and reducing social engineering attacks by over 95%. His leadership at AR Modular RF and SureID further highlights his ability to deliver board-level cybersecurity governance, implement Zero Trust architectures, and secure multimillion-dollar funding for strategic initiatives.

Abrar is based in Portland, Oregon, and is known for his collaborative leadership style, ability to simplify complex security challenges, and commitment to building secure, scalable, and user-friendly solutions.

Michael Weaver

Senior Security Architect

Education & Certifications

- B.S. Computer Science - ETSU, 2008
- Certified Information Systems Security Professional (CISSP)
- Certified Information Security Manager (CISM)
- Qualified Security Assessor (QSA)
- Payment Card Industry Professional (PCIP)

Experienced cybersecurity professional with 22 years of experience driving innovation and building high-performing teams across diverse industries. A proven track record of success in developing and implementing comprehensive security strategies that align with business objectives and protect critical assets.

- Strategic Planning
- Risk Management
- DevOps & Product Security
- Regulatory Compliance
- Incident Response Leadership
- Vulnerability & Threat Modeling
- Disaster Recovery & Business Continuity
- Security Architecture
- Customer Security Oversight
- Budgeting & Vendor Management
- Security Culture, Awareness, & Training
- Leadership & Strategy: Defined and implemented cybersecurity strategy for the organization, overseeing teams of up to 12 direct reports, and reporting on security posture and initiatives to the Board of Directors.
- Risk Management & Maturity: Expertise in NIST SP 800-30, COBIT, ISO/IEC 27005:2018, CMMC, C2M2, and risk assessments.
- Incident Response: Incident response leadership, advanced threat detection, containment, rapid response, forensics, recovery, communications, evidence collection, and coordination with legal counsel.
- Security Operations: Management of SOCs, proactive threat hunting, SIEM solutions, alert optimization, automation, MSSP management, and integration.
- Vulnerability Management: Proficiency with Qualys, Tenable, Rapid7, Tripwire, OpenVAS, Microsoft Defender.
- Application Security: DevSecOps, code reviews, Snyk, OWASP ZAP, and other SAST/DAST tools.
- Cloud Security: AWS, Azure, GCP, hybrid environments, and cloud security solutions.
- Compliance and Standards: GDPR, HIPAA, CCPA, FedRAMP, ISO 27000, NIST, CSA CCM, PCI, SOX, HIPAA, FFIEC, FISMA, NCUA, FINRA, NERC CIP, FERPA, CIS and audit leadership.
- Zero Trust: Designed and implemented Zero Trust architecture following CISA's Zero Trust Maturity Model 2.0. Expertise in Zscaler Zero Trust, Netskope, Palo Alto ZTNA, and Azure Entra ID.
- Network Security: Palo Alto Prisma, Cisco Firepower, Juniper SRX, SonicWall NSsp, FortiGate NGFW, Meraki, AWS firewalls, and Azure NSGs. Other various firewall, CASB, WAF, NAC, VPN, and IDS/IPS solutions.
- Endpoint Security: CrowdStrike, SentinelOne, Microsoft Defender, Sophos Intercept X, Trend Micro, Carbon Black, Bitdefender, Cylance, Huntress, Trellix, and McAfee.

Pete Schneider

PMO Director, Advisory

Education & Certifications

- PMP (Project Management Professional), Project Management Institute
- ITIL v3, Axelos
- Bachelor of Arts – BA, Xavier University
- Bachelors of Science – University of Cincinnati

Pete Schneider is a seasoned technology and operations leader with over two decades of experience in project and program management across diverse industries. At BPM, Pete established and leads a centralized Project Management Office, setting governance standards, defining KPIs, and managing a team of project managers across security, compliance, IT infrastructure, ERP, and data initiatives.

Pete's career reflects a consistent focus on transforming project delivery organizations into strategic business partners. His leadership spans roles at TTEC, where he directed security and compliance programs aligned with federal standards; Marxent Labs, where he scaled operations for growth in the VR/AR sector; and Logicalis US, where he unified national PMO functions and oversaw a \$190M services portfolio.

Earlier in his career, Pete held senior project management roles at Presidio, Accenture, and Kroger, where he led enterprise infrastructure projects, implemented portfolio management frameworks, and drove cross-functional team performance. His technical fluency includes Agile and Waterfall methodologies, FedRAMP, NIST, HIPAA, SOX, GDPR, and ITIL-based process management.

Pete holds a Bachelor of Science degree and certifications from PMI and ITIL. He is a recipient of multiple leadership and performance awards, including Project Manager of the Year and recognition for excellence in project delivery and coaching. A relationship-driven leader, Pete empowers teams, fosters continuous improvement, and consistently delivers high-impact results that align technology with business strategy.

Alex Beeler

Security Program Assessor

Education & Certifications

- B.A., University of Oregon
- Certified Information Systems Auditor (CISA)

Alex is a highly skilled and accomplished information security professional with over 10 years of experience as a consulting assessor and auditor. He has worked with hundreds of credit unions, banks, healthcare organizations, government agencies, utilities, and private companies, assessing and auditing their information security programs and performing risk assessments.

Alex is a Certified Information Systems Auditor (CISA) and has broad and deep experience with information security legislation, authoritative standards, and best practices, including FFIEC, NCUA, FDIC, HIPAA, FISMA, PCI, NIST, and ISO.

Nick Altobelli

Senior Technical Assessor

Education & Certifications

- B.S. Biology, University of Minnesota
- Certified Information Systems Security Professional (CISSP)
- Certified Ethical Hacker (CEH)

Nick has been working in Information Technology for over 15 years with over 8 years of experience focusing on cybersecurity. Much of the cybersecurity work has emphasized regulatory compliance and improving organizational security posture for clients. As a holder of a CISSP (Certified Information Systems Security Professional) certificate, Nick has a demonstrated breadth and depth of information security knowledge.

As a consultant, performing General IT Controls audits allows him to leverage both his red-team expertise from performing hundreds of penetration tests as well as his blue-team experience from working as a managed services provider and systems administrator building and maintaining scores of client networks.

Finn Udall

Technical Editor

Education & Certifications

- B.A. English, University of Mississippi
- IBM z/OS Pre-Apprenticeship

Finn Udall is a document preparation specialist at BPM where he has spent the past two years preparing high-quality client deliverables for the Cyber-IT team. Known for his precision and clarity, Finn plays a critical role in ensuring that technical reports and client-facing documents meet the firm's rigorous standards. His work supports cybersecurity assessments and other advisory services, and he is a trusted collaborator on high-stakes projects. His collaborative spirit and reliability have made him a go-to resource for colleagues seeking support on time-sensitive projects. In addition to his technical skills, Finn is appreciated for his calm demeanor and thoughtful communication style, which contribute to a positive and productive team environment.

Before joining BPM, Finn held administrative and editorial roles that honed his skills in document management and client communication. His background includes experience in both internal operations and external client service, equipping him with a well-rounded perspective on business documentation needs. Finn's academic foundation is rooted in the liberal arts, where he developed a strong command of written communication and analytical thinking—skills that continue to serve him well in his current role.

4. Project Schedule

This schedule provides a high-level overview. A more detailed Gantt chart would be developed during the project initiation phase, outlining specific task dependencies, resource assignments, and precise deliverable dates.

Assumed Project Duration: 4 Months (e.g., July 2025 - October 2025)

Total Estimated Hours: 340 (inclusive of Project Management time and Task K)

MONTH 1: FOUNDATION & ASSESSMENT FOCUS (JULY 2025)

- **Project Kick-off & Detailed Planning:**
 - Finalize project plan, communication protocols, and schedule regular meetings.
 - Initial information gathering and access provisioning.
- **A. Cybersecurity Assessment Report (Est. 40 hrs total):**
 - Begin intensive data collection, stakeholder interviews, and review of existing documentation.
 - Commence initial analysis of current security posture.
- **D. Security Gaps Analysis Assessment (Est. 35 hrs total):**
 - Begin technical reviews, vulnerability identification processes, and compliance checks against frameworks like NIST.
 - Coordinate with Task A for overlapping data needs.
- **J. Executive Cybersecurity Consultation & Training (Est. 20 hrs total - ongoing):**
 - Conduct initial briefings with IT leadership.
 - Schedule initial training sessions based on immediate needs or project overview.
 - Approximately 5 hours allocated for this month.

MONTH 2: FINALIZING ASSESSMENTS, POLICY & EARLY PLAN DEVELOPMENT (AUGUST 2025)

- **A. Cybersecurity Assessment Report:**
 - Complete analysis and draft the comprehensive assessment report with findings and prioritized recommendations.
 - Present draft report to stakeholders for initial feedback.
- **D. Security Gaps Analysis Assessment:**
 - Complete technical analysis and draft the detailed gaps analysis report.
 - Present draft report, highlighting specific vulnerabilities and non-compliance areas.
- **B. IT Security Policies and Procedures (Est. 15 hrs total):**
 - Begin drafting key security policies based on findings from Task A & D, and City requirements.
- **E. Security Governance Model (Est. 20 hrs total):**
 - Begin development of the security governance model through interviews and review of organizational structure.
- **C. Disaster Recovery & Business Continuity Plan (Est. 35 hrs total):**
 - Initiate the Business Impact Analysis (BIA) phase to identify critical systems and processes.
- **J. Executive Cybersecurity Consultation & Training (Ongoing):**
 - Continue regular briefings and conduct planned training sessions.
 - Approximately 5 hours allocated for this month.

MONTH 3: CORE PLAN DEVELOPMENT & DRAFTING (SEPTEMBER 2025)

- **B. IT Security Policies and Procedures:**
 - Finalize and present the set of IT security policies and procedures.
- **E. Security Governance Model:**
 - Finalize and present the security governance model.
- **C. Disaster Recovery & Business Continuity Plan:**
 - Complete the BIA.
 - Develop and draft the Disaster Recovery and Business Continuity Plans based on BIA outcomes.
- **F. Incident Response Framework and Plan (Est. 30 hrs total):**
 - Begin development of the incident response framework and plan, incorporating learnings from assessments.
- **G. Data Protection & Contingency Data Recovery Plan (Est. 30 hrs total):**
 - Begin development of data protection strategies and contingency data recovery plans, aligning with BIA.
- **H. Vendor Risk Management & Vetting Plan (Est. 20 hrs total):**
 - Begin development of the vendor risk management plan and vetting procedures.
- **J. Executive Cybersecurity Consultation & Training (Ongoing):**
 - Continue regular briefings.
 - Potentially conduct tabletop exercise for the draft Incident Response Plan (if time allows and included in scope).
 - Approximately 5 hours allocated for this month.

MONTH 4: FINALIZATION, STRATEGIC ROADMAP & CLOSEOUT (OCTOBER 2025)

- **C. Disaster Recovery & Business Continuity Plan:**
 - Finalize and present the DR & BCP documents.
- **F. Incident Response Framework and Plan:**
 - Finalize the incident response plan.
 - Conduct tabletop exercise if not already completed.
- **G. Data Protection & Contingency Data Recovery Plan:**
 - Finalize and present the data protection and contingency data recovery plans.
- **H. Vendor Risk Management & Vetting Plan:**
 - Finalize and present the vendor risk management plan.
- **I. Multi-Year Cybersecurity Strategy & Roadmap for the City (Est. 20 hrs total):**
 - Synthesize all project deliverables and findings.
 - Develop and present the multi-year cybersecurity strategy and implementation roadmap.
- **J. Executive Cybersecurity Consultation & Training (Ongoing):**
 - Conduct final briefings and training sessions, focusing on the strategic roadmap and ongoing cybersecurity maturity.
 - Approximately 5 hours allocated for this month.
- **Final Deliverable Submissions & Project Closeout Activities.**

5. Detailed cost breakdown

Proposed Services		
Service	Scope	Price
Task A. Cybersecurity Assessment Report	A detailed evaluation of our current security posture, identifying gaps and risks, with prioritized recommendations for improvement	\$11,390
Task B. IT Security Policies and Procedures	Development and formalization of key security policies, including data protection, access control, incident response, and endpoint security guidelines	\$5,100
Task C. Disaster Recovery & Business Continuity Plan	A structured plan outlining strategies for system recovery, continuity of operations, and resilience against cyber incidents	\$9,570
Task D. Security Gaps Analysis Assessment	Conduct a comprehensive evaluation of the City's cybersecurity environment to identify vulnerabilities and areas of non-compliance. This assessment will benchmark current practices against frameworks like NIST, covering network security, access controls, incident response, and data protection. A detailed report will outline security gaps, risks, and prioritized remediation recommendations	\$9,600
Task E. Security Governance Model	A framework defining roles, responsibilities, and decision-making processes for managing cybersecurity within the agency	\$5,500
Task F. Incident Response Framework and Plan	A documented protocol for detecting, responding to, and mitigating cyber incidents, including escalation procedures and communication plans	\$8,200
Task G. Data Protection & Contingency Data Recovery Plan	Development of a comprehensive data protection strategy, including backup and recovery plans using solutions such as Veeam or equivalent technologies. This plan will cover backup frequency, storage options, data restoration procedures, and contingency planning for data recovery	\$8,200
Task H. Vendor Risk Management & Vetting Plan	Develop a comprehensive Vendor Risk Management and Vetting Plan. This plan will establish procedures for assessing, approving, and continuously monitoring third-party providers and vendors, including existing enterprise software and future integrations. The plan will ensure vendors meet security and compliance requirements, with defined criteria for risk evaluation, ongoing assessments, and remediation measures	\$6,370
Task I. Multi-Year Cybersecurity Strategy & Roadmap for the City	A long-term strategic roadmap with phased implementation steps to strengthen cybersecurity resilience over time.	\$5,500
Task J. Executive Cybersecurity Consultation & Training during the project period	Periodic briefings and training sessions for IT leadership on risk management, compliance, and best practices in cybersecurity	\$5,500
Task K. vCISO Project Management and Update Cadence	The vCISO will work closely with the City's IT leadership with regular updates and meetings (weekly or bi-weekly preferred) to ensure that all deliverables align with the City's operational needs and regulatory requirements, providing both immediate security enhancements and a sustainable long-term strategy.	Included
Project Management	Project management resources for all engagement elements	Included
Total Cost:		\$74,930

6. Additional Information

At BPM, our team's mission is to provide the most expert, unbiased, and comprehensive information security, IT audit, and risk assessment services available today, while maintaining the highest levels of integrity and ethical conduct. The BPM Cyber-IT team has worked with entities throughout the United States and around the world. Many of our team's clients are repeat customers, with relationships stretching back to our beginning in 1998. We attribute these enduring relationships to three facts:

- our clients value the depth and comprehensive quality of our work
- our clients recognize that to truly manage risk, an unbiased assessment and remediation plan are a priority when choosing a vendor
- our clients seek a partnership with their impartial assessment vendor to guide them in making informed, risk-based decisions for their organization

Active Team Certifications

CISA: Certified Information Systems Auditor

CISSP: Certified Information Systems Security Professional

CDPSE: Certified Data Privacy Solutions Engineer

Information Technology Infrastructure Library (ITIL)

CSSA: Certified SCADA Security Architect

OSCP: Offensive Security Certified Professional

GAWN: GIAC Assessing and Auditing Wireless Networks

MCSE: Microsoft Certified Systems Engineer

CCNP & CCNA: Cisco Certified Network Professional/Associate

CompTIA: Security+, CompTIA Network+, PenTest+

PMP: Project Management Professional

OSWE: Offensive Security Web Expert

Notable Speaking Engagements

Northwest Public Power Association (NWPPA)

National Cooperative of Health Networks Association (NCHN)

Tribal Cybersecurity Summit

EnergySec

University of Oregon Cyber Resiliency Summit

ICS Cybersecurity Conference

IIA/ISACA Chicago IT Hacking Conference

Oregon Association of Government Information Technology Management (OAGITM)

Washington Association of County and City Information Systems (ACCIS)

D. RELATED PROJECT EXPERIENCE

1. Recent Experience

BPM has a long-standing history of collaboration with local government and public utilities. Our team was awarded an MSA by the State of Oregon to provide cybersecurity consulting services to any eligible public organization. Over the past 5 years BPM has worked with over 40 public entities, including Cities, Counties, Utilities, and State Agencies. Our services have included:

- Security program assessment
- Policy & procedure development
- Risk assessment
- Compliance gap-assessment
- Incident response planning
- Table top exercise
- Vulnerability assessment
- Penetration testing
- Physical security review
- Red team exercise

Related Clients (Past 5 Years)	
Classification	Client Count
Oregon Cities	10
Oregon and Washington Counties	6
Oregon State Agencies	8
Utilities (Power, Water, TelCo, ISP)	14



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 7/15/2025

Agenda Category: Expenditures - Approval

Strategic Priority 2 - Financial Sustainability

Subject

Expenditures from June 1, 2025 to June 30, 2025 for \$27,357,587.09 including Travel Checks Nos. 20793-20812, Accounts Payable Check Nos. 336779-337603, Accounts Payable Wire Nos. 10590-10629, Payroll Wires & ACH Nos. 14772-14836, Payroll Check Nos. 237606-237614, and Payroll Direct Deposits Nos. 251550003877-251810004672

Department/Office

Finance

Ordinance/Resolution Number

Document Type

Expenditures

Recommended Motion

Approve the expenditures from June 1, 2025 to June 30, 2025 in the amount of \$27,357,587.09.

Summary

Breakdown of Expenditures:

Travel Checks	20793-20812	\$21,815.95
Accounts Payable Checks	336779-337603	\$7,511,312.42
Accounts Payable Wires	10590-10629	\$13,167,890.84
Payroll Wires & ACH	14772-14836	\$3,543,504.15
Payroll Checks	237606-237614	\$23,036.32
Payroll Direct Deposits	251550003877-251810004672	\$3,090,027.41
TOTAL		\$27,357,587.09

Fiscal Impact

Total Disbursements: \$27,357,587.09

Attachments

1. Expenditure Summary
2. Travel Checks
3. Accounts Payable Checks
4. Accounts Payable Wires
5. Payroll Wires & ACH
6. Payroll Checks
7. Payroll Direct Deposits

Expenditure Summary - 6/1/2025 - 6/30/2025

AP-EXP-SUMMARY-001

Expenditure Breakdown Summary

	REPORT	START CHECK	END CHECK	CHECK COUNT	CHECK TOTALS	VOID AMT
Travel Checks	(AP-TRVLCHKS-001)	20793	20812	20	\$21,815.95	\$0.00
Accounts Payable Checks	(AP-CHKHIST-DETAIL-001)	336779	337603	825	\$7,511,312.42	\$20,112.47
Accounts Payable Wires	(AP-WIRENOS-001)	10590	10629	36	\$13,167,890.84	\$0.00
Payroll Wires & ACH	(PR-WIRESACH-001)	14772	14829	48	\$3,543,504.15	\$0.00
Payroll Checks	(PR-CHKHIST-DETAIL-001)	237606	237614	9	\$23,036.32	\$0.00
Payroll Direct Deposit		251550003877	251810004672	1581	\$3,090,027.41	\$0.00

\$27,357,587.09

AP Travel Checks - MUNIS 6/1/2025 - 6/30/2025

Travel Check Summary Information

CHECK DATE	START CHECK	END CHECK	CHECK KNT	CHECK TOTALS	VOID AMT
06/04/2025	20793	20799	7	\$10,703.60	\$0.00
06/11/2025	20800	20805	6	\$7,230.55	\$0.00
06/18/2025	20806	20807	2	\$1,326.20	\$0.00
06/25/2025	20808	20812	5	\$2,555.60	\$0.00
			20	\$21,815.95	\$0.00

Travel Check Detail Information

CHECK DATE	START CHECK	VOID	PAYEE	CHECK AMT	CHK COMMENT	VOID AMT	VOID COMMENT
06/04/2025	20793		MIKE ENNIS	\$1613.17	25-236 AWWA ACE 25	\$0.00	
06/04/2025	20794		ABRAHAM FANDRICH	\$2489.99	25-193 FTFC EAGLES CONFERENCE	\$0.00	
06/04/2025	20795		AIMEE FOURNIER-PLANTE	\$442.00	25-221 2025 SUMMER FORUM & TRA	\$0.00	
06/04/2025	20796		LENTZ, THOMAS JR	\$1435.20	25-124 CISCO LIVE INDUSTRY CON	\$0.00	
06/04/2025	20797		R. KIM LETTRICK	\$816.00	25-222 APCO SUMMER FORUM & AC	\$0.00	
06/04/2025	20798		SABIN, ANDREW	\$1953.62	25-192 FTFC EAGLES CONFERENCE	\$0.00	
06/04/2025	20799		JOSEPH SCHWARTZ	\$1953.62	25-194 FTFC EAGLES CONFERENCE	\$0.00	
06/11/2025	20800		JEREMY ATWOOD	\$1199.00	25-224 HEXAGON LIVE 2025	\$0.00	
06/11/2025	20801		CAMERON FANCHER	\$1395.00	25-091 FORCE SCIENCE CERTIFICA	\$0.00	
06/11/2025	20802		MITCHELL GANDY	\$1038.44	25-240 SWITCHGEAR WITNESS TEST	\$0.00	
06/11/2025	20803		MICHAEL MENDEZ	\$1159.00	25-223 HEXAGON LIVE 2025	\$0.00	
06/11/2025	20804		JOHN RABY	\$805.67	25-158 LRIS THE RIGHTS OF POLI	\$0.00	
06/11/2025	20805		GABE SMITH	\$1633.44	25-241 SWITCHGEAR WITNESS TEST	\$0.00	
06/18/2025	20806		RYAN DUNCAN	\$654.60	25-262 DATACON CONFERENCE	\$0.00	
06/18/2025	20807		CLINT WHITNEY	\$671.60	25-266 GRANT WORKSHOP FOR GRID	\$0.00	
06/25/2025	20808		LIGHTFOOT, GAVIN	\$460.00	25-163 ALA 2025 ANNUAL CONFERE	\$0.00	
06/25/2025	20809		CHRISTOPHER NULPH	\$460.00	25-103 ALA 2025 ANNUAL CONFERE	\$0.00	
06/25/2025	20810		SHAYNE NYBY	\$807.60	25-201 NWPPA QUALITY WORKER TR	\$0.00	
06/25/2025	20811		ALYSSA URETSKY-PRATT	\$460.00	25-164 ALA 2025 ANNUAL CONFERE	\$0.00	
06/25/2025	20812		CHRISTOPHER WAITE	\$368.00	25-187 ALA 2025 ANNUAL CONFERE	\$0.00	
				\$21815.95		\$0.00	

Accounts Payable Checks

6/1/2025 - 6/30/2025

CHECK DATE	CHECK NBR	VOID	VENDOR#	EMP VENDOR NAME	CHECK AMT	VOID AMT	WARRANT	COMMENT
06/03/2025	336779	P	10005	RON BEARDEMPHL	\$185.00	0	060325FP	MEDICARE PREMIUM/BEARDEMPHL
06/03/2025	336780	P	10014	JOHN S BOARDMAN	\$185.00	0	060325FP	MEDICARE PREMIUM/BOARDMAN
06/03/2025	336781	P	10180	CANFIELD, HARRY R	\$185.00	0	060325FP	MEDICARE PREMIUM/CANFIELD
06/03/2025	336782	P	10040	DANNY DOWNS	\$149.00	0	060325FP	MEDICARE PREMIUM/DOWNS
06/03/2025	336783	P	10085	JAMES P MULROY	\$185.00	0	060325FP	MEDICARE PREMIUM/MULROY
06/03/2025	336784	P	10086	DAVID MURRAY	\$172.00	0	060325FP	MEDICARE PREMIUM/MURRAY
06/03/2025	336785	P	10087	EDWARD A MYERS	\$185.00	0	060325FP	MEDICARE PREMIUM/MYERS
06/03/2025	336786	P	10820	OWEN, MICHAEL	\$176.00	0	060325FP	MEDICARE PREMIUM/OWEN
06/03/2025	336787	P	10533	JAMES POLLARD	\$185.00	0	060325FP	MEDICARE PREMIUM/POLLARD
06/03/2025	336788	P	10109	RODGERS, GARY H	\$185.00	0	060325FP	MEDICARE PREMIUM/RODGERS
06/03/2025	336789	P	10116	DONALD SIEMENS	\$185.00	0	060325FP	MEDICARE PREMIUM/SIEMENS
06/03/2025	336790	P	12440	MARK STRATTON	\$185.00	0	060325FP	MEDICARE PREMIUM/STRATTON
06/03/2025	336791	P	10673	TERRY THRALL	\$185.00	0	060325FP	MEDICARE PREMIUM/THRALL
06/03/2025	336792	P	10142	ROYAL WEST	\$285.50	0	060325FP	MEDICARE PREMIUM/WEST
06/03/2025	336793	P	10148	CRAIG E WILLIAMSON	\$151.00	0	060325FP	MEDICARE PREMIUM/WILLIAMSON
06/03/2025	336794	P	10103	KERI RANDALL BADGLEY	\$174.70	0	060325PP	MEDICARE PREMIUM/BADGLEY
06/03/2025	336795	P	10160	LAURIE VERN BATES JR	\$185.00	0	060325PP	MEDICARE PREMIUM/BATES
06/03/2025	336796	P	10855	BEDEN, LARRY	\$185.00	0	060325PP	MEDICARE PREMIUM/BEDEN
06/03/2025	336797	P	10169	DALE A BRUNSON	\$184.00	0	060325PP	MEDICARE PREMIUM/BRUNSON
06/03/2025	336798	P	10170	RANDY H CARPER	\$185.00	0	060325PP	MEDICARE PREMIUM/CARPER
06/03/2025	336799	P	10167	MIKE CASE	\$185.00	0	060325PP	MEDICARE PREMIUM/CASE
06/03/2025	336800	P	10029	MICHAEL CLEAVENGER	\$185.00	0	060325PP	MEDICARE PREMIUM/CLEAVENGER
06/03/2025	336801	P	10028	WILL J CLEAVENGER	\$185.00	0	060325PP	MEDICARE PREMIUM/CLEAVENGER
06/03/2025	336802	P	10038	LARRY COUCH	\$174.70	0	060325PP	MEDICARE PREMIUM/COUCH
06/03/2025	336803	P	10166	JAMES J DEMYER	\$185.00	0	060325PP	MEDICARE PREMIUM/DEMYER
06/03/2025	336804	P	10048	DOUGLAS D DRIVER	\$185.00	0	060325PP	MEDICARE PREMIUM/DRIVER
06/03/2025	336805	P	10165	JOHN M GANLEY	\$185.00	0	060325PP	MEDICARE PREMIUM/GANLEY
06/03/2025	336806	P	12445	JAMES GREG GILL	\$185.00	0	060325PP	MEDICARE PREMIUM/GILL
06/03/2025	336807	P	31042	JAMES B GOULD	\$185.00	0	060325PP	MEDICARE PREMIUM/GOULD
06/03/2025	336808	P	10251	HIGGINS, FRED C	\$183.00	0	060325PP	MEDICARE PREMIUM/HIGGINS
06/03/2025	336809	P	10271	SCOTT K LARSON	\$185.00	0	060325PP	MEDICARE PREMIUM/LARSON
06/03/2025	336810	P	10156	DAVID L LEWIS	\$259.00	0	060325PP	MEDICARE PREMIUM/LEWIS
06/03/2025	336811	P	10164	ROBERT MOORE	\$185.00	0	060325PP	MEDICARE PREMIUM/MOORE

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06/03/2025	336812	P	31512	JERALD S MORRELL	\$185.00	0	060325PP	MEDICARE PREMIUM/MORRELL
06/03/2025	336813	P	10117	DAVID W SPARKS	\$185.00	0	060325PP	MEDICARE PREMIUM/SPARKS
06/03/2025	336814	P	10119	WILLIAM TANNER	\$185.00	0	060325PP	MEDICARE PREMIUM/TANNER
06/03/2025	336815	P	10332	RANDAL L TAYLOR	\$259.00	0	060325PP	MEDICARE PREMIUM/TAYLOR
06/03/2025	336816	P	10163	GERALD D THOMAS	\$185.00	0	060325PP	MEDICARE PREMIUM/THOMAS
06/03/2025	336817	P	10800	ROY TURNER	\$185.00	0	060325PP	MEDICARE PREMIUM/TURNER
06/04/2025	336818	P	10000	KBL, INC.	\$536.04	0	0604251	CONTRACT MANUALS THAYER DR STR
06/04/2025	336819	P	31231	ABM INDUSTRIES INC	\$18,591.64	0	0604251	MULTIPLE FACILITIES - JANITORI
06/04/2025	336820	P	10838	GRIGG ENTERPRISES INC	\$90.18	0	0604251	TREE TEAM - TOOLS
06/04/2025	336821	P	32513	AIR-TIGHT WINDOWS & REMODELING LLC	\$1,148.00	0	0604251	1106 Sanford - Brewer - Window
06/04/2025	336822	P	11481	ALLIED ENVELOPE	\$660.68	0	0604251	Envelopes
06/04/2025	336823	P	10157	AMERIGAS	\$2,827.16	0	0604251	PROPANE REFILL
06/04/2025	336824	P	10644	ANIXTER INC	\$47,349.72	0	0604251	Devices-UG
06/04/2025	336825	P	10175	AT&T MOBILITY NATIONAL ACCOUNTS LLC	\$245.00	0	0604251	CELL TOWER/AREA SEARCH CASE #
06/04/2025	336826	P	10518	BEAVER BARK & ROCK	\$2,756.27	0	0604251	WWTP rock for blower bldg and
06/04/2025	336827	P	10207	BENTON COUNTY AUDITOR	\$34.00	0	0604251	Images
06/04/2025	336828	P	32636	TONA CADWELL	\$53.90	0	0604251	Mileage from Landfill May 2025
06/04/2025	336829	P	31446	CASCADE ENGINEERING INC.	\$41,923.42	0	0604251	96-Gallon Green Carts
06/04/2025	336830	P	10847	CERIUM NETWORKS INC	\$5,274.77	0	0604251	FORENSICS LAB NETWORK UPGRADE
06/04/2025	336831	P	10261	CITY OF RICHLAND	\$1,796.36	0	0604251	25-076 PETERSEN WSNIA CONF COE
06/04/2025	336832	P	10261	CITY OF RICHLAND	\$35,000.00	0	0604251	555 Lacy - COR WWTP - Aeration
06/04/2025	336833	P	10429	CODE PUBLISHING INC	\$408.72	0	0604251	MUNICIPAL CODE - WEB UPDATE
06/04/2025	336834	P	32712	SHANDI COE	\$38.00	0	0604251	25-138 COE ARIDE YAKIMA
06/04/2025	336835	P	11516	COLEMAN OIL COMPANY	\$60,306.71	0	0604251	FLEET GAS RESALE 05.19 - 05.25
06/04/2025	336836	P	10470	COMMERCIAL TIRE INC	\$824.03	0	0604251	NEW TIRES VEH#2401 WO#76934
06/04/2025	336837	P	999014	CONSERVATION REBATES	\$4,637.60	0	0604251	2685 Polar - Core Pwdr Coating
06/04/2025	336838	P	999014	CONSERVATION REBATES	\$1,820.00	0	0604251	1365 GWW - Uptown Antiques - L
06/04/2025	336839	P	11498	CORNELL LAB OF ORNITHOLOGY	\$434.00	0	0604251	1 YR SUBSCRIPT BIRDS OF THE WO
06/04/2025	336840	P	11526	CORWIN OF PASCO LLC	\$204,684.65	0	0604251	CAMERA VEH#2431 WO#76885
06/04/2025	336841	P	31801	CARLO D'ALESSANDRO	\$163.50	0	0604251	25-121 D'Alessandro NWPWI 2025
06/04/2025	336842	P	11044	EWING IRRIGATION PRODUCTS INC	\$4,554.48	0	0604251	RCC - IRR REPAIRS
06/04/2025	336843	P	32713	BLAKE FABBRI	\$38.00	0	0604251	25-148 FABBRI ARIDE YAKIMA
06/04/2025	336844	P	31170	HIS DIME, LLC	\$186.00	0	0604251	DECALS VEH#7193 WO#76719
06/04/2025	336845	P	10268	FEDERAL EXPRESS CORP	\$35.34	0	0604251	WWTP - Samples to Anatek Labs
06/04/2025	336846	P	10315	FERGUSON US HOLDINGS INC	\$1,047.60	0	0604251	STOCK - HVAC

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06/04/2025	336847	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$3,369.62	0	0604251	TELEPHONE 5/1/2025-5/31/2025 2
06/04/2025	336848	P	11585	GALLS, LLC	\$514.04	0	0604251	CHEVRON & NAME BAR RABY & HUPF
06/04/2025	336849	P	10050	GENERAL PACIFIC INC	\$9,156.45	0	0604251	Devices Tap Plug
06/04/2025	336850	P	31398	H.W. LOCHNER INC	\$10,693.96	0	0604251	SOUTH GWW INTERSECTION IMPROVE
06/04/2025	336851	P	32718	HANFORD MISSION INTEGRATION SOLUTIONS, LLC	\$953.31	0	0604251	HAMMER FACILITY USE - PUMP TRA
06/04/2025	336852	P	32125	HD SUPPLY INC	\$63.13	0	0604251	GOJO Hand Soap
06/04/2025	336853	P	32330	GARY B HEATON	\$1,530.00	0	0604251	RED MTN LEASE 06/01-06/30/25
06/04/2025	336854	P	11813	HERC RENTALS INC	\$1,038.09	0	0604251	WWTP - bobcat rental for plant
06/04/2025	336855	P	12200	HUGHES FIRE EQUIPMENT, INC	\$921.45	0	0604251	STEP VEH#5062 WO#76831
06/04/2025	336856	P	10063	JACOBS & RHODES INC	\$200.00	0	0604251	204 Center - Groce - HVAC Reba
06/04/2025	336857	P	32424	JUSTIFACTS CREDENTIAL VERIFICATION INC	\$3,011.56	0	0604251	2025 EMPLOYMENT BACKGROUND SER
06/04/2025	336858	P	31660	KELLEY CREATE CO	\$33.09	0	0604251	MAY COPIER CHARGES FOR PURCHAS
06/04/2025	336859	P	31660	KELLEY CREATE CO	\$2,821.52	0	0604251	COPIER SERVICES 05/17-06/16/25
06/04/2025	336860	P	31378	SOUTHWEST ANSWERING SERVICE INC	\$247.70	0	0604251	Answering Service May 2025
06/04/2025	336861	P	10071	KENNEWICK INDUSTRIAL & ELECTRICAL SUPPLY	\$1,140.02	0	0604251	Sprinklers
06/04/2025	336862	P	11667	KENWORTH SALES COMPANY	\$777.39	0	0604251	RETURN BRAK KIT VEH#3396 WO#76
06/04/2025	336863	P	32093	TONI LEHMAN	\$33.62	0	0604251	CORNHOLE COMPETITION TROPHIES
06/04/2025	336864	P	32092	LOOMIS ARMORED US LLC	\$1,394.16	0	0604251	ARMORED CAR SERVICE MAY 2025
06/04/2025	336865	P	10093	MCCURLEY INTEGRITY DEALERSHIPS, LLC	\$287.95	0	0604251	CONDENSOR, SEAL VEH#2436 WO#76
06/04/2025	336866	P	10462	MID COLUMBIA FORKLIFT INC	\$850.03	0	0604251	FORKLIFT RENTAL 5/5/25-5/9/25
06/04/2025	336867	P	32538	THE REDTAIL TEAM LLC	\$861.42	0	0604251	SHIRTS W/EMBROIDERY FOR LANDFI
06/04/2025	336868	P	32444	MIRIAM TECHNOLOGIES INC	\$1,288.10	0	0604251	WEBCHECK SERVICE MAY 2025
06/04/2025	336869	P	10557	N/S CORPORATION	\$4,005.02	0	0604251	SHOPS 300 - CARWASH - SPINNER
06/04/2025	336870	P	31674	P&F AUTOMOTIVE WAREHOUSE INC	\$3,145.93	0	0604251	MOUNTING KIT VEH#2564 WO#76814
06/04/2025	336871	P	30273	NORTHWEST EQUIPMENT SALES, INC	\$635.94	0	0604251	DEF TANK VEH#3383 WO#76955
06/04/2025	336872	P	10651	NORTHWEST PLAYGROUND EQUIPMENT INC	\$2,145.60	0	0604251	Howard Amon Music Playground R
06/04/2025	336873	P	10981	OIL RE-REFINING CO	\$212.00	0	0604251	Recycled Oil Hauled 5/29/2025
06/04/2025	336874	P	10357	OXARC INC	\$291.06	0	0604251	FLEET - REPAIR REGULATOR
06/04/2025	336875	P	31206	CI - PW LLC	\$38.01	0	0604251	WWTP water refill
06/04/2025	336876	P	10232	PERFECTION GLASS INC	\$366.00	0	0604251	803 Cottonwood - Dodsley - Win
06/04/2025	336877	P	31798	PERFORMANCE SYSTEMS INTEGRATION LLC	\$182.46	0	0604251	PROUT POOL - ANNUAL FIRE EXT I
06/04/2025	336878	P	12238	REXEL USA, INC	\$826.07	0	0604251	Bolts
06/04/2025	336879	P	30450	PONTIN, CHENEA	\$46.20	0	0604251	25-151 PONTIN CTO CERTIFICATIO
06/04/2025	336880	P	10879	PREMIER LANDSCAPING & DESIGN	\$1,076.13	0	0604251	PROUT POOL - CARBOY - ACID

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06/04/2025	336881	P	32273	PROCARE FOR YOU PLLC	\$1,683.50	0	0604251	PRE-EMP PHYS (7) & DOT PHYS (2
06/04/2025	336882	P	11994	PROFESSIONAL SALES AND SERVICE LC	\$560.41	0	0604251	SHORELINE COVER VEH#5053 WO#76
06/04/2025	336883	P	10047	R.D. OFFUTT COMPANY	\$2,276.29	0	0604251	AC VALVE CORE KIT VEH#6616 WO#
06/04/2025	336884	P	32515	JOSEPH POSTON	\$549.00	0	0604251	EMPLOYEE HEALTH & WELFARE - S.
06/04/2025	336885	P	10939	RETAIL LOCKBOX INC	\$3,253.04	0	0604251	UB PAYMENT PROCESSING MAY 2025
06/04/2025	336886	P	11076	RIO FOLTZ PLLC	\$40,701.30	0	0604251	PROSECUTION SERVICES FOR JUNE
06/04/2025	336887	P	11347	SANDY'S TROPHIES INC	\$35.72	0	0604251	NAME PLATE SLIDERS - KOE, ANDE
06/04/2025	336888	P	10397	STATE OF WASHINGTON	\$50,405.38	0	0604251	2025 WA DIGITAL LIB CONSORTIUM
06/04/2025	336889	P	10744	SENSKE LAWN & TREE CARE INC	\$1,341.20	0	0604251	WEED CONTROL SERVICES
06/04/2025	336890	P	31869	KRISTI SMITH	\$1,398.00	0	0604251	MAY 2025 FIREFIGHTERS SEC MONT
06/04/2025	336891	P	10536	SPRAGUE PEST SOLUTIONS	\$1,416.99	0	0604251	RANGE MONTHLY PEST CONTROL SER
06/04/2025	336892	P	31059	STELLA-JONES CORPORATION	\$45,251.27	0	0604251	Wood Poles
06/04/2025	336893	P	11256	STERICYCLE INC	\$10.36	0	0604251	MONTHLY SHARPS/BIOHAZARD WASTE
06/04/2025	336894	P	10393	STONEWAY ELECTRIC SUPPLY	\$624.12	0	0604251	CHITO - TRUCK TOOLS
06/04/2025	336895	P	32305	STUART C IRBY COMPANY	\$28,811.21	0	0604251	Devices-UG
06/04/2025	336896	P	10900	SUNBELT RENTALS INC	\$1,499.54	0	0604251	EQUIP RENTAL - COL PLAYFIELDS
06/04/2025	336897	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$2,327.15	0	0604251	NEW TIRES VEH#3405 WO#76901
06/04/2025	336898	P	10481	WEST PUBLISHING CORPORATION	\$2,570.09	0	0604251	ONLINE/SOFTWARE SUBSCRIPTION C
06/04/2025	336899	P	12054	TRANSPO GROUP USA, INC	\$58,208.00	0	0604251	Downtown Connectivity Design -
06/04/2025	336900	P	31958	TRUCKPRO HOLDING CORPORATION	\$88.74	0	0604251	EYE VEH#4145 WO#76928
06/04/2025	336901	P	30040	ULINE	\$469.90	0	0604251	WWTP - cooler, gloves
06/04/2025	336902	P	10130	UNION PACIFIC RAILROAD CO	\$3,462.33	0	0604251	UPRR Preliminary engineering S
06/04/2025	336903	P	10794	UNITED RENTALS INC	\$4,752.71	0	0604251	4 WEEK RENTAL FORKLIFT VARI RE
06/04/2025	336904	P	10106	US LINEN & UNIFORM	\$154.50	0	0604251	FLEET - SHOP APPAREL
06/04/2025	336905	P	10202	NORTHWEST ONE CALL SUBSURFACE WARNING SYSTEM	\$450.90	0	0604251	Locating Services May 2025
06/04/2025	336906	P	10937	VALMONT INDUSTRIES INC	\$83,129.41	0	0604251	POLES AND ARMS
06/04/2025	336907	P	10860	VERIZON COMMUNICATIONS INC	\$22,652.86	0	0604251	Verizon Wireless NASPO - May 2
06/04/2025	336908	P	11650	VERIZON WIRELESS SERVICES, LLC	\$155.00	0	0604251	CELL TOWER SEARCH CASE # 25-01
06/04/2025	336909	P	999003	WASTEWORCS REFUND	\$73.87	0	0604251	Refund overpayment of WW accou
06/04/2025	336910	P	999003	WASTEWORCS REFUND	\$23.77	0	0604251	Refund overpayment of WW accou
06/04/2025	336911	P	10059	WESTERN STATES EQUIPMENT COMPANY	\$125.99	0	0604251	TUBE VEH#7191 WO#76715
06/04/2025	336912	P	10147	WILBUR-ELLIS HOLDINGS II, INC	\$1,000.66	0	0604251	State Tournament Ball Field Pr
06/06/2025	336913	P	31231	ABM INDUSTRIES INC	\$824.67	0	0606251	STATION 71 - DEEP CLEAN DAY RO
06/06/2025	336914	P	10838	GRIGG ENTERPRISES INC	\$534.21	0	0606251	VANDALISM - SKATE PARK

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06/06/2025	336915	P	11213	ALTEC INDUSTRIES INC	\$1,209.46	0	0606251	REPLACE ROTATOR VEH#3325 WO#76
06/06/2025	336916	P	999004	AMB REFUND	\$825.36	0	0606251	AMBULANCE REFUND - INSURANCE O
06/06/2025	336917	P	32608	ANATEK LABS INC	\$125.00	0	0606251	WWTP lab samples
06/06/2025	336918	P	10644	ANIXTER INC	\$5,462.18	0	0606251	Pole Brackets, Guy Items
06/06/2025	336919	P	10547	ARBAUGH & ASSOCIATES INC	\$3,500.00	0	0606251	Contract Fees: May 2025 3,500.
06/06/2025	336920	P	31678	AT&T CORP	\$68.72	0	0606251	FAX LINES 04/22-05/21/25
06/06/2025	336921	P	999000	AUREF - Utility Customer Refunds	\$177.77	0	0606251	250 GAGE BLVD 2035
06/06/2025	336922	P	999000	AUREF - Utility Customer Refunds	\$177.57	0	0606251	326 GREENTREE CT 3
06/06/2025	336923	P	999000	AUREF - Utility Customer Refunds	\$98.88	0	0606251	2665 KINGSGATE WAY Apt D136
06/06/2025	336924	P	999000	AUREF - Utility Customer Refunds	\$117.11	0	0606251	2101 STEPTOE ST Apt 149
06/06/2025	336925	P	999000	AUREF - Utility Customer Refunds	\$96.54	0	0606251	2101 STEPTOE ST Apt 252
06/06/2025	336926	P	999000	AUREF - Utility Customer Refunds	\$98.98	0	0606251	455 BRADLEY BLVD Apt 313
06/06/2025	336927	P	999000	AUREF - Utility Customer Refunds	\$78.48	0	0606251	2665 KINGSGATE WAY Apt D336
06/06/2025	336928	P	999000	AUREF - Utility Customer Refunds	\$216.00	0	0606251	2149 SHASTA AVE
06/06/2025	336929	P	999000	AUREF - Utility Customer Refunds	\$1,415.35	0	0606251	350 HYDRANT METER
06/06/2025	336930	P	999000	AUREF - Utility Customer Refunds	\$348.73	0	0606251	1111 POMPANO CT
06/06/2025	336931	P	999000	AUREF - Utility Customer Refunds	\$105.88	0	0606251	303 GAGE BLVD 321
06/06/2025	336932	P	999000	AUREF - Utility Customer Refunds	\$488.20	0	0606251	363 HYDRANT METER
06/06/2025	336933	P	999000	AUREF - Utility Customer Refunds	\$28.81	0	0606251	705 WRIGHT AVE
06/06/2025	336934	P	999000	AUREF - Utility Customer Refunds	\$174.40	0	0606251	2665 KINGSGATE WAY Apt A302
06/06/2025	336935	P	999000	AUREF - Utility Customer Refunds	\$175.07	0	0606251	455 BRADLEY BLVD Apt 108
06/06/2025	336936	P	999000	AUREF - Utility Customer Refunds	\$225.00	0	0606251	3003 QUEENSGATE DR Apt 150
06/06/2025	336937	P	999000	AUREF - Utility Customer Refunds	\$172.81	0	0606251	2455 GEORGE WASHINGTON WAY H24
06/06/2025	336938	P	999000	AUREF - Utility Customer Refunds	\$136.46	0	0606251	3003 QUEENSGATE DR Apt 334
06/06/2025	336939	P	999000	AUREF - Utility Customer Refunds	\$91.59	0	0606251	250 GAGE BLVD 4047
06/06/2025	336940	P	999000	AUREF - Utility Customer Refunds	\$142.54	0	0606251	2105 PULLEN ST 2
06/06/2025	336941	P	999000	AUREF - Utility Customer Refunds	\$111.24	0	0606251	2513 DUPORTAIL ST Apt 315
06/06/2025	336942	P	999000	AUREF - Utility Customer Refunds	\$117.10	0	0606251	69 JADWIN AVE 23
06/06/2025	336943	P	999000	AUREF - Utility Customer Refunds	\$306.36	0	0606251	2737 JASON LOOP
06/06/2025	336944	P	999000	AUREF - Utility Customer Refunds	\$111.81	0	0606251	777 MCMURRAY ST 9
06/06/2025	336945	P	999000	AUREF - Utility Customer Refunds	\$1,466.60	0	0606251	340 HYDRANT METER
06/06/2025	336946	P	999000	AUREF - Utility Customer Refunds	\$50.69	0	0606251	2000 STEVENS DR 226
06/06/2025	336947	P	999000	AUREF - Utility Customer Refunds	\$132.97	0	0606251	1529 COLUMBIA PARK TRL Apt 316
06/06/2025	336948	P	999000	AUREF - Utility Customer Refunds	\$176.45	0	0606251	2500 GEORGE WASHINGTON WAY 116
06/06/2025	336949	P	999000	AUREF - Utility Customer Refunds	\$22.54	0	0606251	2602 SUNRAY AVE

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06/06/2025	336950	P	999000	AUREF - Utility Customer Refunds	\$155.96	0	0606251	777 MCMURRAY ST 6
06/06/2025	336951	P	999000	AUREF - Utility Customer Refunds	\$41.01	0	0606251	1209 PUTNAM ST
06/06/2025	336952	P	999000	AUREF - Utility Customer Refunds	\$71.09	0	0606251	2895 PAULING AVE Apt 246
06/06/2025	336953	P	999000	AUREF - Utility Customer Refunds	\$878.42	0	0606251	2513 DUPORTAIL ST Apt 210
06/06/2025	336954	P	999000	AUREF - Utility Customer Refunds	\$67.94	0	0606251	240 BATTELLE BLVD Apt 435
06/06/2025	336955	P	999000	AUREF - Utility Customer Refunds	\$29.15	0	0606251	99 CULLUM AVE
06/06/2025	336956	P	999000	AUREF - Utility Customer Refunds	\$175.82	0	0606251	455 BRADLEY BLVD Apt 305
06/06/2025	336957	P	999000	AUREF - Utility Customer Refunds	\$60.02	0	0606251	2555 DUPORTAIL ST E134
06/06/2025	336958	P	999000	AUREF - Utility Customer Refunds	\$144.12	0	0606251	2100 BELLERIVE DR GG78
06/06/2025	336959	P	999000	AUREF - Utility Customer Refunds	\$330.54	0	0606251	250 GAGE BLVD 2121
06/06/2025	336960	P	999000	AUREF - Utility Customer Refunds	\$167.67	0	0606251	1408 MARSHALL AVE
06/06/2025	336961	P	999000	AUREF - Utility Customer Refunds	\$95.37	0	0606251	850 AARON DR 115
06/06/2025	336962	P	999000	AUREF - Utility Customer Refunds	\$228.32	0	0606251	2455 GEORGE WASHINGTON WAY O28
06/06/2025	336963	P	10281	BENTON COUNTY	\$196,109.74	0	0606251	CUSTODY COSTS APRIL 2025
06/06/2025	336964	P	10010	BENTON FRANKLIN HEALTH DISTRICT	\$370.00	0	0606251	2025 POOL OPERATING PERMIT
06/06/2025	336965	P	10158	BENTON RURAL ELECTRIC ASSOCIATION	\$46.09	0	0606251	COLLINS RD RADIO TOWER 04/28/2
06/06/2025	336966	P	30346	NICK BLASDEL	\$157.00	0	0606251	Reimbursement for CDL Renewal
06/06/2025	336967	P	10546	BOUND TREE MEDICAL LLC	\$654.96	0	0606251	BLOOD GLUCOSE TEST STRIPS X2
06/06/2025	336968	P	31747	BRUCKNER TRUCK SALES INC	\$81.80	0	0606251	STORAGE TRAY VEH#3373 WO#76816
06/06/2025	336969	P	11356	C & E TRENCHING LLC	\$8,883.00	0	0606251	RCC Lift Pump #141-25
06/06/2025	336970	P	11685	CARDINAL HEALTH 130, LLC	\$1,545.03	0	0606251	RFES MEDICAL SUPPLIES
06/06/2025	336971	P	10847	CERIUM NETWORKS INC	\$47,200.09	0	0606251	Duo Sub 5-24-25 to 5-23-26 #QU
06/06/2025	336972	P	30045	CHARTER COMMUNICATIONS HOLDINGS, LLC	\$509.95	0	0606251	RFD - SPECTRUM INTERNET
06/06/2025	336973	VOID	10261	CITY OF RICHLAND	\$0.00	20090.2	0606251	VOID AFTER UPDATE 06/06/2025
06/06/2025	336974	P	10261	CITY OF RICHLAND	\$755.00	0	0606251	25-150 PRUNIER CTO CERTIFICATI
06/06/2025	336975	P	32003	CITY-COUNTY COMMUNICATIONS & MARKETING ASSOCIATION	\$845.00	0	0606251	ASSOCIATE MEMBERSHIP
06/06/2025	336976	P	11516	COLEMAN OIL COMPANY	\$5,336.90	0	0606251	LANDFILL - DYED, CLEAR DIESEL
06/06/2025	336977	P	10470	COMMERCIAL TIRE INC	\$2,580.19	0	0606251	NEW TIRES VEH#2551 WO#76944
06/06/2025	336978	P	11526	CORWIN OF PASCO LLC	\$330.47	0	0606251	BRAKE, ROTOR VEH#1225 WO#76976
06/06/2025	336979	P	11607	CUMMINS, INC	\$1,220.86	0	0606251	VALVES, RING VEH#3353 WO#76847
06/06/2025	336980	P	11663	D&D TELECOMMUNICATION PROPERTIES LLC	\$1,504.48	0	0606251	MAY 2025 - INSPIRATION POINT
06/06/2025	336981	P	31626	DE NORA HOLDINGS US INC	\$44,178.65	0	0606251	OSG Cell
06/06/2025	336982	P	32413	ARCHA RODNEY EMERSON	\$374.50	0	0606251	APRIL CLASS 10293 & DROP INS
06/06/2025	336983	P	31564	FNS COLLISION GROUP INC	\$8,022.96	0	0606251	REPAIR BODY DAMAGE VEH#2538 WO

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06/06/2025	336984	P	31584	GRAM NORTHWEST LLC	\$6,920.00	0	0606251	Chamna Park Cultural Resource
06/06/2025	336985	P	32125	HD SUPPLY INC	\$57.99	0	0606251	WWTP - dessicant for lab
06/06/2025	336986	P	32593	I.C. CONSULTING CORPORATION	\$2,430.00	0	0606251	SERVICES RENDERED IN MAY162-25
06/06/2025	336987	P	32171	BEATRIZ BAEZ	\$850.00	0	0606251	JANITORIAL SERVICES 05/01-05/3
06/06/2025	336988	P	32562	INTEGRATED SOLUTIONS CONSULTING CORP	\$5,000.25	0	0606251	HAZARD MITIGATION PLAN UPDATE,
06/06/2025	336989	P	10290	JIM'S PACIFIC GARAGES INC	\$854.89	0	0606251	RADIATOR, BELT, HOSE VEH#3313
06/06/2025	336990	P	10449	KING COUNTY DIRECTORS ASN PURCHASING DEPT	\$451,146.85	0	0606251	Howard Amon Park Playground Op
06/06/2025	336991	P	31660	KELLEY CREATE CO	\$2,707.40	0	0606251	Agreement 112-3056721-000: Xer
06/06/2025	336992	P	10262	LIFE ASSIST INC	\$1,942.20	0	0606251	RFD - MEDICAL SUPPLIES
06/06/2025	336993	P	10298	LN CURTIS & SONS	\$2,274.00	0	0606251	STA 75 - BAUER COMPRESSOR
06/06/2025	336994	P	10624	MACKAY SPOSITO LLC	\$3,594.50	0	0606251	192-25 HA New Playground Safet
06/06/2025	336995	P	11473	PATTI L MASON	\$387.80	0	0606251	MAY CLASS 10330, 10343
06/06/2025	336996	P	10093	MCCURLEY INTEGRITY DEALERSHIPS, LLC	\$40.96	0	0606251	BOLT, GASKET VEH#1206 WO#76960
06/06/2025	336997	P	11358	JO ANN MILLER	\$244.30	0	0606251	MAY CLASS 10258, 10270
06/06/2025	336998	P	10660	MILNE NAIL, POWER TOOL & REPAIR	\$259.08	0	0606251	WWTP - mounted ear muffs for h
06/06/2025	336999	P	10083	MONARCH MACHINE & TOOL CO INC	\$321.38	0	0606251	METAL VEH#6682 WO#76730
06/06/2025	337000	P	10263	NORCO INC	\$252.01	0	0606251	INVOICE FOR GLOVES UNABLE TO D
06/06/2025	337001	P	11132	WALLA WATER INC	\$967.65	0	0606251	2025 City-Wide On-Call Main. a
06/06/2025	337002	P	10357	OXARC INC	\$663.02	0	0606251	Nitrogen Rentals
06/06/2025	337003	P	32689	ABBEY PRUNIER	\$39.81	0	0606251	25-150 PRUNIER CTO CERTIFICATI
06/06/2025	337004	P	10102	PASCO RANCH AND HOME INC	\$32.63	0	0606251	WITT - INSOLES FOR BOOTS
06/06/2025	337005	P	10047	R.D. OFFUTT COMPANY	\$224.63	0	0606251	FILTERS VEH#6630 WO#76943
06/06/2025	337006	P	31754	THERESA RICHARDSON	\$20.00	0	0606251	MAYOR RICHARDSON - CHAMBER LUN
06/06/2025	337007	P	11005	DANA CAMARENA	\$1,733.20	0	0606251	MAY CLASSES 10397, 10409, 1064
06/06/2025	337008	P	999007	SEWALK REIMBURSEMENTS	\$2,789.33	0	0606251	706 Snowking St Refund
06/06/2025	337009	P	999007	SEWALK REIMBURSEMENTS	\$2,789.33	0	0606251	716 Snowking St Refund
06/06/2025	337010	P	31713	DYLAN STENSLAND	\$2,000.00	0	0606251	TUITION REIMB. JAN-APRIL 2025:
06/06/2025	337011	P	11256	STERICYCLE INC	\$65.75	0	0606251	RFD - MEDICAL WASTE SERVICE
06/06/2025	337012	P	10359	US LINEN & UNIFORM	\$1,429.13	0	0606251	2025 (COR)NHOLE CLASSIC EVENT
06/06/2025	337013	P	10961	TACOMA SCREW PRODUCTS INC	\$8.73	0	0606251	QUICK LINK VEH#6000 WO#76533
06/06/2025	337014	P	31735	MARQUES HARRER	\$10.87	0	0606251	PATCH REMOVAL - TCRA RECRUITS
06/06/2025	337015	P	30813	CLOUDBURST CONSULTING GROUP INC	\$7,349.00	0	0606251	SERVICES RENDERED FROM APR 1-A
06/06/2025	337016	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$114.82	0	0606251	TIRE CHANGE VEH#2492 WO#76953
06/06/2025	337017	P	32163	RONALD L BROOKS	\$317.13	0	0606251	INSTALL STEREO VEH#3372 WO#768

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06/06/2025	337018	P	31597	TRI CITIES TABLE TENNIS ASSOCIATION	\$971.60	0	0606251	MAY DROP INS
06/06/2025	337019	P	30040	ULINE	\$271.13	0	0606251	Tissue Dispenser
06/06/2025	337020	P	10243	URM STORES INC	\$321.80	0	0606251	Coffee Supplies for RCC
06/06/2025	337021	P	11003	WEST COAST FIRE & RESCUE	\$17,739.84	0	0606251	FD HOLMATRO RESCUE TOOLS
06/06/2025	337022	P	11846	WESTERN EQUIPMENT & IRRIGATION DISTRIBUTORS	\$146.51	0	0606251	HYD TUBE VEH#7172 WO#76917
06/06/2025	337023	P	10059	WESTERN STATES EQUIPMENT COMPANY	\$232.06	0	0606251	HOSE VEH#6682 WO#76730
06/06/2025	337024	P	12483	ZOLL MEDICAL SUPPLY	\$4,534.31	0	0606251	VENT REPAIR
06/11/2025	337025	P	10439	PYC LLC	\$362.48	0	0611251	RPD UNIFORM LAUNDRY MAY
06/11/2025	337026	P	10838	GRIGG ENTERPRISES INC	\$78.50	0	0611251	BADGER PARKING LOT - COLD PATC
06/11/2025	337027	P	32279	ALPHA POWER SYSTEMS INC	\$70,235.70	0	0611251	T-Bodies and T-Body Part Stock
06/11/2025	337028	P	10644	ANIXTER INC	\$25,148.83	0	0611251	Devices-UG
06/11/2025	337029	P	10537	APOLLO INC	\$326,595.15	0	0611251	HR Landfill Exp Ph 2 Early Sit
06/11/2025	337030	P	10317	APOLLO SHEET METAL INC	\$2,111.89	0	0611251	HVAC REPAIRS - SILLUSI
06/11/2025	337031	P	999000	AUREF - Utility Customer Refunds	\$108.50	0	0611251	1523 MAHAN AVE
06/11/2025	337032	P	12407	AVANTECH INC	\$2,312.19	0	0611251	SPECIAL PROJECTS ADVISOR CONSU
06/11/2025	337033	P	10275	BADGER METER INC.	\$587.47	0	0611251	Badger 4" & 6" Ultrasonic Mete
06/11/2025	337034	P	10518	BEAVER BARK & ROCK	\$157.51	0	0611251	SOIL
06/11/2025	337035	P	10001	BENTON CLEAN AIR AGENCY	\$2,354.00	0	0611251	ENG FEES FOR WWTP PERMIT
06/11/2025	337036	P	10009	COUNTY OF BENTON	\$696.85	0	0611251	CRIME VICTIMS BCDC MAY 25
06/11/2025	337037	P	10008	BENTON PUD	\$795.23	0	0611251	BADGER/SILLUSI UTILITIES 04/23
06/11/2025	337038	P	10158	BENTON RURAL ELECTRIC ASSOCIATION	\$3,320.13	0	0611251	KENNEDY BOOSTER STATION 385100
06/11/2025	337039	P	32072	BUDDERFLY INC	\$299.03	0	0611251	1033 GWW - Burger King - KE2 C
06/11/2025	337040	P	999013	BUSINESS LICENSE REFUNDS	\$100.00	0	0611251	REFUND BUSINESS LICENSE FEES -
06/11/2025	337041	P	31177	CENGAGE LEARNING, INC.	\$234.67	0	0611251	LIBRARY MATERIALS - LARGE PRIN
06/11/2025	337042	P	10597	CHARTER COMMUNICATIONS	\$154.11	0	0611251	CABLE SERVICES 05/30-06/29/25
06/11/2025	337043	P	30045	CHARTER COMMUNICATIONS HOLDINGS, LLC	\$339.98	0	0611251	RPD INTERNET ULTRA/STATIC IP T
06/11/2025	337044	P	30116	CHRISTENSEN INC	\$3,113.02	0	0611251	FLEET - DEF BULK, BULK 15W40 O
06/11/2025	337045	P	10135	CI SUPPORT LLC	\$48.94	0	0611251	FINANCE ONSITE WO#0335756-5/05
06/11/2025	337046	P	10261	CITY OF RICHLAND	\$3,881.79	0	0611251	UTILITIES 04/26-06/01/25
06/11/2025	337047	P	10261	CITY OF RICHLAND	\$22,112.08	0	0611251	WWTP - drop box hauling - May
06/11/2025	337048	P	10261	CITY OF RICHLAND	\$2,098.09	0	0611251	25-207 S. JACKSON MRSC TRAININ
06/11/2025	337049	P	31990	CLEARWATER CONSTRUCTION & MANAGEMENT LLC	\$27,887.27	0	0611251	WWTP RAS Pumps Upgrade (145-23
06/11/2025	337050	P	11516	COLEMAN OIL COMPANY	\$25,499.55	0	0611251	FLEET WEEKLY FUEL 06/02 - 06-0
06/11/2025	337051	P	10223	COLUMBIA RIGGING CORP	\$368.57	0	0611251	WINCH LINE CABLE & SWIVEL FOR

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06/11/2025	337052	P	12494	CONSOR NORTH AMERICA INC	\$12,317.00	0	0611251	WWTF AERATION BASIN #2 RETROFI
06/11/2025	337053	P	31562	KATHY DEE	\$309.40	0	0611251	MAY CLASS 10282
06/11/2025	337054	P	10453	DELTA HEATING & COOLING INC	\$11,617.84	0	0611251	1944 Pine - Fernandez - HVAC L
06/11/2025	337055	P	10801	DOMESTIC VIOLENCE SVCS OF BNTN & FRNKLN COUNTIES	\$888.50	0	0611251	DV ADVOCACY SERVICES MAY 2025
06/11/2025	337056	P	10753	ILLINOIS TOOL WORKS INC	\$450.41	0	0611251	END CAP, FILTER VEH#3354 WO#76
06/11/2025	337057	P	11762	ENTERPRISE HOLDINGS INC	\$583.23	0	0611251	25-057 RICHMAN, 25-150 PRUNIER
06/11/2025	337058	P	999017	EV CHARGING STATION REBATE	\$300.00	0	0611251	4073 Barbera - Hull - EV Chrg
06/11/2025	337059	P	11044	EWING IRRIGATION PRODUCTS INC	\$6,141.15	0	0611251	GALA PARK - FILTER AND IRR SUP
06/11/2025	337060	P	32174	FAIRBANK EQUIPMENT INC	\$39.95	0	0611251	SHOPS 100 - SPRAY EQUIPMENT MA
06/11/2025	337061	P	31170	HIS DIME, LLC	\$1,389.22	0	0611251	DECALS VEH#2571 WO#76974
06/11/2025	337062	P	10315	FERGUSON US HOLDINGS INC	\$661.63	0	0611251	1-100/BX- BLK NITR 6 MIL/2- RI
06/11/2025	337063	P	10203	W.W. GRAINGER, INC	\$1,164.27	0	0611251	Valve Kit
06/11/2025	337064	P	32106	H&L AUTO GLASS LLC	\$906.01	0	0611251	WINDSHIELD REPLACEMENT VEH#337
06/11/2025	337065	P	30005	INTERWEST TECHNOLOGY SYSTEMS INC	\$5,442.32	0	0611251	City Hall Camera Replacement N
06/11/2025	337066	P	32521	K&L GATES LLP	\$8,000.00	0	0611251	Federal Policy Representation
06/11/2025	337067	P	31660	KELLEY CREATE CO	\$291.65	0	0611251	Xerox Usage Charges Shops 100
06/11/2025	337068	P	11667	KENWORTH SALES COMPANY	\$965.19	0	0611251	AC HOSE VEH#3339 WO#76466
06/11/2025	337069	P	11199	LIBERTY LAWN & SAW SHOP	\$80.41	0	0611251	RATCHET VEH#6673 WO#76670
06/11/2025	337070	P	31741	DAWN MACDONALD	\$704.20	0	0611251	MAY CLASS 10318
06/11/2025	337071	P	30413	MAGNET FORENSICS LLC	\$11,720.30	0	0611251	2025 SMS MAGNET AXIOM (3)/OUTR
06/11/2025	337072	P	11103	FREMAREK INC	\$1,225.24	0	0611251	Parks Janitorial Items
06/11/2025	337073	P	10578	MIDWEST TAPE	\$7,219.41	0	0611251	LIB DATABASE - HOOPLA MAY 2025
06/11/2025	337074	P	32538	THE REDTAIL TEAM LLC	\$156.81	0	0611251	Carhartt Shirts Embroidered
06/11/2025	337075	P	10751	CAR WASH PARTNERS INC	\$1,757.40	0	0611251	FLEET - DEPT CAR WASHES
06/11/2025	337076	P	10083	MONARCH MACHINE & TOOL CO INC	\$133.95	0	0611251	METAL VEH#6000 WO#76533
06/11/2025	337077	P	30088	NCR PAYMENT SOLUTIONS CORPORATION	\$317.50	0	0611251	MERCHANT SERVICE CHARGES MAY 2
06/11/2025	337078	P	12470	OVERDRIVE INC	\$3,699.28	0	0611251	LIBRARY MATERIALS - EBOOK/AUDI
06/11/2025	337079	P	31206	CI - PW LLC	\$85.77	0	0611251	Water for Landfill 6/3/25
06/11/2025	337080	P	10971	PARAMOUNT COMMUNICATIONS INC	\$14,123.15	0	0611251	2025 Fiber Repairs, Contract #
06/11/2025	337081	P	11994	PROFESSIONAL SALES AND SERVICE LC	\$338,312.44	0	0611251	2024 FORD F550 W/HORTON 603 TY
06/11/2025	337082	P	10653	PROQUEST LP	\$2,260.35	0	0611251	LIBRARY DATABASE - ANCESTRY LI
06/11/2025	337083	P	32304	RAD TOWING INC	\$567.53	0	0611251	RPD TOW CHARGE CASE # 25-01838
06/11/2025	337084	P	10047	R.D. OFFUTT COMPANY	\$3,313.74	0	0611251	FUEL CAP VEH#7180 WO#77010
06/11/2025	337085	P	10239	CLEARWATER TECH LLC	\$760.90	0	0611251	2025 CITY-WIDE PLUMBING SERVIC

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06/11/2025	337086	P	11488	RWC INTERNATIONAL LTD	\$79.31	0	0611251	BELT VEH#3353 WO#76847
06/11/2025	337087	P	31544	RYCOM INSTRUMENTS INC	\$1,569.56	0	0611251	TRACEABLE RODDER PIPETRACK FOR
06/11/2025	337088	P	11098	SCHINDLER ELEVATOR CORPORATION	\$165.09	0	0611251	JUNE CHAIR LIFT INSPECTION 110
06/11/2025	337089	P	12003	SHI INTERNATIONAL CORP	\$4,412.35	0	0611251	ADOBE ACROBAT PRO DC RENEWAL
06/11/2025	337090	P	31817	SPEAKWRITE LLC	\$679.43	0	0611251	RPD TRANSCRIPTION SERVICES MAY
06/11/2025	337091	P	32547	SPECIALIZED PAVEMENT MARKING LLC	\$4,906.95	0	0611251	2024 Citywide Striping, CONTRA
06/11/2025	337092	P	10961	TACOMA SCREW PRODUCTS INC	\$158.09	0	0611251	FLEET - SHOP SUPPLIES - PAPER
06/11/2025	337093	P	11166	TAPANI INC	\$227,780.85	0	0611251	Tapteal 2 Truman Ave Pump Stat
06/11/2025	337094	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$2,117.41	0	0611251	FLAT REPAIR VEH#3396 WO#77001
06/11/2025	337095	P	10122	TRAFFIC SAFETY SUPPLY CO INC	\$1,854.75	0	0611251	1 SEALER GUN/7- PREMARK, BIKE
06/11/2025	337096	P	10106	US LINEN & UNIFORM	\$227.15	0	0611251	RPD TOWEL DELIVERY 5/27/25
06/11/2025	337097	P	10860	VERIZON COMMUNICATIONS INC	\$200.17	0	0611251	Verizon M2M Lifepack - May 202
06/11/2025	337098	P	10860	VERIZON COMMUNICATIONS INC	\$23,348.97	0	0611251	City Cellular Phones NASPO - A
06/11/2025	337099	P	11802	TRI CITIES VISITOR & CONVENTION BUREAU	\$97,390.56	0	0611251	VISIT TRI-CITIES CONTRACT DUES
06/11/2025	337100	P	10469	WASHINGTON STATE DEPARTMENT OF TRANSPORTATION	\$39,998.18	0	0611251	REIMBURSEMENT DOT FOR FREIGHT
06/11/2025	337101	P	32462	CHRISTOPHER WAITE	\$73.90	0	0611251	25-051 WAITE DIRECTORS SCHOOL
06/11/2025	337102	P	10173	WASHINGTON STATE TREASURER	\$44,721.80	0	0611251	05/25 FINES & FORFEITURES BC
06/11/2025	337103	P	31462	WELLABLE LLC	\$450.00	0	0611251	WELLNESS CHALLENGE PLATFORM #3
06/11/2025	337104	P	10059	WESTERN STATES EQUIPMENT COMPANY	\$115.44	0	0611251	STRUT VEH#7189 WO#76992
06/11/2025	337105	P	10414	WILDLANDS INC	\$6,555.00	0	0611251	45 Plantings Per Contract #153
06/11/2025	337106	P	32706	WILLIG, WILLIAMS & DAVIDSON	\$125.00	0	0611251	LRIS PREMIUM ANNUAL PODCAST SU
06/13/2025	337107	P	10000	KBL, INC.	\$213.99	0	0613251	Contract Manuals
06/13/2025	337108	P	31231	ABM INDUSTRIES INC	\$4,432.35	0	0613251	PROUT POOL - JANITORIAL - MAY
06/13/2025	337109	P	10838	GRIGG ENTERPRISES INC	\$904.40	0	0613251	PROUT POOL - FACILITY MAINT
06/13/2025	337110	P	32626	ALL SERVICE ASPHALT LLC	\$78,615.52	0	0613251	McMurray Pathway Reconstructio
06/13/2025	337111	P	11492	ALS GROUP USA CORP	\$1,751.00	0	0613251	WWTP - Bio Solids Annual Testi
06/13/2025	337112	P	32677	AMIE PETERSON	\$5,051.56	0	0613251	5/15/25 WELLNESS SERVICES - CO
06/13/2025	337113	P	999000	AUREF - Utility Customer Refunds	\$159.58	0	0613251	650 GEORGE WASHINGTON WAY Apt
06/13/2025	337114	P	999000	AUREF - Utility Customer Refunds	\$98.12	0	0613251	1900 STEVENS DR 209
06/13/2025	337115	P	999000	AUREF - Utility Customer Refunds	\$34.13	0	0613251	2100 BELLERIVE DR N164
06/13/2025	337116	P	999000	AUREF - Utility Customer Refunds	\$64.60	0	0613251	1307 SANFORD AVE
06/13/2025	337117	P	999000	AUREF - Utility Customer Refunds	\$34.21	0	0613251	1529 COLUMBIA PARK TRL Apt 341
06/13/2025	337118	P	999000	AUREF - Utility Customer Refunds	\$2.31	0	0613251	1770 LESLIE RD 101
06/13/2025	337119	P	999000	AUREF - Utility Customer Refunds	\$121.26	0	0613251	1930 LASSEN AVE

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06/13/2025	337120	P	999000	AUREF - Utility Customer Refunds	\$161.69	0	0613251	133 SPRING ST
06/13/2025	337121	P	999000	AUREF - Utility Customer Refunds	\$196.59	0	0613251	2695 MAIDSTONE ST
06/13/2025	337122	P	999000	AUREF - Utility Customer Refunds	\$274.31	0	0613251	1104 WILLARD AVE
06/13/2025	337123	P	999000	AUREF - Utility Customer Refunds	\$257.70	0	0613251	1210 COVINA CT
06/13/2025	337124	P	999000	AUREF - Utility Customer Refunds	\$104.77	0	0613251	913 SANFORD AVE
06/13/2025	337125	P	999000	AUREF - Utility Customer Refunds	\$133.84	0	0613251	69 JADWIN AVE 22
06/13/2025	337126	P	999000	AUREF - Utility Customer Refunds	\$189.43	0	0613251	1845 LESLIE RD C101
06/13/2025	337127	P	999000	AUREF - Utility Customer Refunds	\$162.39	0	0613251	1878 FOWLER ST 32
06/13/2025	337128	P	999000	AUREF - Utility Customer Refunds	\$189.05	0	0613251	1709 HUNT AVE
06/13/2025	337129	P	999000	AUREF - Utility Customer Refunds	\$42.58	0	0613251	160 VAN GIESEN ST 212
06/13/2025	337130	P	999000	AUREF - Utility Customer Refunds	\$169.22	0	0613251	2808 SAWGRASS LOOP
06/13/2025	337131	P	999000	AUREF - Utility Customer Refunds	\$68.13	0	0613251	806 BIRCH AVE
06/13/2025	337132	P	999000	AUREF - Utility Customer Refunds	\$10.66	0	0613251	405 EPIC ST
06/13/2025	337133	P	999000	AUREF - Utility Customer Refunds	\$17.90	0	0613251	3277 KASAMA WAY
06/13/2025	337134	P	999000	AUREF - Utility Customer Refunds	\$117.22	0	0613251	2877 AVRIO AVE
06/13/2025	337135	P	999000	AUREF - Utility Customer Refunds	\$173.63	0	0613251	2889 AVRIO AVE
06/13/2025	337136	P	999000	AUREF - Utility Customer Refunds	\$181.29	0	0613251	1102 ABBOT ST
06/13/2025	337137	P	999000	AUREF - Utility Customer Refunds	\$1,410.50	0	0613251	391 HYDRANT METER
06/13/2025	337138	P	999000	AUREF - Utility Customer Refunds	\$145.35	0	0613251	2975 BRUCE LEE LN
06/13/2025	337139	P	999000	AUREF - Utility Customer Refunds	\$9.33	0	0613251	1517 RIMROCK CT
06/13/2025	337140	P	999000	AUREF - Utility Customer Refunds	\$258.20	0	0613251	2550 DUPORTAIL ST F132
06/13/2025	337141	P	999000	AUREF - Utility Customer Refunds	\$172.57	0	0613251	2665 KINGSGATE WAY Apt G170
06/13/2025	337142	VOID	999000	AUREF - Utility Customer Refunds	\$0.00	22.27	0613251	VOID AFTER UPDATE 06/30/2025
06/13/2025	337143	P	999000	AUREF - Utility Customer Refunds	\$97.70	0	0613251	3764 MORNINGSIDE PKWY
06/13/2025	337144	P	999000	AUREF - Utility Customer Refunds	\$122.50	0	0613251	2111 TURNER ST 16
06/13/2025	337145	P	999000	AUREF - Utility Customer Refunds	\$131.83	0	0613251	1314 STEVENS DR
06/13/2025	337146	P	10367	BANK OF AMERICA	\$2,841.60	0	0613251	BANK ANALYSIS FEES
06/13/2025	337147	P	10518	BEAVER BARK & ROCK	\$4,731.53	0	0613251	PARKWAY - LANDSCAPING
06/13/2025	337148	P	10010	BENTON FRANKLIN HEALTH DISTRICT	\$4,280.00	0	0613251	WWTP - wastewater sampling
06/13/2025	337149	P	11408	BENTON FRANKLIN LEGAL AID	\$9,180.02	0	0613251	MAY 2025 HOME ARP SUPPORTIVE S
06/13/2025	337150	P	10008	BENTON PUD	\$1,019.27	0	0613251	2025 Pre-notification Tree Tri
06/13/2025	337151	P	31580	BERLA CORPORATION	\$3,250.00	0	0613251	BERLA IVE ANNUAL RENEWAL
06/13/2025	337152	P	11778	DSD CAPITAL LLC	\$282.02	0	0613251	Outhouse for Landfill May 2025
06/13/2025	337153	P	11272	BOYD'S TREE SERVICE LLC	\$2,311.61	0	0613251	Tree Pruning & Vegetation Mana
06/13/2025	337154	P	32072	BUDDERFLY INC	\$279.95	0	0613251	125 Gage - Papa Johns - KI2 Co

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06/13/2025	337155	P	31230	CARASOFT TECHNOLOGY CORPORATION	\$17,471.03	0	0613251	SR-4284 Docusign Renewal Quote
06/13/2025	337156	P	12337	CB PACIFIC, INC	\$1,937.43	0	0613251	Yokogawa Transmitter and Brack
06/13/2025	337157	P	10261	CITY OF RICHLAND	\$3,038.92	0	0613251	LANDFILL CHARGES - APRIL 2025
06/13/2025	337158	P	10034	CONSOLIDATED ELECTRICAL DISTRIBUTORS INC	\$1,582.30	0	0613251	3MB Controller Horn Rapids Irr
06/13/2025	337159	P	11526	CORWIN OF PASCO LLC	\$674.92	0	0613251	TPMS KIT VEH#1237 WO#76996
06/13/2025	337160	P	11486	COYOTE RIDGE CORRECTIONS CENTER	\$624.50	0	0613251	Landfill Clean Up Crew May 202
06/13/2025	337161	P	32592	CROSS REITER INC	\$66,352.11	0	0613251	Col. River Shoreline Stabil. G
06/13/2025	337162	P	10457	DOBLE ENGINEERING COMPANY	\$2,341.38	0	0613251	Doble Calibration
06/13/2025	337163	P	11115	ELECTRIC POWER SYSTEMS INC	\$26,172.22	0	0613251	Sandhill Crane Substation Exp
06/13/2025	337164	P	10146	ENERGY NORTHWEST	\$505.00	0	0613251	WATER SAMPLING ANALYSIS
06/13/2025	337165	P	11044	EWING IRRIGATION PRODUCTS INC	\$840.74	0	0613251	SWIFT ISLAND - IRR REPAIRS
06/13/2025	337166	P	30874	BRENT THOMAS	\$108.70	0	0613251	2000 SNYDER - HORN SPORTS COMP
06/13/2025	337167	P	32135	BUSINESS INTERIORS OF IDAHO INC	\$10,691.68	0	0613251	LIBRARY LOBBY SEATING
06/13/2025	337168	P	31421	GARY A TUCCI	\$20,648.51	0	0613251	May 2025 Solar Generation
06/13/2025	337169	P	10203	W.W. GRAINGER, INC	\$1,253.78	0	0613251	Grainger Items
06/13/2025	337170	P	10046	HD FOWLER CO	\$4,368.32	0	0613251	2-SPADE BIT
06/13/2025	337171	P	31350	JB INLAND NW LLC	\$1,684.85	0	0613251	CITY HALL - LG CONDERSER FAN M
06/13/2025	337172	P	31543	JORDAN MECHANICAL GROUP LLC	\$4,077.00	0	0613251	212-24 2024 WWTF OPERATIONS BL
06/13/2025	337173	P	31378	SOUTHWEST ANSWERING SERVICE INC	\$764.75	0	0613251	AFTER HOURS EMERGENCY CALLS
06/13/2025	337174	P	10093	MCCURLEY INTEGRITY DEALERSHIPS, LLC	\$16.98	0	0613251	VEH#3303 WO#77045 - RE-INVOICE
06/13/2025	337175	P	32596	MIDLAND SCIENTIFIC INC	\$1,893.21	0	0613251	WWTP - lab supplies
06/13/2025	337176	P	31674	P&F AUTOMOTIVE WAREHOUSE INC	\$2,170.62	0	0613251	FILTERS VEH#7161 WO#76982
06/13/2025	337177	P	32250	ODP BUSINESS SOLUTIONS LLC	\$30.38	0	0613251	BUSINESS CARDS J. BALLARD
06/13/2025	337178	P	10981	OIL RE-REFINING CO	\$450.00	0	0613251	Recycled Oil Hauled 6/10/2025
06/13/2025	337179	P	31238	OSINC INC.	\$61.95	0	0613251	High Visibility Safety Vests f
06/13/2025	337180	P	10357	OXARC INC	\$34.18	0	0613251	SMALL CYLINDER RENTAL
06/13/2025	337181	P	31206	CI - PW LLC	\$67.33	0	0613251	WWTP - water delivery
06/13/2025	337182	P	12238	REXEL USA, INC	\$10,466.89	0	0613251	CUTTING PLIERS & CODEBOOK FOR
06/13/2025	337183	P	31271	RICHARD M HICKS CONSULTING, INC	\$5,990.00	0	0613251	Microsoft Always On VPN Traini
06/13/2025	337184	P	10115	SHARPE & PRESZLER CONSTRUCTION	\$179,506.81	0	0613251	Meadow Dr S. Water Service Rep
06/13/2025	337185	P	11281	SINGLEWIRE SOFTWARE LLC	\$2,323.47	0	0613251	SR-4275 InformaCast Subscripti
06/13/2025	337186	P	11785	SOLENIS LLC	\$4,462.75	0	0613251	WWTP - k295 polymer for solids
06/13/2025	337187	P	10393	STONEWAY ELECTRIC SUPPLY	\$1,027.44	0	0613251	WIRE, OUTLET AND PLUGS FOR MPP
06/13/2025	337188	P	10961	TACOMA SCREW PRODUCTS INC	\$501.38	0	0613251	SPADES, CONNECTORS, AND RINGS
06/13/2025	337189	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$5,579.66	0	0613251	NEW TIRES VEH#3358 WO#77030

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06/13/2025	337190	P	11108	THE PERSONAL TOUCH CLEANING INC	\$19,838.11	0	0613251	SHOPS 100 - JANITORIAL - MAY 2
06/13/2025	337191	P	11406	SOLUTIONS INC	\$179.51	0	0613251	RPD RECORDS SEARCH MAY 2025
06/13/2025	337192	P	12054	TRANSCO GROUP USA, INC	\$90,909.25	0	0613251	Downtown Connectivity Design -
06/13/2025	337193	P	32638	TROJAN TECHNOLOGIES CORP	\$3,786.26	0	0613251	UV Bulbs WTP
06/13/2025	337194	P	30040	ULINE	\$216.27	0	0613251	WWTP - safety glasses, hard ha
06/13/2025	337195	P	31196	VINCENT BROTHERS LLP	\$60,812.79	0	0613251	Library Outdoor Children's Are
06/18/2025	337196	P	10116	DONALD SIEMENS	\$64.08	0	061825FP	NON COVERED MEDICAL
06/18/2025	337197	P	10148	CRAIG E WILLIAMSON	\$36.00	0	061825FP	NON COVERED MEDICAL
06/18/2025	337198	P	31961	ANDERSON & ZENTZ PLLC	\$1,504.00	0	061825PP	NON COVERED DENTAL
06/18/2025	337199	P	10160	LAURIE VERN BATES JR	\$6,684.59	0	061825PP	NON COVERED MEDICAL
06/18/2025	337200	P	10167	MIKE CASE	\$390.67	0	061825PP	NON COVERED MEDICAL
06/18/2025	337201	P	10163	GERALD D THOMAS	\$41.43	0	061825PP	NON COVERED RX
06/18/2025	337202	P	10838	GRIGG ENTERPRISES INC	\$439.95	0	0618251	SCREW PH CS6X1-5/8 BULK 5#
06/18/2025	337203	P	32117	ALASKA RUBBER GROUP INC	\$1,309.68	0	0618251	8" HOSE PARTS FOR 10' HOSE
06/18/2025	337204	P	11213	ALTEC INDUSTRIES INC	\$571.11	0	0618251	VEH#3325 WO#76993 REPAIR UPPER
06/18/2025	337205	P	999004	AMB REFUND	\$29.82	0	0618251	AMBULANCE REFUND - INSURANCE O
06/18/2025	337206	P	10705	INTERSTATE CONCRETE & ASPHALT COMPANY	\$2,472.25	0	0618251	30.80 TON - ROCK - 5/8 TOP COU
06/18/2025	337207	P	10644	ANIXTER INC	\$14,661.46	0	0618251	Fuses
06/18/2025	337208	P	10670	ARROW CONSTRUCTION HOLDINGS LLC	\$1,645.35	0	0618251	WWTP - Asphalt patch for storm
06/18/2025	337209	P	999000	AUREF - Utility Customer Refunds	\$1,470.00	0	0618251	340 HYDRANT METER
06/18/2025	337210	P	11079	AUTOZONE STORES LLC	\$33.72	0	0618251	VEH#2472 WO#77026 BATTERY
06/18/2025	337211	P	12002	AXON ENTERPRISE, INC	\$40,755.88	0	0618251	Axon 60 month body camera bund
06/18/2025	337212	P	10518	BEAVER BARK & ROCK	\$771.47	0	0618251	CONCRETE - 5 BAG MIX 1YD
06/18/2025	337213	P	10158	BENTON RURAL ELECTRIC ASSOCIATION	\$134.35	0	0618251	RED MTN UTILITIES 04/30-05/29/
06/18/2025	337214	P	30355	BOWE, BRIAN	\$353.21	0	0618251	REIMB BOWE - WILDLAND BOOTS
06/18/2025	337215	P	32258	BRIM TRACTOR COMPANY INC	\$119.20	0	0618251	VEH#7161 WO#76815 FREIGHT FROM
06/18/2025	337216	P	31747	BRUCKNER TRUCK SALES INC	\$67.55	0	0618251	VEH#3360 WO#77036 LAMP
06/18/2025	337217	P	11172	CABLE HUSTON LLP	\$3,430.00	0	0618251	C220-19 Electric Utility Legal
06/18/2025	337218	P	11233	NWECO INC	\$364.54	0	0618251	CALCIUM THIOSULFATE 30% NSF# D
06/18/2025	337219	P	10026	CASCADE NATURAL GAS CORP	\$66.67	0	0618251	WWTP - Col Park Trl lift stati
06/18/2025	337220	P	10841	CASELLE INC	\$216.00	0	0618251	Contract Support and Maintenanc
06/18/2025	337221	P	10847	CERIUM NETWORKS INC	\$5,271.95	0	0618251	SR-4054 Microcall Annual Maint
06/18/2025	337222	P	30116	CHRISTENSEN INC	\$772.41	0	0618251	241.00 GALLON OF LIQUID PROPAN
06/18/2025	337223	P	10135	CI SUPPORT LLC	\$131.22	0	0618251	Shred Service Shops 100 May 20
06/18/2025	337224	P	10261	CITY OF RICHLAND	\$392.80	0	0618251	25-025 PPC Meeting

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06/18/2025	337225	P	11516	COLEMAN OIL COMPANY	\$27,060.83	0	0618251	FLEET WEEKLY FUEL 06/9 - 06/15
06/18/2025	337226	P	10031	COLUMBIA BASIN COLLEGE	\$4,837.53	0	0618251	PARAMEDIC TUITION - FOSTER, JB
06/18/2025	337227	P	11907	SYCURE CORP	\$860.00	0	0618251	1Gbps Fiber Service - June 202
06/18/2025	337228	P	10470	COMMERCIAL TIRE INC	\$161.48	0	0618251	VEH#6563 WO#77048 NEW TIRES
06/18/2025	337229	P	10034	CONSOLIDATED ELECTRICAL DISTRIBUTORS INC	\$4,808.04	0	0618251	2-CONTROL BOARD IRRIGATION INT
06/18/2025	337230	P	11444	CORPORATE TRANSLATION SERVICES	\$332.31	0	0618251	TRANSLATION SERVICES 05/01-05/
06/18/2025	337231	P	11445	DAY MANAGEMENT CORPORATION	\$3,741.64	0	0618251	MICROWAVE MAINTENANCE 06/01-06
06/18/2025	337232	P	11169	EFFICIENCY SOLUTIONS LLC	\$6,527.00	0	0618251	C07-21 COMMERCIAL ENERGY EFFIC
06/18/2025	337233	P	32527	ENERGY WEST LLC	\$13,996.40	0	0618251	New Large Single Loads & Power
06/18/2025	337234	P	31170	HIS DIME, LLC	\$585.79	0	0618251	VEH#2564 WO#76814 DECALS
06/18/2025	337235	P	10289	FIELD INSTRUMENTS & CONTROLS INC	\$906.91	0	0618251	2- HF SCIENTIFIC CALKITS - FOR
06/18/2025	337236	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$445.32	0	0618251	MM Guest Internet Charges - Ma
06/18/2025	337237	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$1,056.77	0	0618251	LIBRARY TELEPHONE CH 6/1/25-6/
06/18/2025	337238	P	11069	GOLDSTREET DESIGN AGENCY INC	\$500.00	0	0618251	WWTP - Wrap design for sewer t
06/18/2025	337239	P	10203	W.W. GRAINGER, INC	\$604.46	0	0618251	PURELL Hand Sanitizer: ADX-12
06/18/2025	337240	P	11109	H2 PRE-CAST INC	\$3,804.50	0	0618251	WWTP - concrete panels for cat
06/18/2025	337241	P	10046	HD FOWLER CO	\$4,226.70	0	0618251	WWTP - couplings for storm rep
06/18/2025	337242	P	32125	HD SUPPLY INC	\$125.33	0	0618251	4- DPD 1 DISPENSER 10 ML SAMPL
06/18/2025	337243	P	11813	HERC RENTALS INC	\$756.95	0	0618251	2 WK-RENTAL- TOWABLE COMPRESSO
06/18/2025	337244	P	10288	HJ ARNETT INDUSTRIES LLC	\$3,381.12	0	0618251	NEW GLOVES AND GLOVE/BLANKET T
06/18/2025	337245	P	32228	HLA ENGINEERING AND LAND SURVEYING INC	\$11,247.45	0	0618251	RICHLAND - TWIN BRIDGES ROAD S
06/18/2025	337246	P	32171	BEATRIZ BAEZ	\$850.00	0	0618251	JANITORIAL SERVICES 06/01-06/3
06/18/2025	337247	P	10628	CPM DEVELOPMENT CORPORATION	\$2,401.32	0	0618251	5.09 TON ASPHALT - HMA 100 1/2
06/18/2025	337248	P	30911	STACY JACKSON	\$16.37	0	0618251	25-207 SJACKSON MRSC PARKING
06/18/2025	337249	P	10290	JIM'S PACIFIC GARAGES INC	\$74.81	0	0618251	VEH#3380 WO#77009 MUD FLAPS
06/18/2025	337250	P	31660	KELLEY CREATE CO	\$27.79	0	0618251	RFES - STA 73 PRINTER
06/18/2025	337251	P	31660	KELLEY CREATE CO	\$619.91	0	0618251	Xerox contract Charges Shops 1
06/18/2025	337252	P	31660	KELLEY CREATE CO	\$148.92	0	0618251	JUNE COPIER CHARGES FOR PURCHA
06/18/2025	337253	P	10071	KENNEWICK INDUSTRIAL & ELECTRICAL SUPPLY	\$327.82	0	0618251	WWTP - Irrigation parts
06/18/2025	337254	P	11667	KENWORTH SALES COMPANY	\$247.84	0	0618251	VEH#3372 WO#76841 RETURN CORE
06/18/2025	337255	P	11110	PUD NO. 1 OF KICKITAT COUNTY	\$372.32	0	0618251	GOLGOTHA UTILITIES 05/03-06/03
06/18/2025	337256	P	32720	STACI LANDDECK	\$8.15	0	0618251	REIMBURSE JANITORIAL SUPPLIES
06/18/2025	337257	P	10432	LANGUAGE LINE SERVICES INC	\$1,429.21	0	0618251	TRANSLATION SERVICES 05/01-05/
06/18/2025	337258	P	11199	LIBERTY LAWN & SAW SHOP	\$97.82	0	0618251	WWTP - lawn mower repair

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06/18/2025	337259	P	10262	LIFE ASSIST INC	\$144.14	0	0618251	MASIMO DISPOSABLE SENSORS
06/18/2025	337260	P	10083	MONARCH MACHINE & TOOL CO INC	\$12,783.62	0	0618251	Horn Rapids Irrigation Intake
06/18/2025	337261	P	10358	MOON SECURITY SERVICES INC	\$1,082.08	0	0618251	FIRE ALARM MAINTENANCE 06/01/2
06/18/2025	337262	P	10024	MOTION INDUSTRIES INC	\$127.20	0	0618251	WWTP - RDT Chain for Solids Bu
06/18/2025	337263	P	10480	MOUNTS LOCK & KEY INC	\$91.09	0	0618251	VEH#2472 WO#77026 PROGRAM BATT
06/18/2025	337264	P	30135	MUSTANG SIGNS LLC	\$1,909.86	0	0618251	Howard Amon Fitness Court Viny
06/18/2025	337265	P	10263	NORCO INC	\$4,713.19	0	0618251	FLEET - PLASMA CUTTER
06/18/2025	337266	P	10795	NORTHWEST REQUIREMENTS UTILITIES INC	\$6,514.55	0	0618251	Supplemental Special Dues Asse
06/18/2025	337267	P	10972	LAKEYLAND INC	\$342.15	0	0618251	BUNKER GEAR REPAIRS AND INSPEC
06/18/2025	337268	P	31638	JESSE OLSON	\$150.00	0	0618251	REIMB OLSON BOOT ALLOWANCE
06/18/2025	337269	P	10357	OXARC INC	\$209.96	0	0618251	WTP MAY CYLINDER RENTAL
06/18/2025	337270	P	31206	CI - PW LLC	\$92.31	0	0618251	PURCHASING/WAREHOUSE BOTTLED W
06/18/2025	337271	P	10232	PERFECTION GLASS INC	\$597.85	0	0618251	RCC Billiards Broken Window Re
06/18/2025	337272	P	12496	PHENOVA INC	\$252.64	0	0618251	Lab supply - fecal coliform sa
06/18/2025	337273	P	32304	RAD TOWING INC	\$425.65	0	0618251	RPD TOW CHARGE CASE # 25-01667
06/18/2025	337274	P	10047	R.D. OFFUTT COMPANY	\$68.53	0	0618251	VEH#6634 WO#77044 FILTER
06/18/2025	337275	P	11136	RICHARD SCHURFELD	\$258.00	0	0618251	PORTAL SERVICE LOCATES MAY 202
06/18/2025	337276	P	32622	REMY CORPORATION	\$65,720.00	0	0618251	Workday Project Management Ser
06/18/2025	337277	P	11012	RH2 ENGINEERING INC	\$1,632.57	0	0618251	WWTP Anaerobic Digester Functi
06/18/2025	337278	P	31565	SANDOLLAR LLC	\$7,000.00	0	0618251	HORN RAPIDS LAND VALUE STUDY
06/18/2025	337279	P	10311	SEA WESTERN INC	\$1,825.29	0	0618251	FD - BOOTS FF TOGIAI
06/18/2025	337280	P	31869	KRISTI SMITH	\$1,398.00	0	0618251	JUNE 2025 FIREFIGHTERS SEC MON
06/18/2025	337281	P	10649	SNAP ON INCORPORATED	\$1,671.56	0	0618251	FLEET - TOOLS - 8PC COMBO CAB
06/18/2025	337282	P	10536	SPRAGUE PEST SOLUTIONS	\$276.03	0	0618251	PEST CONTROL SVCS - MAY
06/18/2025	337283	P	10393	STONEWAY ELECTRIC SUPPLY	\$35.13	0	0618251	WWTP - parts for Polymer Boost
06/18/2025	337284	P	11083	STRAIGHT LINE CONCRETE SAWING & DRILLING INC	\$293.49	0	0618251	FLAT SAWING 30' X 6" CONCRETE
06/18/2025	337285	P	32707	RILEY SULLIVAN	\$150.00	0	0618251	SULLIVAN BOOT ALLOWANCE
06/18/2025	337286	P	32129	SWARCO MCCAIN INC	\$278.27	0	0618251	5 X 7 R-10-3e Signs
06/18/2025	337287	P	12430	SYSTEMS DESIGN WEST LLC	\$8,995.90	0	0618251	CONTRACT 502-24 3RD PARTY AMB
06/18/2025	337288	P	10961	TACOMA SCREW PRODUCTS INC	\$620.00	0	0618251	Locating Paint Blue/Green
06/18/2025	337289	P	31735	MARQUES HARRER	\$145.66	0	0618251	SHIRT BADGE ALTERATION - SHEL
06/18/2025	337290	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$1,395.57	0	0618251	VEH#3345 WO#77054 TIRE CHANGE
06/18/2025	337291	P	10639	THE TIP PIT BBQ	\$2,491.48	0	0618251	LUNCH PROVIDED FOR EWAC ON 05/
06/18/2025	337292	P	10126	TRI CITIES BATTERY & AUTO REPAIR	\$758.44	0	0618251	Keene & Shockley Stop Sign Bat

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06/18/2025	337293	P	10128	THE MCCLATCHY COMPANY	\$2,758.02	0	0618251	IPL0230695 AMEND 25-30 6 YEAR
06/18/2025	337294	P	31958	TRUCKPRO HOLDING CORPORATION	\$27.76	0	0618251	VEH#4158 WO#77022 WINCH STRAP
06/18/2025	337295	P	30040	ULINE	\$189.13	0	0618251	WWTP - air freshener, cooling
06/18/2025	337296	P	10302	UNIVAR SOLUTIONS USA LLC	\$25,359.63	0	0618251	43940LB DELPAC XG BULK NSF LIQ
06/18/2025	337297	P	11131	JAMES BACEL HOPKINS III	\$1,689.90	0	0618251	UNIFORM LAUNDRY SERVICE - RFES
06/18/2025	337298	P	10512	US BANK N A	\$424.00	0	0618251	MAY 2025 POOLED INVESTMENT CUS
06/18/2025	337299	P	10740	US IDENTIFICATION MANUAL	\$103.27	0	0618251	US IDENTIFICATION MANUAL RENEW
06/18/2025	337300	P	10106	US LINEN & UNIFORM	\$160.26	0	0618251	FLEET - SHOP APPAREL
06/18/2025	337301	P	12465	AUBLE, JOLICOEUR & GENTRY, INC	\$3,500.00	0	0618251	PO for Land Appraisal - Valbri
06/18/2025	337302	P	10815	WATER SOLUTIONS INC	\$67.39	0	0618251	WATER FILTRATION 06/07-07/06/2
06/18/2025	337303	P	10059	WESTERN STATES EQUIPMENT COMPANY	\$1,388.41	0	0618251	VEH#7189 WO#76992
06/18/2025	337304	P	32628	WHITE GLOVE DETAILING LLC	\$292.67	0	0618251	VEH#2452 WO#77064 - VEHICLE DE
06/18/2025	337305	P	30854	CLINT WHITNEY	\$218.65	0	0618251	25-025 PPC Meeting, reimburseme
06/18/2025	337306	P	10147	WILBUR-ELLIS HOLDINGS II, INC	\$980.10	0	0618251	12- GLY STAR PLUS 2-2.5 GA JU
06/18/2025	337307	P	10414	WILDLANDS INC	\$7,478.96	0	0618251	PERIOD OF PERFORMANCE: MAY 202
06/20/2025	337308	P	32556	3 CITY CORNHOLE LLC	\$500.00	0	0620251	2025 CORNHOLE CLASSIC TOURNAME
06/20/2025	337309	P	31283	3AC ENGINEERING, PC	\$12,160.00	0	0620251	Sandhill Crane Substation Bank
06/20/2025	337310	P	10838	GRIGG ENTERPRISES INC	\$150.38	0	0620251	Hose, Nozzle and motomix fuel
06/20/2025	337311	P	999004	AMB REFUND	\$2.00	0	0620251	AMBULANCE REFUND - PATIENT OVE
06/20/2025	337312	P	999004	AMB REFUND	\$167.49	0	0620251	AMBULANCE REFUND - PATIENT OVE
06/20/2025	337313	P	999004	AMB REFUND	\$111.16	0	0620251	AMBULANCE REFUND - INSURANCE O
06/20/2025	337314	P	999000	AUREF - Utility Customer Refunds	\$174.66	0	0620251	50 JADWIN AVE Apt 10
06/20/2025	337315	P	999000	AUREF - Utility Customer Refunds	\$158.67	0	0620251	201 UNIVERSITY DR Apt 205
06/20/2025	337316	P	999000	AUREF - Utility Customer Refunds	\$137.33	0	0620251	50 JADWIN AVE Apt 65
06/20/2025	337317	P	999000	AUREF - Utility Customer Refunds	\$186.58	0	0620251	900 AARON DR 224
06/20/2025	337318	P	999000	AUREF - Utility Customer Refunds	\$251.07	0	0620251	1529 COLUMBIA PARK TRL Apt 305
06/20/2025	337319	P	999000	AUREF - Utility Customer Refunds	\$68.43	0	0620251	850 AARON DR 123
06/20/2025	337320	P	999000	AUREF - Utility Customer Refunds	\$39.60	0	0620251	1208 ROBERDEAU ST
06/20/2025	337321	P	999000	AUREF - Utility Customer Refunds	\$159.67	0	0620251	455 BRADLEY BLVD Apt 307
06/20/2025	337322	P	999000	AUREF - Utility Customer Refunds	\$210.99	0	0620251	2455 GEORGE WASHINGTON WAY R29
06/20/2025	337323	P	999000	AUREF - Utility Customer Refunds	\$187.89	0	0620251	227 UNIVERSITY DR Apt 121
06/20/2025	337324	P	999000	AUREF - Utility Customer Refunds	\$101.57	0	0620251	455 BRADLEY BLVD Apt 208
06/20/2025	337325	P	999000	AUREF - Utility Customer Refunds	\$105.04	0	0620251	575 COLUMBIA POINT DR Apt 103
06/20/2025	337326	P	999000	AUREF - Utility Customer Refunds	\$73.76	0	0620251	1421 PURPLE SAGE ST
06/20/2025	337327	P	999000	AUREF - Utility Customer Refunds	\$105.28	0	0620251	305 GREENTREE CT 7

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06/20/2025	337328	P	999000	AUREF - Utility Customer Refunds	\$151.09	0	0620251	4699 HIGHVIEW ST
06/20/2025	337329	P	999000	AUREF - Utility Customer Refunds	\$125.57	0	0620251	201 UNIVERSITY DR Apt 301
06/20/2025	337330	P	999000	AUREF - Utility Customer Refunds	\$156.34	0	0620251	449 WAR ROOM CT
06/20/2025	337331	P	999000	AUREF - Utility Customer Refunds	\$194.96	0	0620251	200 WALDRON ST 43
06/20/2025	337332	P	999000	AUREF - Utility Customer Refunds	\$221.65	0	0620251	3003 QUEENSGATE DR Apt 256
06/20/2025	337333	P	999000	AUREF - Utility Customer Refunds	\$87.45	0	0620251	1314 TOTTEN AVE
06/20/2025	337334	P	999000	AUREF - Utility Customer Refunds	\$61.11	0	0620251	1621 GEORGE WASHINGTON WAY A11
06/20/2025	337335	P	999000	AUREF - Utility Customer Refunds	\$93.09	0	0620251	227 BEAR DR
06/20/2025	337336	P	999000	AUREF - Utility Customer Refunds	\$34.75	0	0620251	201 UNIVERSITY DR Apt 303
06/20/2025	337337	P	999000	AUREF - Utility Customer Refunds	\$113.36	0	0620251	365 VENTUS ST
06/20/2025	337338	P	999000	AUREF - Utility Customer Refunds	\$44.21	0	0620251	789 CLERMONT DR
06/20/2025	337339	P	999000	AUREF - Utility Customer Refunds	\$163.89	0	0620251	455 BRADLEY BLVD Apt 107
06/20/2025	337340	P	999000	AUREF - Utility Customer Refunds	\$280.06	0	0620251	1317 PERKINS AVE
06/20/2025	337341	P	999000	AUREF - Utility Customer Refunds	\$154.19	0	0620251	2665 KINGSGATE WAY Apt B114
06/20/2025	337342	P	999000	AUREF - Utility Customer Refunds	\$27.32	0	0620251	703 SYMONS ST Unit 103
06/20/2025	337343	P	999000	AUREF - Utility Customer Refunds	\$208.40	0	0620251	2361 WATERHILL AVE
06/20/2025	337344	P	999000	AUREF - Utility Customer Refunds	\$82.77	0	0620251	139 NEWHAVEN PL
06/20/2025	337345	P	999000	AUREF - Utility Customer Refunds	\$141.91	0	0620251	2550 DUPORTAIL ST P296
06/20/2025	337346	P	999000	AUREF - Utility Customer Refunds	\$168.61	0	0620251	2550 DUPORTAIL ST J156
06/20/2025	337347	P	999000	AUREF - Utility Customer Refunds	\$126.95	0	0620251	201 UNIVERSITY DR Apt 322
06/20/2025	337348	P	999000	AUREF - Utility Customer Refunds	\$90.27	0	0620251	2100 BELLERIVE DR W228
06/20/2025	337349	P	999000	AUREF - Utility Customer Refunds	\$157.52	0	0620251	227 UNIVERSITY DR Apt 217
06/20/2025	337350	P	999000	AUREF - Utility Customer Refunds	\$173.03	0	0620251	2550 DUPORTAIL ST I151
06/20/2025	337351	P	999000	AUREF - Utility Customer Refunds	\$175.65	0	0620251	1114 PERKINS AVE
06/20/2025	337352	P	999000	AUREF - Utility Customer Refunds	\$138.13	0	0620251	250 GAGE BLVD 1081
06/20/2025	337353	P	10009	COUNTY OF BENTON	\$10.00	0	0620251	BLA Lot Consolidation NACEP
06/20/2025	337354	P	11203	BIBLIOTHECA LLC	\$1,558.76	0	0620251	PROCESSING SUPPLIES - RFID TAG
06/20/2025	337355	P	11272	BOYD'S TREE SERVICE LLC	\$11,111.75	0	0620251	Tree Pruning & Vegetation Mana
06/20/2025	337356	P	31747	BRUCKNER TRUCK SALES INC	\$1,939.68	0	0620251	VEH#3345 WO#77062 CYLINDER
06/20/2025	337357	P	31525	CADD MICROSYSTEMS INC	\$4,940.00	0	0620251	SR-4343 Bluebeam Annual Renewa
06/20/2025	337358	P	31841	CAMPBELL & COMPANY SERVICE CORPORATION	\$400.00	0	0620251	1304 Hains - Schmidt - HVAC Re
06/20/2025	337359	P	31230	CARASOFT TECHNOLOGY CORPORATION	\$1,302.23	0	0620251	OpenRoads SignCAD Select Subsc
06/20/2025	337360	P	10026	CASCADE NATURAL GAS CORP	\$23.62	0	0620251	Battelle Lift Station
06/20/2025	337361	P	10597	CHARTER COMMUNICATIONS	\$143.72	0	0620251	RPD BUSINESS INTERNET PLUS JUN

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06/20/2025	337362	P	30116	CHRISTENSEN INC	\$552.25	0	0620251	FLEET - DEF BULK
06/20/2025	337363	P	10135	CI SUPPORT LLC	\$116.24	0	0620251	RPD ONSITE SHRED SERVICE 5/19/
06/20/2025	337364	P	10055	CITY OF PASCO	\$41,764.28	0	0620251	ANIMAL SHELTERING SERVICES APR
06/20/2025	337365	P	10261	CITY OF RICHLAND	\$1,830.76	0	0620251	25-228 SULLIVAN TSC CERT TRAIN
06/20/2025	337366	P	11312	COEUR D'ALENE SERVICE STATION EQUIPMENT INC	\$673.32	0	0620251	FLEET - REPAIRED FUEL TANKS
06/20/2025	337367	P	31360	COMMONSTREET CONSULTING LLC	\$1,042.71	0	0620251	Downtown Connectivity ROW Serv
06/20/2025	337368	P	999014	CONSERVATION REBATES	\$5,540.00	0	0620251	2895 Pauling - PC Innovation -
06/20/2025	337369	P	999014	CONSERVATION REBATES	\$37,908.00	0	0620251	3350 GWW - LSB First Floor - L
06/20/2025	337370	P	11526	CORWIN OF PASCO LLC	\$70,335.40	0	0620251	ONE NEW 2025 FORD F-350 REG-CA
06/20/2025	337371	P	10453	DELTA HEATING & COOLING INC	\$1,000.00	0	0620251	1728 Hoxie - Jackson - HVAC Re
06/20/2025	337372	P	30027	FIRST RESPONDER OUTFITTERS INC	\$527.74	0	0620251	JUMPSUITS FOR SMITH
06/20/2025	337373	P	30381	AIMEE FOURNIER-PLANTE	\$98.94	0	0620251	25-221 FOURNIER-PLANTE SUMMER
06/20/2025	337374	P	32106	H&L AUTO GLASS LLC	\$233.71	0	0620251	VEH#7189 WO#76992 TRANSFER GLA
06/20/2025	337375	P	32125	HD SUPPLY INC	\$33.13	0	0620251	GOJO HAND SOAP RETURN
06/20/2025	337376	P	12200	HUGHES FIRE EQUIPMENT, INC	\$856.72	0	0620251	VEH#5060 WO#76830 DEF TANK HEA
06/20/2025	337377	P	30058	INFOSEND, INC.	\$24,039.18	0	0620251	2025-InfoSend - Utility Statem
06/20/2025	337378	P	32562	INTEGRATED SOLUTIONS CONSULTING CORP	\$4,178.53	0	0620251	HAZARD MITIGATION PLAN UPDATE,
06/20/2025	337379	P	30888	IRONESQUE, INC.	\$1,416.91	0	0620251	BCES GATE REPAIR
06/20/2025	337380	P	32660	KELE, INC	\$2,115.30	0	0620251	Siemens Mag 5000
06/20/2025	337381	P	31660	KELLEY CREATE CO	\$55.92	0	0620251	C072 CONTRACT #CT32583-01 Xero
06/20/2025	337382	P	11667	KENWORTH SALES COMPANY	\$827.93	0	0620251	VEH#3364 WO#77019 DRYER
06/20/2025	337383	P	10432	LANGUAGE LINE SERVICES INC	\$66.39	0	0620251	RPD TRANSLATION SERVICES MAY 2
06/20/2025	337384	P	11199	LIBERTY LAWN & SAW SHOP	\$81.49	0	0620251	saw chain and chain sharpening
06/20/2025	337385	P	10093	MCCURLEY INTEGRITY DEALERSHIPS, LLC	\$3,045.53	0	0620251	VEH#2474 WO#77079 REPLACE WATE
06/20/2025	337386	P	32497	MID-COLUMBIA MEDIA INC	\$780.00	0	0620251	QUARTER PAGE AD REDEVELOPMENT
06/20/2025	337387	P	10083	MONARCH MACHINE & TOOL CO INC	\$86.62	0	0620251	VEH#3416 WO#77017 METAL
06/20/2025	337388	P	10358	MOON SECURITY SERVICES INC	\$83.83	0	0620251	RPD RANGE ALARM MONITORING JUL
06/20/2025	337389	P	31674	P&F AUTOMOTIVE WAREHOUSE INC	\$2,769.75	0	0620251	VEH#3378 WO#76972
06/20/2025	337390	P	10981	OIL RE-REFINING CO	\$340.70	0	0620251	Recycled Oiled Hauled 6/17/202
06/20/2025	337391	P	10047	R.D. OFFUTT COMPANY	\$646.78	0	0620251	VEH#6634 WO#77043 CARB, GSKET
06/20/2025	337392	P	10105	REESE CONCRETE PRODUCTS MANUFACTURING INC	\$5,684.80	0	0620251	Catch Basins for replacements
06/20/2025	337393	P	11012	RH2 ENGINEERING INC	\$15,122.34	0	0620251	CENTER PARKWAY SOUTH-ENVIRONME
06/20/2025	337394	P	11347	SANDY'S TROPHIES INC	\$182.95	0	0620251	ICAC APPRECIATION PLAQUES QTY
06/20/2025	337395	P	32730	SKYLIFT INC	\$107.59	0	0620251	VEH#6593 WO#77021 ROLLER BOOM

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06/20/2025	337396	P	11785	SOLENIS LLC	\$8,925.50	0	0620251	Polymer for solids - K295
06/20/2025	337397	P	10440	SOLID WASTE SYSTEMS INC	\$541.73	0	0620251	VEH#3340 WO#76854 ROTARY, SENS
06/20/2025	337398	P	10536	SPRAGUE PEST SOLUTIONS	\$76.57	0	0620251	Pest Control Solid Waste 6/18/
06/20/2025	337399	P	11725	T-MOBILE USA INC	\$400.00	0	0620251	CELL AREA DUMP CASE # 25-15588
06/20/2025	337400	P	10961	TACOMA SCREW PRODUCTS INC	\$119.25	0	0620251	VEH#3416 WO#77017 BALL VALVE
06/20/2025	337401	P	31735	MARQUES HARRER	\$72.84	0	0620251	RPD UNIFORM ALTERATIONS - MEAD
06/20/2025	337402	P	32163	RONALD L BROOKS	\$317.13	0	0620251	VEH#3416 WO#77017 INSTALL STER
06/20/2025	337403	P	10187	TRANS UNION LLC	\$76.09	0	0620251	Basic Credit Reporting Service
06/20/2025	337404	P	31958	TRUCKPRO HOLDING CORPORATION	\$83.28	0	0620251	VEH#4158 WO#77022 WINCH STRAP
06/20/2025	337405	P	11175	TYNDALE ENTERPRISES INC	\$2,054.90	0	0620251	2025 FR CLOTHING PER SEATTLE C
06/20/2025	337406	P	10106	US LINEN & UNIFORM	\$61.82	0	0620251	RPD TOWEL DELIVERY 6/10/25
06/20/2025	337407	P	10314	WHITNEY EQUIPMENT COMPANY INC	\$2,282.70	0	0620251	RCC Lift Station Pumps
06/20/2025	337408	P	10414	WILDLANDS INC	\$2,069.52	0	0620251	PERIOD OF PERFORMANCE: APRIL 2
06/25/2025	337409	P	10838	GRIGG ENTERPRISES INC	\$1,062.05	0	0625251	RCC - BATTERIES FOR DOOR & CIT
06/25/2025	337410	P	32724	AKS ENGINEERING & FORESTRY LLC	\$1,380.00	0	0625251	SERVICES RENDERED THROUGH 05.3
06/25/2025	337411	P	11890	AMERICAN WHEEL SPECIALIST, INC	\$255.68	0	0625251	RCC - INGROUND LIGHT ROCKGUARD
06/25/2025	337412	P	10157	AMERIGAS	\$1,097.52	0	0625251	PROPANE REFILL - GOLGOTHA
06/25/2025	337413	P	999000	AUREF - Utility Customer Refunds	\$265.35	0	0625251	2507 PALOMINO CT
06/25/2025	337414	P	999000	AUREF - Utility Customer Refunds	\$17.17	0	0625251	4595 VILLAGE VIEW ST
06/25/2025	337415	P	10222	ASSOCIATION OF WASHINGTON CITIES	\$35,900.00	0	0625251	GIS Consortium Services Contra
06/25/2025	337416	P	10009	COUNTY OF BENTON	\$162,622.32	0	0625251	BENTON COUNTY OFFICE OF PUBLIC
06/25/2025	337417	P	11272	BOYD'S TREE SERVICE LLC	\$2,939.60	0	0625251	2024 City-Wide Tree Services P
06/25/2025	337418	P	12320	BUILDERS FIRSTSOURCE, INC	\$124.01	0	0625251	2-1"X2" -48" WOOD STAKES 50PCS
06/25/2025	337419	P	999013	BUSINESS LICENSE REFUNDS	\$40.00	0	0625251	BUSINESS LICENSE REFUND-ELIJAH
06/25/2025	337420	P	999013	BUSINESS LICENSE REFUNDS	\$40.00	0	0625251	BUSINESS LICENSE REFUND-TIDY G
06/25/2025	337421	P	10026	CASCADE NATURAL GAS CORP	\$7,506.58	0	0625251	RPD NATURAL GAS USAGE THROUGH
06/25/2025	337422	P	32602	ELIZABETH CASTRO	\$1,366.00	0	0625251	TUITION REIMB 2025: ELIZABETH
06/25/2025	337423	P	11112	CENTURYLINK COMMUNICATIONS LLC	\$155.43	0	0625251	LONG DISTANCE 06/06-07/05/25
06/25/2025	337424	P	30116	CHRISTENSEN INC	\$543.50	0	0625251	LP RETAIL DISPENSER AND PUMP A
06/25/2025	337425	P	10135	CI SUPPORT LLC	\$109.62	0	0625251	CI SHRED SERVICE: 0335745 (05/
06/25/2025	337426	P	10261	CITY OF RICHLAND	\$1,159.00	0	0625251	25-223 MENDEZ HEXAGON CONFEREN
06/25/2025	337427	P	10030	COLE INDUSTRIAL INC	\$29,942.10	0	0625251	WWTP Boiler Rental, Contract #
06/25/2025	337428	P	11516	COLEMAN OIL COMPANY	\$25,621.40	0	0625251	FLEET - GAS RESALE 06/16 - 06/
06/25/2025	337429	P	31848	CONSISTENT CARE SERVICES SPC PS	\$11,232.23	0	0625251	MAY 2025 HOME-ARP SUPPORTIVE S
06/25/2025	337430	P	10034	CONSOLIDATED ELECTRICAL DISTRIBUTORS INC	\$302.46	0	0625251	SHOPS 100 - 4' FLOURESCENT LAM

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06/25/2025	337431	P	11526	CORWIN OF PASCO LLC	\$68.09	0	0625251	VEH#2447 WO#77087 O2 SENSOR
06/25/2025	337432	P	11881	TARGETSOLUTIONS LEARNING, LLC	\$8,020.74	0	0625251	SCHEDULING SOFTWARE - CREWSENS
06/25/2025	337433	P	11663	D&D TELECOMMUNICATION PROPERTIES LLC	\$752.24	0	0625251	INSPIRATION POINT - JULY 2025
06/25/2025	337434	P	11226	DGR GRANT CONSTRUCTION INC	\$15,935.46	0	0625251	City Hall Exit Door, Contract
06/25/2025	337435	P	10801	DOMESTIC VIOLENCE SVCS OF BNTN & FRNKLN COUNTIES	\$6,629.44	0	0625251	HOME-ARP MAY 2025 SUPPORTIVE S
06/25/2025	337436	P	10753	ILLINOIS TOOL WORKS INC	\$716.24	0	0625251	1 HIGH DENSITY DIAMOND WIRE ,
06/25/2025	337437	P	32490	EAGLE ROOFING & SIDING LLC	\$16,225.65	0	0625251	CDBG PUBLIC SERVICE GRANT - 41
06/25/2025	337438	P	31491	ELLISON EARTHWORKS LLC	\$125,628.19	0	0625251	Stevens Dr Reconstruction, CON
06/25/2025	337439	P	10399	ENERGY COMMUNITIES ALLIANCE INC.	\$2,500.00	0	0625251	ECA Membership (One Year) July
06/25/2025	337440	P	10315	FERGUSON US HOLDINGS INC	\$268.60	0	0625251	2- 3/4" PVC S80 SXS UNION BITO
06/25/2025	337441	P	32135	BUSINESS INTERIORS OF IDAHO INC	\$1,002.53	0	0625251	Height - Adj Base, Installatio
06/25/2025	337442	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$77.04	0	0625251	FD TELEPHONE CHARGES - JUNE 20
06/25/2025	337443	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$2,025.65	0	0625251	PHONE LINES 06/10-07/09/25
06/25/2025	337444	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$3,369.62	0	0625251	TELEPHONE 5/1/2025-5/31/2025 2
06/25/2025	337445	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$233.01	0	0625251	FAX LINES 06/01-06/30/25
06/25/2025	337446	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$542.21	0	0625251	INTERNET SERVICES 06/01-06/30/
06/25/2025	337447	P	11157	FRONTIER COMMUNICATIONS NORTHWEST, INC.	\$519.50	0	0625251	INTERNET SERVICES 06/06-07/05/
06/25/2025	337448	P	10050	GENERAL PACIFIC INC	\$59,228.45	0	0625251	3 PH Transformers - GENERAL PA
06/25/2025	337449	P	10425	GENSCO INC	\$502.32	0	0625251	LIBRARY - CHILLER
06/25/2025	337450	P	32615	GMP CONSULTANTS	\$5,833.33	0	0625251	Executive Recruitment Services
06/25/2025	337451	P	10203	W.W. GRAINGER, INC	\$533.46	0	0625251	Poly bags, staple refills
06/25/2025	337452	P	10203	W.W. GRAINGER, INC	\$57.29	0	0625251	CHAIN SAW ADJUSTING TOOL
06/25/2025	337453	P	32731	REBECCA HASS	\$500.00	0	0625251	RPL VIRTUAL TRAINING SESSION 6
06/25/2025	337454	P	10046	HD FOWLER CO	\$100.71	0	0625251	4 EACH 4" PLATED HVY HEX BOLT
06/25/2025	337455	P	12201	IMAGETREND LLC	\$23,817.11	0	0625251	2025 ANNUAL SUBSCRIPTION REF C
06/25/2025	337456	P	30005	INTERWEST TECHNOLOGY SYSTEMS INC	\$551.40	0	0625251	City Hall Camera Replacement N
06/25/2025	337457	P	10168	J & L HYDRAULICS INC	\$39.36	0	0625251	2-HYDRAULIC O-RINGS FOR WTP FI
06/25/2025	337458	P	10406	JUB ENGINEERS INC	\$10,273.50	0	0625251	Battelle Boulevard & Utilities
06/25/2025	337459	P	31350	JB INLAND NW LLC	\$207.08	0	0625251	CITY HALL - HVAC
06/25/2025	337460	P	31660	KELLEY CREATE CO	\$95.30	0	0625251	XEROX/XERC8155/H2 #KC31628 (04
06/25/2025	337461	P	31660	KELLEY CREATE CO	\$825.90	0	0625251	AGREEMENT 112-1835175-000: XER

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06/25/2025	337462	P	31459	KPFF INC	\$3,367.50	0	0625251	HR Industrial Park Rail Extens
06/25/2025	337463	P	10432	LANGUAGE LINE SERVICES INC	\$708.85	0	0625251	TRANSLATION SERVICES 05/01-05/
06/25/2025	337464	P	32732	ADAM LEWIS	\$465.00	0	0625251	PE Test & Application Fee
06/25/2025	337465	P	10262	LIFE ASSIST INC	\$3,863.39	0	0625251	RFES - MEDICAL SUPPLIES
06/25/2025	337466	P	31520	THEODORE BLAINE LIGHT III	\$4,717.50	0	0625251	146-22 CEIP SUPPORT AND COMPLI
06/25/2025	337467	P	10298	LN CURTIS & SONS	\$1,033.67	0	0625251	STA 71 COMPRESSOR
06/25/2025	337468	P	31518	MICHAEL MENDEZ	\$240.16	0	0625251	25-223 MENDEZ HEXAGON CONFEREN
06/25/2025	337469	P	11652	MENKE JACKSON BEYER LLP	\$5,840.94	0	0625251	ACCT. #487-TARR ABAGEMENT (141
06/25/2025	337470	P	11576	MERCER (US) INC	\$11,758.33	0	0625251	2025 Benefits Consulting & Bro
06/25/2025	337471	P	10358	MOON SECURITY SERVICES INC	\$1,140.40	0	0625251	MULTIPLE FIRE ALARM MONITORING
06/25/2025	337472	P	31674	P&F AUTOMOTIVE WAREHOUSE INC	\$2,911.62	0	0625251	VEH#3415 WO#77095 FILTER
06/25/2025	337473	P	31505	SPORTSENGINE INC	\$55.50	0	0625251	BUSINESS LICENSES - CUSTOMER S
06/25/2025	337474	P	10357	OXARC INC	\$318.18	0	0625251	RFES - MEDICAL OXYGEN
06/25/2025	337475	P	31206	CI - PW LLC	\$48.86	0	0625251	Water for Landfill 6/17/2025
06/25/2025	337476	P	31377	PAYMENTUS CORPORATION	\$5.39	0	0625251	TRANSACTION FEES FOR MAY 2025
06/25/2025	337477	P	31798	PERFORMANCE SYSTEMS INTEGRATION LLC	\$66.31	0	0625251	RCC - EXT INSPECTIONS
06/25/2025	337478	P	32268	PLATINUM INSPECTION SERVICES LLC	\$75.00	0	0625251	RE-INSPECTION ROOF 416 COTTONW
06/25/2025	337479	P	12238	REXEL USA, INC	\$31.00	0	0625251	JOHN DAM PLAZA - ELECTRICAL UP
06/25/2025	337480	P	11258	PRATER ELECTRIC INC	\$337,023.35	0	0625251	Stevens Dr Sub Exp & Bank 1 Co
06/25/2025	337481	P	32273	PROCARE FOR YOU PLLC	\$1,002.50	0	0625251	PRE-EMP. PHYSICALS (5)
06/25/2025	337482	P	32363	PROCOM LLC	\$490.00	0	0625251	PRE-EMP TESTING (4) & DOT DRUG
06/25/2025	337483	P	32304	RAD TOWING INC	\$1,229.66	0	0625251	RPD TOW CHARGE CASE # 25-02470
06/25/2025	337484	P	32515	JOSEPH POSTON	\$6,070.00	0	0625251	EMPLOYEE HEALTH & WELFARE - D.
06/25/2025	337485	P	32588	RH2 CONTROL SYSTEMS NW LLC	\$123,439.94	0	0625251	Tapteal 2 Truman Ave BPS MCC P
06/25/2025	337486	P	11012	RH2 ENGINEERING INC	\$4,496.42	0	0625251	N. Richland Slow Sand Facility
06/25/2025	337487	P	11363	RODDA PAINT CO	\$65.71	0	0625251	STATION 74 - CARPENTRY
06/25/2025	337488	P	30592	BUDDY RUSSELL	\$150.00	0	0625251	RUSSELL BOOT ALLOWANCE
06/25/2025	337489	P	11347	SANDY'S TROPHIES INC	\$19.60	0	0625251	2x10 Slider Gold Black - Mike
06/25/2025	337490	P	32215	DE HICKS	\$3,750.00	0	0625251	ROADMAP TO INDEPENDENCE ASSIST
06/25/2025	337491	P	30023	TAIFEI SCOTT	\$404.60	0	0625251	MAY CLASS 10639
06/25/2025	337492	P	10744	SENSKE LAWN & TREE CARE INC	\$1,576.15	0	0625251	WEED CONTROL SERVICES
06/25/2025	337493	P	10536	SPRAGUE PEST SOLUTIONS	\$1,696.85	0	0625251	STATION 71 - PEST CONTROL
06/25/2025	337494	P	32678	STATION AUTOMATION INC	\$972.00	0	0625251	FD EMS SUPPLY INVENTORY SOFTWA
06/25/2025	337495	P	11256	STERICYCLE INC	\$65.75	0	0625251	FD - MEDICAL WASTE SERVICE
06/25/2025	337496	P	31740	BRADDON STIGALL	\$997.04	0	0625251	TUITION REIMB 2025: BRADDON ST

Accounts Payable Checks

6/1/2025 - 6/30/2025

06/25/2025	337497	P	10393	STONEWAY ELECTRIC SUPPLY	\$1,837.02	0	0625251	CITY WIDE LED UPGRADE
06/25/2025	337498	P	11271	STRIPE RITE INC	\$1,665.00	0	0625251	TEMP TRAFFIC CONTROL @ 72 NEWC
06/25/2025	337499	P	10900	SUNBELT RENTALS INC	\$773.25	0	0625251	EQUIP RENTAL - FACILITIES - AE
06/25/2025	337500	P	10961	TACOMA SCREW PRODUCTS INC	\$187.87	0	0625251	CHITO - TRUCK STOCK
06/25/2025	337501	P	31735	MARQUES HARRER	\$457.44	0	0625251	RPD UNIFORM INSTRUCTOR POLO
06/25/2025	337502	P	10120	THERMAL SUPPLY INC	\$968.63	0	0625251	LIBRARY - CHILLER
06/25/2025	337503	P	12054	TRANSPO GROUP USA, INC	\$15,359.46	0	0625251	City Wide Transporation System
06/25/2025	337504	P	10642	SIRJMR INC	\$417.56	0	0625251	RPD COFFEE DELIVERY & EQUIP RE
06/25/2025	337505	P	31667	UNITEC CORPORATION	\$1,433.75	0	0625251	Industrial Scale Services 5/15
06/25/2025	337506	P	12000	UNITED VOLLEYBALL SUPPLY, LLC	\$789.82	0	0625251	Leslie Groves - Volleyball Net
06/25/2025	337507	P	10860	VERIZON COMMUNICATIONS INC	\$1,225.69	0	0625251	CELL PHONES 05/07-06/06/25
06/25/2025	337508	P	31285	VIDEOLINK INC	\$380.45	0	0625251	HANDSETS/CORDS FOR DISPATCH
06/25/2025	337509	P	10138	WA STATE AUDITOR'S OFFICE	\$6,583.45	0	0625251	AUDIT SERVICES & CETA - MAY 20
06/25/2025	337510	P	32727	WASHINGTON COLLECTORS	\$81.00	0	0625251	CHARLES HAMMOND WA COLL PMT 5/
06/25/2025	337511	P	10140	WASHINGTON STATE PATROL	\$692.00	0	0625251	RPD BACKGROUND CHECKS MAY 2025
06/25/2025	337512	P	10194	XEROX CORPORATION	\$28.15	0	0625251	CANCELLATION INV RPD 5BT-70060
06/27/2025	337513	P	10000	KBL, INC.	\$427.92	0	0627251	Contract Manuals
06/27/2025	337514	P	10838	GRIGG ENTERPRISES INC	\$139.45	0	0627251	Cleaning supplies for sewer tr
06/27/2025	337515	P	32095	MIZAE ACEVEDO	\$341.60	0	0627251	25-252 Acevedo 06-10-25 ICC Tr
06/27/2025	337516	P	31632	ADCOMM ENGINEERING LLC	\$3,610.00	0	0627251	CAD/RADIO/IT/PHONE-CALL IN SUP
06/27/2025	337517	P	10157	AMERIGAS	\$499.23	0	0627251	Propane for boilers
06/27/2025	337518	P	10644	ANIXTER INC	\$1,046.24	0	0627251	Preformed Ties
06/27/2025	337519	P	10723	AP TECHNOLOGY LLC	\$1,070.00	0	0627251	SR-4285 SecureCheck Software M
06/27/2025	337520	P	999000	AUREF - Utility Customer Refunds	\$193.13	0	0627251	250 GAGE BLVD 3068
06/27/2025	337521	P	999000	AUREF - Utility Customer Refunds	\$77.70	0	0627251	2665 KINGSGATE WAY Apt H193
06/27/2025	337522	P	999000	AUREF - Utility Customer Refunds	\$71.25	0	0627251	2021 MAHAN AVE L9
06/27/2025	337523	P	999000	AUREF - Utility Customer Refunds	\$1,410.50	0	0627251	370 HYDRANT METER
06/27/2025	337524	P	999000	AUREF - Utility Customer Refunds	\$338.00	0	0627251	2500 GEORGE WASHINGTON WAY 141
06/27/2025	337525	P	999000	AUREF - Utility Customer Refunds	\$1,437.45	0	0627251	351 HYDRANT METER
06/27/2025	337526	P	999000	AUREF - Utility Customer Refunds	\$179.25	0	0627251	201 UNIVERSITY DR Apt 221
06/27/2025	337527	P	999000	AUREF - Utility Customer Refunds	\$69.70	0	0627251	3003 QUEENSGATE DR Apt 104
06/27/2025	337528	P	999000	AUREF - Utility Customer Refunds	\$90.84	0	0627251	1012 RIO SENDA CT
06/27/2025	337529	P	999000	AUREF - Utility Customer Refunds	\$46.87	0	0627251	1913 MEADOWS DR N
06/27/2025	337530	P	999000	AUREF - Utility Customer Refunds	\$104.06	0	0627251	201 UNIVERSITY DR Apt 101
06/27/2025	337531	P	999000	AUREF - Utility Customer Refunds	\$139.18	0	0627251	1309 GEORGE WASHINGTON WAY

Accounts Payable Checks

6/1/2025 - 6/30/2025

06/27/2025	337532	P	999000	AUREF - Utility Customer Refunds	\$111.82	0	0627251	650 GEORGE WASHINGTON WAY Apt
06/27/2025	337533	P	999000	AUREF - Utility Customer Refunds	\$161.62	0	0627251	2895 PAULING AVE Apt 257
06/27/2025	337534	P	999000	AUREF - Utility Customer Refunds	\$1,010.70	0	0627251	316 HYDRANT METER
06/27/2025	337535	P	999000	AUREF - Utility Customer Refunds	\$1,467.45	0	0627251	316 HYDRANT METER
06/27/2025	337536	P	999000	AUREF - Utility Customer Refunds	\$328.95	0	0627251	3778 MORNINGSIDE PKWY
06/27/2025	337537	P	999000	AUREF - Utility Customer Refunds	\$25.06	0	0627251	1876 FOWLER ST 111
06/27/2025	337538	P	10398	BOB RHODES HEATING & A/C INC	\$13,113.56	0	0627251	1213 Bridle - Spangle - HVAC R
06/27/2025	337539	P	32733	RYAN BROOKS	\$65.00	0	0627251	25-249 Brooks 06-09-25 ICC Tra
06/27/2025	337540	P	31841	CAMPBELL & COMPANY SERVICE CORPORATION	\$600.00	0	0627251	2405 Olympia - Norman - HVAC
06/27/2025	337541	P	32691	CARBON ACTIVATED CORPORATION	\$59,271.33	0	0627251	ANTHRACITE COAL FILTER MEDIA
06/27/2025	337542	P	10656	CARLSON SALES METERING SOLUTIONS LLC	\$2,517.49	0	0627251	10 Pole Test Switches
06/27/2025	337543	P	10026	CASCADE NATURAL GAS CORP	\$21.70	0	0627251	Bellerive Lift Station Generat
06/27/2025	337544	P	10250	CH2O INC	\$2,001.99	0	0627251	Loop treatment for boiler
06/27/2025	337545	P	10055	CITY OF PASCO	\$214,557.27	0	0627251	ANIMAL SHELTERING SERVICE JAN
06/27/2025	337546	P	10261	CITY OF RICHLAND	\$5,221.61	0	0627251	25-222 LETTRICK APCO SUMMER FO
06/27/2025	337547	P	10261	CITY OF RICHLAND	\$1,200.00	0	0627251	1672 Brittlebush - Sommer - HV
06/27/2025	337548	P	11516	COLEMAN OIL COMPANY	\$9,949.45	0	0627251	CREDIT FOR INVOICE INV-278244
06/27/2025	337549	P	11907	SYCURE CORP	\$300.00	0	0627251	100Mbps fiber Internet service
06/27/2025	337550	P	10542	FIANDER & ASSOCIATES LLC	\$597.84	0	0627251	2025 FIRE DEPT FITNESS EQUIPME
06/27/2025	337551	P	10470	COMMERCIAL TIRE INC	\$3,826.56	0	0627251	VEH#2572 WO#76973
06/27/2025	337552	P	999014	CONSERVATION REBATES	\$1,440.00	0	0627251	359 University - WSU - Lightin
06/27/2025	337553	P	10034	CONSOLIDATED ELECTRICAL DISTRIBUTORS INC	\$370.22	0	0627251	Circuit Breaker for boiler
06/27/2025	337554	P	32479	DFND TECHNOLOGIES INC	\$12,517.50	0	0627251	2025 DFND CLOTHING ORDER
06/27/2025	337555	P	10801	DOMESTIC VIOLENCE SVCS OF BNTN & FRNKLN COUNTIES	\$3,492.50	0	0627251	CDBG MAY 2025 GRANT REIMBURSEM
06/27/2025	337556	P	32174	FAIRBANK EQUIPMENT INC	\$492.16	0	0627251	VEH#6684 WO#76783 KIT WITH CAB
06/27/2025	337557	P	32146	ABRAHAM FANDRICH	\$33.28	0	0627251	2025-06-08 FANDRICH 2025 FTC E
06/27/2025	337558	P	31170	HIS DIME, LLC	\$312.80	0	0627251	VEH#3384 WO#77070 DECALS
06/27/2025	337559	P	10268	FEDERAL EXPRESS CORP	\$90.22	0	0627251	Lab samples to ALS and Anatek
06/27/2025	337560	P	32243	FOUNDATION FOR WATER & ENERGY EDUCATION	\$1,300.00	0	0627251	2025 Tri-Cities STEM Academy D
06/27/2025	337561	P	31421	GARY A TUCCI	\$1,712.00	0	0627251	May 2025 BPA Pass through fees
06/27/2025	337562	P	10203	W.W. GRAINGER, INC	\$1,771.70	0	0627251	Grainger Items
06/27/2025	337563	P	32125	HD SUPPLY INC	\$336.40	0	0627251	Lab Supplies - filter membrane
06/27/2025	337564	P	32115	HOOKED UP PASCO INC	\$545.80	0	0627251	ABANDONDED VEHICLE TOW #202506

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06/27/2025	337565	P	10294	HORIZON DISTRIBUTION INC	\$1,070.21	0	0627251	Horizon Misc. Supplies
06/27/2025	337566	P	12200	HUGHES FIRE EQUIPMENT, INC	\$188.71	0	0627251	VEH#5055 WO#77085 SOLENOID REP
06/27/2025	337567	P	30005	INTERWEST TECHNOLOGY SYSTEMS INC	\$1,278.31	0	0627251	Sr-3345 2025 City-Wide Genetec
06/27/2025	337568	P	10406	JUB ENGINEERS INC	\$3,307.10	0	0627251	Battelle Boulevard & Utilities
06/27/2025	337569	P	10063	JACOBS & RHODES INC	\$400.00	0	0627251	42 Travis - Lockman - HVAC Reb
06/27/2025	337570	P	32734	CHRIS JAKUBOWICZ	\$65.00	0	0627251	25-250 Jakubowicz 06-09-25 ICC
06/27/2025	337571	P	31660	KELLEY CREATE CO	\$28.59	0	0627251	JUNE COPIER CHARGES FOR PURCHA
06/27/2025	337572	P	31660	KELLEY CREATE CO	\$431.56	0	0627251	Xerox AltaLink C8145 Copier Ma
06/27/2025	337573	P	10071	KENNEWICK INDUSTRIAL & ELECTRICAL SUPPLY	\$194.35	0	0627251	Irrigation Parts
06/27/2025	337574	P	10750	KENNEWICK SCHOOL DISTRICT	\$680.00	0	0627251	USE OF SOUTHRIDGE FACILITY/EWA
06/27/2025	337575	P	11667	KENWORTH SALES COMPANY	\$3,942.56	0	0627251	VEH#3363 WO#77099
06/27/2025	337576	P	10219	LES SCHWAB TIRE CENTERS OF WASHINGTON INC	\$72.81	0	0627251	VEH#2465 WO#77069 TPMS RELEARN
06/27/2025	337577	P	30757	R. KIM LETTRICK	\$20.39	0	0627251	25-222 LETTRICK APCO SUMMER FO
06/27/2025	337578	P	32596	MIDLAND SCIENTIFIC INC	\$29.19	0	0627251	Microscope slides glass
06/27/2025	337579	P	30273	NORTHWEST EQUIPMENT SALES, INC	\$3,944.20	0	0627251	VEH#3344-A WO#76932 REPAIR COD
06/27/2025	337580	P	32250	ODP BUSINESS SOLUTIONS LLC	\$119.55	0	0627251	RPD BUSINESS CARDS QTY 5 BOXES
06/27/2025	337581	P	10357	OXARC INC	\$145.64	0	0627251	Nitrogen Tank Rentals
06/27/2025	337582	P	31206	CI - PW LLC	\$85.79	0	0627251	Water for Energy Services
06/27/2025	337583	P	10232	PERFECTION GLASS INC	\$384.00	0	0627251	249 Orchard - Shelangoskie - W
06/27/2025	337584	P	12496	PHENOVA INC	\$863.64	0	0627251	Lab supplies - sample testing
06/27/2025	337585	P	10345	POLYDYNE INC	\$7,093.66	0	0627251	Polymer for solids - WE2810
06/27/2025	337586	P	11994	PROFESSIONAL SALES AND SERVICE LC	\$338,312.44	0	0627251	2024 FORD F550 W/HORTON 603 TY
06/27/2025	337587	P	10047	R.D. OFFUTT COMPANY	\$627.62	0	0627251	VEH#6631 WO#77008 WHEEL, ARM B
06/27/2025	337588	P	32729	ROBERT ELIZONDO	\$4,400.00	0	0627251	COOL DESERT NIGHTS 2025
06/27/2025	337589	P	30593	RUSSELL, WILLIAM	\$65.00	0	0627251	25-251 Russell 06-12-25 ICC Tr
06/27/2025	337590	P	11347	SANDY'S TROPHIES INC	\$153.83	0	0627251	Kevin Brown retirement plaque
06/27/2025	337591	P	10440	SOLID WASTE SYSTEMS INC	\$737,707.80	0	0627251	ONE NEW SEWER JET TRUCK ON WES
06/27/2025	337592	P	32320	SPOKANE HOUSE OF HOSE INC	\$454.57	0	0627251	VEH#3358 WO#77082 HOSE ASSY
06/27/2025	337593	P	10536	SPRAGUE PEST SOLUTIONS	\$149.68	0	0627251	Pest Control Landfill 6/25/202
06/27/2025	337594	P	32693	TECNO DISPLAY INC	\$8,165.54	0	0627251	EXHIBIT FURNITURE
06/27/2025	337595	P	31051	THE GOODYEAR TIRE & RUBBER COMPANY	\$9,698.60	0	0627251	VEH#3339 WO#76839 NEW TIRES
06/27/2025	337596	P	10027	THE PAPE' GROUP	\$3,890.02	0	0627251	Excavator Key
06/27/2025	337597	P	10442	TITAN TRUCK EQUIPMENT	\$313.53	0	0627251	VEH#3410 WO#76727 POCKET STRAP
06/27/2025	337598	P	30040	ULINE	\$472.43	0	0627251	Gloves, packing tape, tissues,

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06/27/2025	337599	P	10106	US LINEN & UNIFORM	\$191.17	0	0627251	RPD TOWEL DELIVERY 6/24/25
06/27/2025	337600	P	10136	WASHINGTON ASN OF SHERIFFS & POLICE CHIEFS	\$765.00	0	0627251	2025 MEMBERSHIP DUES - PILCHER
06/27/2025	337601	P	10059	WESTERN STATES EQUIPMENT COMPANY	\$482.54	0	0627251	VEH#3358 WO#77082 FITTINGS
06/27/2025	337602	P	30939	DOBBS HEAVY DUTY HOLDINGS LLC	\$1,480.75	0	0627251	VEH#3366 WO#76977
06/27/2025	337603	P	30939	DOBBS HEAVY DUTY HOLDINGS LLC	\$451,870.07	0	0627251	ONE NEW 2024 PETERBILT ASL TRU
					\$7,511,312.42	\$20,112.47		

Accounts Payable Wires 6/1/2025 - 6/30/2025

DATE	WIRE #	WIRE AMT	EMP VENDOR NAME	PURPOSE	WIRE ACH
06/03/2025	10590	320,544.27	CIGNA HEALTH AND LIFE INSURANCE COMPANY	MEDICAL CLAIMS 05-19 TO 06/02	W
06/02/2025	10592	943,650.63	US BANK ST PAUL	Debt Service - June 2025	W
06/02/2025	10593	27,684.24	PAYMENT PROCESSING INC	MUNIS Merchant Services Fees	W
06/02/2025	10594	18,258.54	PAYMENT PROCESSING INC	Landfill Merchant Services fee	W
06/06/2025	10595	162,355.09	RXBENEFITS INC	RX CLAIMS 05/01-05/15/2025	W
06/06/2025	10596	103,861.10	CORVEL CORPORATION	MAY 2025 CLAIMS	W
06/06/2025	10597	19,297.02	CIGNA HEALTH AND LIFE INSURANCE COMPANY	JUNE 2025 ADMIN FEES	W
06/09/2025	10598	175,107.13	CIGNA HEALTH AND LIFE INSURANCE COMPANY	MEDICAL CLAIMS 06/03-09/2025	W
06/09/2025	10599	117,995.89	RXBENEFITS INC	RX CLAIMS 05/16-05/31/2025	W
06/09/2025	10600	33,020.00	UNITED EMPLOYEES BENEFIT TRUST	JUNE 2025 PREMIUM	W
06/09/2025	10601	18,389.17	SUN LIFE ASSURANCE COMPANY OF CANADA	JUNE 2025 PREMIUM	W
06/09/2025	10602	1,464.79	CORVEL CORPORATION	MAY 2025 CLAIMS	W
06/09/2025	10603	64,301.16	QBE INSURANCE CORPORATION	JUNE 2025 STOP LOSS PREMIUM	W
06/10/2025	10604	3,810.00	UNITED EMPLOYEES BENEFIT TRUST	COBRA - SALGADO 2025	W
06/09/2025	10606	2,000,000.00	US BANK N A	FHLB #3130B6K96 -5.25% (06/32)	W
06/09/2025	10607	269,510.91	RICHLAND GOLF MANAGEMENT CORPORATION	GPGC Operating Reimbursement 0	W
06/13/2025	10608	142,764.28	LAW ENFORCEMENT OFFICERS AND FIREFIGHTERS	JUNE 2025 PREMIUM	W
06/10/2025	10609	87,500.00	THE REACH	Transfer PFD debt service to o	W
06/10/2025	10610	402.00	WASHINGTON STATE TREASURER	Firearms Online Pmt for Conceal	W
06/13/2025	10611	409.50	A.W. REHN & ASSOCIATES INC	MAY 2025 ADMIN FEES	W
06/11/2025	10612	8,782.20	VISION SERVICE PLAN (WA)	Monthly Invoice 06/2025	W
06/12/2025	10613	2,000,000.00	US BANK N A	FHLB #3130B6KB1-5.00% (06/35)	W
06/25/2025	10614	345,578.60	WA STATE DEPARTMENT OF REVENUE	COMBINED EXCISE TAX - MAY 2025	W
06/18/2025	10615	109,950.14	THE REACH	INVOICE 3387- 2025 SPECIAL ELE	W
06/19/2025	10616	274.77	PRUDENTRX LLC	RX Claims 05/01 - 05/31	W
06/19/2025	10617	295,588.71	CIGNA HEALTH AND LIFE INSURANCE COMPANY	MEDICAL CLAIMS 6/9/25-06/15/25	W
06/24/2025	10618	134,712.94	BANK OF AMERICA	MAY 2025 PCARD	W
06/18/2025	10619	41,875.73	PAYMENTUS CORPORATION	Merchant Services Fees	W

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DATE	WIRE #	WIRE AMT	EMP VENDOR NAME	PURPOSE	WIRE ACH
06/23/2025	10620	97,960.08	CIGNA HEALTH AND LIFE INSURANCE COMPANY	MEDICAL CLAIMS 06/16/25-06/22/	W
06/23/2025	10621	164,117.62	RXBENEFITS INC	RX CLAIMS 06/01-06/15/2025	W
06/23/2025	10622	246,791.23	US DEPARTMENT OF AGRICULTURE	Payoff Richland Housing Author	W
06/26/2025	10623	2,877,658.00	BONNEVILLE POWER ADMINISTRATION	MAY25-PAT01-10089	W
06/26/2025	10624	700,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
06/30/2025	10625	18,463.22	SUN LIFE ASSURANCE COMPANY OF CANADA	JULY 2025 PREMIUM	W
06/30/2025	10628	15,811.88	UNIFYHR	FSA DEDUCTION FOR JUNE 2025	W
06/30/2025	10629	1,600,000.00	LGIP LOCAL GOVERNMENT INVESTMENT POOL	PURCHASE LGIP #1920	W
TOTAL WIRE		\$13,167,890.84			

Payroll Wires and ACH 6/1/2025 thru 6/30/2025

Effective Date	WIRE/ACH	VENDOR	PAYEE	AMOUNT	comment
06/05/2025	14772	10573	A.W. REHN & ASSOCIATES INC	\$14,062.50	
06/05/2025	14773	31411	ALLSTATE	\$327.50	
06/05/2025	14774	31410	ARAG	\$183.39	
06/05/2025	14775	11924	CIGNA ACCIDENT INSURANCE	\$2,463.06	
06/05/2025	14776	10789	CITY OF RICHLAND CIGNA BASIC AD&D	\$731.53	
06/05/2025	14777	10790	CITY OF RICHLAND CIGNA DEPENDENT L	\$130.20	
06/05/2025	14778	10786	CITY OF RICHLAND CIGNA DISABILITY	\$4,404.54	
06/05/2025	14779	10787	CITY OF RICHLAND CIGNA LIFE	\$3,413.43	
06/05/2025	14780	10788	CITY OF RICHLAND CIGNA OPTIONAL AD	\$880.74	
06/05/2025	14781	10782	CITY OF RICHLAND DEPENDENT CARE RE	\$1,008.25	
06/05/2025	14782	10791	CITY OF RICHLAND ER POST RETIREMENT	\$50,400.00	
06/05/2025	14783	10784	CITY OF RICHLAND UNEMPLOYMENT	\$2,914.20	
06/05/2025	14784	10785	CITY OF RICHLAND WORKER'S COMPENSA	\$87,810.63	
06/05/2025	14785	10783	CITY OF RICHLAND MEDICAL DENTAL VISION	\$454,978.86	
06/05/2025	14786	10736	CITY OF RICHLAND	\$8,517.37	
06/05/2025	14787	10702	DIVISION OF CHILD SUPPORT	\$1,839.90	
06/05/2025	14788	10646	INTERNATIONAL ASSN OF FIRE FIGHTERS	\$9,433.64	
06/05/2025	14789	10700	INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS	\$4,701.58	
06/05/2025	14790	10348	INTERNATIONAL CITY MANAGEMENT ASSOCIATION	\$213,862.51	
06/05/2025	14791	10699	IUOE LOCAL #280	\$6,235.50	
06/05/2025	14792	10984	NATIONWIDE RETIREMENT SOLUTIONS	\$43,851.29	
06/05/2025	14793	31627	PROVIDENT LIFE AND ACCIDENT INSURANCE	\$3,417.39	
06/05/2025	14794	10698	RICHLAND POLICE GUILD	\$8,550.00	
06/05/2025	14795	10460	STATE OF WASHINGTON EMPLOYMENT SECURITY DEPT	\$30,357.93	
06/05/2025	14796	31699	SUN LIFE OPTIONAL LIFE INS	\$4,250.22	
06/05/2025	14797	32408	TEAMSTERS UNION DUES	\$2,205.00	
06/05/2025	14798	10696	UNITED STATES TREASURY	\$510,103.92	
06/05/2025	14799	10231	UNITED WAY OF BENTON & FRANKLIN COUNTIES	\$193.05	
06/05/2025	14800	11329	VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION TRUST	\$1,812.50	
06/05/2025	14801	10286	WA STATE DEPT OF RETIREMENT SYSTEMS	\$352,009.40	
			EFFECTIVE DATE TOTAL	\$1,825,050.03	
06/18/2025	14802	10573	A.W. REHN & ASSOCIATES INC	\$14,062.50	
06/18/2025	14803	31411	ALLSTATE	\$333.75	
06/18/2025	14804	31410	ARAG	\$367.96	
06/18/2025	14805	10711	BENEFITS SOLUTIONS - IAFF WSCOFF EE MEDICAL TRUST	\$11,925.00	

Payroll Wires and ACH 6/1/2025 thru 6/30/2025

Effective Date	WIRE/ACH	VENDOR	PAYEE	AMOUNT	comment
06/18/2025	14806	11924	CIGNA ACCIDENT INSURANCE	\$2,486.83	
06/18/2025	14807	10789	CITY OF RICHLAND CIGNA BASIC AD&D	\$729.80	
06/18/2025	14808	10790	CITY OF RICHLAND CIGNA DEPENDENT L	\$79.20	
06/18/2025	14809	10786	CITY OF RICHLAND CIGNA DISABILITY	\$4,387.69	
06/18/2025	14810	10787	CITY OF RICHLAND CIGNA LIFE	\$3,405.37	
06/18/2025	14811	10788	CITY OF RICHLAND CIGNA OPTIONAL AD	\$891.24	
06/18/2025	14812	10782	CITY OF RICHLAND DEPENDENT CARE RE	\$996.25	
06/18/2025	14813	10784	CITY OF RICHLAND UNEMPLOYMENT	\$2,765.86	
06/18/2025	14814	10785	CITY OF RICHLAND WORKER'S COMPENSA	\$95,956.10	
06/18/2025	14815	10783	CITY OF RICHLAND MEDICAL DENTAL VISION	\$451,584.58	
06/18/2025	14816	10736	CITY OF RICHLAND	\$8,519.37	
06/18/2025	14817	10702	DIVISION OF CHILD SUPPORT	\$1,839.90	
06/18/2025	14818	10646	INTERNATIONAL ASSN OF FIRE FIGHTERS	\$9,433.64	
06/18/2025	14819	10700	INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS	\$197.29	
06/18/2025	14820	10348	INTERNATIONAL CITY MANAGEMENT ASSOCIATION	\$212,438.16	
06/18/2025	14821	10699	IUOE LOCAL #280	\$84.25	
06/18/2025	14822	10984	NATIONWIDE RETIREMENT SOLUTIONS	\$42,244.87	
06/18/2025	14823	31627	PROVIDENT LIFE AND ACCIDENT INSURANCE	\$3,484.53	
06/18/2025	14824	10460	STATE OF WASHINGTON EMPLOYMENT SECURITY DEPT	\$28,770.67	
06/18/2025	14825	31699	SUN LIFE OPTIONAL LIFE INS	\$4,245.02	
06/18/2025	14826	10696	UNITED STATES TREASURY	\$472,695.07	
06/18/2025	14827	10231	UNITED WAY OF BENTON & FRANKLIN COUNTIES	\$183.05	
06/18/2025	14828	11329	VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION TRUST	\$1,812.50	
06/18/2025	14829	10286	WA STATE DEPT OF RETIREMENT SYSTEMS	\$334,684.90	
06/30/2025	14830	31411	ALLSTATE (INFOARMOR)	\$12.50	
06/30/2025	14831	31410	ARAG LEGAL SYS	\$23.46	
06/30/2025	14832	10785	COR - WORKERS COMPENSATION	\$751.03	
06/30/2025	14833	10783	COR - MEDICAL DENTAL VISION	\$4,484.26	
06/30/2025	14834	10460	STATE OF WASHINGTON EMPLOYMENT SECURITY DEPT	\$147.64	
06/30/2025	14835	10696	US TREASURY	\$1,683.28	
06/30/2025	14836	10696	US TREASURY	\$746.60	
			EFFECTIVE DATE TOTAL	\$1,718,454.12	
Total			WIRE TOTAL FOR SELECTED TIME PERIOD	\$3,543,504.15	

Payroll Direct Deposits / Checks 6/1/2025 - 6/30/2025

CHECK TYPE	CHECK DATE	CHECKNBR	VOID	EMP#	EMP NAME	DD AMT	VOID AMT
PAYROLL - 2025-06-05	6/5/2025	237606		0		\$487.21	0
PAYROLL - 2025-06-05	6/5/2025	237607		0		\$345.70	0
PAYROLL - 2025-06-05	6/5/2025	237608		0		\$8066.01	0
PAYROLL - 2025-06-05	6/5/2025	237609		0		\$4942.24	0
PAYROLL - 2025-06-05	TOTALS:					\$13,841.16	0
PAYROLL - 2025-06-18	6/18/2025	237610		0		\$186.89	0
PAYROLL - 2025-06-18	6/18/2025	237611		0		\$109.35	0
PAYROLL - 2025-06-18	6/18/2025	237612		0		\$487.21	0
PAYROLL - 2025-06-18	6/18/2025	237613		0		\$345.70	0
PAYROLL - 2025-06-18	6/18/2025	237614		0		\$8066.01	0
PAYROLL - 2025-06-18	TOTALS:					\$9,195.16	0
					Grand Total	\$23,036.32	0

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003877	1,466.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003876	2,612.16	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003875	1,951.29	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003874	2,538.52	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003873	2,584.07	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003872	2,248.57	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003871	3,912.45	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003870	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003869	2,316.74	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003868	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003867	2,093.73	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003866	450.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003865	2,861.48	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003864	2,603.28	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003863	1,955.46	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003862	1,960.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003861	924.26	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003860	2,281.22	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003859	2,000.24	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003858	275.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003857	1,685.28	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003856	832.20	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003855	1,689.65	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003854	2,612.96	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003853	3,384.51	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003852	1,234.33	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003851	4,397.21	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003850	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003849	2,401.63	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003848	4,055.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003847	4,926.97	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003846	1,478.90	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003845	12,313.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003844	1,165.69	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003843	895.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003842	1,407.02	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003841	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003840	1,564.56	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003839	925.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003838	899.62	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003837	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003836	110.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003835	125.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003834	325.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003833	2,267.19	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003832	4,251.26	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003831	22.97	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003830	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003829	1,727.43	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003828	1,987.52	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003827	1,903.86	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003826	1,786.28	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003825	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003824	4,367.07	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003823	2,697.61	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003822	3,079.71	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003821	57.43	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003820	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003819	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003818	1,773.01	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003817	1,677.22	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003816	4,417.07	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003815	2,206.74	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003814	2,057.45	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003813	2,315.09	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003812	580.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003811	1,200.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003810	4,192.42	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003809	379.60	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003808	1,957.27	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003807	2,901.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003806	3,119.24	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003805	309.13	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003804	2,926.49	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003803	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003802	2,188.61	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003801	771.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003800	1,966.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003799	2,202.37	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003798	2,171.09	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003797	1,846.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003796	1,950.84	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003795	2,864.82	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003794	149.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003793	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003792	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003791	4,079.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003790	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003789	2,029.53	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003788	10.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003787	1,882.51	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003786	3,188.05	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003785	542.86	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003784	2,228.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003783	1,912.17	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003782	1,951.79	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003781	3,499.96	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003780	5,023.49	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003779	1,741.51	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003778	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003777	6,096.13	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003776	2,141.43	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003775	1,350.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003774	620.91	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003773	4,430.11	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003772	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003771	200.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003770	1,317.04	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003769	3,632.90	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003768	2,744.73	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003767	39.82	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003766	2,007.62	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003765	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Check/Cheque	1	4,942.24	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003764	4,439.10	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003763	1,832.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003762	4,972.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003761	4,086.63	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003760	3,752.12	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003759	1,445.35	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003758	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003757	1,380.29	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003756	730.95	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003755	3,853.82	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003754	2,329.15	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003753	76.21	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003752	2,340.82	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003751	2,296.11	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003750	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003749	4,308.69	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003748	1,396.39	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003747	4,137.32	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003746	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003745	2,224.29	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003744	5,379.96	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003743	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003742	200.57	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003741	4,007.92	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003740	2,844.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003739	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003738	1,333.16	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003737	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003736	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003735	2,000.84	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003734	1,953.70	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003733	5,151.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003732	2,046.29	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003731	1,640.45	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003730	3,586.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003729	3,386.70	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003728	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003727	1,321.86	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003726	2,782.83	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003725	3,529.93	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003724	2,255.46	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003723	1,729.90	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003722	2,767.37	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003721	2,084.93	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003720	2,651.28	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003719	3,251.20	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003718	1,179.20	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003717	5,815.03	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003716	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003715	1,678.62	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003714	700.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003713	700.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003712	2,083.77	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003711	1,699.42	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003710	929.29	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003709	232.32	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003708	2,741.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003707	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003706	1,330.84	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003705	246.04	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003704	75.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003703	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003702	325.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003701	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003700	857.18	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003699	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003698	1,494.71	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003697	6,391.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003696	4,606.87	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003695	469.66	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003694	2,376.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003693	69.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003692	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003691	2,051.48	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003690	851.45	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003689	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003688	1,579.86	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003687	3,477.58	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003686	2,065.19	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003685	4,021.83	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003684	3,980.59	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003683	2,400.44	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003682	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003681	4,955.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003680	4,318.71	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003679	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003678	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003677	1,131.56	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003676	22.54	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003675	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003674	600.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003673	1,345.35	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003672	3,656.83	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003671	1,559.44	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003670	2,662.74	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003669	2,916.49	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003668	600.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003667	4,220.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003666	35.23	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003665	2,336.99	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003664	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003663	2,388.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003662	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003661	940.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003660	2,384.92	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003659	3,320.66	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003658	3,227.11	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003657	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003656	2,321.13	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003655	2,637.58	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003654	2,044.28	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003653	1,133.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003652	1,739.39	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003651	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003650	1,702.53	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003649	566.67	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003648	2,403.23	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003647	3,708.67	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003646	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003645	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003644	55.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003643	55.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003642	2,906.17	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003641	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003640	4,520.51	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003639	4,929.54	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003638	400.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003637	2,981.16	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003636	2,515.34	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003635	1,639.09	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003634	1,899.11	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003633	1,842.03	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003632	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003631	1,809.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003630	3,873.26	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003629	1,921.37	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003628	2,895.66	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003627	6,164.29	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003626	35.23	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003625	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003624	1,994.65	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003623	2,019.35	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003622	2,277.39	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003621	1,477.92	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003620	1,447.77	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003619	2,872.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003618	1,227.44	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003617	600.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003616	1,124.05	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003615	2,113.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003614	2,787.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003613	22.62	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003612	1,100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003611	5,477.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003610	925.13	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003609	3,889.04	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003608	1,512.23	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003607	3,820.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003606	115.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003605	1,667.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003604	35.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003603	929.52	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003602	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003601	1,730.58	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003600	2,261.33	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003599	3,921.01	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003598	800.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003597	1,014.18	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003596	4,677.79	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003595	1,641.94	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003594	1,688.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003593	1,997.65	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003592	3,369.88	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003591	4,239.16	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003590	4,692.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003589	1,557.07	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003588	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003587	4,988.77	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003586	1,711.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003585	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003584	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003583	5,760.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003582	1,848.70	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003581	2,776.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003580	3,766.65	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003579	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003578	2,833.65	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003577	4,276.11	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003576	2,775.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003575	123.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003574	775.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003573	1,016.97	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003572	4,206.21	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003571	4,512.30	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003570	912.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003569	4,581.66	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003568	3,414.82	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003567	1,725.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003566	1,608.91	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003565	1,821.44	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003564	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003563	3,862.83	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003562	1,924.65	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003561	75.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003560	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003559	6,008.71	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003558	1,447.17	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003557	1,964.72	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003556	2,789.59	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003555	2,336.17	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003554	1,190.90	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003553	1,288.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003552	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003551	2,243.94	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003550	3,054.35	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003549	3,748.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003548	2,580.54	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003547	1,026.52	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003546	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003545	3,731.85	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003544	1,612.73	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003543	2,064.38	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003542	445.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003541	3,706.17	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003540	3,391.88	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003539	5,495.28	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003538	1,699.56	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003537	2,311.79	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003536	2,298.89	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003535	3,652.67	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003534	4,340.54	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003533	2,099.39	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003532	1,947.98	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003531	2,343.56	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003530	2,345.17	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003529	2,176.65	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003528	4,963.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003527	3,485.23	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003526	3,126.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003525	1,628.66	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003524	1,765.21	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003523	3,011.11	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003522	1,214.75	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003521	1,867.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003520	2,085.67	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003519	2,323.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003518	2,821.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003517	4,442.54	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003516	1,688.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003515	1,689.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003514	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003513	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003512	3,731.88	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003511	1,251.13	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003510	1,964.59	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003509	5,480.37	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003508	2,426.19	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003507	2,368.72	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003506	2,750.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003505	3,150.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003504	1,584.47	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003503	1,751.67	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003502	118.08	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003501	4,397.83	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003500	2,772.84	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003499	1,853.76	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003498	4,877.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003497	1,660.63	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003496	6,412.70	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003495	3,134.72	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003494	910.01	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003493	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003492	3,192.25	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003491	2,837.22	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003490	4,365.45	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003489	3,324.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003488	1,929.41	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003487	4,306.46	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003486	769.52	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003485	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003484	6,942.18	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003483	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003482	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003481	1,876.13	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003480	40.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003479	3,775.38	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003478	1,663.41	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003477	4,175.87	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003476	224.19	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003475	125.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003474	2,512.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003473	1,392.80	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003472	3,186.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003471	3,990.43	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003470	1,926.33	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003469	2,049.41	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003468	1,844.94	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003467	90.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003466	175.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003465	2,799.20	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003464	2,563.01	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003463	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003462	1,791.38	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003461	2,361.57	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003460	1,930.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003459	3,321.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003458	5,483.83	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003457	659.43	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003456	1,100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003455	1,690.21	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003454	816.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003453	6,322.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003452	1,771.74	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003451	4,936.27	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003450	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003449	3,069.96	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003448	2,005.43	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003447	38.88	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003446	1,439.53	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003445	5,832.76	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003444	200.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003443	350.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003442	4,453.22	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003441	1,361.62	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003440	3,351.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003439	951.18	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003438	4,144.30	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003437	1,763.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003436	3,948.13	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003435	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003434	1,438.66	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003433	1,673.90	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003432	3,443.15	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003431	3,237.47	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003430	1,738.27	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003429	3,355.35	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003428	6,754.99	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003427	2,233.74	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003426	315.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003425	2,715.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003424	2,411.27	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003423	605.04	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003422	1,838.80	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003421	1,875.28	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003420	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003419	4,863.21	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003418	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003417	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003416	1,739.41	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003415	2,131.27	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003414	200.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003413	1,762.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003412	225.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003411	1,787.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003410	1,860.98	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003409	4,451.88	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003408	2,076.14	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003407	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003406	3,170.37	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003405	1,941.22	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003404	1,865.77	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003403	3,076.07	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003402	3,698.03	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003401	75.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003400	4,409.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003399	1,874.92	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003398	671.68	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003397	1,743.85	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003396	2,688.47	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003395	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003394	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003393	1,391.74	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003392	2,079.27	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003391	2,109.61	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003390	4,359.37	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003389	3,534.80	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003388	2,381.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003387	74.71	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003386	2,856.74	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003385	3,146.39	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003384	2,025.43	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003383	3,166.57	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003382	2,268.52	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003381	2,694.92	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003380	3,745.29	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003379	1,798.52	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003378	2,154.88	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003377	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003376	2,000.14	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003375	3,858.72	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003374	1,056.49	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003373	4,047.28	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003372	2,542.96	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003371	4,703.12	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003370	1,790.94	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003369	75.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003368	2,019.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003367	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003366	200.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003365	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003364	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003363	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003362	1,646.93	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003361	3,056.66	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003360	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003359	2,670.88	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003358	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003357	4,433.79	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003356	1,726.41	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003355	2,011.24	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003354	1,186.98	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003353	3,075.39	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003352	3,888.49	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003351	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003350	3,303.36	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003349	2,565.07	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003348	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003347	2,346.63	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003346	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003345	2,351.50	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003344	3,901.16	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003343	2,018.76	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003342	1,667.87	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003341	2,411.80	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003340	1,590.75	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003339	4,027.36	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003338	4,371.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003337	1,541.77	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003336	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003335	866.46	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003334	2,096.93	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003333	1,934.98	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003332	4,599.90	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003331	3,062.18	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003330	800.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003329	1,895.24	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003328	1,007.20	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003327	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003326	2,147.39	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003325	1,713.92	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003324	1,395.99	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003323	1,100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003322	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003321	7,544.38	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003320	4,757.91	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003319	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003318	4,243.43	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003317	3,165.23	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003316	2,254.16	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003315	1,625.63	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003314	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003313	80.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003312	2,144.71	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003311	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003310	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003309	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003308	1,575.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003307	5,443.09	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003256	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003255	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003254	2,344.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003253	4,433.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003252	2,095.05	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003251	2,147.91	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003250	2,270.74	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003249	3,621.10	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003248	1,739.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003247	2,172.44	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003246	4,276.05	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003245	1,944.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003244	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003243	190.12	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003242	2,959.02	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003241	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003240	2,541.20	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003239	1,900.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003238	796.03	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003237	1,784.15	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003236	4,929.03	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003235	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003234	2,493.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003233	1,879.32	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003232	1,326.13	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003231	2,173.21	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003230	1,715.48	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003229	2,278.12	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003228	1,465.19	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003227	216.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003226	1,585.18	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003225	2,175.12	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003224	1,891.27	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003223	5,430.09	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003222	3,985.82	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003221	2,200.59	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003220	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003219	3,445.67	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003218	2,402.36	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003217	4,257.33	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003216	1,917.38	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003215	40.97	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003214	2,054.65	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003213	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003212	1,486.33	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003211	4,044.94	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003210	3,149.36	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003209	5,719.61	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003208	75.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003207	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003156	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003155	4,652.15	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003154	4,064.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003153	200.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003152	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003151	1,843.99	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003150	1,642.87	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003149	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003148	3,315.08	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003147	1,669.04	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003146	1,884.93	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003145	185.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003144	1,778.14	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003143	3,285.89	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003142	2,509.36	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003141	320.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003140	2,526.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003139	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003138	36.75	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003137	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003136	3,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003135	150.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003134	3,636.06	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003133	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003132	2,375.19	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003131	1,389.32	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003130	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003129	3,372.18	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003128	1,708.82	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003127	1,214.75	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003126	2,264.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003125	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003124	2,458.08	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003123	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003122	778.80	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003121	1,785.11	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003120	1,036.67	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003119	4,766.51	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003118	1,776.08	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003117	1,527.72	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003116	1,000.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003115	1,927.99	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003114	3,743.49	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003113	80.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003112	2,001.50	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003111	1,556.49	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003110	2,141.51	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003109	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003108	1,382.85	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003107	1,393.65	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003306	985.93	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003305	4,178.04	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003304	3,852.41	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003303	1,917.80	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003302	1,931.96	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003301	200.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003300	1,110.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003299	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003298	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003297	950.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003296	3,953.06	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003295	4,649.09	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003294	2,266.16	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003293	1,877.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003292	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003291	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003290	1,345.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003289	3,155.03	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003288	3,157.51	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003287	2,186.55	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003286	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003285	2,101.85	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003284	1,393.61	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003283	4,113.10	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003282	253.75	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003281	2,864.33	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003280	1,487.47	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003279	2,704.73	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003278	2,946.45	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003277	1,747.76	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003276	2,189.67	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003275	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003274	3,579.04	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003273	5,209.78	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003272	1,804.53	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003271	7,334.79	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003270	2,201.77	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003269	200.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003268	3,392.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003267	1,498.25	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003266	450.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003265	499.42	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003264	2,641.56	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003263	2,857.90	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003262	220.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003261	2,190.03	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003260	3,120.50	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003259	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003258	4,190.75	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003257	2,262.75	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003206	3,203.42	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003205	2,774.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003204	252.57	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003203	9,330.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003202	1,588.41	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003201	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003200	787.69	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003199	1,693.77	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003198	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/5/2025	Direct Deposit	251550003197	1,095.90	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003196	1,937.63	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003195	3,827.49	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003194	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003193	2,867.51	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003192	125.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003191	4,672.88	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003190	2,816.82	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003189	2,358.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003188	833.81	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003187	4,637.85	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003186	25.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003185	50.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003184	100.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003183	4,781.44	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003182	1,964.31	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003181	4,154.97	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003180	1,396.46	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003179	3,273.02	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003178	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003177	3,576.35	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003176	2,571.18	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003175	1,728.84	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003174	1,938.64	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003173	500.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003172	2,280.38	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003171	2,994.94	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003170	3,256.86	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003169	125.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003168	1,775.53	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003167	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003166	5,070.62	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003165	275.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003164	250.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003163	300.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003162	4,443.23	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003161	0.00	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003160	5,024.57	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003159	3,131.40	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003158	2,929.57	05/19/2025 - 06/01/2025 (Bi-weekly)
6/5/2025	Direct Deposit	251550003157	2,415.96	05/19/2025 - 06/01/2025 (Bi-weekly)
			1,563,838.85	

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004384	190.64	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004383	2,862.92	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004382	1,393.93	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Check/Cheque	3	109.35	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004381	3,400.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004380	1,250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004379	580.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004378	399.65	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004377	3,822.25	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004376	3,101.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004375	3,318.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004374	1,951.38	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004373	4,288.37	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004372	4,332.92	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004371	1,950.84	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004370	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004369	1,810.28	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004368	1,388.46	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004367	3,203.26	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004366	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004365	1,286.72	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004364	135.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004363	2,189.23	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004362	2,232.94	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004361	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004360	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004359	125.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004358	1,775.49	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004357	2,017.16	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004356	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004355	1,470.81	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004354	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004353	1,692.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004352	3,705.21	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004351	1,074.26	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004350	775.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004349	150.91	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004348	2,800.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004347	1,931.88	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004346	3,984.92	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004345	2,028.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004344	2,259.86	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004343	2,592.79	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004342	2,149.88	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004341	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004340	504.04	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004339	2,223.16	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004338	2,317.01	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004337	733.38	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004336	191.47	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004335	130.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004334	75.45	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Check/Cheque	2	186.89	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004333	2,942.51	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004332	962.30	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004331	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004330	1,185.85	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004329	1,125.40	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004328	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004327	802.54	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004326	3,168.27	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004325	2,273.55	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004324	4,448.58	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004323	3,306.83	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004322	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004321	3,390.42	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004320	2,100.10	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004319	1,394.74	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004318	1,448.41	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004317	1,060.67	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004316	1,961.47	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004315	1,699.24	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004314	1,879.37	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004313	2,052.11	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004312	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004311	1,678.84	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004310	4,395.86	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004309	1,767.78	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004308	1,224.41	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004307	1,670.07	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004306	4,018.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004305	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004304	1,542.70	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004303	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004302	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004301	1,668.51	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004300	1,982.70	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004299	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004298	2,843.07	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004297	2,136.41	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004296	4,661.21	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004295	2,315.89	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004294	3,093.93	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004293	3,704.67	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004292	2,416.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004291	3,843.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004290	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004289	4,438.66	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004288	1,381.23	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004287	3,035.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004286	3,265.25	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004285	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004284	2,929.27	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004283	721.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004282	180.30	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004281	2,316.68	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004280	1,881.96	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004279	1,792.48	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004278	2,207.49	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004277	3,443.49	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004276	188.43	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004275	1,640.53	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004274	1,691.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004273	3,076.63	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004272	1,700.66	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004271	4,377.36	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004270	872.57	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004269	4,469.25	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004268	125.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004267	2,820.16	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004266	3,558.31	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004265	2,177.28	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004264	3,220.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004263	3,259.80	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004262	5,855.39	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004261	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004260	4,363.83	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004259	1,203.78	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004258	1,799.71	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004257	2,001.01	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004256	3,553.08	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004255	1,931.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004254	3,264.70	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004253	2,034.90	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004252	4,398.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004251	1,935.35	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004250	3,311.28	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004249	62.63	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004248	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004247	1,969.25	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004246	1,797.92	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004245	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004244	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004243	4,746.04	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004242	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004241	2,028.14	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004240	1,910.52	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004239	831.79	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004238	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004237	1,906.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004236	1,628.48	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004235	3,900.35	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004234	4,452.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004233	2,245.92	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004232	4,359.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004231	597.21	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004230	2,100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004229	1,164.97	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004228	3,758.56	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004227	1,668.86	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004226	1,190.21	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004225	2,940.83	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004224	2,173.54	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004223	2,227.02	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004222	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004221	2,009.15	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004220	3,448.91	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004219	3,401.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004218	3,655.74	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004217	2,907.22	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004216	3,314.47	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004215	1,225.82	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004214	2,027.50	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004213	2,177.40	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004212	1,212.83	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004211	2,140.06	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004210	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004209	2,509.41	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004208	5,119.63	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004207	1,724.52	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004206	115.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004205	1,576.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004204	2,145.50	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004203	5,510.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004202	2,009.85	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004201	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004200	3,350.47	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004199	5,018.15	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004198	2,420.21	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004197	2,011.94	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004196	1,186.76	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004195	2,671.93	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004194	3,241.43	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004193	1,609.14	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004192	188.43	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004191	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004190	2,189.43	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004189	2,105.90	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004188	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004187	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004186	2,749.69	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004185	360.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004184	2,517.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004183	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004182	4,571.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004181	1,763.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004180	2,609.70	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004179	546.93	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004178	2,087.11	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004177	3,774.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004176	849.40	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004175	3,834.41	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004174	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004173	2,976.64	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004172	5,450.59	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004171	2,471.48	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004170	2,174.54	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004169	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004168	2,053.87	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004167	1,933.85	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004166	1,775.79	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004165	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004164	2,324.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004163	1,215.15	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004162	2,565.66	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004161	3,060.42	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004160	3,421.89	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004159	1,957.74	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004158	1,709.39	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004157	3,168.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004156	1,350.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004155	513.08	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004154	3,108.77	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004153	1,671.75	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004152	811.57	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004151	1,446.33	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004150	1,690.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004149	3,138.53	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004148	2,745.67	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004147	1,330.86	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004146	2,183.79	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004145	1,164.91	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004144	2,790.59	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004143	2,210.75	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004142	2,693.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004141	1,743.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004140	2,613.84	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004139	4,421.13	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004138	3,235.02	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004137	1,791.24	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004136	2,402.75	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004135	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004134	1,865.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004133	75.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004132	5,424.18	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004131	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004130	3,073.90	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004129	4,453.89	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004128	97.14	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004127	2,069.37	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004126	2,976.02	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004125	1,055.77	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004124	859.98	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004123	558.27	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004122	2,135.78	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004121	1,872.82	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004120	1,490.41	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004119	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004118	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004117	4,523.62	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004116	2,859.35	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004115	75.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004114	2,369.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004113	926.42	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004112	185.35	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004111	1,463.91	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004110	2,277.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004109	3,583.59	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004108	2,040.46	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004107	1,887.48	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004106	4,927.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004105	1,739.25	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004104	1,524.82	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004103	1,027.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004102	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004101	4,703.42	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004100	6,424.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004099	1,718.09	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004098	1,714.13	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004097	211.27	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004096	267.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004095	255.56	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004094	3,467.62	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004093	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004092	2,920.01	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004091	1,266.10	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004090	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004089	2,648.18	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004088	2,956.84	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004087	1,927.24	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004086	3,089.62	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004085	2,792.58	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004084	3,759.37	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004083	4,672.32	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004082	1,621.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004081	389.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004080	3,417.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004079	3,894.11	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004078	2,114.94	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004077	1,794.01	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004076	125.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004075	2,513.45	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004074	1,703.66	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004073	3,741.69	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004072	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004071	2,240.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004070	2,683.13	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004069	2,055.45	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004068	220.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004067	2,549.97	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004066	1,194.47	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004065	5,708.25	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004064	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004063	4,221.66	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004062	2,496.36	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004061	188.44	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004060	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004059	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004058	1,535.24	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004057	3,384.74	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004056	2,175.69	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004055	2,640.11	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004054	319.44	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004053	1,988.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004052	2,376.83	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004051	1,729.12	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004050	1,823.44	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004049	2,696.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004048	3,695.02	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004047	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004046	2,944.63	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004045	25.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004044	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004043	1,927.16	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004042	2,310.70	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004041	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004040	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004039	1,578.22	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004038	3,902.72	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004037	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004036	6,406.20	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004035	1,843.25	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004034	2,565.85	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004033	1,242.23	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004032	1,972.94	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004031	1,882.13	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004030	2,003.36	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004029	320.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004028	2,527.87	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003927	2,329.92	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003926	2,244.62	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003925	3,733.49	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003924	3,415.43	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003923	3,368.08	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003922	1,702.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003921	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003920	782.97	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003919	925.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003918	800.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003917	902.65	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003916	951.90	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003915	1,708.23	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003914	1,944.33	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003913	1,214.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003912	1,799.70	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003911	265.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003910	1,723.20	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003909	1,817.43	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003908	3,682.25	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003907	600.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003906	200.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003905	1,110.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003904	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003903	1,100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003902	950.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003901	826.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003900	1,557.29	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680003899	1,718.38	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003898	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003897	1,724.10	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003896	1,931.41	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003895	1,618.86	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003894	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003893	2,385.31	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003892	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003891	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003890	600.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003889	1,130.01	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003888	22.53	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003887	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003886	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003885	2,846.20	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003884	4,003.76	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003883	3,009.95	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003882	1,903.82	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003881	2,256.37	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003880	3,162.44	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003879	2,870.10	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003878	151.86	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004027	400.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004026	3,116.12	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004025	2,455.72	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004024	1,687.79	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004023	2,000.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004022	3,452.92	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004021	1,593.02	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004020	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004019	2,163.75	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004018	2,031.37	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004017	185.62	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004016	40.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004015	746.94	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004014	3,775.69	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004013	2,281.26	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004012	2,049.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004011	2,246.39	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004010	1,896.28	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004009	2,699.13	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004008	3,237.90	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004007	1,737.23	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004006	952.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004005	2,705.27	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004004	2,299.09	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004003	4,063.63	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004002	667.36	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004001	4,022.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004000	2,982.77	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003999	153.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003998	2,060.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003997	2,860.49	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003996	773.56	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003995	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003994	3,894.76	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003993	3,241.46	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003992	1,035.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003991	4,648.11	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003990	542.26	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003989	868.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003988	3,047.80	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003987	1,701.80	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003986	1,150.30	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003985	1,304.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003984	658.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003983	188.44	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003982	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003981	3,656.93	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003980	1,345.35	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003979	1,739.48	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003978	2,557.78	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003977	2,186.12	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003976	3,977.27	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003975	2,585.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003974	3,582.45	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003973	1,966.72	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003972	1,018.27	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003971	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003970	1,995.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003969	4,264.69	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003968	2,412.93	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003967	2,407.47	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003966	2,154.47	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003965	2,344.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003964	1,230.45	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680003963	1,646.14	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003962	3,787.85	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003961	2,574.20	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003960	1,863.34	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003959	3,475.55	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003958	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003957	1,723.38	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003956	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003955	450.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003954	2,201.85	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003953	3,200.50	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003952	1,786.79	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003951	275.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003950	1,686.34	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003949	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003948	1,102.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003947	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003946	200.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003945	350.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003944	1,441.64	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003943	3,519.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003942	4,204.23	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003941	2,862.20	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003940	3,122.33	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003939	785.09	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003938	2,699.26	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003937	700.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003936	700.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003935	4,446.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003934	2,087.59	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003933	151.72	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003932	75.46	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003931	4,591.67	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003930	1,639.51	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003929	3,981.23	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680003928	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004656	2,044.46	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004655	10.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004654	3,063.78	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004653	15,924.62	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004652	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004651	2,735.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004650	4,748.99	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004649	1,480.86	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004648	1,736.15	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004647	3,478.26	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004646	2,196.36	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004645	1,903.84	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004644	2,383.71	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004643	2,088.50	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004642	1,661.75	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004641	4,092.64	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004640	1,659.96	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004639	1,100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004638	1,754.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004637	2,240.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004636	836.48	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004635	325.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004634	2,269.43	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004633	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004632	110.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004631	125.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004630	2,149.52	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004629	2,885.49	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004628	2,756.39	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004627	1,982.30	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004626	2,804.63	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004625	1,897.99	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004624	2,668.16	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004623	5,289.39	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004622	800.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004621	3,053.66	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004620	1,921.51	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004619	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004618	2,566.87	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004617	3,490.97	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004616	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004615	2,814.24	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004614	4,240.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004613	2,011.59	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004612	6,713.83	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004611	2,718.77	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004610	1,563.52	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004609	3,363.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004608	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004607	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004606	1,702.22	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004605	1,684.64	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004604	1,680.82	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004603	3,108.90	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004602	1,644.18	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004601	315.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004600	200.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004599	3,541.88	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004598	1,595.91	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004597	450.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004596	2,355.84	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004595	445.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004594	3,637.10	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004593	3,514.06	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004592	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004591	200.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004590	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004589	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004588	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004587	2,809.30	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004586	222.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004585	2,833.35	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004584	1,551.64	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004583	1,345.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004582	1,380.39	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004581	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004580	1,865.64	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004579	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004578	1,961.45	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004577	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004576	3,537.82	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004575	2,614.13	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004574	80.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004573	5,268.81	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004572	1,954.12	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004571	4,087.72	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004570	1,747.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004569	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004568	3,595.07	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004567	3,702.57	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004566	1,520.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004565	1,692.62	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004564	1,587.54	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004563	4,178.11	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004562	3,356.92	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004561	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004560	2,361.66	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004559	2,856.98	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004558	3,092.30	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004557	1,922.01	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004556	200.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004555	1,846.24	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004554	890.83	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004553	970.69	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004552	200.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004551	1,954.96	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004550	275.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004549	2,065.59	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004548	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004547	3,404.43	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004546	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004545	6,150.91	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004544	75.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004543	153.99	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004542	3,442.78	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004541	2,750.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004540	924.39	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004539	3,238.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004538	2,934.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004537	2,308.14	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004536	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004535	3,152.54	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004534	216.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004533	1,437.24	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004532	1,873.84	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004531	155.65	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004530	2,403.06	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004529	290.48	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004528	1,566.81	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004527	4,060.84	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004526	3,783.99	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004525	5,472.21	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004524	3,807.12	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004523	3,085.51	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004522	1,849.28	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004521	4,174.40	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004520	2,381.11	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004519	2,171.75	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004518	3,647.45	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004517	150.89	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004516	2,563.94	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004515	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004514	1,684.10	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004513	200.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004512	1,310.38	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004511	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004510	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004509	1,778.35	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004508	1,507.79	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004507	3,551.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004506	1,393.36	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004505	1,091.68	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004504	600.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004503	1,122.39	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004502	1,943.87	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004501	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004500	850.64	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004499	3,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004498	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004497	2,475.67	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004496	2,942.74	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004495	3,383.40	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004494	3,884.77	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004493	1,646.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004492	2,203.90	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004491	1,937.47	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004490	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004489	3,171.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004488	3,281.24	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004487	1,792.34	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004486	2,059.82	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004485	3,435.70	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004484	250.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004483	2,933.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004482	1,627.62	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004481	2,051.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004480	186.63	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004479	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004478	1,682.43	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004477	185.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004476	225.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004475	1,788.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004474	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004473	3,387.15	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004472	1,331.53	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004471	3,072.15	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004470	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004469	2,018.08	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004468	3,821.13	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004467	2,100.40	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004466	4,860.30	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004465	1,163.44	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004464	75.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004463	2,050.75	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004462	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004461	325.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004460	1,000.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004459	363.09	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004458	2,142.76	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004457	2,050.68	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004456	4,449.18	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004455	2,045.60	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004454	2,259.82	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004453	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004452	1,402.10	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004451	1,771.40	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004450	2,011.65	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004449	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004448	2,726.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004447	1,837.85	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004446	3,983.16	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004445	442.54	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004444	1,350.75	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004443	185.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004442	1,214.06	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004441	2,491.50	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004440	50.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004439	2,464.28	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004438	2,030.87	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004437	3,151.51	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004436	300.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004435	2,262.58	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004434	444.85	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004433	2,297.68	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004432	4,070.12	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004431	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004430	542.74	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004429	1,804.02	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004428	3,858.26	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004427	2,138.41	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004426	200.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004425	4,334.44	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004424	3,860.29	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004423	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004422	185.61	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004421	1,913.99	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004420	100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004419	2,376.19	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004418	2,172.94	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004417	3,037.15	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004416	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004415	1,956.20	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004414	2,023.98	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004413	75.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004412	35.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004411	150.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004410	938.32	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004409	5,298.44	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004408	55.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004407	55.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004406	3,434.27	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004405	3,252.73	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004404	2,984.06	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004403	1,918.86	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004402	6,364.17	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004401	3,611.34	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004400	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004399	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004398	179.03	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004397	4,447.38	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004396	1,783.50	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004395	0.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004394	2,796.30	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004393	1,803.05	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004392	1,398.29	06/02/2025 - 06/15/2025 (Bi-weekly)

Transaction Date	Payment Type	Transaction Reference	Payment Amount	Period
6/18/2025	Direct Deposit	251680004391	1,100.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004390	2,216.21	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004389	3,349.04	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004388	3,259.63	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004387	3,131.22	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004386	500.00	06/02/2025 - 06/15/2025 (Bi-weekly)
6/18/2025	Direct Deposit	251680004385	1,813.45	06/02/2025 - 06/15/2025 (Bi-weekly)
			1,499,600.01	
6/30/2025	Direct Deposit	251810004663	1,437.19	06/01/2025 - 06/30/2025 (MonthlyCouncil)
6/30/2025	Direct Deposit	251810004662	1,238.16	06/01/2025 - 06/30/2025 (MonthlyCouncil)
6/30/2025	Direct Deposit	251810004661	1,273.99	06/01/2025 - 06/30/2025 (MonthlyCouncil)
6/30/2025	Direct Deposit	251810004660	1,279.89	06/01/2025 - 06/30/2025 (MonthlyCouncil)
6/30/2025	Direct Deposit	251810004659	1,268.93	06/01/2025 - 06/30/2025 (MonthlyCouncil)
6/30/2025	Direct Deposit	251810004658	1,210.64	06/01/2025 - 06/30/2025 (MonthlyCouncil)
6/30/2025	Direct Deposit	251810004657	1,051.35	06/01/2025 - 06/30/2025 (MonthlyCouncil)
6/30/2025	Direct Deposit	251810004671	796.44	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004670	526.45	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004669	621.89	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004668	355.03	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004667	951.31	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004666	262.63	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004665	726.08	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004664	1,351.33	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004684	1,121.77	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004683	1,759.13	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004682	810.85	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004681	319.15	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004680	492.78	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004679	982.47	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004678	841.60	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004677	626.96	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004676	1,049.20	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004675	1,102.98	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004674	1,073.68	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004673	337.41	06/01/2025 - 06/30/2025 (MonthlyPension)
6/30/2025	Direct Deposit	251810004672	1,719.26	06/01/2025 - 06/30/2025 (MonthlyPension)
			26,588.55	
June 2025 Total			3,090,027.41	



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 7/15/2025

Agenda Category: Items of Business

Key I - Financial Stability & Operational Effectiveness

Subject

Resolution No. 2025-104, Approving the 2025-2027 Collective Bargaining Agreement with the International Union of Operating Engineers, Local No. 280

Department/Office

Human Resources

Ordinance/Resolution Number

2025-104

Document Type

Resolution

Recommended Motion

Adopt Resolution No. 2025-104, authorizing the City Manager to sign and execute the 2025-2027 Collective Bargaining Agreement with the International Union of Operating Engineers, Local No. 280.

Summary

In October 2024, the City entered into negotiations with the International Union of Operating Engineers, Local No. 280 (IUOE) to bargain a successor agreement. The IUOE represents approximately 110 City employees in the Public Works, Parks and Public Facilities, and Administrative Services departments. Negotiations were conducted in five (5) different sessions before filing for joint mediation through the Public Employment Relations Commission (PERC). Joint mediation was held on June 13, 2025, and a tentative agreement was reached on all open items during the session. The proposed agreement was ratified by IUOE membership on June 24, 2025.

Resolution No. 2025-104 is presented to Council for approval of the 2025-2025 IUOE Collective Bargaining Agreement (CBA). The proposed agreement includes contract language and a total compensation package within the parameters set by the Richland City Council, to include the following:

- A three-year agreement from January 1, 2025 through December 31, 2027.
- Effective January 1, 2025, 4.85% Cost-of-Living Adjustment (COLA), with the following exceptions:
10.0% Market Adjustment for Water Quality Coordinator, Plant Operator, Lead Plant Operator, Equipment Technician I, Equipment Technician II, Equipment Technician III, and Lead Equipment Technician classifications (No COLA).
- Effective January 1, 2026, a 2.0% across-the-board increase.
- Effective July 1, 2026, a 1.0% across-the-board increase.
- Effective January 1, 2027, a 2.5% across-the-board increase.
- Move from the Retirement Health Savings (RHS) plan to a health reimbursement arrangement (HRA) plan, offered and administered by the Voluntary Employees' Beneficiary Association Trust for Public Employees in the Northwest (HRA VEBA).
- Increase city matching to 457 deferred compensation plan from 3% to 4%. Upon full contract execution, IUOE members are no longer eligible to participate in the 401(a) deferred compensation plan.
- Increase PTO buy-out hours from forty (40) to eighty (80) hours annually.
- Ability to accrue up to 40 hours of comp time per calendar year in lieu of overtime.
- Double time for hours worked on a holiday.
- Shift differentials for employees (excluding Plant Operators) starting shift between noon and 2 p.m., the shift differential increased from \$0.45 per hour to \$0.50 per hour.
- Shift differential for employees (excluding Plant Operators) starting shift between 10:30 p.m. and 5:00 a.m., the shift differential increased from \$0.50 per hour to \$0.75 per hour.
- With the transition to Advanced Metering Infrastructure (AMI), the Meter Reader positions are obsolete. The Meter Reader job classification and any reference to the position were removed from CBA.

- Temporary employees are no longer eligible for Paid Time Off (PTO). They are entitled to statutory benefits and State Sick Leave in lieu of PTO

A public hearing was held on July 15, 2025 pursuant to Article IV of the Richland City Charter to take public comment on the proposed agreement.

Staff recommends adoption of Resolution No. 2025-104.

Fiscal Impact	The terms of the proposed agreement are fiscally aligned with the City's 2025 Budget and adheres to the collective bargaining parameters established by City Council.
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Attachments

1. Resolution No. 2025-104
2. Proposed 2025-2027 IUOE CBA with MOU'S

RESOLUTION NO. 2025-104

**A RESOLUTION OF THE CITY OF RICHLAND, WASHINGTON,
ADOPTING THE 2025-2027 COLLECTIVE BARGAINING
AGREEMENT WITH THE INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL NO. 280 AND AUTHORIZING
PERIODIC MEMORANDUMS OF UNDERSTANDING.**

WHEREAS, the Richland City Council desires to attract and retain qualified employees and maintain harmonious relations between the City and the International Union of Operating Engineers, Local No. 280 (IUOE); and

WHEREAS, amendments to wages, benefits, and other terms and conditions of employment are warranted based on external market conditions; and

WHEREAS, the City Manager may desire to enter into memorandums of understanding with IUOE periodically throughout the term of the collective bargaining agreement for operational and administrative purposes.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Richland that the 2025-2027 Collective Bargaining Agreement with the International Union of Operating Engineers, Local No. 280 is hereby approved.

BE IT FURTHER RESOLVED that the City Manager is authorized to sign and execute the 2025-2027 Collective Bargaining Agreement on behalf of the City.

BE IT FURTHER RESOLVED that the City Manager or designee is authorized to enter into periodic memorandums of understanding with IUOE for operational or administrative purposes during the term of the Agreement.

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately.

ADOPTED by the City Council of the City of Richland, Washington, at a regular meeting on the 15th day of July, 2025.

Theresa Richardson, Mayor

Attest:

Approved as to Form:

Jennifer Rogers, City Clerk

Heather Kintzley, City Attorney

AGREEMENT BETWEEN

THE CITY OF RICHLAND,
WASHINGTON

AND

THE INTERNATIONAL UNION OF
OPERATING ENGINEERS
LOCAL UNION NO. 280

2022-2024

2025-2027

Resolution No. TBD, Contract No. TBD



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ARTICLE I PREAMBLE

This agreement is entered into by and between the City of Richland, hereinafter referred to as City, and the International Union of Operating Engineers Local 280, hereinafter referred to as Union. It is the purpose of this Agreement to achieve and maintain harmonious relations between the City and the Union, to provide for equitable and peaceful adjustment of differences, which may arise, and to establish wages, benefits and other terms and conditions of employment.

ARTICLE II RECOGNITION

The City hereby recognizes the Union as the exclusive bargaining representative for the purposes stated in Chapter 41.56 RCW of all regular full-time and part-time employees employed within the bargaining unit and job classifications listed in this Agreement. The classifications recognized as bargaining unit positions covered by this agreement shall be listed with pay rates in Appendix A of this agreement.

Section 2.01 Unit Description

For the purposes of this Agreement regular full-time employees shall mean employees occupying budgeted positions, working a regular schedule of two thousand eighty (2080) hours in a calendar year in classifications listed in Appendix A of the Agreement.

Section 2.02 Temporary and Limited Term Employment

A. Temporary

The City may employ temporary employees to assist with seasonal work, unusually high workloads, and temporary job vacancies due to injuries, illnesses, and other extenuating circumstances. A temporary employee will not be employed more than eight (8) months (approximately one thousand three hundred and eighty-five [1385] hours) in a calendar year or consecutively for more than eight (8) months (approximately 1385 hours) without an approved Request to Extend Temporary Employment (see Exhibit 'A').

Temporary employees shall be provided statutory benefits. ~~Additionally, such employees are eligible for Paid Time Off (PTO) accrual as specified in Section 13.01, except as modified by the City's Paid State Sick Leave policy, and Holiday pay as specified in Section 13.04. Additionally, such employees are eligible for the City's Paid Sick Leave Policy and Holiday Pay as specified in Section 13.04.~~

Temporary employees are not covered by the provisions of this Agreement unless stated specifically in writing and are not subject to any conditions or benefits provided for in this Agreement including, but not limited to, access to the grievance procedure.

B. Limited Term

When the City has a need to extend temporary employment beyond eight (8) months, the temporary employee will be re-categorized as a limited term employee. A limited term employee is defined as a temporary employee whose tenure is greater than eight (8)

months but no longer than twenty-four (24) months. Limited term employees have no right to steady employment, prior notice of termination or preference for regular full-time job openings.

Limited term employees shall be subject to statutory benefits. ~~Additionally, such employees are eligible for Paid Time Off (PTO) accrual as specified in Section 13.01, except as modified by the City's Paid State Sick Leave policy, and Holiday pay as specified in Section 13.04. Additionally, such employees are eligible for the City's Paid Sick Leave Policy and Holiday Pay as specified in Section 13.04.~~

Limited term employees are not covered by the provisions of this Agreement unless stated specifically in writing, and are not subject to any conditions or benefits provided for in this Agreement including, but not limited to, access to the grievance procedure.

~~C. Meter Readers – Limited Term~~

~~Meter Reader vacancies may be filled with a limited term employee from the beginning of their assignment / employment, as part of the transition to Automated Metering Infrastructure (AMI).~~

~~Regular, full time Meter Reader vacancies may be filled with limited term employees, in recognition of the transition to Advanced Metering Infrastructure (AMI), after which it is anticipated the City will have fully deployed automatic meters that normally will not require field reading.~~

~~Incumbent Meter Readers are encouraged to seek alternate City employment in anticipation of upcoming reduction of Meter Reader positions. To support incumbent Meter Reader employees in their career transitions within or outside the City, the City shall allow use of the Tuition Reimbursement policy, without repayment obligation, whether the employee finds employment inside or outside of the City, or is laid off by the City.~~

Section 2.03 Communications and Notices

Any notices to be given hereunder by either party to the other, including formal written grievances, shall be effected in writing either by personal delivery or by first class mail as follows:

To the City

Human Resources

625 Swift Blvd., MS-12

Richland, Washington 99352

To the Union

Business Representative

Post Office Box 807

Richland, Washington 99352

ARTICLE III TERM AND RENEWAL

This Agreement shall be for a term of three (3) years commencing ~~the first payroll period of 2022 and ending the last payroll period of 2024.~~ January 1, 2025 and ending December 31, 2027.

The City and the Union agree to enter into negotiations for a succeeding agreement by notifying the other party in writing no later than June 30, 2024-2027, unless mutually agreed.

ARTICLE IV SCOPE AND PREVAILING RIGHTS

Section 4.01 Basic Agreement

It is the intent and purpose of the Agreement to assure sound and mutually beneficial working and economic relations between the parties hereto, to provide an orderly and peaceful means of resolving any misunderstanding or differences which may arise, and to set forth herein the basic and full agreement between the parties concerning wages, hours, and other terms and working conditions of employment.

Section 4.02 No Discrimination

The City and Union understand that state and federal law prohibit discrimination, and shall abide by and support Richland Municipal Code section 2.28.105 related to Equal Opportunity Employment.

The City and Union also agree not to discriminate against any employee because of membership or non-membership in the union.

Section 4.03 Management Rights Reserved

Any and all rights concerned with the management, authority and operation of the City are exclusively that of the City and remain exclusively vested in the City except as modified by the expressed provisions of this Agreement. Examples of these rights include:

- a) To plan, direct, control and determine the operations and services to be performed by employees of the City;
- b) To determine the methods, means, number of personnel needed to carry out the aforementioned operations and services;
- c) To hire, transfer and promote including determination of qualifications, and development of job descriptions;
- d) To discipline and discharge regular full-time employees for just cause;
- e) To discipline and discharge probationary employees for any lawful reason;
- f) To enforce code of conduct;
- g) To determine standards for employee performance and conduct;
- h) To evaluate employees including use of or modification of performance appraisal programs;
- i) To provide coaching of employees in the proper use of equipment and performance of job responsibilities which may include supervisory training in the operation of equipment or other tools;
- j) To take all actions necessary to carry out the mission of the City in emergencies. An emergency means any unanticipated event threatening the health or safety of the City's employees or the public, or to mitigate the imminent potential for property damage when IUOE resources are not immediately available.

Except as provided in this Article or elsewhere in this Agreement, the City acknowledges its obligation to bargain with the Union over the effects and impacts of Management decisions that affect wages, hours and/or working conditions, upon written request of the Union.

ARTICLE V UNION MEMBERSHIP AND SECURITY

Section 5.01 Union Membership

Employees shall have the right to join or not join the Union. Employees have the right to pay fees or not pay fees to the Union.

All employees of the City within the classifications covered by this Agreement may choose to share in the cost of maintaining and operating the Union as their collective bargaining agent, in accordance with its rules, and become members or agency fee payers. The foregoing provisions shall not be construed as denying the City the right to select its employees regardless of whether such employees are members of the Union. It is the intent of the parties that new employees may choose to become members of the Union or agency fee payers.

Section 5.02 Deduction of Union Dues

During the term of this Agreement, upon receipt of an executed voluntary written authorization, the City shall deduct Union dues monthly for employees who have voluntarily signed such written authorization. The amounts to be deducted for Union dues shall be certified to the City by the appropriate Union official. Such deductions shall be made only when the employee's earnings for a pay period are sufficient after other legally required deductions are made. The City will submit a monthly accounting of such deduction giving the amount deducted opposite the employee's name.

The Union agrees to indemnify and hold harmless the City, its officers, agents and employees, from and against any and all claims, demands, actions and other forms of liability, monetary or otherwise, arising from the application and enforcement of this section.

Section 5.03 Union Stewards

The City recognizes the right of the Union to designate eleven (11) stewards from among the employees covered by this Agreement. In addition to a Chief Steward, one (1) job steward may be designated from each of the following areas: 1) Solid Waste Collection; 2) Solid Waste Disposal; 3) Water Maintenance; 4) Waste Water Maintenance; 5) Equipment Maintenance/Warehouse; 6) Water Operations; 7) Waste Water Operations; 8) Parks and Facilities; 9) Streets; and 10) Meter Reading.

In addition to the grievance procedure, it is understood that a bargaining unit employee may request the presence of a union representative during a City-employee conference when one or more of the following apply: 1) as a part of an investigational interview or any meeting which could reasonably be expected to lead to or involve disciplinary action against the employee; 2) when in the best interest of all involved as determined by the supervisor; and 3) as provided for by applicable statute or case law. However, employees shall retain the right to decline representation.

Section 5.04 Union Release Time

After receiving permission from their supervisor and notifying supervisor of the employee to be visited, union Stewards may visit the work locations of employees covered by this Agreement for the purpose of investigating any grievance.

All union business shall be conducted during off-duty hours, except as provided in this Article. There shall be no solicitation of or for membership or collection or checking of dues or any other union activity during work hours. Work hours shall not be used by officers, employees or business agents to conduct union business or promote union affairs other than provided herein. This prohibition shall extend to all City-owned equipment and facilities including mail distribution systems, voice and electronic mail, personal computers, computer software and copying machines.

The steward or employee involved in investigating a grievance during the employee's regular working hours shall not lose pay for reasonable time, as determined by the employee's non-union supervisor. International Union representatives may participate as deemed necessary by the Union. Additional non-City union representatives may participate in grievance meetings with prior notice to the Human Resources Director.

The City agrees to pay a total of fifty (50) hours to each employee sitting on the Union negotiating team while they are on duty and engaged in face-to-face labor agreement negotiations with the City. No more than four (4) employees shall sit on the Union negotiating team.

Section 5.05 Union Visits

The designated business agent and/or other union representatives will be allowed access and visitation rights to City property and facilities provided advance notification of such visit is given to the appropriate supervisor and the visitation will not disrupt the workplace nor interfere with productivity.

Any employee called away from his work station (including Union stewards) to confer with the Union Business Representative must do so on non-City paid time and remain in such an unpaid status for the duration of the interview. Permission for an employee to leave their work station must be received in advance from the supervisor.

The Union agrees to indemnify and hold harmless the City for any loss, damages or claim arising out of such visits.

Section 5.06 Bulletin Boards

The City agrees to maintain a bulletin board during the term of this Agreement. Space on the bulletin board will be made available to the Union. Postings by the Union on such board are to be confined to official business of the Union, and must be initialed by a union steward prior to posting.

Section 5.07 Professional Standards

In keeping with professional ideals and standards, neither the Union nor the City shall invoke the name of the other party as a sponsor or supporter to any fund-raising activities without the written agreement of the duly-designated representative of the sponsoring party.

ARTICLE VI SAVINGS CLAUSE

Section 6.01 State and Federal Obligations

This Agreement shall not in any way interfere with the obligation of the parties hereto to comply with the State and Federal Law or of any rule, legislation, regulation or order issued by such government authority pertaining to the matters covered herein. The City agrees that it will notify and meet with the union regarding any changes to this agreement.

Section 6.02 Court Actions

If any provision of this Agreement or its application should be rendered or declared invalid by any court action, the remaining parts or portions of this Agreement shall remain in full force and effect.

Section 6.03 Binding

Except as provided in the above preceding paragraphs, the parties hereto agree this Agreement cannot be modified, changed or altered in any way whatsoever except by provision of notice, and meeting and conferring prior to implementation of any changes. It is understood that this agreement is not binding on successors or assigns.

ARTICLE VII FULL UNDERSTANDING, MODIFICATIONS, WAIVER

It is intended that this Agreement sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

Except as specifically provided herein, it is agreed and understood that both parties voluntarily and unqualifiedly waive their rights, and agree that the other shall not be required to negotiate with respect to any subject or matter covered herein during the term of this Agreement.

Any agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall not be binding upon the parties hereto unless made and executed in writing by all parties hereto, and if required, approved and implemented by the City Council and union membership.

The City Manager or designee is fully authorized to enter into Memorandums of Understanding (MOUs) and/or Memorandums of Agreement (MOAs) with the IUOE.

Non-conflicting prior practices shall continue without interruption as a prior practice until notice of discontinuation is provided. A prior practice shall be defined as a practice which has been 1) unequivocal; and 2) clearly enunciated and acted upon by both parties; and 3) readily ascertainable over a reasonable period of time as fixed and an established practice.

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

ARTICLE VIII PERFORMANCE OF DUTY

The City and Union agree that public interest requires the effective and uninterrupted performance of public and emergency services. Nothing in this agreement shall be construed to give an employee the right to strike or refuse to pass through an official AFL/CIO sanctioned picket line associated with any City services. With respect to other official AFL/CIO sanctioned picket lines, employees shall be required to pass through when health, safety or emergency issues exist, or when a qualified supervisor is not available to perform the work.

No employee shall strike or refuse to perform their duties to the best of their ability during the term of this agreement. Neither the Union nor any of its members shall cause, encourage, or participate in any strike, picketing, slowdowns, sick outs, walkouts, or any other work stoppage or interference with the City's services or operations.

ARTICLE IX PROBATIONARY PERIOD, SENIORITY, PROMOTIONS AND TRANSFERS, LAYOFFS AND RECALLS

Section 9.01 Probationary Period

The first twelve (12) months of employment shall constitute a probationary period, during which time the seniority provisions of this Agreement will not apply. After satisfactory completion of the probationary period, all names must appear on a seniority list as of the first date of employment.

An extension to the twelve (12) month probationary period will be required when an employee is promoted or transferred prior to his/her successful completion of a twelve (12) month probationary period. In this case, the promoted or transferred employee shall complete six (6) months of probation in the new classification (refer to Section 9.03 Promotion and Transfers).

Supervisors shall be responsible for meeting with the probationary employee and conducting written performance evaluations following the sixth (6th) month and twelfth (12th) month, or more often if needed. Upon successful completion of probation, the employee shall be considered "regular full-time".

Section 9.02 Seniority

Seniority shall for the purpose of this Agreement be defined as an employee's length of continuous regular, full-time service since their last date of hire, less any adjustments due to layoff or any other breaks in service, excluding approved absences associated with medical or disability of the employee or qualified family member, or other lawfully protected absences. Seniority within the Division will be as of the first day of regular employment in the Division.

A. Seniority List Divisions

Water (Water Operations and Water Maintenance; includes Meter Service Worker)
 Waste Water (Waste Water Operations/Waste Water Maintenance/Storm Water Maintenance)
 Equipment Maintenance
 Parks and Facilities

Street Maintenance
Warehouse
Solid Waste (Solid Waste Collection and Solid Waste Disposal)
Meter Reader

Seniority lists for Divisions listed above shall be updated by Human Resources and reviewed by IUOE stewards annually. The lists shall show relative position based upon:

- 1) Continuous service within the Division.
- 2) In the event of a tie on one (1) above, length of service within the classification shall determine position on the list.
- 3) In cases where two (2) or more employees start to work on the same day, the date of application for employment shall establish priority of position on the seniority lists.

B. Termination of Seniority

Seniority and the employment relationship shall be terminated when an employee: 1) quits or; 2) is discharged for just cause; or 3) is absent for three (3) consecutive work days without notifying the City providing that the employee was able to do so; or 4) is laid off and fails to report within seven (7) calendar days after having been recalled by certified mail sent to last known address on record; or 5) fails to report for work within one (1) work day after termination of an authorized leave of absence; or 6) is laid off in excess of two (2) years; or 7) retires.

Section 9.03 Promotions and Transfers

All qualified, regular full-time City employees covered by this Agreement may apply for job vacancies for the classifications listed in Appendix A of this Agreement. The City shall internally post each job vacancy and provide qualified, regular full-time City employees covered by this Agreement first consideration over all other City employees and non-employees. Provided, the seeking of qualified applicants by posting vacancies inside and outside the City shall not be considered a violation of this agreement.

Probationary employees are not considered regular full-time employees until successfully completing a twelve (12) month probationary period; however, probationary employees are eligible to apply for promotions and/or transfers upon completion of at least six (6) months of the probationary period, unless the promotional opportunity exists within the same department the employee works within. An employee who is promoted or transferred prior to completion of a twelve (12) month probationary period, must successfully complete at least six (6) months of probation in the new position before becoming a regular full-time employee.

Applicants must meet the minimum qualifications for the posted job classification in order to participate in the examination process. Actual job performance, knowledge, skills, abilities, training and experience shall be considered in any examination used to determine qualifications and fitness of candidates. If the qualifications and fitness of the applicants covered by this Agreement are relatively equal, the following factors shall be considered respectively:

- 1) Length of continuous service within the Division (see Section 9.02 Seniority).
- 2) Length of continuous service within the IUOE bargaining unit.

It is understood by the parties hereto that if examinations are utilized, they will be given to all those applying for the position.

After complying with the provisions as stated above and a vacancy still exists, first consideration will be given to part-time, probationary and temporary employees who have successfully completed at least one season of employment with the City, or who receive the recommendation of their supervisor. This is not a guarantee of an offer of regular employment, and the City reserves the right to open up the application process to all other City employees and non-employees at the same time.

When an employee is promoted into a higher classification, the employee shall receive compensation at the appropriate step in the higher classification. The appropriate step shall be one that will make at least a seventy-five dollar (\$75.00) per month increase over the employee's base rate, but in no case will it exceed the top step of the higher classification.

When an employee is transferred to another classification, the employee shall receive the same compensation unless a higher step is required to avoid a reduction in the employee's base rate of pay. However, in no case will the employee's base rate exceed the top step of the new classification.

When an employee has been transferred or promoted into any position in which the employee has had limited experience, the employee shall be given a thirty (30) calendar day training period.

Immediately following the transfer or promotion, the employee and supervisor shall review a written summary of anticipated job duties and expectations (standards) for performance.

On or about two (2) weeks into the training period, the supervisor will meet with the employee to review and discuss the employee's Training Period Performance Review. In addition, the supervisor and employee will discuss job duties and expectations as outlined at the time of the promotion or transfer, and whether training has been adequate for the employee to learn the specific job duties encountered during the first two (2) weeks of training.

If within five (5) days before the end of the training period it is determined that the employee will not be successful in the new position based on two (2) Training Period Performance Reviews, the employee will be returned to his/her previous position. A probationary employee is not guaranteed a return to his/her previous position. If it is determined by the City that an extension of the training period is necessary to afford the promoted or transferred employee exposure to other aspects of the work as specified in the original written duties and expectations, the employee shall be notified within the time frame noted above.

It is understood that the City will not fill the vacated position with a regular full-time employee while the promoted or transferred employee is undergoing his/her training period. The vacated position may be filled temporarily by an upgrade, or a provisional appointment may be made. At

such time as the employee has completed a successful training period, the vacant position may be filled in accordance with this section.

The promoted or transferred employee shall retain seniority in his/her previous seniority group until such date that a final decision is reached on successful completion of the training period.

Section 9.04 Layoffs and Recalls

When by reason of lack of work, budgetary consideration, or any other reason, it is necessary to lay off employee(s) in a given job classification within a Division, the employee with the least seniority in the classification within the Division shall be dispositioned first.

Employees being dispositioned may choose to transfer (bump) to a lower or equal paying bargaining unit classification provided:

- 1) The employee has more seniority in the bargaining unit than the incumbent.
- 2) Employee meets the current minimum job requirements of the classification.
- 3) The employee has previously worked in that classification or a higher level in the classification series within a Division (e.g., Maintenance Craftworker I and Maintenance Craftworker II; Utility Craftworker and General Craftworker, etc.) at an effective performance level which will be determined by a review of employee's official personnel record by Human Resources.

Employees laid off will retain recall rights for a two (2) year period; however, prior to using the recall list, each job opening will be posted to regular full-time IUOE employees first. If there are no qualified candidates, the recall list will be used.

Employees laid off shall be recalled in the reverse order to that of the layoff. Employees recalled and reinstated will retain established bargaining unit seniority for the purpose of PTO accrual and other seniority related provisions of this agreement. Accrued Grandfathered Sick Leave at the time of layoff will be credited to the employee at the time of recall/reinstatement.

ARTICLE X HOURS OF WORK AND WORKING SCHEDULES

This article is intended to define the normal hours of work per day or per week in effect at the time of execution of this Agreement. Nothing unless expressly contained within this Agreement, shall prevent the City from restructuring the normal workday or workweek for the purposes of promoting the efficiency of municipal government.

Section 10.01 Work Day

Eight (8) to twelve (12) hour days may be considered standard work shifts for bargaining unit personnel. Division managers shall have full authority in establishing appropriate workweeks, work days and work shifts. Employees will report for work on time and ready to begin work at the designated starting time.

The workday shall be defined as commencing at the start of an employee's regular shift and shall end at the start of the employee's next regularly scheduled shift. This shall not apply to Plant Operators who work a non-traditional work schedule.

Section 10.02 Work Week

Forty (40) hours shall constitute the normal workweek for all regular full-time employees. The work week shall commence Sunday midnight of the current week and end midnight the following Sunday.

Section 10.03 Rest Periods

Employees shall be allowed fifteen (15) minutes of break time for each one-half (1/2) shift.

Section 10.04 Work Shift

The normal work shift shall start at 7:00 a.m. and continue until 3:30 p.m., unless modified to accommodate a nine (9) to twelve (12) hour shift or modified by other provisions of this Agreement.

Employees will be allowed a ten (10) minute clean-up time prior to the end of their work shift, to the extent ten (10) minutes are needed to clean up.

Employees shall travel from shop to shop on City time and shall report at the shop headquarters in which they are regularly employed in time to begin work promptly at the designated starting time.

It is recognized that at times emergency conditions experienced in the City's service area are beyond that in which an employee can safely and efficiently work. It is agreed that under such conditions the employees may be assigned alternate duties in a protected area or relieved from duty per Section 10.07 and authorized to utilize available paid time off for subsequent whole day instances. The intent of this provision is to reaffirm the willingness of the City and Union to emergency conditions may provide a valid reason for a supervisor to assign alternate duties. The Union recognizes that emergency work involving danger to life or property must be performed regardless of the emergent conditions.

Where possible, employees will be provided at least seven (7) calendar day notice of shift changes that will be in excess of one (1) week in duration. Individual employee(s) affected by such changes and the division steward will be notified. Temporary shift changes will be with at least a twenty-four (24) hour notice, or less if mutually agreed upon by the employee and supervisor, with notification to the Chief Steward, except in cases of natural or civil disaster, or inclement weather compromising the safe performance of assigned work. Such conditions may result in delayed start, shift change, or work cancellations as determined by the Department Director (communicated by Supervisor or designee), as long as notice is provided before the start of the employee's regular shift.

Section 10.05 Meal Periods

The City retains the right to manage breaks and meal periods within State and Federal rules and regulations except that a break shall be defined as fifteen (15) minutes in accordance with Section 10.03.

The total amount of unpaid time to be allowed for the lunch period shall be one-half (1/2) hour, between 11:00 a.m. and 1:00 p.m. Employees will be allowed up to a ten (10) minute clean-up time prior to the start of their meal period. Meal periods shall normally be taken in the field for employees who normally work in the field. If a restroom is not available at the job site then employees may drive to the nearest public restroom available. Driving time to a public restroom is included in the ten (10) minutes of clean-up time allocated. Breaks and meal periods will not be combined nor stacked at the end of a shift. The one-half (1/2) hour may be changed to one (1) hour by agreement between the City and the Union.

If an employee works through his or her designated lunch period at the direction of his or her supervisor, a one-half (1/2) hour lunch period will be paid at straight time if the employee commences lunch at 12:45 p.m. or later.

Exceptions to these hours may be established to meet the conditions in some particular cases by mutual consent.

Lunchtime for irregular shifts shall normally be at mid-shift.

Section 10.06 Call Outs

A voluntary call out list will be established for each operating division as required. The list will be established for a seven (7) day period, which may fluctuate during weeks in which holidays occur.

Employees who volunteer will be called out in seniority order. Subsequent call outs will commence with the next employee listed after the employee who reported for the previous call out assignment.

Employees who volunteer will be expected to report when called out. However, should an employee be unable to report and the list is exhausted, the least senior qualified employee is required to respond to such call out.

The right of the City to require such call out work is expressly affirmed by the Union.

Section 10.07 Relief From Duty

Employees relieved from duty during the first half of the day or shift shall receive not less than one-half (1/2) day's pay. If relieved after having been on duty more than one-half (1/2) day, they shall then receive a full day's pay. This clause will not apply to employees relieved from duty due to disciplinary action.

ARTICLE XI WAGES, SHIFT DIFFERENTIALS, STANDBY, OVERTIME AND PAYDAY

Section 11.01 Wages

All employees covered by this Agreement and on the payroll as of the effective date of this agreement shall receive wages per Appendix 'A' attached hereto. Time worked and/or paid, and benefits accrued, will be in increments of tenths of hours (each tenth equaling six [6] minutes). Regular full-time employees shall be eligible for progression based on the recommendation of his or her supervisor (which may be based on performance appraisals, discipline, etc.). Progression through the range shall be in six (6) month intervals, subject to satisfactory performance. Withholding of progression shall only occur when supporting documentation of unsatisfactory performance is in a performance appraisal or disciplinary action. All such increases shall take effect at the first of the pay period following the six (6) month interval.

Section 11.02 Shift Differentials

All employees, except plant operators, who commence their shift on or after 12:00 p.m. and before 2:00 p.m., shall receive an additional ~~forty-five cents (\$.45)~~ fifty cents (\$.50) per hour for all hours worked on that shift after 2:00 p.m. This rate shall be increased to ~~fifty cents (\$.50)~~ seventy-five cents (\$.75) per hour when the shift commences on or after 10:30 p.m. and before 5:00 a.m. Shift differential shall not be applied to call out hours worked.

- a) Shift differentials for Plant Operators are included in the wage associated with that classification.
- b) Shift differentials are not applicable when Public Works employees are engaged in snow and ice control and removal, as described in Section 11.04(e).

Section 11.03 Temporary Work In A Higher Classification (Acting Pay)

A qualified employee placed on a temporary assignment to a higher classification shall receive compensation at the appropriate step in the higher classification. The appropriate step shall be one that will make at least a sixty dollar (\$60.00) per month increase over the employee's base rate, but in no case will it exceed the top of the higher classification scale. Such compensation will be made on an hourly basis for actual hours worked in the higher classification.

Criteria for selection of a qualified employee shall be made as follows:

- 1) Upgrades will be on a rotational basis among qualified employees beginning with the most senior employee.
- 2) In order to maintain the upgrade, the employee must demonstrate satisfactory performance in the upgrade position.
- 3) The employee may be removed from the upgrade if performance is unsatisfactory. The employee will be given reason(s) for unsatisfactory performance.
- 4) Employees may refuse an upgrade.

- 5) If all qualified employees refuse the upgrade, the least senior qualified employee will be upgraded.

An employee who works one thousand forty (1040) cumulative hours in an upgrade position is eligible for a within range increase in the upgrade position. The employee's supervisor shall be responsible for maintaining records of cumulative hours in upgraded positions, and such information shall be available to the employee upon request.

Section 11.04 Overtime

Authorized work performed by employees, which exceeds the standard work schedules may be compensated as set forth in "A" and "B" below. Overtime pay shall be calculated on the base rate of the position in which the authorized overtime was worked. Overtime worked is recorded in increments of tenths of hours (each tenth equaling six [6] minutes). All overtime shall be paid in the form of dollars and cents only. [An employee may request compensatory time in lieu of overtime pay.](#)

- A. Time and one-half (1-1/2) will be paid for:
 - 1) Hours worked on the first scheduled day of rest;
 - 2) Hours in excess of the regularly scheduled full time workshift.
- B. Double time will be paid for:
 - 1) [Hours worked on a holiday;](#)
 - 2) Hours worked on the second scheduled day of rest;
 - 3) Call-out hours during the period commencing at 12:00 midnight and ending at 7:00 a.m. or the beginning of the regular work shift, whichever is earlier;
 - 4) Cumulative hours worked in excess of twelve (12) in any single workday; and until six (6) hours of rest.
- C. Employees assigned to work schedules which provide for consecutive days of rest in excess of two days shall be compensated as follows:
 - 1) Time and a half for all hours worked on the first day of rest.
 - 2) Double time for all hours worked on the second day of rest.
- D. For overtime worked on subsequent days of rest, compensation shall be as follows:
 - 1) If the overtime worked is the first occasion during the rest day period, compensation shall be at time and a half.
 - 2) If the overtime worked is on the second or subsequent consecutive days after the first occasion of overtime work, compensation shall be at doubletime.
 - 3) If a break in work schedule occurs, the cycle shall commence accordingly as a first day of rest.

- E. Overtime worked by Public Works employees assigned to snow and ice control and removal on the driving surfaces of public streets shall be at the overtime rate of 1.75 times the employee's base rate of pay. This higher overtime rate combines both overtime and shift differential pay. This provision supersedes Sections 11.04 (A-D), above.
- F. Compensatory time off in lieu of pay for overtime shall be subject to the following conditions:
- 1) An employee must declare their option at the completion of the overtime work period whether they want overtime pay or comp time for the hours worked.
 - 2) Comp time will be provided at the rate earned, as specified in Section 11.04 of this Article.
 - 3) An employee may accumulate a maximum of forty (40) hours of comp time on the books at any one time (all hours in excess will be paid).
 - 4) Compensatory time off may be taken at a time mutually agreeable between the employee and their supervisor.
 - 5) The City reserves the right to pay off the accumulated compensatory time of any employee, at any time, at the employee's then prevailing rate.
 - 6) An employee may elect to cash out up to forty (40) hours of accrued unused comp time one time per year. Any employee desiring to cash out up to forty (40) hours of accrued unused comp time must notify payroll of their intent, in writing, by October 20th each year. The written notification will indicate the number of hours the employee wishes to cash out.
 - 7) In no event will unused compensatory time be carried over into the next year; all compensatory time earned will be taken or cashed out at the rate it was earned, and in the same payroll or calendar year (the "year" used shall be determined by the City).

Section 11.05 Call-out Pay

Upon acceptance of the call-out assignment, pay for call-out time shall not be less than the equivalent of four (4) hours pay at straight time rate, unless such call-out time extends into the employee's regular scheduled shift, in which case pay shall be only for the period of time between the beginning of the call-out work and the beginning of the shift. Call-out pay shall begin at the time the employee accepts the call-out. A thirty (30) minute response time is required for call-outs.

The guarantee of a minimum of four (4) hours pay at straight time shall apply only to a two and one-half (2-1/2) hour period initiated by a call-out, regardless of how many subsequent call-outs may occur during that two and one-half (2-1/2) hour period.

A subsequent two and one-half (2-1/2) hour period initiated by a call-out. a) Occurring after completion of work and return home from a previous call-out and b) occurring after elapse of the previous two and one-half (2-1/2) hour period initiated by the first call-out, will be granted an additional guarantee of four (4) hours straight time pay regardless of how many call-outs are made during that two and one-half (2-1/2) hour period.

This procedure is repeated as necessary. After 12:00 midnight the two and one-half (2 1/2) hours referenced will become a two (2) hour period.

Section 11.06 Scheduled Overtime

Scheduled overtime shall be offered to senior qualified employee(s) on a rotational basis, and is not subject to the four (4) hour call-out provision outlined in Section 11.05, nor is an employee eligible for meals provided for in Section 10.05 of this Agreement. However, an employee shall work and be paid, at the appropriate overtime rate, for a minimum of four (4) hours for any overtime scheduled on a day of rest.

Refusal of scheduled overtime shall be charged as overtime hours worked for record keeping purposes.

The City will provide notice to affected employees no less than twelve (12) hours in advance of such scheduled overtime, except in cases of emergency.

Section 11.07 Shift Extension Overtime

Overtime, which is the extension of a shift at its end, is not to be treated as call-out or scheduled overtime but rather paid pursuant to the provisions of Article 11.0. An extension of the beginning of a shift shall not be treated as a call-out and paid accordingly.

Section 11.08 Required Overtime

In the event qualified employees do not volunteer to perform required overtime, least senior qualified employees will be required by the City to perform such required overtime work. The right of the City to require such overtime work is expressly affirmed by the Union.

Section 11.09 Meal Allowance

An employee shall be allowed a meal when 1) he or she has been called out and works a minimum of three (3) hours or; 2) he or she is called out and the call-out extends into the employees regularly scheduled shift, or; 3) his or her shift is extended a minimum of two (2) hours.

The time allowed for meals shall be non-compensable. The meal period shall be on City time in all circumstances when the employee is required to remain on duty during the meal period. Meal allowances will be paid in accordance with the City's Travel Policy per diem schedule in effect on the date of the meal. The City's per diem schedule will be updated as the General Services Administration (GSA) establishes new rates. Employees shall pay directly for their meals eaten and are not required to submit meal receipts. Employees may choose a meal of greater or lesser value than the established per diem in effect, however, their meal allowance shall nonetheless equal the per diem meal rate.

The following meal periods will determine the appropriate meal allowance:

<u>Meal</u>	<u>Meal Period</u>
Breakfast	12:01 a.m. - 8:00 a.m.
Lunch	8:01 a.m. - 4:00 p.m.
Dinner	4:01 p.m. - 12:00 a.m.

The time the employee becomes entitled to a meal determines the per-diem rate to be used. If an employee, for example, is called out at 8:30 p.m. and works until 1:30 a.m., the employee is entitled to a meal at 11:30 p.m. (three [3] hours after the call-out) at the dinner rate. However,

if an employee is called out at 10:00 p.m. and works until 1:30 a.m., the employee is entitled to a meal at 1:00 a.m. at the breakfast rate.

An employee shall be entitled to a second meal in the event he/she works an additional four (4) hours, without being sent home, on overtime or on his/her normal shift after he/she was entitled to the first meal.

If an employee is unable to take their meal during the meal period occurring outside their regular work schedule, the employee shall still be entitled to the applicable per diem allowance as though the employee took a meal.

Section 11.10 Payday

Normally, the City will pay its employees every other Thursday. Pay shall include time worked for the two (2) week period through the previous Sunday. If any payday falls on a holiday, the preceding day shall become the payday.

ARTICLE XII INSURANCE AND BENEFITS

Section 12.01 Health and Life Insurance Benefits

The medical, dental, and vision benefit plan components shall remain unchanged for the duration of the Agreement. Thereafter, for the duration of the Agreement, any subsequent changes to the Plans shall be negotiated.

A. Medical Plan – Preferred Provider Organization

The City-sponsored Preferred Provider Organization (PPO) Plan (“Plan”) provides medical coverage (“medical coverage” includes imbedded prescription coverage) and a separate PPO dental coverage for employees and their eligible dependents.

Employee Medical Premium Contributions by Tier

Employee Only	12.0%
Employee & Spouse	12.0%
Employee & Child/Children	12.0%
Employee, Spouse & Child/Children (Family Tier)	12.0%

The employee’s medical insurance contribution will be split equally and deducted from the first (2) paychecks of each month.

B. Prescription Plan

The City’s health care package includes a prescription plan imbedded in the Medical plan (referred to as the Medical Plan).

C. Minimum medical and dental healthcare coverage – Essential Plan or Primary (PPO) Plan

When statutory benefits are required under federal healthcare initiatives for employees working thirty-five (35) or more hours per week (defined as “Regular, Full-time” under federal legislation), these employees shall be eligible for the Primary PPO and Dental plan benefits of regular, full-time employees. For temporary and other employees defined as eligible for healthcare benefits under federal healthcare initiatives, other than those

defined as regular, full-time, the City shall provide Essential Plan medical and dental eligibility. The City shall define the Essential Plan and the rates. The employee may opt out of employee and dependent coverage. The employee and the City each shall pay fifty percent (50%) of the employee and the child or children medical and/or dental premiums. The employee shall pay one hundred percent (100%) of the spouse premium, if elected.

D. Retiree Medical Insurance for employees employed as of December 31, 2012, and who did not opt out of Retiree Insurance eligibility

Employees who did not opt out of Retiree Insurance eligibility and who retired/will retire January 1, 2013 or later are eligible to enroll in the OAPR1 3 Retiree Insurance Plan for themselves and eligible dependents. The City and enrolled retirees (or their surviving spouse or surviving dependents) share equally in the monthly premium in effect for the tier elected.

E. Retiree benefits for regular full-time employees as of December 31, 2012 who chose to opt out of Retiree Insurance eligibility

Employees who were employed as of December 31, 2012 and who chose to opt out of Retiree Insurance eligibility are eligible for certain retiree benefits in lieu of Retiree Insurance. These employees have already received a buyout, which they were eligible for as a result of their decision to opt out. ~~The City shall contribute one percent (1%) of base salary each payroll period to the employee's RHS account.~~

~~F. Retiree benefits for regular full time employees hired on or after January 1, 2013~~

~~In lieu of eligibility for Retiree Insurance, employees hired on or after January 1, 2013 are eligible for certain retiree benefits. Both the City and the employee shall each contribute one percent (1%) of base salary each payroll period in the employee's Retirement Health Savings (RHS) account. The City may redirect both City and employee contributions to an alternative savings account agreed to between the parties if the City must include this program as a part of medical plan value in the calculation of excise tax liability under a federal healthcare initiative.~~

G. Dental Plan

The City's health care package includes a dental plan for the employee and his or her eligible dependents. This plan has a separate enrollment election from the medical plan. The City pays the full cost of the Dental PPO Plan, except for those enrolled in the Essential Plan (see Article 12, Section 12.01 [C], above).

H. Vision Plan

The City's health care package also includes a vision plan for the employee and his or her eligible dependents. This plan has a separate enrollment election from the medical plan. The City pays the full cost of the Vision Plan.

I. Flexible Spending Account – Section 125

Employees may voluntarily participate in the IRC Section 125 Flexible Spending Account program, to include medical expenditures and/or dependent care expenditures. The City will pay any administrative fees. The City may eliminate the medical plan component of this program if the City must include this program as a part of medical plan value in the calculation of excise tax liability under a federal healthcare initiative.

J. Insurance Committee

The City may form an insurance advisory-only committee to explore consumerism, wellness, and healthcare cost mitigation measures during the term of this Agreement. If formed, the IUOE may designate members to participate on the Committee.

K. Life and Accidental Death & Dismemberment (AD&D) Insurance

The City will pay for Basic Life and AD&D policies which provide a death benefit equal to two (2) times an employee's annual base rate of pay (rounded to nearest \$1000), basic spouse and basic dependent life insurance as specified in plan documents, and coverage for employee AD&D. The City will pay the entire premium for Basic Life and Basic AD&D coverage for employees and eligible dependents. Employees may elect supplemental (voluntary) additional life and/or supplemental (voluntary) AD&D benefits for themselves and eligible dependents, subject to plan requirements and limitations.

L. Administration

The City retains the right to choose the insurance carrier(s), administrators and networks and other administrative consultants for the Plans' management.

M. High Deductible Health Plan (HDHP)

The IUOE and the City shall allow employees to enroll in a HDHP if the City implements such a plan during the term of this Agreement, as an addition to the PPO plan offered to eligible employees. The HDHP may have a health savings or health reimbursement component.

Section 12.02 Deferred Compensation

A. Voluntary Program

In accordance with the limitations of federal law, regular full-time employees are eligible to voluntarily participate in a City Internal Revenue Code (IRC) section 457 Plan.

B. City Matching Program

For regular full-time employees, the City will match an employee's contribution of up to ~~three percent (3%)~~ four percent (4%) of base pay into ~~either a City IRC 457 Plan. or a City 401(a) Plan. The 401(a) plan must be elected within sixty (60) days of initial eligibility for that plan.~~

The City will match an employee's contribution to a two-to-one match, up to ~~three percent (3%)~~ four percent (4%). This match allows employees the opportunity to reduce their contributions to the IRC 457 plan to help offset increases in health insurance premium share. For example:

<u>Employee</u>	<u>City</u>	<u>Total</u>
0.5%	1.0%	1.5% of Base Pay
1.0%	2.0%	2.0% of Base Pay
1.5%	3.0%	4.5% of Base Pay
<u>2.0%</u>	<u>4.0%</u>	<u>6.0% of Base Pay</u>

~~This match modification is not applicable to the 401(a) plan due to the irrevocable election required under the 401(a) plan.~~

Section 12.03 Transition from RHS

~~Transition from RHS to Section 401(a) or Section 457 due to Federal Healthcare Legislation:~~

~~If federal healthcare legislation results in the RHS plan contributing to the calculation for excise tax on healthcare benefits, then, effective the tax year impacted by excise tax, both the employees' and any/all City RHS contributions addressed in this Agreement shall be discontinued, and the City shall establish an equivalent contribution program to an IRC Section 401(a) plan, if allowed by IRS guidelines.~~

~~If these City and employee contributions cannot be made to a Section 401(a) plan, the City shall instead establish an IRC Section 457 plan instead, for both City and Employee contributions, except that the employee one percent (1%) contribution shall be voluntary by the employee. The RHS contributions shall continue if the RHS program is not considered a medical plan for excise tax calculation purposes, unless otherwise negotiated in a successor agreement.~~

Section 12.04 Retirement Health Savings Program-HRA VEBA

~~For regular full-time employees, the City will contribute one half percent (0.5%) of base pay to the City's Retirement Health Savings (RHS) Program.~~

~~Upon service retirement from the City, employees shall contribute all unused Grandfathered Sick Leave within the limits of this agreement to the RHS Program (refer to Section 13.03 Treatment of Grandfathered Sick Leave).~~

The City has adopted a health reimbursement arrangement (HRA) plan, offered and administered by the Voluntary Employees' Beneficiary Association Trust for Public Employees in the Northwest ("Plan") for all regular full-time IUOE employees. The City shall contribute \$125.00 per month per eligible employee into the Plan.

Upon service retirement from the City, eligible employees shall contribute all unused Grandfathered Sick Leave within the limits of this agreement to the Plan (refer to Section 13.03 Grandfathered Sick Leave.)

Section 12.05 Retirement

The City agrees to participate in the Public Employee Retirement System plan in accordance with the regulations established by the Public Employee Retirement System.

Section 12.06 Optional Coverages

Subject employees may voluntarily contribute to and participate in other optional benefits offered by the City, included but not limited to the Employee Wellness and Employee Assistance Programs. It is understood that optional benefits may change or be discontinued at any time at the City's discretion.

ARTICLE XIII LEAVES

Section 13.01 Paid Time Off and Extended Sick Leave Program

Paid Time Off (PTO) is provided to regular full-time employees in lieu of Vacation and Sick Leave.

In addition to PTO, an Extended Sick Leave (ESL) bank is created.

The purpose of PTO is to compensate employees for absences due to injury, illness, vacation and personal business. In addition, the program is designed to provide employees with personal flexibility regarding the use of leave.

With the implementation of PTO and ESL, the following was eliminated: 1) vacation bonus day (eight (8) hours is included in the PTO accrual rate calculation); 2) floating holiday (eight (8) hours is included in the PTO accrual rate calculation); 3) doctor and dentist appointment leave (ten (10) hours is included in the PTO accrual rate calculation); and 4) bereavement leave.

A. Paid Time Off (PTO)

Regular full-time employees shall accrue PTO as follows:

1. Accrual and Use

PTO hours accrue based upon the actual number of regular hours worked, or other non-worked hours entitled to PTO accrual when defined in this Agreement.

<u>Years of Continuous Service</u>	<u>Hours Per Month</u>
0-9	20.17
10-15	22.17
16-20	24.17
20+	26.17

Temporary employees shall earn PTO pay at a rate of four (4) hours per month of service to be paid upon completion of the temporary assignment. This PTO shall be utilized to meet the statutory requirements of Paid State Sick Leave as described in Article 2, Section 2.01 (A).

Limited term employees shall accrue PTO at a rate of twelve (12) hours per month of service. Limited term employees shall be eligible for use of PTO upon approval of the supervisor and shall be eligible for payout of PTO upon separation.

Upon completion of six (6) months of employment, probationary employees shall be eligible for payout of PTO upon separation.

2. Accumulation Limit

Accumulation of PTO shall be limited to five hundred (500) hours. Employees will be responsible for ensuring that they do not exceed the limit by December 31st of each year. Any balances in excess of will be reduced to at that time.

3. Pro-ration

Leave accrual for regular part-time employees is prorated based on scheduled hours.

4. Authorized Uses

Authorized use of PTO must be either Scheduled or Unscheduled (see definitions

below). Employees may be compensated for utilizing leave which does not meet the below authorized uses, however, leaves not meeting the below criteria will be considered unexcused absences and may result in disciplinary action.

a. Scheduled

Scheduled uses are those not defined as unscheduled. Requests for scheduled PTO must be submitted at least three (3) working days in advance. Once PTO has been scheduled, it may not be changed except for reasons authorized by the division supervisor. Depending on the workload of the unit, the supervisor may waive all or part of the three (3) working day advance notice requirement. Obtaining prior approval constitutes scheduled leave.

b. Unscheduled

Unscheduled uses of PTO must be compelling and of an emergency/urgent nature. Preventative health and dental appointments are not considered unscheduled and must be requested in advance in accordance with the provisions for scheduled uses above.

An employee who is unable to report to work due to an unscheduled absence must contact their division supervisor in accordance with department/division policy, or, absent such a policy, no later than two (2) hours after the beginning of his/her scheduled work shift.

Prior to submitting a timecard, an employee, if requested, must provide his or her division supervisor with satisfactory explanation/documentation as to the nature and extent of unscheduled PTO uses, except that an employee is not required to provide their supervisor with specific medical information regarding their own or a qualified family member's condition necessitating the absence(s).

The employee must keep his or her division supervisor generally informed that their absence relates to a medical or other condition for themselves or a qualified family member, or that the absence is a result of a previously-approved FMLA case (as approved by Human Resources). If the absence is more than three (3) working days' duration, the employee may be required by Human Resources to submit a medical certification to Human Resources. The required certification may include a qualified healthcare provider's statement and/or certification and statement that the employee has been or will be unable to work for the period of absence of their own or a qualified family member's condition.

If the absence is due to the employee's own condition, a certification by the treating healthcare provider may be required by Human Resources indicating the employee is cleared to return without need for any restrictions or job shift modification. If needed, Human Resources will work with the employee's supervisor to consider accommodating the healthcare provider's request for light duty or modified work hours/schedule in lieu of denying an employee's return to work.

Below are eligible unscheduled uses that do not constitute an attendance infraction:

i. Personal Sick

Unscheduled PTO is available for employees who need to take leave for personal illness or non-work-related physical disability, when such leave is authorized by policy and/or Human Resources as “excused”.

ii. Work-Related Illness or Injury

After returning to work, employees must use scheduled PTO, when available, for follow-up medical appointments related to an industrial injury. Employees may elect to make up differences between state mandated benefits and regular pay as outlined in Section 13.05 Occupational Disability Allowance herein.

iii. Family Sick

Unscheduled PTO is available when employees are required to provide temporary assistance in situations where injury or illness of an immediate family member prevents them from coming to work, or when other allowed absences occur, such as when providing assistance related to a domestic violence matter. Immediate family members include spouse; child or grandchild (natural, adopted, foster and step); parent, guardian, grandparent and sibling (natural, adopted, step and in-laws); and opposite-sex registered domestic partner. It does not include uncle, aunt, niece, nephew or cousin. Other additional family members may be qualified if required by law.

5. Annual Buy-Out

With written approval from the division head and department director, an employee may buy-out a portion of his or her accumulated PTO on an annual basis. Said buy-out will be made at the employee’s base straight time hourly rate of pay and is subject to the following:

- 1) The employee must have at least two hundred (200) hours of PTO remaining in his or her accumulation account after said buy-out;
- 2) The employee must have used at least forty (40) consecutive hours of scheduled PTO in the twelve (12) months preceding the effective date of buy-out. No other form of unpaid or paid time (holiday, comp time, etc.) shall qualify as part of this forty (40) consecutive PTO hour requirement.;
- 3) The minimum cash buy-out is twenty (20) hours and the maximum is ~~forty (40)~~ eighty (80) hours of PTO; limited to one (1) time per calendar year;
- 4) Employees may buy out an additional twenty (20) to ~~forty (40)~~ eighty (80) hours of PTO for purposes of funding the 457 Deferred Compensation plan; limited to one (1) time per calendar year;
- 5) Approval of the buy-out is discretionary on the part of the employee's Department Director who may approve all, a portion or none of the request depending upon available funds, and anticipated workload of the employee as determined by the City;
- 6) Approved requests for buy-outs must be submitted as a part of the regular payroll (no special requests) as an entry on the employee's timecard;

- 7) Employees are responsible for understanding the tax implications of such a buy-out.

6. Pay-Off Upon Termination

Except for employees serving their initial probationary period, or as otherwise provided for in this Agreement, accumulated PTO up to the accumulation limit of five hundred (500) hours shall be paid out at the time of termination. Said hours shall be compensated at the employee's straight time base rate of pay.

7. Donation and Transfer

The policy of the City is to allow employees to donate PTO to co-workers facing personal emergencies who have exhausted all accrued leave.

An employee is eligible for donated PTO when 1) he or she has suffered an extraordinary injury or illness (from other than a work-related cause) which exceeds sixty (60) calendar days in duration and has exhausted all applicable accumulated leaves; or 2) when an attending physician determines the presence of an employee is necessary because of an immediate family member's medical condition which exceeds sixty (60) calendar days in duration and the employee has exhausted all other available leaves.

Recipients are limited to receiving two hundred forty (240) hours of donated leave for any one incident or illness and may not request Donated Leave more than one time in any concurrent five (5) year period.

The leave recipient must pay insurance premiums while using donated leave, and will not accrue any other leaves while using Donated Leave.

An eligible employee requiring use of Donated Leave shall notify Human Resources in writing that the use of donated leave is required, explaining and providing written documentation as to the circumstances.

Human Resources is responsible for processing and approving the request and forwarding for organizational wide notification and distribution.

City employees may donate PTO leave to other employees under the following conditions:

- 1) A PTO balance of at least two hundred (200) hours is maintained after the transfer, and, employees may not donate more than one hundred (100) hours per year of their PTO balance.
- 2) PTO is transferred based on the dollar value of said leave. For example, the requesting employee earns ten dollars (\$10.00) per hour base. The donating employee earns twenty dollars (\$20.00) per hour, and wishes to transfer ten (10) hours. As a result, two hundred dollars (\$200) worth of leave is transferred. The requesting employee will be credited with twenty (20) hours (\$200 divided by \$10/hour).

No City employee may intimidate, threaten or coerce any other employee with respect to donating, receiving or using leave under this program. Only the amount of PTO needed by the recipient will be transferred, each time payroll is processed, until all donations have been exhausted.

Section 13.02 Extended Sick Leave (ESL)

The purpose of ESL is to compensate regular full-time employees for long-term illness/injury or for grieving and bereavement of a family member.

A. Full-Time Accrual Rate

Effective December 19, 2012, ESL will accumulate at a rate of four (4) hours per month. Regular full-time employees will be credited with forty-eight (48) hours of ESL upon successful completion of probation.

B. Accumulation Limit

There is six hundred (600) hour limit of ESL that an employee can accrue.

C. Proration

Leave accrual limits for part-time employees are prorated based on scheduled hours.

D. Authorized Uses

ESL is available when employees are required to provide long-term assistance in situations where injury or illness of self or an immediate family member prevents them from coming to work. Immediate family members include spouse; child and grandchild (natural, adopted and step); parent, guardian, grandparent and sibling (natural, adopted, step and in-laws); opposite- sex registered domestic partner. It does not include uncle, aunt, niece, nephew, or cousin. This leave is only available once the employee has been on approved leave (for illness/injury) for over eighty (80) continuous regularly scheduled working hours. It may be used retroactively if the condition persists for over eighty (80) regular work hours and Paid Leave was originally requested.

With the Human Resources Director's approval, an employee returning to work from a serious illness/injury may be eligible to use ESL on an intermittent basis to continue treatment/rehabilitation.

ESL is authorized up to forty (40) hours for bereavement purposes (immediate family as defined above) per occurrence. Additional time off may be requested using PTO.

E. Pay-off Upon Termination

There will be no cash out available for ESL upon termination or retirement.

F. Donation of ESL

ESL cannot be donated.

Section 13.03 Treatment of Grandfathered Sick Leave

All existing sick leave accumulated prior to the first payroll period of 2009 (December 22, 2008) is considered "grandfathered". Authorized uses include only scheduled preventative health and

dental appointments, unscheduled personal/family illness, or long-term illness or injury. Upon service related retirement, employees shall contribute all unused Grandfathered Sick Leave to the [RHS Plan HRA VEBA plan](#) as follows:

- Less than 500 unused hours - 25% of total hours
- 500-999 unused hours - 30% of total hours (not to exceed \$7,500)
- 1000 unused hours or more - 35% of total hours (not to exceed \$10,000)

Section 13.04 Holidays

Ten (10) guaranteed holidays with pay shall be as follows:

New Year's Day (January 1);
 President's Day (Third Monday of February);
 Memorial Day (Last Monday in May);
 Independence Day (July 4);
 Labor Day (First Monday in September);
 Veterans Day (November 11);
 Thanksgiving Day (Fourth Thursday in November);
 Day after Thanksgiving;
 Christmas Eve (December 24);
 Christmas Day (December 25).

Any additional holidays declared by the city council shall apply to members of the bargaining unit.

Each holiday listed above shall be within a single twenty-four (24) hour period commencing at 12:01 a.m. (midnight) on the calendar day on which the City observes the holiday and shall end at 12:00 midnight on that same calendar day. When a holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, it shall be observed on the following Monday. When a holiday falls within an employee's vacation (scheduled PTO) period, the holiday shall extend the vacation (scheduled PTO) period.

All personnel employed temporarily, including Limited Term employees, by the City for work on a full-time basis shall receive pay for all regularly paid holidays provided the holiday falls on the employee's tour of duty.

Employees not scheduled to work on a holiday shall receive eight (8) hours of holiday pay at the regular straight base rate of pay.

Employees scheduled to work a City recognized holiday and who works in excess of five (5) hours will be paid a minimum of eight (8) hours pay at a rate of time and one-half (1½).

Employees working a holiday shall be paid double (2) time ~~and one-half (1½)~~ for all hours worked on the holiday, plus eight (8) hours holiday pay at straight time.

Holiday Scheduling: Rotational selection by seniority, rotate until all holidays scheduled for Solid Waste.

Holidays will be observed for Water Operations and Waste Water Operations (Plant Operators Only) on the actual holiday and Plant Operators will be compensated in accordance with the parties' Memorandum of Understanding from June 2007.

Section 13.05 Occupational Disability Allowances

In the case of any disability which is covered by State Industrial Insurance or Worker's Compensation, the City will pay to such disabled employee an occupational disability allowance equal to one hundred percent (100%) of the employee's regular straight-time wages for the first forty (40) regularly scheduled hours of inability to work due to a covered disability. The City will continue to pay eighty percent (80%) of the employee's regular straight-time wages for an additional maximum period of three hundred and sixty-five (365) continuous calendar days from the date of injury (combining the first forty [40] hours at 100% and the remaining calendar days at 80%).

Light duty assignments during the initial 365 from the date of injury do not extend the 365-day entitlement to Occupational Disability pay. Time worked in light duty assignments is paid at the employee's regular wage. Additionally, light duty assignments may extend past the initial 365 days, as determined by the treating healthcare provider, the City and the Worker's Compensation administrator.

Cumulative PTO, Grandfather Sick or ESL may be used to make up the difference between eighty percent (80%) of the regular straight-time wages and one hundred percent (100%) base salary at the employee's option. At no time will the 100% or 80% wages be less than the net mandated time loss compensation as indicated under the RCW Title 51, Industrial Insurance.

All applicable payroll deductions, voluntary or otherwise, will be subtracted from the allowance which exceeds RCW Title 51 compensation, subtracted from the optional use of other accumulated leave or paid by employee reimbursement.

Section 13.06 Leave to Attend Funerals of City Employees

Except for temporary and provisional employees, all City employees may be allowed to take necessary time off with pay at the discretion of their supervisor to attend a funeral of a City employee.

Section 13.07 Jury Duty and Witness Service

An employee who is called for jury duty or is subpoenaed as a witness in a case to which the employee is not a party, shall be paid during the absence on account of the jury or witness service, salary less the amount of jury or witness fees (exclusive of mileage) the employee is paid or to which the employee is entitled.

Section 13.08 Military Leave

Employees shall be subject to the City's policy regarding Military Leave, ensuring State and Federal military leave laws and entitlements are followed.

Section 13.09 Family and Medical Leave

Employees shall be subject to the City's policy regarding Family and Medical Leave, ensuring State and Federal leave laws and entitlements are followed.

Section 13.10 Leave of Absence Without Pay

A regular full-time employee may be eligible for an unpaid leave of absence up to thirty (30) calendar days with the approval of the employee's Department Director. If such a leave is approved, the employee will be considered to be active at work and entitled to the privileges and benefits as specified by this Agreement. If the employee fails to return from said leave, the employee will be considered as having abandoned the employee's job and be subject to termination.

A regular full-time employee with a minimum of two (2) years of service may be granted an unpaid leave of absence of up to one (1) calendar year with the approval of the City Manager. Prior to approval of such leave, the employee must have exhausted all the employee's PTO and ESL leave. During such leave, the employee will not accrue PTO or ESL leave or any other benefits, and the employee's seniority will be frozen.

Upon return from such leave, the employee may displace the employee who replaced the employee or be placed in an open position as listed in Appendix A of this Agreement according to the employee's knowledge, skills and abilities. If the employee fails to return from such leave, the employee will be considered as abandoning the employee's job and be subject to termination.

An employee appointed or elected to office in the Union which requires a part or all of the employee's time shall not lose his/her established seniority with the City and shall be granted leave of absence upon application. Leave of absence under this clause shall be limited to one (1) year except that the City may grant extensions in increments of one (1) year for as long as the City deems practical.

ARTICLE XIV DRUG AND ALCOHOL TESTING

Section 14.01 Drug and Alcohol Testing Policy

Bargaining unit employees that hold a CDL shall be subject to the City's Substance-Free Workplace Policy for Employees Occupying Safety-Sensitive Positions (DOT). All other bargaining unit employees shall be subject to the Substance-Free Workplace Policy (Non-DOT).

Section 14.02 Employee Assistance Program Available

The City recognizes a need to provide an opportunity for employees to deal with alcohol related problems through employee assistance programs. Any employee, who voluntarily seeks treatment for a personal alcohol problem or for a substance abuse disorder, not involving criminal conduct, may do so through employee assistance programs of the employee's own choosing in complete confidence and without jeopardizing the employee's employment with the City.

ARTICLE XV MISCELLANEOUS

Section 15.01 Attendance Policy

The parties agree that regular and prompt attendance of each employee is necessary so that service to customers can be met in an efficient manner. The purpose of this policy is to promote satisfactory attendance and shall be applied uniformly and consistently to all employees covered by this agreement.

A. Absenteeism

Absences from work may be scheduled or unscheduled; both scheduled and unscheduled absences may be authorized and not subject to discipline.

Employees may be subject to disciplinary action for unscheduled absences, except when they are associated with medical, FMLA, military leave, or other protected leave as approved by Human Resources. Additionally, unscheduled absences may be subject to disciplinary action when the sick leave is taken for reasons other than those allowed by policy, or other than reasons approved by Human Resources, or when the employee fails to comply with required notification or documentation procedures of department, division or City policy or Human Resources procedures.

Employees may be subject to disciplinary action for habitual absences, including when the employee is excessively absent from work on an unscheduled basis without an authorized reason. Employees may not incur more than eight instances of full or partial day unscheduled/unprotected absences in a rolling 12-month period for the purpose of initiating disciplinary action. Unscheduled use of PTO or leave without pay on days connected to scheduled PTO or holidays which substantiate a pattern of abuse (may be less than eight (8) total unscheduled days).

B. Progressive Steps of Discipline

1. Action Step 1

If an employee exceeds any of the thresholds, the immediate supervisor will review the attendance record with Human Resources to determine that an employee has a problem with use of unscheduled PTO or other time off. Should that problem exist, the supervisor will meet with the employee, discuss the problem and agree upon expectations for correcting the problem. The meeting may constitute a verbal warning.

2. Action Step 2

Should the unscheduled attendance problem continue, the Supervisor may initiate actions of progressive discipline in accordance with acceptable standards of reasonable judgment as established by the parties in the City's Progressive Discipline Policy.

In lieu of a suspension, the employee's manager or supervisor may substitute a one (1) pay period reduction in hourly pay equal to the suspension, or a combination of both suspension and pay reduction. For example, an employee who earns \$20.00 per hour is subject to a one (1) day suspension. In lieu, the manager or supervisor may temporarily

reduce the employee's hourly rate of pay from \$20.00 to \$18.00 for one (1) pay period.

Section 15.02 Discipline

Probationary employees, as defined in Section 9.01 of this Agreement, are subject to discipline or discharge with or without cause and said discipline or discharge shall not be subject to the grievance procedure.

Regular full-time employees will be disciplined using methods of progressive discipline in the form of verbal and/or written warnings, suspension and discharge for just cause.

Verbal warnings shall not be considered a subject of a grievance.

Employees shall have the right to request union representation during an investigative interview or meeting which could reasonably be expected to lead to disciplinary action.

Copies of written reprimands and suspension will be provided to the employee, the Union and will become a part of the employee's personnel file.

In the case of discharge, the employee will be provided a letter setting forth the reason(s) for such possible discharge and shall be entitled to respond to the reason(s) prior to any decision to discharge the employee.

Section 15.03 Personnel Records

Disciplinary materials at the level of a written warning or higher shall be maintained in the official personnel file of the employee. Access to personnel files shall be limited to the employee, the employee's authorized representative, officials of the City who have a business need for the access or as required by public records and freedom of information laws at the federal or state level. Employees shall have the right to review their files after providing reasonable advance notice and shall have the right to attach reasonable materials in explanation or rebuttal to adverse materials. Adverse materials shall not be placed in the personnel file without the knowledge of the employee.

Written warnings shall not be used for escalation of discipline after eighteen (18) months if there is no further related disciplinary action taken.

Disciplinary suspensions shall not be used for escalation of discipline after thirty-six (36) months if there is no further related disciplinary action taken.

Section 15.04 Work Attire

The City will not require uniforms during the term of this Agreement. However, employees will wear clothing appropriate to their work. This shall include clothing that meets safety and reasonable appearance standards of the City. Note: Examples of inappropriate attire include cutoffs, tennis shoes, sandals, indiscreet lettering on shirts/jackets, tank tops, ragged clothes, etc.

Rain gear shall be made available from a central pool per employee's request.

Employees working in the Streets division will be provided with an annual boot allowance of ~~\$150.00~~ \$250.00.

Section 15.05 No Smoking

The City's no smoking ordinance is incorporated herein by this reference. Smoking and the use of tobacco-related products is prohibited in accordance with Ordinance No. 26-91, Richland Municipal Code 2.58, Smoking and the use of tobacco-related products in the work environment. Employees shall comply with the terms and conditions of the ordinance.

Section 15.06 Tools and Instruments

The City will provide all tools and instruments for all full-time employees. Part-time and temporary employees may be required to provide their own tools and instruments.

Section 15.07 Contracting

It is the general policy of the City to utilize its employees to perform work that is considered work normally performed by the job classifications contained in Appendix 'A' of this Agreement. Such work shall include all facilities and grounds maintenance; maintenance, plant additions, alterations and changes to water and waste water systems and operational facilities of the City of Richland. However, the City reserves the option to contract out any work it deems necessary in the interest of economy, ability and capability of the work force, availability of City equipment, applicable State and Federal laws and emergency conditions.

Should the City determine to contract out customary bargaining unit work, the City shall strive to absorb displaced workers in other City classifications wherever possible.

Except where an emergency condition exists or natural man-made disasters, the City shall notify the union in writing of any consideration to contract. Should the union desire to enter into negotiations over the City's decision, or its impacts, the union shall provide, within fifteen calendar days, written notice to the City.

Section 15.08 Safety

The City will provide safety measures and safety rules for the purpose of preventing accidents and health hazards to the employees during the hours of their employment. The Union and employees agree to accept their full share of the responsibility and to cooperate with the City so that the employees will use such safety equipment when so provided and observe such safety and health regulations as required by the City.

Section 15.09 Education Benefits

Employees required by the State of Washington and/or the City to maintain certification(s) as a condition of employment shall be offered training in addition to safety and first aid training at City expense, sufficient for the employee to earn at least the minimum number of CEU's required to maintain their State Certification for the position the employee holds with the City.

"At City expense" as used herein means the employee will be paid for time spent in a seminar, class or other City selected training where CEU's are earned and the cost of registration and required materials, and the actual cost of transportation (if outside the Tri-City area). No overtime will be claimed unless mandated by the FLSA or State law. Travel time to and from any City offered training is not compensable unless required by the FLSA.

Travel shall be in accordance with City General Administration Travel policy 2910.

Section 15.10 Commercial Driver's License

The City shall facilitate and cover the cost of physical examinations required of employees to maintain commercial driver's licenses (CDL). In addition, the City shall reimburse employees for the cost of renewing required CDL.

All regular full-time employees required by job description to maintain a Class B CDL will receive an additional twenty cents (\$.20) per hour for all hours worked plus leave hours. All regular full-time employees required by job description to maintain a Class A CDL will receive an additional forty cents (\$.40) per hour for all hours worked plus leave hours. Employees hired on or before December 31, 2014, and who possess a Class A CDL but who are in a position which requires a Class B CDL, shall receive the Class A CDL additional forty (\$.40) per hour as long as the Class A CDL is maintained and they are in the position requiring a Class B CDL.

CDL pay does not apply to leave cash-outs or buy-outs.

Effective January 1, 2015, all wastewater and water treatment Plant Operators shall no longer be required to maintain a CDL.

Section 15.11 Education Requirements for Certification

The City shall provide director-approved training to prepare employees for certification exams or to support accumulation of required professional experience toward certification requirements. The City shall pay for up to two attempts by each employee to take each certification exam. Provision of training and professional experience shall be subject to budgetary capacity and management determination of staff assignments to meet operational needs, both of which are at the sole discretion of management.

- a) An employee who fails to pass a certification exam after a second attempt will be responsible for the costs and associated time (by utilizing PTO) with any future training and attempts to pass that exam.
- b) The City shall provide training opportunities required for employees to accumulate continuing education units required to maintain certifications. The City will, at the discretion of the Director, assign employees to qualifying training sessions, some of which may require out of town travel. The City shall cover the cost of training and travel.

~~Section 15.12 Meter Readers~~

~~If it becomes necessary to do future mass meter readings, the Union agrees that such work may be assigned by the City to other personnel provided that no meter readers will lose any work as a result of such decision.~~

ARTICLE XVI GRIEVANCE AND ARBITRATION PROCEDURE

A "grievance" as used in this Agreement means a claim by an employee or group of employees that the terms of this Agreement have been violated, or that a dispute exists concerning the proper application or interpretation of the terms of this Agreement. The time lines set forth in this Article are to be strictly followed, unless waived by mutual agreement.

None of the foregoing is intended to mean that the union itself cannot lodge a grievance and process the same through the various steps to arbitration in accordance with and subject to the provisions hereof. The right of the union to so lodge and process a grievance is expressly confirmed. An employee may be represented at any stage of the grievance procedure by the union. No settlement of a grievance with any employee shall be contrary to the terms of this Agreement unless such change is mutually agreed upon by both parties to this Agreement.

Section 16.01 Informal Process

An employee or group of employees, or their designated representative, who consider they have a grievance shall discuss the grievance within fifteen (15) working days of the alleged occurrence with the immediate supervisor. The supervisor shall have five (5) working days to resolve the grievance. If no mutually satisfactory resolution or remedy is reached, he or she may then proceed to Formal Step 1, within ten (10) working days of the supervisor's response.

Nothing in this section shall preclude communications between stewards and manager level staff in an attempt to resolve grievances prior to initiation of the Formal Process.

Section 16.02 Formal Process

All Formal grievances shall be reduced to writing. Formal grievances shall be signed by the grievant or the employee's authorized representative (shop steward or business representative). All Formal grievances shall state the issue being grieved, reference the applicable section of the Agreement allegedly violated, enumerate all facts pertaining to the matter, and outline the remedy sought. All appeals shall include pertinent materials provided and presented at previous steps.

At each step of the Formal process, the City representative (Division Manager, Department Director, etc.) is responsible for immediate forwarding a copy of the grievance and any related material to the Human Resources Director.

A. Formal Step 1

Formal Step 1 grievances shall be presented to the appropriate next level, typically the Division Manager, or Department Director. Grievances dealing with written warnings shall commence at this step.

The City shall attempt to resolve the grievance within ten (10) working days of receipt. If the grievant is not satisfied with the Formal Step 1 outcome, the grievant may submit the signed Report of Grievance to proceed to Formal Step 2 within ten (10) working days of the Formal Step 1 response.

B. Formal Step 2

Formal Step 2 grievances shall be presented to the next level, typically the Department Director or Deputy City Manager. Grievances dealing with disciplinary suspensions shall commence at this step.

The Department Director or Deputy City Manager shall attempt to resolve the matter within ten (10) working days after it has been presented. If the grievant is not satisfied with the Formal Step 2 outcome, the grievant, with the assistance of the union, may submit a written

notice to proceed to Formal Step 3 within ten (10) working days of the Formal Step 2 response.

C. Formal Step 3

Formal Step 3 grievances shall be presented to the City Manager. Grievances relating to termination of an employee will commence at Formal Step 3.

The City Manager shall attempt to resolve the matter within twenty-one (21) working days after it has been presented. If the grievant is not satisfied with the Formal Step 3 outcome, the grievant, with the assistance of the union, may submit a written notice to proceed to Formal Step 4 within thirty (30) calendar days from receipt of the City Manager's response.

D. Formal Step 4

At Formal Step 4, the grievant or union may make a decision to appeal the matter to an arbitrator. Any decision resulting from Formal Step 4 shall be final and binding upon the parties to the grievance, unless the decision involves an action by the City which is beyond the arbiter's jurisdiction. The expenses related to Formal Step 4 (fees and charged expenses) shall be borne equally by the parties hereto. Each party will be responsible for its own expenses and legal fees incurred during the preparation and the presentation of any grievance.

The arbiter or any other person or persons involved in the grievance procedure shall not have the power to negotiate new agreements or to change any of the provisions of this Agreement.

The process for arbitration is detailed below:

1) Arbitration

Upon selection of arbitration, the parties shall attempt to agree to the selection of an arbitrator. In the event that a mutually acceptable arbiter cannot be selected by the parties within fourteen (14) calendar days following the demand for arbitration, a request may be filed with the Federal Mediation Conciliation Service (FMCS). The arbiter shall be selected according to FMCS procedures. It shall be the function of the arbiter to hold a hearing at which the parties may submit their cases concerning the grievance.

The arbiter shall render his or her decision based on the interpretation and application of the provisions of the Agreement within thirty (30) calendar days after the completion of such hearing.

SIGNATURES

The parties hereto have caused this Agreement to be executed this _____ day of _____, 2025.

City of Richland, Washington

IUOE Local 280

Jon Amundson, ICMA-CM
City Manager

Date

Corey Stratton
Business Representative

Date

Joe Schiessl
Deputy City Manager

Date

Jonathan Maine
Chief Steward

Date

Drew Florence
Assistant City Manager

Date

Bobby Dillard
Recording Secretary

Date

Carlo D'Alessandro
Public Works Director

Date

Chris Waite
Parks & Public Facilities Director

Date

Lacey Paulsen
Human Resources Director

Date

ATTEST:

Jennifer Rogers
City Clerk

Date

APPROVED TO FORM:

Heather Kintzley
City Attorney

Date

Appendix A - Wages

APPENDIX A – 2025 CLASSIFICATION & WAGE TABLE

Effective January 1, 2025 – 4.85% Cost-of-Living Adjustment (COLA), with the following exceptions:

10.0% Market Adjustment for Water Quality Coordinator, Plant Operator, Lead Plant Operator, Equipment Technician I, Equipment Technician II, Equipment Technician III, and Lead Equipment Technician classifications (No COLA)

Job #	Description	Step A	Step B	Step C	Step D	Step E	Step F
3002	Equipment Operator	\$32.88	\$33.97	\$35.01	\$36.30	\$37.41	\$38.69
3006	General Craftworker	\$0.00	\$35.28	\$36.40	\$37.70	\$38.77	\$39.98
3007	HVAC Technician	\$37.12	\$38.30	\$39.52	\$40.64	\$41.77	\$42.89
3010	Laboratory Technician	\$33.42	\$34.98	\$36.63	\$38.44	\$40.26	\$42.16
3011	Laborer - Temporary	\$17.66	\$18.66	\$19.66	\$0.00	\$0.00	\$0.00
3012	Lead Construction & Maintenance Worker	\$32.52	\$34.59	\$36.63	\$38.67	\$40.74	\$42.79
3013	Lead Craftworker (Streets/ Wastewater)	\$32.14	\$34.10	\$36.09	\$38.08	\$40.17	\$42.16
3015	Lead Landfill Operator	\$35.44	\$36.58	\$37.78	\$38.95	\$40.09	\$41.32
3016	Lead Equipment Technician	\$39.31	\$40.58	\$41.86	\$43.04	\$44.24	\$45.44
3017	Lead Plant Operator	\$40.03	\$41.26	\$42.54	\$43.75	\$44.94	\$46.12
3018	Lead Warehouse Worker	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$41.80
3019	Lead Truck Driver	\$34.94	\$36.06	\$37.35	\$38.41	\$39.59	\$0.00
3020	Maintenance Craftworker I	\$30.87	\$31.86	\$32.88	\$33.84	\$34.61	\$35.60
3021	Maintenance Craftworker II	\$0.00	\$34.94	\$36.06	\$37.35	\$38.41	\$39.59
3022	Maintenance Worker I	\$28.45	\$29.27	\$30.13	\$30.98	\$31.79	\$32.73
3023	Maintenance Worker II	\$31.86	\$32.88	\$33.84	\$34.61	\$35.60	\$36.60
3024	Equipment Technician II	\$35.98	\$37.02	\$38.19	\$39.56	\$40.68	\$41.94
3028	Plant Operator	\$36.00	\$37.13	\$38.26	\$39.62	\$40.78	\$42.16
3029	Plant Operator-in-Training	\$28.45	\$29.27	\$30.13	\$30.98	\$31.79	\$32.73
3030	Pre-Treatment Coordinator	\$31.52	\$33.49	\$35.47	\$37.41	\$39.39	\$41.41
3031	Environmental Compliance/Source Control Specialist	\$33.98	\$35.06	\$36.12	\$37.41	\$38.50	\$39.80
3032	Service Writer/Parts Specialist	\$30.87	\$31.86	\$32.88	\$33.84	\$34.61	\$35.60
3033	Warehouse Worker II	\$0.00	\$0.00	\$33.86	\$35.60	\$37.23	\$39.22
3034	Truck Driver-Heavy	\$31.86	\$32.88	\$33.84	\$34.61	\$35.60	\$36.60
3035	Utility Craftworker	\$30.87	\$31.86	\$32.88	\$33.84	\$34.61	\$35.60
3036	Water Quality Coordinator	\$33.07	\$35.13	\$37.21	\$38.85	\$39.25	\$43.44
3037	Treatment Plant Mechanic II (Water Maintenance)	\$37.12	\$38.30	\$39.52	\$40.64	\$41.77	\$42.89
3038	Warehouse Worker II	\$28.16	\$29.61	\$31.06	\$32.61	\$0.00	\$0.00
3039	Landfill Operator I/Transfer Station Attendant	\$31.86	\$32.88	\$33.84	\$34.61	\$35.60	\$36.60
3043	Laborer I	\$22.49	\$23.45	\$24.48	\$25.42	\$26.40	\$27.29
3044	Construction & Maintenance Worker I	\$29.13	\$30.04	\$31.00	\$31.93	\$32.67	\$33.58
3045	Construction & Maintenance Worker II	\$0.00	\$34.94	\$36.06	\$37.35	\$38.41	\$39.59
3046	Plant Operator-in-Training – Level 1 Operator Certification	\$29.30	\$30.15	\$30.97	\$31.86	\$32.65	\$33.59
3047	Plant Operator-in-Training – Level 2 Operator Certification	\$30.18	\$30.99	\$31.83	\$32.70	\$33.51	\$34.46
3048	Plant Operator-in-Training – Level 3 Operator Certification	\$31.90	\$32.71	\$33.56	\$34.44	\$35.22	\$36.18
3049	Treatment Plant Mechanic I (Water Maintenance)	\$0.00	\$35.28	\$36.40	\$37.70	\$38.77	\$39.98
3050	Treatment Plant Mechanic I (Wastewater Maintenance)	\$0.00	\$35.28	\$36.40	\$37.70	\$38.77	\$39.98
3051	Treatment Plant Mechanic II (Wastewater Maintenance)	\$37.12	\$38.30	\$39.52	\$40.64	\$41.77	\$42.89
3052	Lead Craftworker (Water Maintenance)	\$37.79	\$38.95	\$40.16	\$41.31	\$42.41	\$43.53
3053	Laborer II - Temporary	\$20.37	\$20.94	\$21.52	\$22.09	\$0.00	\$0.00
3054	Lead Plant Operator (Upgrade)	\$38.94	\$40.18	\$41.46	\$42.64	\$43.82	\$45.00
3055	Landfill Operator II	\$32.88	\$33.97	\$35.01	\$36.30	\$37.41	\$38.69
3056	Maintenance Worker I – Solid Waste	\$28.45	\$29.27	\$30.13	\$30.98	\$31.78	\$32.73
3057	Equipment Technician I	\$29.84	\$30.71	\$31.61	\$32.51	\$33.34	\$34.34
3058	Equipment Technician II	\$37.70	\$38.72	\$39.90	\$41.25	\$42.37	\$43.65

APPENDIX A – 2026 CLASSIFICATION & WAGE TABLE

Effective January 1, 2026 – 2.0% Increase

Job #	Description	Step A	Step B	Step C	Step D	Step E	Step F
3002	Equipment Operator	\$33.54	\$34.65	\$35.71	\$37.03	\$38.16	\$39.46
3006	General Craftworker	\$0.00	\$35.99	\$37.13	\$38.46	\$39.55	\$40.78
3007	HVAC Technician	\$37.86	\$39.07	\$40.31	\$41.45	\$42.61	\$43.75
3010	Laboratory Technician	\$34.08	\$35.68	\$37.37	\$39.21	\$41.07	\$43.00
3011	Laborer - Temporary	TBD	TBD	TBD	\$0.00	\$0.00	\$0.00
3012	Lead Construction & Maintenance Worker	\$33.17	\$35.28	\$37.37	\$39.44	\$41.56	\$43.65
3013	Lead Craftworker (Streets/ Wastewater)	\$32.78	\$34.78	\$36.81	\$38.84	\$40.97	\$43.00
3015	Lead Landfill Operator	\$36.15	\$37.31	\$38.53	\$39.73	\$40.90	\$42.15
3016	Lead Equipment Technician	\$40.10	\$41.39	\$42.69	\$43.90	\$45.13	\$46.35
3017	Lead Plant Operator	\$40.83	\$42.09	\$43.39	\$44.62	\$45.83	\$47.05
3018	Lead Warehouse Worker	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$42.64
3019	Lead Truck Driver	\$35.63	\$36.78	\$38.09	\$39.17	\$40.38	\$0.00
3020	Maintenance Craftworker I	\$31.49	\$32.50	\$33.54	\$34.51	\$35.30	\$36.31
3021	Maintenance Craftworker II	\$0.00	\$35.63	\$36.78	\$38.09	\$39.17	\$40.38
3022	Maintenance Worker I	\$29.01	\$29.86	\$30.74	\$31.60	\$32.43	\$33.39
3023	Maintenance Worker II	\$32.50	\$33.54	\$34.51	\$35.30	\$36.31	\$37.34
3024	Equipment Technician II	\$36.70	\$37.76	\$38.96	\$40.35	\$41.49	\$42.78
3028	Plant Operator	\$36.72	\$37.87	\$39.02	\$40.41	\$41.59	\$43.01
3029	Plant Operator-in-Training	\$29.01	\$29.86	\$30.74	\$31.60	\$32.43	\$33.39
3030	Pre-Treatment Coordinator	\$32.15	\$34.16	\$36.18	\$38.16	\$40.18	\$42.23
3031	Environmental Compliance/Source Control Specialist	\$34.66	\$35.76	\$36.84	\$38.16	\$39.27	\$40.60
3032	Service Writer/Parts Specialist	\$31.49	\$32.50	\$33.54	\$34.51	\$35.30	\$36.31
3033	Warehouse Worker II	\$0.00	\$0.00	\$34.53	\$36.31	\$37.98	\$40.01
3034	Truck Driver-Heavy	\$32.50	\$33.54	\$34.51	\$35.30	\$36.31	\$37.34
3035	Utility Craftworker	\$31.49	\$32.50	\$33.54	\$34.51	\$35.30	\$36.31
3036	Water Quality Coordinator	\$33.73	\$35.84	\$37.96	\$39.63	\$40.03	\$44.31
3037	Treatment Plant Mechanic II (Water Maintenance)	\$37.86	\$39.07	\$40.31	\$41.45	\$42.61	\$43.75
3038	Warehouse Worker II	\$28.73	\$30.20	\$31.68	\$33.26	\$0.00	\$0.00
3039	Landfill Operator I/Transfer Station Attendant	\$32.50	\$33.54	\$34.51	\$35.30	\$36.31	\$37.34
3043	Laborer I	\$22.94	\$23.92	\$24.97	\$25.92	\$26.93	\$27.84
3044	Construction & Maintenance Worker I	\$29.71	\$30.64	\$31.62	\$32.57	\$33.32	\$34.26
3045	Construction & Maintenance Worker II	\$0.00	\$35.63	\$36.78	\$38.09	\$39.17	\$40.38
3046	Plant Operator-in-Training – Level 1 Operator Certification	\$29.88	\$30.76	\$31.59	\$32.50	\$33.30	\$34.27
3047	Plant Operator-in-Training – Level 2 Operator Certification	\$30.78	\$31.61	\$32.47	\$33.36	\$34.18	\$35.15
3048	Plant Operator-in-Training – Level 3 Operator Certification	\$32.53	\$33.37	\$34.23	\$35.13	\$35.92	\$36.91
3049	Treatment Plant Mechanic I (Water Maintenance)	\$0.00	\$35.99	\$37.13	\$38.46	\$39.55	\$40.78
3050	Treatment Plant Mechanic I (Wastewater Maintenance)	\$0.00	\$35.99	\$37.13	\$38.46	\$39.55	\$40.78
3051	Treatment Plant Mechanic II (Wastewater Maintenance)	\$37.86	\$39.07	\$40.31	\$41.45	\$42.61	\$43.75
3052	Lead Craftworker (Water Maintenance)	\$38.54	\$39.73	\$40.96	\$42.14	\$43.26	\$44.40
3053	Laborer II - Temporary	\$20.78	\$21.36	\$21.95	\$22.53	\$0.00	\$0.00
3054	Lead Plant Operator (Upgrade)	\$39.72	\$40.99	\$42.29	\$43.49	\$44.70	\$45.90
3055	Landfill Operator II	\$33.54	\$34.65	\$35.71	\$37.03	\$38.16	\$39.46
3056	Maintenance Worker I – Solid Waste	\$29.01	\$29.86	\$30.74	\$31.60	\$32.42	\$33.39
3057	Equipment Technician I	\$30.44	\$31.33	\$32.25	\$33.16	\$34.01	\$35.03
3058	Equipment Technician II	\$0.00	\$39.49	\$40.69	\$42.08	\$43.22	\$44.52

APPENDIX A – 2026 CLASSIFICATION & WAGE TABLE

Effective July 1, 2026 – 1.0% Increase

Job #	Description	Step A	Step B	Step C	Step D	Step E	Step F
3002	Equipment Operator	\$33.87	\$35.00	\$36.07	\$37.40	\$38.54	\$39.86
3006	General Craftsworker	\$0.00	\$36.35	\$37.50	\$38.84	\$39.94	\$41.19
3007	HVAC Technician	\$38.24	\$39.46	\$40.71	\$41.87	\$43.03	\$44.19
3010	Laboratory Technician	\$34.42	\$36.03	\$37.74	\$39.60	\$41.48	\$43.43
3011	Laborer - Temporary	TBD	TBD	TBD	\$0.00	\$0.00	\$0.00
3012	Lead Construction & Maintenance Worker	\$33.51	\$35.63	\$37.74	\$39.84	\$41.98	\$44.08
3013	Lead Craftsworker (Streets/ Wastewater)	\$33.11	\$35.13	\$37.18	\$39.23	\$41.38	\$43.43
3015	Lead Landfill Operator	\$36.51	\$37.69	\$38.92	\$40.13	\$41.31	\$42.57
3016	Lead Equipment Technician	\$40.50	\$41.80	\$43.12	\$44.34	\$45.58	\$46.81
3017	Lead Plant Operator	\$41.24	\$42.51	\$43.82	\$45.07	\$46.29	\$47.52
3018	Lead Warehouse Worker	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$43.07
3019	Lead Truck Driver	\$35.99	\$37.15	\$38.48	\$39.57	\$40.79	\$0.00
3020	Maintenance Craftsworker I	\$31.80	\$32.83	\$33.87	\$34.86	\$35.66	\$36.67
3021	Maintenance Craftsworker II	\$0.00	\$35.99	\$37.15	\$38.48	\$39.57	\$40.79
3022	Maintenance Worker I	\$29.30	\$30.16	\$31.04	\$31.92	\$32.75	\$33.72
3023	Maintenance Worker II	\$32.83	\$33.87	\$34.86	\$35.66	\$36.67	\$37.71
3024	Equipment Technician II	\$37.07	\$38.13	\$39.35	\$40.75	\$41.91	\$43.21
3028	Plant Operator	\$37.09	\$38.25	\$39.41	\$40.82	\$42.01	\$43.44
3029	Plant Operator-in-Training	\$29.30	\$30.16	\$31.04	\$31.92	\$32.75	\$33.72
3030	Pre-Treatment Coordinator	\$32.47	\$34.50	\$36.54	\$38.54	\$40.58	\$42.66
3031	Environmental Compliance/Source Control Specialist	\$35.01	\$36.12	\$37.21	\$38.54	\$39.66	\$41.00
3032	Service Writer/Parts Specialist	\$31.80	\$32.83	\$33.87	\$34.86	\$35.66	\$36.67
3033	Warehouse Worker II	\$0.00	\$0.00	\$34.88	\$36.67	\$38.36	\$40.41
3034	Truck Driver-Heavy	\$32.83	\$33.87	\$34.86	\$35.66	\$36.67	\$37.71
3035	Utility Craftsworker	\$31.80	\$32.83	\$33.87	\$34.86	\$35.66	\$36.67
3036	Water Quality Coordinator	\$34.06	\$36.20	\$38.34	\$40.03	\$40.43	\$44.75
3037	Treatment Plant Mechanic II (Water Maintenance)	\$38.24	\$39.46	\$40.71	\$41.87	\$43.03	\$44.19
3038	Warehouse Worker II	\$29.01	\$30.50	\$31.99	\$33.59	\$0.00	\$0.00
3039	Landfill Operator I/Transfer Station Attendant	\$32.83	\$33.87	\$34.86	\$35.66	\$36.67	\$37.71
3043	Laborer I	\$23.17	\$24.16	\$25.22	\$26.18	\$27.20	\$28.12
3044	Construction & Maintenance Worker I	\$30.01	\$30.95	\$31.94	\$32.89	\$33.66	\$34.60
3045	Construction & Maintenance Worker II	\$0.00	\$35.99	\$37.15	\$38.48	\$39.57	\$40.79
3046	Plant Operator-in-Training – Level 1 Operator Certification	\$30.18	\$31.07	\$31.91	\$32.83	\$33.64	\$34.61
3047	Plant Operator-in-Training – Level 2 Operator Certification	\$31.09	\$31.93	\$32.79	\$33.69	\$34.52	\$35.51
3048	Plant Operator-in-Training – Level 3 Operator Certification	\$32.86	\$33.70	\$34.58	\$35.48	\$36.28	\$37.28
3049	Treatment Plant Mechanic I (Water Maintenance)	\$0.00	\$36.35	\$37.50	\$38.84	\$39.94	\$41.19
3050	Treatment Plant Mechanic I (Wastewater Maintenance)	\$0.00	\$36.35	\$37.50	\$38.84	\$39.94	\$41.19
3051	Treatment Plant Mechanic II (Wastewater Maintenance)	\$38.24	\$39.46	\$40.71	\$41.87	\$43.03	\$44.19
3052	Lead Craftsworker (Water Maintenance)	\$38.93	\$40.13	\$41.37	\$42.56	\$43.69	\$44.85
3053	Laborer II - Temporary	\$20.99	\$21.57	\$22.16	\$22.76	\$0.00	\$0.00
3054	Lead Plant Operator (Upgrade)	\$40.12	\$41.40	\$42.71	\$43.92	\$45.15	\$46.36
3055	Landfill Operator II	\$33.87	\$35.00	\$36.07	\$37.40	\$38.54	\$39.86
3056	Maintenance Worker I – Solid Waste	\$29.30	\$30.16	\$31.04	\$31.92	\$32.74	\$33.72
3057	Equipment Technician I	\$30.74	\$31.64	\$32.57	\$33.49	\$34.35	\$35.38
3058	Equipment Technician II	\$0.00	\$39.89	\$41.10	\$42.50	\$43.65	\$44.97

APPENDIX A – 2027 CLASSIFICATION & WAGE TABLE

Effective January 1, 2027 – 2.5% Increase

Job #	Description	Step A	Step B	Step C	Step D	Step E	Step F
3002	Equipment Operator	\$34.72	\$35.87	\$36.97	\$38.33	\$39.50	\$40.85
3006	General Craftsworker	\$0.00	\$37.26	\$38.44	\$39.81	\$40.94	\$42.22
3007	HVAC Technician	\$39.19	\$40.44	\$41.73	\$42.91	\$44.11	\$45.29
3010	Laboratory Technician	\$35.29	\$36.94	\$38.68	\$40.59	\$42.52	\$44.52
3011	Laborer - Temporary	TBD	TBD	TBD	\$0.00	\$0.00	\$0.00
3012	Lead Construction & Maintenance Worker	\$34.34	\$36.53	\$38.68	\$40.83	\$43.02	\$45.18
3013	Lead Craftsworker (Streets/ Wastewater)	\$33.93	\$36.01	\$38.11	\$40.21	\$42.42	\$44.52
3015	Lead Landfill Operator	\$37.42	\$38.63	\$39.89	\$41.13	\$42.34	\$43.63
3016	Lead Equipment Technician	\$41.51	\$42.85	\$44.20	\$45.45	\$46.72	\$47.98
3017	Lead Plant Operator	\$42.27	\$43.57	\$44.92	\$46.19	\$47.45	\$48.70
3018	Lead Warehouse Worker	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$44.14
3019	Lead Truck Driver	\$36.89	\$38.08	\$39.44	\$40.56	\$41.81	\$0.00
3020	Maintenance Craftsworker I	\$32.60	\$33.65	\$34.72	\$35.73	\$36.55	\$37.59
3021	Maintenance Craftsworker II	\$0.00	\$36.89	\$38.08	\$39.44	\$40.56	\$41.81
3022	Maintenance Worker I	\$30.04	\$30.91	\$31.82	\$32.72	\$33.57	\$34.57
3023	Maintenance Worker II	\$33.65	\$34.72	\$35.73	\$36.55	\$37.59	\$38.65
3024	Equipment Technician II	\$37.99	\$39.09	\$40.33	\$41.77	\$42.95	\$44.29
3028	Plant Operator	\$38.02	\$39.20	\$40.40	\$41.84	\$43.06	\$44.52
3029	Plant Operator-in-Training	\$30.04	\$30.91	\$31.82	\$32.72	\$33.57	\$34.57
3030	Pre-Treatment Coordinator	\$33.28	\$35.36	\$37.46	\$39.50	\$41.60	\$43.72
3031	Environmental Compliance/Source Control Specialist	\$35.88	\$37.02	\$38.14	\$39.50	\$40.66	\$42.03
3032	Service Writer/Parts Specialist	\$32.60	\$33.65	\$34.72	\$35.73	\$36.55	\$37.59
3033	Warehouse Worker II	\$0.00	\$0.00	\$35.75	\$37.59	\$39.32	\$41.42
3034	Truck Driver-Heavy	\$33.65	\$34.72	\$35.73	\$36.55	\$37.59	\$38.65
3035	Utility Craftsworker	\$32.60	\$33.65	\$34.72	\$35.73	\$36.55	\$37.59
3036	Water Quality Coordinator	\$34.92	\$37.10	\$39.30	\$41.03	\$41.44	\$45.87
3037	Treatment Plant Mechanic II (Water Maintenance)	\$39.19	\$40.44	\$41.73	\$42.91	\$44.11	\$45.29
3038	Warehouse Worker II	\$29.74	\$31.27	\$32.79	\$34.43	\$0.00	\$0.00
3039	Landfill Operator I/Transfer Station Attendant	\$33.65	\$34.72	\$35.73	\$36.55	\$37.59	\$38.65
3043	Laborer I	\$23.75	\$24.77	\$25.85	\$26.84	\$27.88	\$28.82
3044	Construction & Maintenance Worker I	\$30.76	\$31.72	\$32.74	\$33.71	\$34.50	\$35.46
3045	Construction & Maintenance Worker II	\$0.00	\$36.89	\$38.08	\$39.44	\$40.56	\$41.81
3046	Plant Operator-in-Training – Level 1 Operator Certification	\$30.93	\$31.84	\$32.71	\$33.65	\$34.48	\$35.47
3047	Plant Operator-in-Training – Level 2 Operator Certification	\$31.86	\$32.73	\$33.61	\$34.53	\$35.39	\$36.39
3048	Plant Operator-in-Training – Level 3 Operator Certification	\$33.68	\$34.54	\$35.44	\$36.37	\$37.19	\$38.21
3049	Treatment Plant Mechanic I (Water Maintenance)	\$0.00	\$37.26	\$38.44	\$39.81	\$40.94	\$42.22
3050	Treatment Plant Mechanic I (Wastewater Maintenance)	\$0.00	\$37.26	\$38.44	\$39.81	\$40.94	\$42.22
3051	Treatment Plant Mechanic II (Wastewater Maintenance)	\$39.19	\$40.44	\$41.73	\$42.91	\$44.11	\$45.29
3052	Lead Craftsworker (Water Maintenance)	\$39.90	\$41.13	\$42.40	\$43.62	\$44.78	\$45.97
3053	Laborer II - Temporary	\$21.51	\$22.11	\$22.72	\$23.33	\$0.00	\$0.00
3054	Lead Plant Operator (Upgrade)	\$41.12	\$42.43	\$43.78	\$45.02	\$46.28	\$47.52
3055	Landfill Operator II	\$34.72	\$35.87	\$36.97	\$38.33	\$39.50	\$40.85
3056	Maintenance Worker I – Solid Waste	\$30.04	\$30.91	\$31.82	\$32.72	\$33.56	\$34.57
3057	Equipment Technician I	\$31.51	\$32.43	\$33.38	\$34.32	\$35.21	\$36.26
3058	Equipment Technician II	\$0.00	\$40.89	\$42.13	\$43.56	\$44.74	\$46.09

APPENDIX A – ~~2022-2024~~ 2025-2027 WAGES FOR SEASONAL/TEMPORARY LABORERS

A. Laborer wage scale is as follows:

- 1) Bottom of wage scale shall be no lower than \$1.00 over the minimum wage in effect while employed. This wage shall represent the bottom of the wage scale, and the top of the wage scale shall be no greater than \$2.00 over the bottom of the wage scale (above).
- 2) City may place new or returning temporary laborers at any point in the temporary wage range described above.
- 3) Seasonal or returning temporary laborers or other temporary employees who begin an assignment with less than a thirteen-(13) week break in employment from the last day of their previous City temporary/seasonal assignment shall be offered Essential Plan medical benefits, when required by federal healthcare law or regulation.

B. Seasonal/Temporary employees and Limited Term employees employed in a position other than a Laborer are assigned the applicable wage for their assigned position as specified in the wage table for regular, full-time employees in Appendix A.

EXHIBIT 'A' - REQUEST TO EXTEND TEMPORARY EMPLOYMENT

_____ requests an extension for

 Division/Department

_____ from _____ to _____
 Temporary Employee Start Date Estimated End Date

The extension is requested for the following reason(s):

For the City:

For the Union:

 Requesting Supervisor/Manager Date IUOE Chief Steward Date

 Department Head Date IUOE Business Manager Date

 Human Resources Date

 I understand that my temporary employment with the City is being extended as requested above.
 I further understand that this extension does not entitle me to any additional benefits unless
 specifically stated in the current Collective Bargaining Agreement between the City of Richland
 and the International Union of Operating Engineers, Local 280.

 Employee Date

**EXHIBIT 'B' - MEMORANDUMS OF UNDERSTANDING / MEMORANDUMS OF
AGREEMENT IN EFFECT AS OF 2025**



***Memorandum of Understanding between
the City of Richland and
the International Union of Operating Engineers, Local 280***

**WASTE WATER TREATMENT PLANT (WWTP)
PLANT OPERATOR WORK SCHEDULE CHANGE & STANDBY DUTY**

The purpose of this Memorandum of Understanding (MOU) is to document an agreement between the City of Richland (City) and the International Union of Operating Engineers, Local No. 280 (IUOE) resulting in the need for a plant operator work schedule change and standby duty at the WWTP only. This MOU also addresses holiday pay for WWTP plant operators.

Unless otherwise stated in this MOU, the terms of the current collective bargaining agreement between the City and IUOE will be followed.

Work Schedule Change

Effective July 2, 2014, a 10-hour shift schedule will be implemented at the WWTP for all qualified plant operators and will be offered/assigned by seniority. Employees will be provided one 30-minute unpaid meal period each shift and will be relieved from duty.

Standby Duty

Standby duty is defined as a period of off duty time during which an employee shall be assigned to take trouble calls, assess issues, and report to the WWTP when necessary.

Effective July 2, 2014, all qualified WWTP plant operators will be assigned to standby duty on a rotating basis for a period of seven (7) days (commencing Wednesday at 5:30 pm and ending the following Wednesday at 7:00 am). Compensation for plant operator standby duty shall be thirty percent (30%) of the compensation for a forty (40) hour week at current plant operator top step hourly base rate of pay (does not include CDL pay).

Plant operators on standby duty will be compensated for non-assigned shift hours (5:30 pm – 7:00 am) Monday through Friday and for twenty-four (24) hours (7:00 am – 7:00 am) on Saturdays, Sundays and City holidays.

Employees on standby duty are required to immediately communicate to the applicable manager or designee if he/she becomes unavailable for standby duty or he/she is unable to address the immediate trouble call.

Employees on standby duty may engage in normal off-duty activities provided:

- City cell phone, pager and/or laptop as provided are carried on his/her person at all times;
- He/she is able to report to the WWTP within thirty (30) minutes of receiving trouble call;
- He/she remains fit for duty as required by the City's Drug & Alcohol Policy.

Probationary employees must meet the plant operator standby duty requirements as determined by the WWTP manager or designee in order to be eligible for standby duty.

Call-out time during standby duty starts when the plant operator takes a trouble call and / or acknowledges an alarm on the SCADA terminal with a minimum of ten (10) minutes pay at current plant operator top step hourly base rate plus CDL pay. All call-outs requiring the employee to respond to the call at the WWTP shall follow Section 11.05 Call-out Pay in the current collective bargaining agreement.

WWTP plant operators will continue to be compensated for actual holidays by following the principles used in the June 2007 MOU pertaining to holiday pay for plant operators, for example:

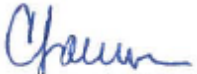
- If an employee does not work on a holiday, he/she will be compensated for eight (8) hours of holiday pay.
- If an employee works on a holiday, he/she will be compensated for ten (10) hours worked to overtime pay at one and one-half (1½) times hourly base rate of pay plus CDL pay. In addition, the employee will be compensated for eight (8) hours of holiday pay and two (2) regular hours at hourly base rate of pay plus CDL pay. Additionally, if an employee works in excess of ten (10) hours on a holiday, he/she will be compensated for actual hours worked to overtime pay at one and one-half (1½) times hourly base rate of pay plus CDL pay.

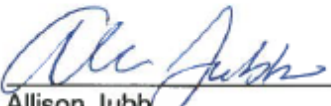
WWTP plant operators will also be compensated with two (2) hours of standby holiday premium at the plant operator top step hourly base rate (does not include CDL pay) for each actual holiday that falls within his/her standby schedule.

Plant operators may request standby duty trades with fellow plant operators with the approval of manager or designee. Upon approved trades, plant operators understand and acknowledge they are voluntarily giving up standby holiday premium when an actual holiday falls within the standby schedule he/she traded away.

The parties agree to meet and discuss any future shift schedule proposals for WWTP plant operators. If the parties cannot come to a mutual agreement, either party may revoke this MOU by providing a thirty (30) day notice in writing.

For the City of Richland:

 6/30/14
Cynthia D. Johnson
City Manager

 6/30/14
Allison Jubb
Human Resources Director

 6/30/2014
Pete Rogalsky
Public Works Director

For the IUOE, Local 280:

 6-30-14
Dean Bushey
Assistant Business Manager

 6/30/14
Corey Stratton
Chief Steward



***Memorandum of Understanding between
City of Richland
and
International Union of Operating Engineers, Local 280***

CDL PAY FOR TEMPORARY EMPLOYEES

The purpose of this Memorandum of Understanding (MOU) is to document an understanding between the City of Richland ("City") and the International Union of Operating Engineers ("IUOE") Local 280 (referred to collectively as the "Parties") to address Commercial Driver License (CDL) pay for temporary employees. This MOU will apply to seasonal temporary employees who are asked to use a CDL during the course of their temporary assignment with the City. The MOU is non-precedence setting in all respects.

All temporary employees who are asked to utilize their CDL during their temporary assignment will receive additional CDL pay of an additional forty cents (\$0.40) per hour when the assignment requires a Class "A" CDL, or an additional twenty cents (\$0.20) per hour when the assignment requires a Class "B" CDL. The manager will determine which level of CDL will be utilized for the duration of the temporary assignment, and the employee will be paid for the level utilized even when the employee may hold a higher level certification. For example, a Truck-Driver Heavy (Temporary) would utilize a Class "B" CDL, so the temporary employee would receive an additional twenty (\$0.20) cents per hour for all hours worked in that capacity, even if the employee holds a Class "A" CDL.

Temporary employees may be asked to utilize a CDL without upgrade to a higher level position, and the Parties agree that CDL pay will substitute for any upgrade pay the Temporary employee may otherwise have been eligible to receive.

To be eligible for CDL pay, applicable Temporary employees must possess and maintain a current CDL, including a CDL medical card, in the level required for the temporary

assignment, and must have successfully completed the City's required Department of Transportation (DOT) pre-employment screening requirements (DOT physical, DOT drug/alcohol screening, and DOT employment verification) prior to driving Commercial vehicles for the City, and prior to being placed in the City's random drug and alcohol testing pool for employees occupying safety sensitive positions.

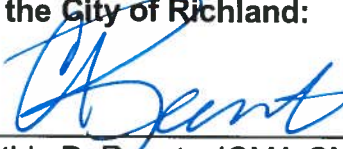
For the 2017 season only, applicable Temporary employees will be paid CDL pay as of the date they were determined by Human Resources to have met requirements for eligibility to be placed into the City's random testing pool. Additionally, Temporary employees already employed as of the effective date of this MOU, and who are placed in the City's random testing pool within seven (7) calendar days of the effective date of this MOU, will be paid the applicable CDL pay *retroactive* to the first day of their 2017 seasonal assignment for hours worked utilizing the CDL.

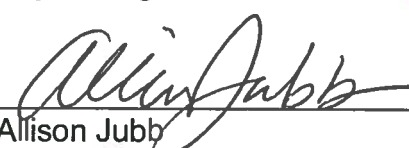
The costs associated with obtaining and/or maintaining a CDL will be at the expense of the Temporary employee, with the exception of any pre-employment screening requirements to be paid for by the City. The City always maintains the right to end a Temporary employee's assignment at any time and for any reason, with or without notice, a right which survives the termination of this MOU. This includes, but is not limited to, circumstances in which a Temporary employee does not maintain a valid CDL and medical card when being assigned to tasks requiring those qualifications.

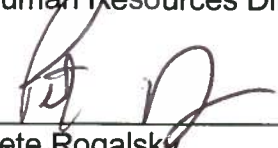
CDL pay will not be applied to any PTO cash-outs granted after successful completion of the season.

This MOU will remain in effect until and unless either Party provides a two-week prior written notice to dissolve it.

For the City of Richland:


Cynthia D. Reents, ICMA-CM
City Manager
Date 8/2/17


Allison Jubb
Human Resources Director
Date 8/1/17


Pete Rogalsky
Public Works Director
Date 8/1/17

For the IUOE, Local 280:


Dean Bushey
Assistant Business Representative
Date 8-6-17


Corey Stratton
Chief Steward
Date 8-8-17

 8-1-17
Joe Schiessl Date
Parks & Public Facilities Director



***Memorandum of Agreement
between the
City of Richland
and the
International Union of Operating Engineers, Local 280***

**LEAD PLANT OPERATOR JOB DESCRIPTION MODIFICATIONS AND
ASSOCIATED WAGE ADJUSTMENT**

The City of Richland ("City") and the International Union of Operating Engineers, Local 280 ("Union") enter into this memorandum of agreement (MOA) to modify the Lead Plant Operator job description and adjust wages for the position accordingly. City and Union are referred to herein as the "Parties." This MOA is non-precedence setting in all respects.

The City recently added additional duties to the Lead Plant Operator job description, including but not limited to responsibility and maintenance of the City's wastewater pretreatment program. In response to the City's modification of the job description, the Union has requested to amend the Lead Plant Operator wage to reflect these additional duties.

In recognition of the additional duties added by the City to the Lead Plant Operator job description, the Parties agree that the Lead Plant Operator wage will increase effective November 4, 2019 to the same wage rate as the Lead Craftsworker (Water Maintenance).

The Parties further agree that if, at any time, the City determines by management prerogative to remove these additional duties from the Lead Plant Operator position (including responsibility and maintenance of the City's wastewater pretreatment program), the Lead Plant Operator wage will revert to the equivalent wage rate in effect for the position immediately prior to execution of this MOA.

The Parties acknowledge and agree that the agreement to increase the wage for the Lead Plant Operator position is directly tied to the addition and performance of additional duties, and that without such additional responsibly, no increase is warranted.

This MOA will remain in effect unless terminated by either Party upon two weeks' written notice, or until its inclusion into a duly executed collective bargaining agreement.

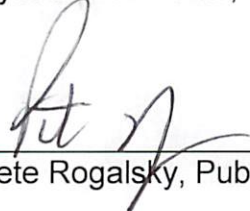
[Signature page to follow]

Dated this 20 day of February, 2020.

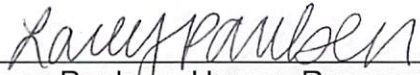
City of Richland:



Cynthia D. Reents, City Manager



Pete Rogalsky, Public Works Director

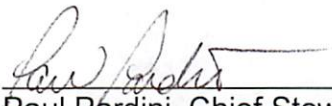


Lacey Paulsen, Human Resources Manager

IUOE Local 280:



Dean Bushey, Business Manager



Paul Pardini, Chief Steward



MEMORANDUM OF UNDERSTANDING
between the
City of Richland
and
International Union of Operating Engineers, Local No. 280

Stand-By

The City of Richland ("City") and the International Union of Operating Engineers, Local No. 280 ("Union") enter into this memorandum of understanding (MOU) to implement a stand-by program for IUOE represented employees. The City and Union are referred to herein as the "Parties."

Stand-by time is defined as a period of off-duty time during which an employee shall be assigned by a supervisor to be available to work if and when summoned. At management's discretion, at least one (1) employee per division, at the discretion of the Department Director, may be required to be on mandatory stand-by if voluntary call-out lists within the division are not regularly established or are inadequately populated by employees to ensure timely and effective response to afterhours work demands, also as determined by the Department Director. Employees on stand-by may engage in normal off-duty activities, provided that:

- The city-issued stand-by cell phone is carried on their person at all times;
- The employee will make every effort to respond without delay when called, and will arrive at the job site or required work location within thirty (30) minutes; and
- The employee maintains a condition of fit for duty in accordance with Section 14.01 of the current collective bargaining agreement (CBA) and the applicable substance-free workplace policy referenced therein.

Employees assigned stand-by status shall be paid time-and-a-half for one (1) additional hour for each work day (Monday through Friday) and at straight time for (2) two additional hours for each weekend day (Saturday or Sunday) or City-recognized or observed holiday they are on stand-by status. Stand-by employees summoned to work will be paid in accordance with the call-out pay provisions defined in Section 11.05 of the CBA.

When activated by Management, all qualified employees shall be assigned a seven-day "stand-by" week commencing on a Monday at the beginning of the regular shift and ending the following Monday at the beginning of the shift. This assigned period will be adjusted to accommodate holidays. For instance, when a City-observed holiday falls on a Monday, the end of the assigned period will be the beginning of the shift on the first business day following the holiday. Employees who are eligible to serve "stand-by" are those regular full-time employees (completed probation) who have gained minimum technical competence in their position. Additional qualifications will be established by Management based on competence to address common call-out tasks.

For divisions activating stand-by on an ongoing basis (anticipated to be Streets and Wastewater Maintenance), a stand-by assignment calendar will be established at the beginning of each calendar year according to the following procedure:

- All employees in the division will select their first choice of a stand-by week, with selections occurring from most senior to least senior eligible staff.
- This same procedure will be used for a second and third assigned week.
- Beginning with the fourth assigned week, and for any remaining weeks in the year, the order of selection shall be reversed (least senior chooses first) so that when all weeks are assigned, the most senior employees do not have more assignments than the least senior employees.

For divisions activating stand-by on an intermittent basis (anticipated to be Parks & Facilities), assignments shall rotate based on seniority so that eligible employees get a turn elect stand-by in the order of their seniority.

If stand-by is activated in additional divisions, they will utilize either the on-going or intermittent assignment procedures described above appropriate for their needs.

Once the assignment calendar is established, employees are free to trade assignments of stand-by duty on a daily basis with a minimum of 24 hours' advanced written notice to the division supervisor.

Employees are still expected to make themselves available for after-hours call-outs on a voluntary basis regardless of the establishment of a mandatory stand-by program.

The change effectuated by this MOU shall be effective on the date signed by all parties. This MOU will automatically terminate if the issue it addresses is incorporated into a future collective bargaining agreement between the Parties.

Signature page to follow

Dated this 17th day of May, 2022.

City of Richland:



Jon Amundson, ICMA-CM
City Manager



Drew Florence
Administrative Services Director



Pete Rogalsky
Public Works Director

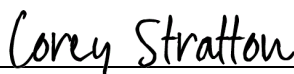


Joe Schiessl
Parks & Public Facilities Director



Lacey Paulsen
Human Resources Director

IUOE Local 280:



Corey Stratton
Business Representative



Paul Pardini
Chief Steward



MEMORANDUM OF UNDERSTANDING
between the
City of Richland
and
International Union of Operating Engineers, Local No. 280

Technology Related Call-Outs

The City of Richland ("City") and the International Union of Operating Engineers, Local No. 280 ("Union") enter into this memorandum of understanding (MOU) to address technology-related call-outs. The City and Union are referred to herein as the "Parties."

The Parties agree that as technology changes, some employee(s) have the capability to perform work on systems remotely through a City computer or wireless device. This remote work includes troubleshooting, scheduling, system configurations, alarms or similar technical related work. In circumstances where work can be performed remotely, employees are not required to travel to the work site or other assigned work locations for a call-out.

Upon acceptance of a call-out assignment that can be completed remotely, pay for call-out time shall not be less than the equivalent of two (2) hours pay at straight time rate. Call-out pay shall begin at the time the employee accepts the call-out. Work beyond two (2) hours, or work that requires physical travel to a work site, will follow Section 11.05 call-out pay in the current collective bargaining agreement (CBA).

Disputes regarding the interpretation or application of this MOU shall be resolved pursuant to the grievance procedures outlined in the CBA.

This MOU is non-precedent-setting and shall be effective upon complete execution by all signatories below. This MOU will automatically terminate if the issue it addresses is incorporated into a future collective bargaining agreement between the Parties.

Dated this 17th day of May, 2022.

City of Richland:

A handwritten signature in blue ink, appearing to read 'Jon Amundson', is written over a horizontal line.

Jon Amundson, ICMA-CM
City Manager

A handwritten signature in blue ink, appearing to read 'Joe Schiessl', is written over a horizontal line.

Joe Schiessl,
Parks & Public Facilities Director

A handwritten signature in blue ink, appearing to read 'Lacey Paulsen', is written over a horizontal line.

Lacey Paulsen, Human Resources Director

IUOE Local 280:

A handwritten signature in blue ink, appearing to read 'Corey Stratton', is written over a horizontal line.

Corey Stratton, Business Representative

A handwritten signature in blue ink, appearing to read 'Paul Pardini', is written over a horizontal line.

Paul Pardini, Chief Steward



***Memorandum of Understanding
between the
City of Richland
and the
International Union of Operating Engineers, Local 280***

IMPACTS OF CHANGES RELATING TO REQUIRED CERTIFICATIONS (STREETS)

The City of Richland ("City") and the International Union of Operating Engineers, Local 280 ("Union") enter into this Memorandum of Understanding (MOU) to address impacts resulting from the City's new inclusion of various certifications deemed necessary to satisfy regulatory requirement, support essential duties of a position, and/or support staff development and professionalism. City and Union are referred to herein as the "Parties."

The certification changes are incorporated into job descriptions dated September 2022, which have been shared with IUOE Business Representative and Chief Steward for the following position classes:

Streets Division

Maintenance Craftsworker I
Maintenance Craftsworker II
Equipment Operator

City recognizes there are costs associated with obtaining and maintaining the certifications identified in the job descriptions referenced above. As a result of bargaining the impacts from the change in certifications, City and IUOE agree as follows:

1. City agrees to provide director-approved training to prepare employees for certification exams (if needed), to support accumulation of required professional experience toward certification requirements, and to pay for up to two (2) attempts by each employee to take each certification exam. Training and professional experience shall be subject to budgetary capacity and management determination of staff assignments to meet operational needs, both of which are at the sole discretion of management.
 - a. An employee who fails to pass a certification exam after a second attempt will be responsible for the costs and time associated with any future training and attempts to pass the exam.
 - b. City agrees to provide training opportunities required for employees to maintain certifications. City will, at its discretion, assign employees to qualifying training sessions, some which may require out-of-town travel. City will cover the costs of training, time, and travel consistent with FLSA obligations.
2. Except for incumbents in the Maintenance Craftsworker I position, incumbent employees (i.e., those holding an impacted position at the time of execution of this MOU) will not face termination ("job jeopardy") for failure to meet the certification requirements of their position.

- a. Employees hired, promoted or moved laterally into the impacted positions listed in this MOU *after* the effective date of this MOU must meet the qualifications of the job description as minimum qualification(s) of employment and will face job jeopardy for failing to do so.
 - b. Maintenance Craftworker I incumbents are required under this MOU to obtain the certifications required on the new job descriptions pursuant to the conditions specified herein and the timeframes identified in the job description. Maintenance Craftworker I incumbents who fail to achieve the required certification levels will face termination ("job jeopardy").
3. City and IUOE agree to the following additional pay to compensate and incentivize the Maintenance Craftworker I employees (incumbents and future hires) to obtain and maintain the Washington State Pesticide Operator license (Rights-of-Way Weed category) in an effort to develop qualified employees to promote into the Equipment Operator (Streets) position when posted. Additional pay, when applicable, will be effective the first day of the pay period following the City's receipt of proof that the certification has been awarded by the appropriate agency.
- a. All regular full-time Maintenance Craftworker I employees who obtain and maintain a Washington State Pesticide Operator license (Rights-of-Way Weed category) will receive an additional forty cents (\$.40) per hour for all hours worked plus leave hours. This additional pay does not apply to leave cash-outs or buy-outs.

Disputes regarding the interpretation or application of this MOU shall be resolved pursuant to the grievance procedures outlined in the current CBA.

This MOU is non-precedent-setting and shall be effective upon complete execution by all signatories below. This MOU will remain in effect until incorporated into a future collective bargaining agreement, or superseded or terminated by mutual agreement of the Parties.

Dated this 3 day of November, 2022.

City of Richland:



Jon Amundson, City Manager



Joe Schiessl, Deputy City Manager

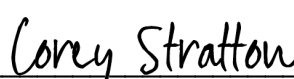


Pete Rogalsky, Public Works Director



Lacey Paulsen, HR Director

IUOE Local No. 280:



Corey Stratton, Business Representative



Paul Pardini, Chief Steward



MEMORANDUM OF UNDERSTANDING
between the
City of Richland
and
International Union of Operating Engineers, Local 280

Equipment Maintenance (Fleet) – Service Writer/Parts Specialist
Job Tasks Flexibility

The City of Richland (“City”) and the International Union of Operating Engineers, Local 280 (“Union”) enter into this Memorandum of Understanding (“MOU”) to address staffing flexibility. The City and Union are referred to herein as the “Parties.”

The Parties are mutually interested in ensuring operational consistency, achieving quality customer service, and preventing a backlog of work resulting from workplace absences. Additionally, the Parties recognize that the size of the Equipment Maintenance division causes the need for occasional flexibility and coverage while preserving the nature of unaffiliated and affiliated work, respectively. Consistent with recent discussions occurring in labor/management, the Parties agree as follows:

Coverage Back Up

When the Service Writer/Parts Specialist is unavailable, the unaffiliated employees in the Equipment Maintenance division (i.e., Fleet & Equipment Maintenance Manager, Fleet & Equipment Maintenance Analyst, Administrative Assistant, etc.) may provide coverage without setting a precedent, and without causing such work to convert to unaffiliated work (if unit work is performed). Such work may include, but is not limited to, answering phones, taking messages, providing internal customers with basic information as directed, or other similar work.

If, in the moment, either Party has concerns regarding the application of this MOU to the work in question, the agreed approach shall be to proceed with the work in question, and to follow-up on the concerns or questions in labor/management after the fact. The Parties will strive to cooperatively resolve issues to clarify expectations going forward.

This MOU is non-precedent-setting and shall be effective upon complete execution by all signatories below. The terms and conditions of the current collective bargaining agreement between the City and IUOE remains in full force and effect unless expressly modified by this MOU. This MOU will remain in effect until incorporated into a future collective bargaining agreement or superseded or terminated by mutual agreement of the Parties.

Signature Page to Follow

Dated this 5th day of April, 2023.

For the City of Richland:



Jon Amundson, ICMA-CM
City Manager

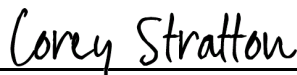


Drew Florence
Assistant City Manager



Lacey Paulsen
Human Resources Director

For the IUOE, Local 280:



Corey Stratton
IUOE Business Representative



Jonathan Maine
IUOE Chief Steward



**MEMORANDUM OF UNDERSTANDING
between the
City of Richland
and
International Union of Operating Engineers, Local 280**

Alternative Work Schedules

The City of Richland ("City") and the International Union of Operating Engineers, Local 280 ("Union") enter into this memorandum of understanding (MOU) to address an alternative work schedule for IUOE represented employees working in the following divisions: Parks & Public Facilities, Equipment Maintenance, and Warehouse. The City and Union are referred to herein as the "Parties."

The intent of an alternate work schedule, also known as a '9/80' work schedule, is to provide the same level of service for customers, without incurring additional costs, while increasing workplace desirability for employees. The City and Union agree that the shared values of teamwork, integrity, and excellence are paramount in providing high customer service equivalent to the normal work schedule.

This MOU, so long as it remains in full force and effect, supersedes the following section of the current Collective Bargaining Agreement (CBA):

Section 10.02 Work Week – Forty (40) hours shall constitute the normal workweek for all regular full-time employees. The work week shall commence on Sunday midnight of the current week and end midnight the following Sunday.

In addition, this MOU supersedes and replaces MOU #2022-02-IUOE Alternative Work Schedules for the Parks & Public Facilities division as it incorporates the information previously prescribed and expands to include additional divisions.

During the summer months, temperatures are hotter during the afternoons and city parks are busier on Fridays and the weekends. For the period commencing the weekend after Memorial Day and ending the weekend before Labor Day, management may implement an alternative work schedule based on operational needs for employees in the Parks & Public Facilities division.

A significant portion of the Equipment Maintenance and Warehouse divisions' internal customer base are on alternative work schedules. At any time, management may implement an alternative work schedule for division employees based on operational needs and/or to better align with customer needs/expectations.

The alternative work schedule options are as follows:

1. **Monday through Monday Work Week** – A two-week schedule providing nine (9) workdays during that period within the following conditions:
 - a. One work week of five (5) work days consisting of four (4) days of nine (9) work hours and one day (Monday) of eight (8) work hours (each with an unpaid one-half (1/2) hour meal break); and
 - b. One work week of four (4) days of nine (9) work hours (with an unpaid one-half (1/2) hour meal break and Monday off.
2. **Friday through Friday Work Week** – A two-week schedule providing nine (9) workdays during that period within the following conditions:
 - a. One work week of five (5) work days consisting of four (4) days of nine (9) work hours and one day (Friday) of eight (8) work hours (each with an unpaid one-half (1/2) hour meal break); and
 - b. One work week of four (4) days of nine (9) work hours (with an unpaid one-half (1/2) hour meal break and Friday off.

At least two (2) weeks prior to the change, management will assign division employees to one of the schedule options noted above based on staffing and coverage needs. Depending on the needs of the division, employees may be assigned A Shift or B Shift to alternate Fridays or Mondays off (i.e. – A Shift will work a five (5) day week, while B Shift will have a four (4) day week and vice versa the following week). At management discretion, shifts may rotate on the first day of the pay period each calendar year.

In Parks & Public Facilities, employees will be placed on the applicable schedule starting the Friday or Monday after Memorial Day and ending the Friday or Monday prior to Labor Day.

For any city-recognized holidays that fall on the employee's regularly scheduled nine (9) hour workday, the employee shall code time for eight (8) hours holiday pay and one (1) hour of accrued PTO.

The parties agree that for purposes of designating the seven (7) consecutive day work period for the calculation of overtime, one work period shall commence at the midpoint of the employee's shift of the eight (8) hour day. These periods, for each employee participating in the 9/80 schedule, shall be specifically designated and declared in accordance with the Fair Labor Standards Act (FLSA). Alternative work schedules are not intended to create overtime obligations and may be discontinued at management's election upon evidence that they are increasing overtime costs.

Disputes regarding the interpretation or application of this MOU shall be resolved pursuant to the grievance procedures outlined in the CBA.

This MOU is non-precedent-setting and shall be effective upon complete execution by all signatories below. It shall remain in effect unless terminated by agreement of the parties, or if unilaterally terminated by City based on evidence that alternative work schedules are increasing overtime costs.

Dated this 28th day of August, 2023.

City of Richland:



Jon Amundson, ICMA-CM
City Manager



Joe Schiessl, Deputy City Manager

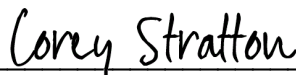


Drew Florence, Assistant City Manager



Lacey Paulsen, Human Resources Director

IUOE Local 280:



Corey Stratton
IUOE Business Representative



Jonathan Maine, IUOE Chief Steward



***Memorandum of Understanding
between the
City of Richland
and the
International Union of Operating Engineers, Local 280***

WASHINGTON STATE PESTICIDE PUBLIC OPERATOR PAY

The City of Richland ("City") and the International Union of Operating Engineers, Local 280 ("Union") enter into this Memorandum of Understanding (MOU) pertaining to Washington State Pesticide Operator pay for applicable bargaining unit members. City and Union are referred to herein as the "Parties."

Timely maintenance of city facilities, to include pesticide application, is important to the upkeep of the city. The following additional pay is intended to incentivize and compensate employees (incumbents and future hires) who obtain and maintain the Washington State Pesticide Public Operator license (*Right-of-Way Weed Control* or *Aquatic Pest Control* category).

The Parties hereto agree as follows:

A. COMPENSATION

1. All regular full-time IUOE employees (excluding those classifications separately covered by MOU-2022-05-IUOE) in the Public Works Department who obtain and maintain a Washington State Pesticide Public Operator license (*Right-of-Way Weed Control* or *Aquatic Pest Control* category) who are not otherwise required by their current job description to obtain said license and who are identified by the Public Works Director as desirable to meet the division's needs are eligible to receive an additional forty cents (\$.40) per hour for all hours worked plus leave hours. This additional pay does not apply to leave cash-outs or buy-outs.
2. The City will compensate up to two (2) eligible employees in each of the following Public Works divisions: Water Maintenance, Wastewater/Stormwater Maintenance, and Solid Waste Disposal. Should more than two (2) employees express interest in obtaining a Washington State Pesticide Public Operator license, selection will be based on seniority, and a wait list will be created.
3. The additional pay made available through this MOU will be effective the first day of the pay period following the City's receipt of proof that the license has been awarded by the appropriate agency.
4. If an employee transfers to another division or is demoted, the employee will no longer be eligible to receive the additional pay as of the effective date of the transfer or demotion. The vacancy created by the transfer or demotion will create an opportunity for another employee in the division to obtain the license.

B. TESTING

The City acknowledges the costs associated with obtaining and maintaining the Washington State Pesticide Public Operator license. City agrees to provide director-approved training to prepare employees for licensure exams (if needed), and to pay for up to two (2) attempts by each selected employee to obtain the license. Training shall be subject to budgetary capacity and management determination of staff assignments to meet operational needs, both of which are at the sole discretion of management.

1. Should the selected employee(s) fail to schedule testing for a license within six (6) months of selection, or to schedule a second attempt to test within three (3) months of a first failed testing attempt, or fail to obtain the license after a second attempt, and if more than two (2) employees expressed interest during the selection period, the next employee on the list will be provided an opportunity to obtain the license. If no other employees expressed interest during the selection period and the selected employee remains interested in pursuing the license, the employee may choose to continue to do so at his/her own expense, including all costs and time associated with any future training and attempts to pass the exams.
2. After the license is issued, City agrees to provide training opportunities required for employees to maintain the license. City will, at its discretion, assign employees to qualifying training sessions, some which may require out-of-town travel. City will cover the costs of training, time, and travel consistent with FLSA obligations.

Disputes regarding the interpretation or application of this MOU shall be resolved pursuant to the grievance procedures outlined in the current CBA.

This MOU is non-precedent-setting and shall be effective upon complete execution by all signatories below. This MOU will remain in effect until incorporated into a future collective bargaining agreement, or superseded or terminated by mutual agreement of the Parties.

Dated this 11th day of November, 2024.

City of Richland:



Jon Amundson, City Manager



Joe Schiessl, Deputy City Manager

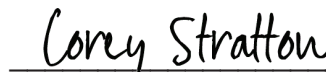


Carlo D'Alessandro, Public Works Director



Lacey Paulsen, HR Director

IUOE Local No. 280:



Corey Stratton, Business Representative



Jonathan Maine, Chief Steward



COUNCIL AGENDA ITEM COVERSHEET

Council Date: 7/15/2025

Agenda Category: Items of Business

Strategic Priority I - High Performance Government

Subject

Downtown Connectivity Project Status Update

Department/Office

Public Works

Ordinance/Resolution Number

Document Type

Presentation

Recommended Motion

None.

Summary

This presentation provides a status update on the progress, communications strategy, and future schedule for the Downtown Connectivity Improvements Project (the "Project").

The scope of the Project involves reconfiguring George Washington Way and Jadwin Avenue into a one-way couplet between the Jadwin Avenue and Symons Street intersections. Reconfiguring these roadways to one-way streets enables repurposing of a portion of the existing right-of-way for barrier-separated two-way bike facilities, wider sidewalks, on-street parking, and pedestrian crossing enhancements throughout the project area. Narrowing the street width and converting the intersections to a single-direction approach shortens pedestrian crossing distance, reduces pedestrian conflict points, and improves traffic signal coordination. Adding bike signals to the one-way couplet system further supports safe and protected bicycle and pedestrian movement while helping to moderate vehicle speeds. The project requires geometric changes to several intersections, reconfigures traffic signals to support the one-way operation, pedestrian crossings, and bike lanes. The project includes upgrades to street lighting and pedestrian scale lighting.

Staff continues to work with the Federal Highway Administration (FHWA) for the SS4A funding agreement. The previous funding pause appears to have been lifted by the US Department of Transportation (USDOT). Staff has remained in contact with FHWA, which administers the grants. A final review of the funding agreement has been sent to FHWA headquarters in Washington, D.C. for final review.

While design work is progressing, delays to the 60% design milestone have occurred due to staffing challenges and environmental review delays. Public outreach and engagement for the Project has been added to the scope of work for the City's consultant, Tripepi Smith. Preparation of project branding, outreach initiatives, and project website continue. New project branding "Downtown Loop" was adopted by staff. The Project website has been released in anticipation of the first contact with property owners related to right-of-way (ROW) acquisition. Commonstreet Consulting was awarded the contract for the right-of-way acquisition. ROW needs have been identified but appraisals and purchase and sale agreements have not been completed. FHWA region staff environmental review process was a source of delay. This environmental process is now complete and environmental approvals have been received from FHWA as of June 10, 2025.

Next steps include continuing design and ROW acquisition, preparing for initial public engagements efforts in coordination with the communications consultant, and finalizing the FHWA funding agreement.

The planned schedule is as follows:

- ROW Acquisition (construction easements and ROW): June 2025 to December 2025
- Urban Design / planning: June 2025 to November 2025

- Public Open House: October 2025
- 90% Engineering Design Complete: November 2025
- 100% Design completion + ROW approval + funds obligation: December 31, 2025
- Bid advertisement: January 2026
- Contractor Bid Award: February 2026
- Construction Start: Spring 2026
- Construction Completion: Fall/Winter 2027 (18+ months of work)

Fiscal Impact None.

Attachments

- I. Downtown Loop Logos

THE LOOP LOGO PACKAGE

PRIMARY LOGO



HORIZONTAL LOGO



SUBMARK LOGO

